

2015 Survey to Measure the Awareness of Disproportionate Minority Contact Among Juvenile Justice System Practitioners

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Subcommittee on Disproportionate Minority Contact
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Background

A major issue facing juvenile justice practitioners and policymakers across the country is the disproportionality and the disparate treatment of racial and ethnic minority youth in the juvenile justice system. The Office of Juvenile Justice and Delinquency Prevention (OJJDP) mandates that all states evaluate and address Disproportionate Minority Contact (DMC) within their jurisdictions to receive full allocation of their formula grant funding from the agency.

For over 25 years, the State of Connecticut Juvenile Justice Advisory Committee (JJAC) has been working to evaluate and address DMC. In addition to conducting research to determine if and where DMC exists in the state's juvenile justice system and develop strategies to address the disparities identified, the JJAC has sought to increase practitioner awareness of the identified disparities through a variety of efforts.

A baseline survey of juvenile justice system practitioners was conducted in 2011 to measure awareness levels at that time and to allow for the measurement of change in practitioner awareness over time. In 2015, the practitioner survey was repeated. A copy of the 2015 questionnaire is provided in Appendix A. This report provides the findings for the 2015 study.

Methodology

- An online survey was used for this study. Survey invitations were sent to juvenile justice system practitioners statewide from four agencies involved in juvenile justice: the Judicial Branch (Judicial), the Division of Criminal Justice (DCJ), the Division of Public Defenders (DPD), and the Department of Children and Families (DCF). The number of survey invitations distributed, the number of completed surveys, and the survey response rate are provided in the table below (overall and for each agency).
- The overall response rate for the survey was 38%, and ranged from 23% to 57% across the agencies.

2015 Survey Distribution and Completion

	Survey Invitations Distributed	Surveys Completed	Response Rate
Judicial Branch (includes: Juvenile and Adult Court Judges; Juvenile Court Administration, Supervisors, Managers, Probation Officers, Court Clerks, Court Services Officers, and Clinical Coordinators; and Juvenile Detention and Transportation Officers)	642	320	50%
Division of Criminal Justice (includes: Adult Court Prosecutors and Juvenile Court Prosecutors and Investigators)	294	67	23%
Division of Public Defenders (includes: Juvenile Attorneys and Staff)	51	29	57%
Department of Children and Families (includes: CJTS and Regional Personnel -- Administration and Support, Supervisors, Residential Care, Education, Juvenile Justice Regional Staff, Clinical, Medical/Dental, Rehabilitation, Police, Food Services)	447	135	30%
Total	1,434	551	38%

- In this report, the study findings are presented in aggregate and by agency (Judicial, DCJ, DPD, DCF).
- For the aggregate findings, the data are weighted so that it reflects the relative size of each of the agencies (based on the survey distribution list provided by each agency).

Survey Respondents

The next two pages provide tables that describe and display the 2015 survey respondent demographic characteristics in aggregate and by agency, and survey respondents' job titles for each agency.

Aggregate Demographics

- One-half of the respondents were male and one-half were female
- Almost three-fifths of the respondents worked in Connecticut's juvenile justice system for 10 or more years
- 94% of the respondents had a college degree, over one-half completed graduate or law school
- 52% of the respondents were 35 to 49 years old and 31% were 50 to 64 years old
- About two-thirds of the respondents were White not Hispanic

By Agency Demographics

- DPD and DCF had more female respondents than male respondents, while DCJ had more male than female respondents
- Compared to Judicial and DCF, DCJ and DPD had somewhat higher percentages of White not Hispanic respondents (78% - 81% vs. 57% - 61%)
- DCJ respondents were somewhat older than those from Judicial, DCF and DPD (64% 50+ years old vs. 23% - 48%)
- About 90% of DCJ and DPD respondents had a graduate or law degree compared to 40% and 51% for Judicial and DCF respectively

Survey Respondents - Demographics

	Aggregate	Judicial Branch	Division of Criminal Justice (DCJ)	Division of Public Defenders (DPD)	Department of Children & Families (DCF)
(Base)	(473-526)	(279-307)	(40-61)	(27-29)	(118-132)
Gender					
Male	50%	51%	56%	35%	45%
Female	50%	49%	44%	65%	55%
Total	100%	100%	100%	100%	100%
Years Working in CT JJS					
Less than 1 year	2%	1%	0%	0%	2%
1 - 4 years	18%	18%	18%	14%	20%
5 -9 years	18%	21%	12%	21%	16%
10+ years	62%	60%	70%	65%	62%
Total	100%	100%	100%	100%	100%
Age Range					
Under 35 years old	14%	20%	7%	0%	12%
35 to 49 years old	52%	57%	29%	52%	58%
50 to 64 years old	31%	18%	61%	45%	29%
65 or more years old	3%	5%	3%	3%	1%
Total	100%	100%	100%	100%	100%
Education					
High school graduate	2%	3%	0%	0%	2%
Some college/technical school	4%	5%	2%	3%	5%
College graduate	31%	44%	2%	7%	34%
Some graduate school	7%	8%	3%	0%	8%
Graduate school/law degree	56%	40%	93%	90%	51%
Total	100%	100%	100%	100%	100%
Race					
White (not Hispanic)	63%	57%	81%	78%	61%
Black (not Hispanic)	15%	18%	6%	0%	18%
Hispanic	12%	17%	6%	8%	8%
Other (not Hispanic)	10%	8%	7%	14%	13%
Total	100%	100%	100%	100%	100%

Survey Respondents – Job Titles

	Judicial Branch	
	%	N
Judges		
Juvenile Court Judge	6%	20
Adult Court Judge	6%	19
Judge, Court Not Specified	1%	3
Detention Personnel		
Juvenile Detention Officer (including Trainee) or Transportation Officer	17%	53
Juvenile Detention Shift or Program & Services Supervisor	3%	11
Juvenile Detention Superintendent or Deputy Superintendent	3%	9
Juvenile Detention Classification & Program Manager/Officer (including Trainee)	3%	8
Other Judicial Positions		
Juvenile Probation Officer (including Lead Officer and Trainee)	40%	129
Juvenile Matters Supervisor I or II	7%	22
Deputy Clerk, GA/Juvenile Matters	4%	13
Court Operations Chief Clerk or Deputy Chief Clerk	3%	9
Clinical Coordinator	3%	8
Program Manager I or II	2%	7
Court Services Officer Juvenile Matters	2%	5
Juvenile Services/Court Operations Administrator, Manager or Director	1%	4
Total	100%	320

	Division of Criminal Justice (DCJ)	
	%	N
Adult Court Prosecutor	67%	45
Juvenile Court Prosecutor or Investigator	33%	22
Total	100%	67

	Division of Public Defender (DPD)	
	%	N
Public Defender Attorney	72%	21
Public Defender Staff	28%	8
Total	100%	29

	Department of Children & Families (DCF)	
	%	N
CJTS Personnel		
CJTS Residential Care	17%	23
CJTS Education	14%	19
CJTS Clinical	10%	13
CJTS Administration and Support	6%	8
CJTS Medical/Dental	5%	7
CJTS Rehabilitation Services	3%	4
CJTS Police	1%	1
CJTS Food Services	1%	1
Other DCF Personnel		
Regional Administration and Support	25%	34
Juvenile Justice Regional Staff	15%	20
DCF Central office Administration and Support	4%	5
Total	100%	135

Study Findings

Familiarity with Term Disproportionate Minority Contact (DMC) Aggregate

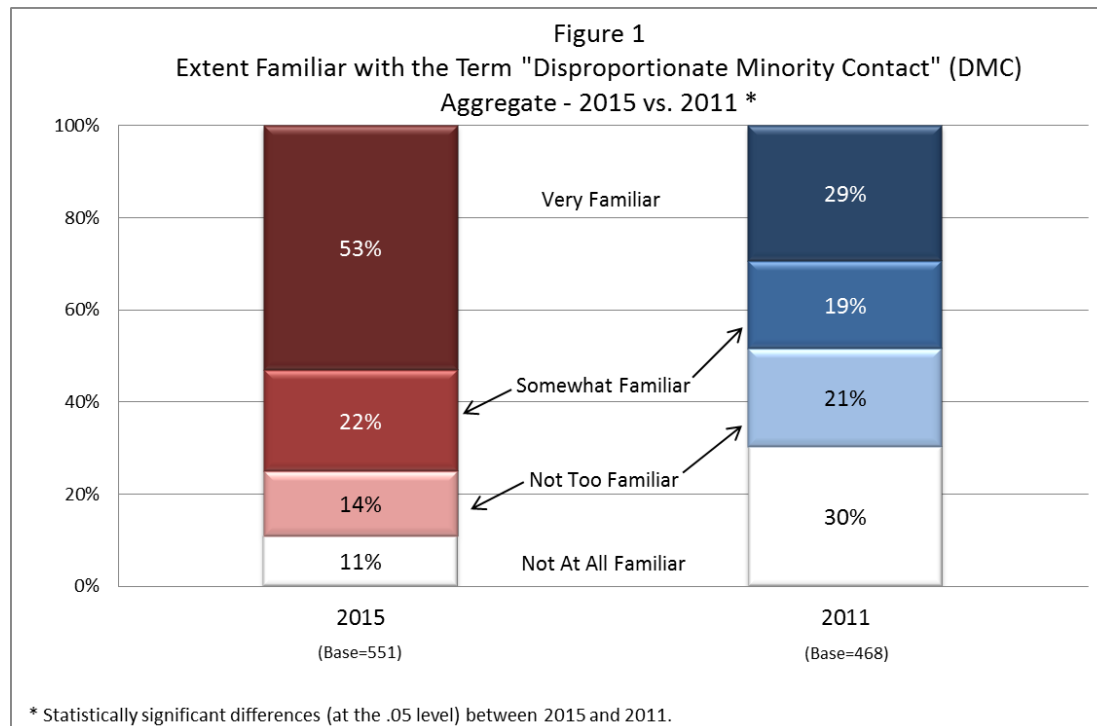
Survey respondents were asked how familiar they were with 10 different terms as they relate to the juvenile justice system. Included on the list was "Disproportionate Minority Contact" (DMC). Figures 1, 1a and 1b display aggregate findings for respondents' familiarity with the term "Disproportionate Minority Contact" (DMC).

2015 Responses

- 75% of the practitioners surveyed in 2015 were at least "somewhat familiar" and 53% were "very familiar." Just 11% of the 2015 respondents said they were "not at all familiar."

Comparison to 2011

- Practitioner familiarity with the term "Disproportionate Minority Contact" (DMC) increased dramatically over the past four years, as displayed by the percentage who were "very familiar" (53% vs. 29%) and the percentage that said they were "not at all familiar" (11% vs. 30%).



Study Findings

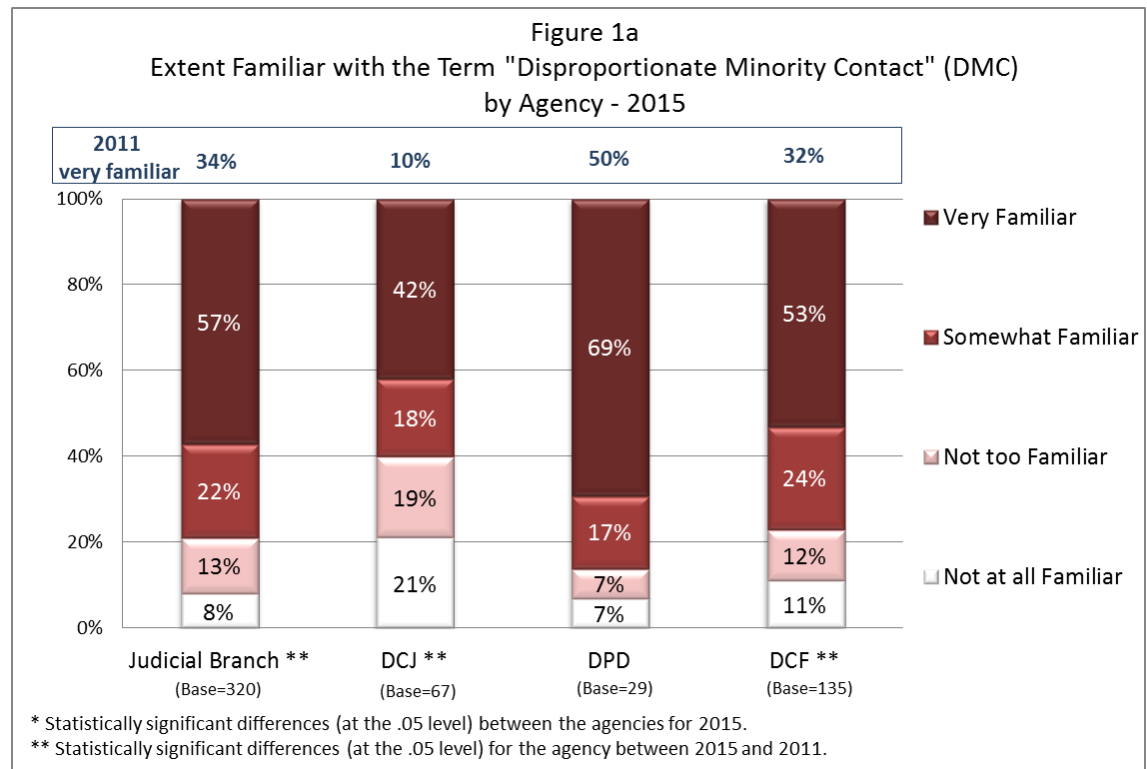
Familiarity with Term Disproportionate Minority Contact (DMC) by Agency

2015 Responses

- DPD respondents were the most familiar with the term "Disproportionate Minority Contact" (DMC), with 69% "very familiar" and just 7% "not at all familiar."
- DCJ respondents were the least familiar, with just 42% "very familiar" and 21% "not at all familiar."

Comparison to 2011

- All four system components experienced an increase in familiarity over the past four years, and the increases were statistically significant for Judicial Branch, DCJ and DCF.
- DCJ experienced the greatest improvement by far, up over four times (42% vs. 10% "very familiar").



Study Findings

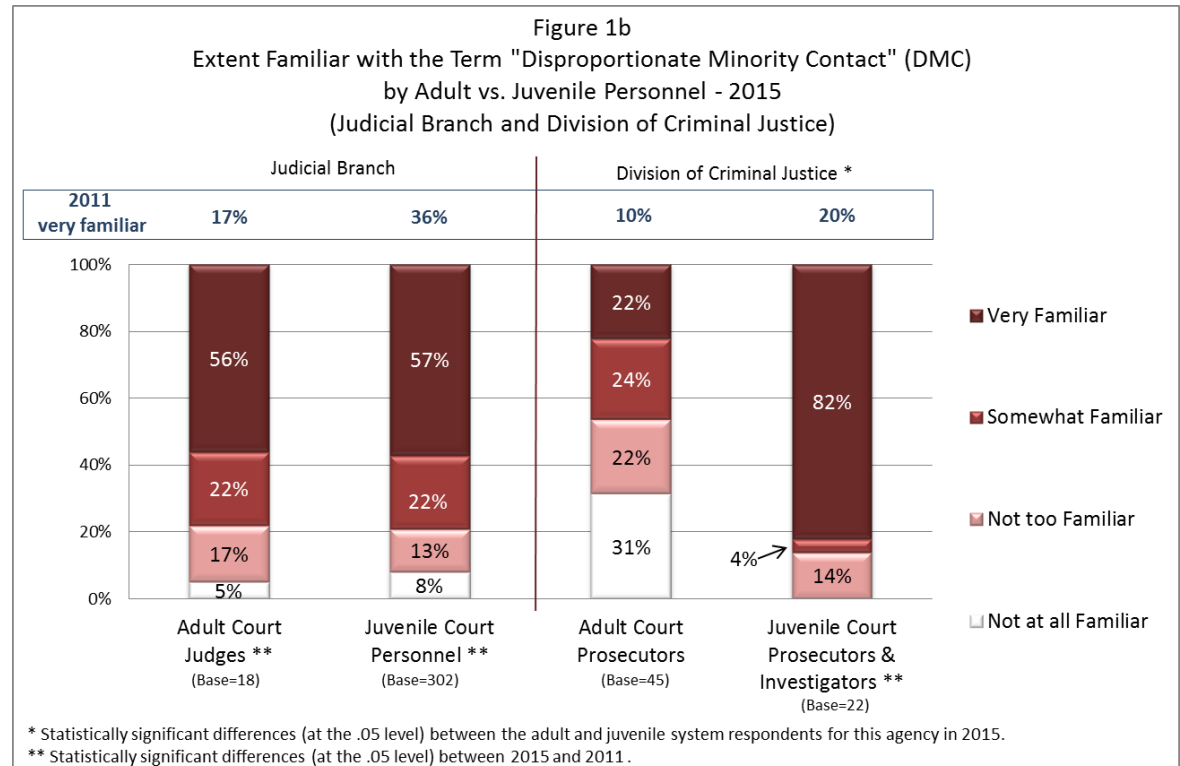
Familiarity with Term Disproportionate Minority Contact (DMC) Adult vs. Juvenile Court

2015 Responses

- For the Judicial Branch, Juvenile Court personnel (57%) and Adult Court judges (56%) were similarly likely to be "very familiar."
- Not surprisingly, Juvenile Court prosecutors/investigators were much more familiar than Adult Court prosecutors with the term "Disproportionate Minority Contact" (DMC) (82% vs. 22% "very familiar").

Comparison to 2011

- Three of the four system components experienced a statistically significant increase in familiarity over the past four years, with Juvenile Court prosecutors/investigators (82% vs. 20% "very familiar") and Adult Court judges (56% vs. 17% "very familiar") displaying the greatest increase in familiarity in 2015 vs. 2011.
- Adult Court prosecutors had the most modest increase (22% vs. 10%).



Study Findings

Familiarity with Various Terms used in Juvenile Justice Aggregate

Among the 10 terms included on the 2015 survey were two other terms beside “Disproportionate Minority Contact” that are used to talk about this issue: “Racial and Ethnic Disparity” and “Implicit Bias.” Seven additional juvenile justice terms were included on the survey, including one which refers to an analysis conducted as part of DMC (“Relative Rate Index, RRI”).

2015 Responses

- The term with the greatest familiarity was “Racial and Ethnic Disparity” (“very familiar,” 71%), followed by “Graduated Sanctions/Responses” (“very familiar,” 66%) and “Diversion” (“very familiar,” 62%).
- 75% of the respondents were “very” (53%) or “somewhat” (22%) familiar with the term “Disproportionate Minority Contact” (DMC) which ranked in the middle of the 10 terms included; and well behind “Racial and Ethnic Disparity” but somewhat ahead of “Implicit Bias.”
- “Relative Rate Index” ranked the lowest, with just 7% “very familiar” and 44% “not at all familiar.”

Comparison to 2011

- Seven of the terms included in 2015 were also included in our 2011 practitioner survey.
- Of these seven terms, “Disproportionate Minority Contact” (DMC) (53% vs. 29%) and “Trauma Informed System Response” (49% vs. 25%) experienced the greatest jump in familiarity since 2011.

Figure 2
Awareness of Terminology Used Within Juvenile Justice
Aggregate - 2015
(Base=551)

	Very Familiar	Somewhat Familiar	Not too Familiar	Not at all Familiar	Change in Very Familiar 2015 vs. 2011
Racial and Ethnic Disparity	71%	22%	5%	2%	-
Graduated Sanctions/Responses	66%	20%	9%	5%	+ 14
Diversion	62%	26%	8%	4%	-
Multi-systemic Therapy (MST)	58%	20%	12%	10%	+ 4
Community Policing	56%	33%	8%	3%	+ 12
Disproportionate Minority Contact (DMC)	53%	22%	14%	11%	+ 24
Restorative Justice	50%	31%	11%	8%	+ 16
Trauma Informed System Response	49%	23%	15%	13%	+ 24
Implicit Bias	43%	31%	15%	11%	-
Relative Rate Index (RRI)	7%	17%	32%	44%	+ 1

Study Findings

Very Familiar with "Disproportionate Minority Contact" and/or "Racial and Ethnic Disparity"

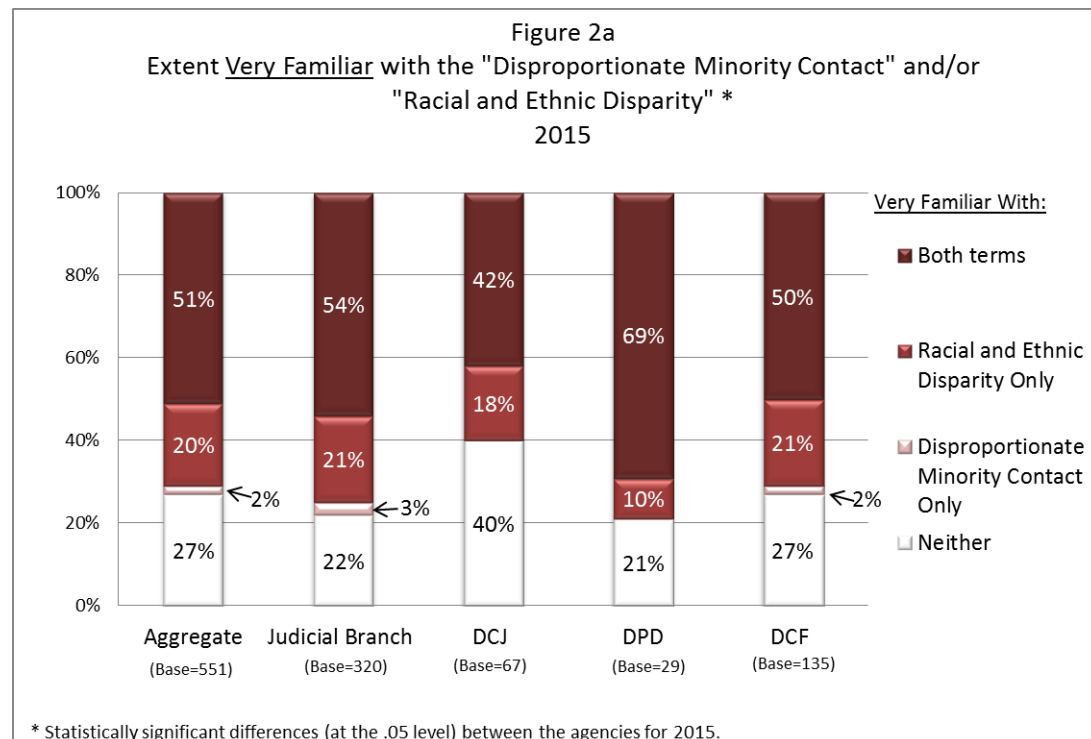
As the term "Racial and Ethnic Disparity" is now being used in ways the term "Disproportionate Minority Contact" has historically been used, an analysis was conducted to determine the percentage of practitioners surveyed that were "very familiar" with both, one or neither of these terms.

Aggregate

- Overall, about one-half (51%) of the respondents were "very familiar" with both terms, and almost three-quarters (73%) were "very familiar" with at least one of the two terms.
- Respondents "very familiar" with just one of the two terms were almost always "very familiar" with "Racial and Ethnic Disparity" (20% vs. 2%).

By Agency

- DCJ expressed the least familiarity with the two terms (60% "very familiar" with at least one of the two terms vs. 73% - 79% for the other agencies).

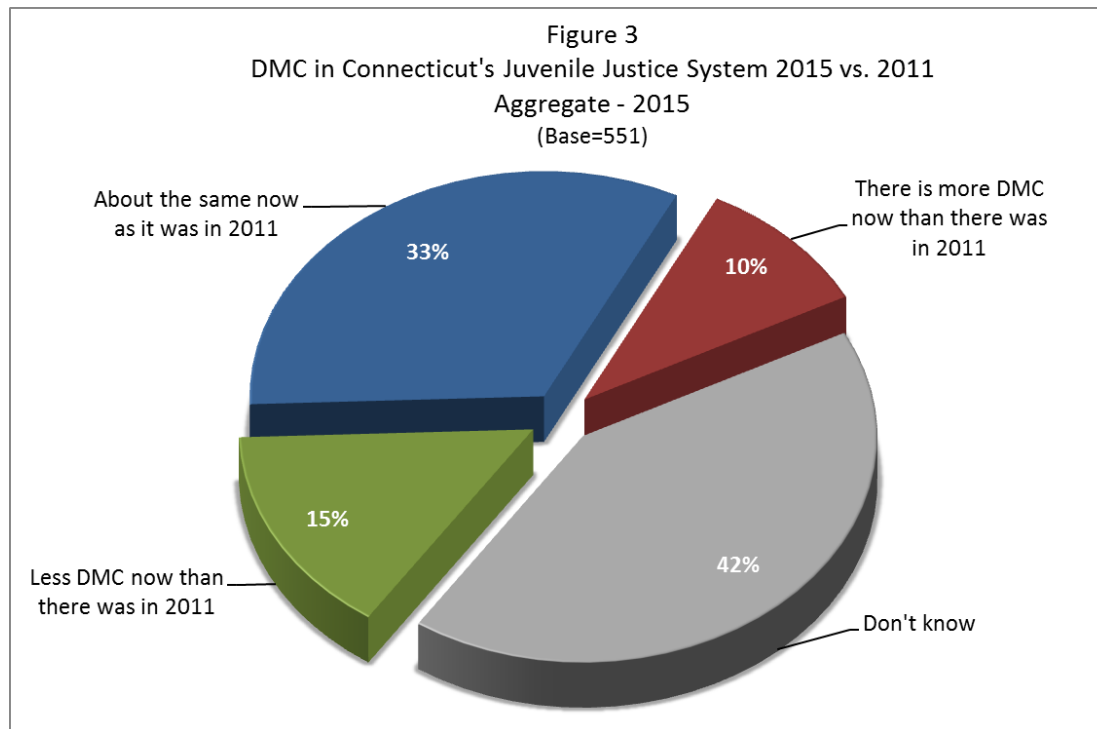


Study Findings

Perceived Change in Disproportionate Minority Contact (DMC) Since 2011 Survey Aggregate - 2015

In 2015 survey respondents were asked if they thought there was less, the same or more Disproportionate Minority Contact now than there was at the time of the initial practitioner survey in 2011.

- 42% of the respondents said they didn't know if there was more or less DMC in Connecticut's juvenile justice system now than in 2011.
- Those respondents who felt able to answer the question most frequently said DMC in Connecticut's juvenile justice system is the same now as it was in 2011.
- Respondents were somewhat more likely to say there is less DMC today than to say there is more DMC today (15% vs. 10%).



Study Findings

Efforts Taken by Their Agency to Address DMC in the Last Few Years 2015

In 2015 survey respondents were asked what, if any, efforts they were aware of that their agency has taken to address DMC in the last few years. Responses to this open-ended question were coded and are displayed in Figures 4 (aggregate) and 4a (by agency) (see pages 15 & 16). It should be noted, about 30% of the respondents did not provide an answer to this open-ended question.

Aggregate

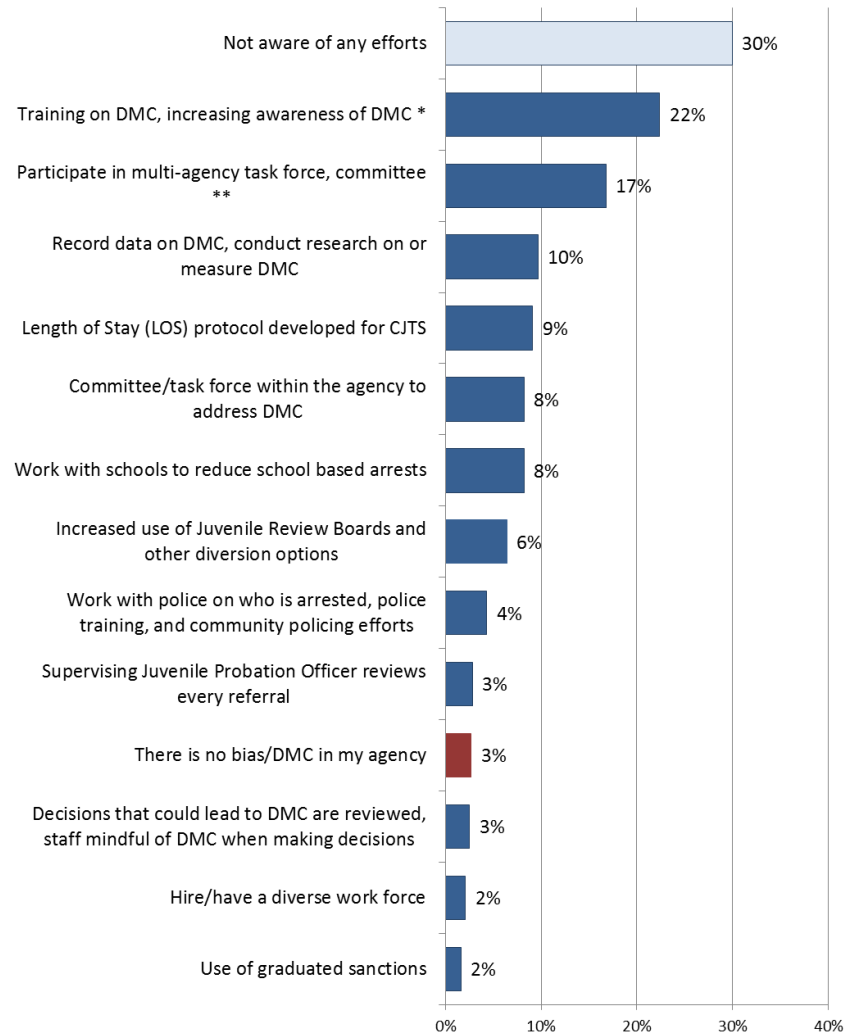
- Almost 1/3 (30%) of those answering the question said they were not aware of any efforts in their agency.
- The two most frequent efforts mentioned were training on DMC/increasing awareness of DMC (22%) and participating in a multi-agency task force or committee (17%).
- Four actions were cited by 8% - 10% of the respondents (record data or conduct research on DMC, the length of stay protocol developed for CJTS, an agency committee or task force to address DMC, and work with schools to reduce school based arrests).

By Agency

- Respondents from the DPD and DCF were most likely to mention their agency was involved in task forces or committees to address DMC, both within their own agencies as well as multi-agency.
- The Judicial Branch and DCF respondents were the most likely to mention their agency was recording data/conducting research on DMC.
- DCF respondents were most likely to mention the Length of Stay protocol that was recently implemented.
- Judicial Branch respondents were most likely to mention their agency was working with police to reduce school based arrests, increasing the use of Juvenile Review Boards and other diversion options, and a Supervising Juvenile Probation Officer reviews every referral received.
- DCJ respondents were the most likely to say they were not aware of any efforts their agency had taken to address DMC and to say there is no bias/DMC in their agency.

Study Findings

Figure 4
Agency Efforts to Address DMC In Last Few Years (Unaided)
Aggregate - 2015
(Base=386)



Note: This chart includes all responses mentioned by at least 2% of the respondents.

* 3% of the respondents specifically mentioned using the Color of Justice forums for training.

** 3% of the respondents specifically mentioned the LIST or regional meetings.

Study Findings

Figure 4a
Agency Efforts to Address DMC in Last Few Years (Unaided)
by Agency - 2015

	Judicial Branch (Base=206)	DCJ (Base=42)	DPD (Base=23)	DCF (Base=115)
Not aware of any efforts *	28%	55%	39%	22%
Training on DMC, increasing awareness of DMC	25%	21%	13%	21%
Participate in multi-agency task force, committee *	16%	7%	22%	22%
Record data on DMC, conduct research on or measure DMC *	15%	0%	0%	10%
Length of Stay (LOS) protocol developed for CJTS *	0%	0%	0%	24%
Committee/task force within the agency to address DMC *	4%	5%	13%	14%
Work with schools to reduce school based arrests *	18%	2%	0%	2%
Increased use of Juvenile Review Boards and other diversion options *	12%	5%	4%	2%
Work with police on who is arrested, police training, and community policing efforts	6%	2%	4%	4%
Supervising Juvenile Probation Officer reviews every referral *	6%	2%	0%	0%
There is no bias/DMC in my agency *	0%	10%	0%	3%
Decisions that could lead to DMC are reviewed, staff mindful of DMC when making decisions *	2%	2%	9%	3%
Hire/have a diverse work force	2%	5%	0%	2%
Use of graduated sanctions	2%	0%	0%	2%

* Statistically significant differences (at the .05 level) between the agencies for 2015.

Study Findings

Familiarity with JJAC Initiatives to Address DMC Aggregate – 2015

Survey respondents were shown a list of 10 different initiatives spearheaded by the JJAC to combat DMC. Practitioners were asked how familiar they were with each one. Figure 5 on page 18 displays the findings.

- Respondents were most familiar with:
 - Statute changes that require a court order for the police to bring any juvenile to a pretrial detention center (“very familiar,” 47%; and “somewhat familiar,” 22%)
 - The Color of Justice documentary that was produced by and aired on CPTV (“very familiar,” 39%; and “somewhat familiar,” 21%)
 - The Color of Justice forums conducted by the CT Juvenile Justice Alliance (“very familiar,” 30%; and “somewhat familiar,” 25%)
- 40% - 50% were “very” or “somewhat” familiar with: police training curriculum to assist police officers in working with youth; MOA put in place between the local school superintendent and the chief of police; DMC studies commissioned by the JJAC and OPM; and curriculum developed to assist school staff in working with students and the police.
- Only 22% - 27% were “very” or “somewhat” familiar with: the RightReponseCT.org website providing resources to police and schools on working more effectively with juveniles; the CTJustStart.org website providing information on DMC in Connecticut’s juvenile justice system and efforts to address it; and the IDIR tool developed to assist residential facilities in self-monitoring the use incident reports by race/ethnicity.

Study Findings

Figure 5
Extent Familiar with JJAC Initiatives to Address DMC
Aggregate - 2015
(Base=551)

	Very Familiar	Somewhat Familiar	Not too Familiar	Not at all Familiar
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center	47%	22%	16%	15%
The Color of Justice documentary that was produced by and aired on CPTV	39%	21%	14%	27%
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance	30%	25%	19%	26%
Police training curriculum developed to assist police officers in working more effectively with youth	17%	30%	30%	23%
Memorandum of Agreement (MOA) being put in place between the local school superintendent and the chief of police	16%	26%	25%	32%
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT's juvenile justice system	14%	36%	25%	25%
Curriculum developed to assist school staff in working more effectively with students and the police	10%	30%	30%	30%
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles	8%	19%	32%	41%
The CTJustStart.org website that provides information on DMC in CT's juvenile justice system as well as information on efforts in place to address DMC	6%	21%	32%	41%
The IDIR tool which was developed to assist residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity	6%	16%	35%	43%

Study Findings

Familiarity with JJAC Initiatives to Address DMC by Agency – 2015

As revealed in Figure 5a (see page 20), initiative familiarity frequently varied significantly by agency.

- DCF (51%) and DCJ (66%) respondents were significantly less likely than DPD (90%) and Judicial Branch (81%) respondents to be very/somewhat familiar with a court order being required for police to bring any juvenile to pretrial detention.
- DCJ respondents were significantly less likely than other agency respondents to be very/somewhat familiar with the Color of Justice documentary (40% vs. 60% - 72%) and the Color of Justice public forums (37% vs. 56% - 66%), and were also less likely to be very/somewhat familiar with the DMC studies commissioned by the JJAC and OPM (38% vs. 50% - 56%).
- DPD respondents (31%) were significantly less likely than other agency respondents (43% - 53%) to be very/somewhat familiar with the police training curriculum developed to assist the police in working more effectively with youth.
- DPD (10%) and DCJ (12%) respondents were significantly less likely than DCF (26%) and Judicial Branch (25%) respondents to be very/somewhat familiar with the IDIR tool developed to assist residential facilities in self-monitoring the use of incident reports by race/ethnicity.

Study Findings

Figure 5a
Percent "Very" or "Somewhat" Familiar with JJAC Initiatives to Address DMC
by Agency - 2015

	Judicial Branch (Base=320)	DCJ (Base=67)	DPD (Base=29)	DCF (Base=135)
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center *	81%	66%	90%	51%
The Color of Justice documentary that was produced by and aired on CPTV *	67%	40%	72%	60%
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance *	62%	37%	66%	56%
Police training curriculum developed to assist police officers in working more effectively with youth *	43%	49%	31%	53%
Memorandum of Agreement (MOA) being put in place between the local school superintendent and the chief of police	45%	43%	52%	37%
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT's juvenile justice system *	50%	38%	55%	56%
Curriculum developed to assist school staff in working more effectively with students and the police	43%	37%	41%	39%
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles	31%	21%	14%	27%
The CTJustStart.org website that provides information on DMC in CT's juvenile justice system as well as information on efforts in place to address DMC	28%	21%	24%	28%
The IDIR tool which was developed to assist residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity *	25%	12%	10%	26%

* Statistically significant differences (at the .05 level) between the agencies for 2015.

Study Findings

Familiarity with JJAC Initiatives to Address DMC by Adult vs. Juvenile Court – 2015

As revealed in this figure, for both DCJ and Judicial Branch those working in the Juvenile Court were often significantly more familiar with the various JJAC DMC initiative than were those in the Adult Court.

Figure 5b
Percent "Very" or "Somewhat" Familiar with JJAC Initiatives to Address DMC
by Adult vs. Juvenile Personnel - 2015
(Judicial Branch and Division of Criminal Justice)

- Judicial Branch:** Juvenile Court personnel were significantly more familiar than Adult Court judges for 4 of the 10 JJAC initiatives, with the greatest differences for the Color of Justice documentary and public forums, as well as the RightResponseCT.org website providing resources to school staff and police, and the IDIR tool.
- DCJ:** As would be expected, Juvenile Court prosecutors/ investigators were significantly and typically dramatically more familiar with 7 of the 10 JJAC initiatives than were Adult Court prosecutors.

	Judicial Branch		DCJ	
	Adult Court Judges (Base=19)	Juvenile Court Personnel (Base=301)	Adult Court Prosecutors (Base=45)	Juvenile Court Prosecutors & Investigators (Base=22)
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center **	95%	80%	53%	91%
The Color of Justice documentary that was produced by and aired on CPTV * / **	37%	68%	22%	77%
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance * / **	26%	65%	20%	73%
Police training curriculum developed to assist police officers in working more effectively with youth **	53%	42%	38%	73%
Memorandum of Agreement (MOA) being put in place between the local school superintendent and the chief of police **	32%	46%	29%	73%
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT's juvenile justice system **	47%	50%	27%	64%
Curriculum developed to assist school staff in working more effectively with students and the police **	32%	44%	29%	55%
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles *	0%	33%	16%	32%
The CTJustStart.org website that provides information on DMC in CT's juvenile justice system as well as information on efforts in place to address DMC	16%	28%	18%	27%
The IDIR tool which was developed to assist residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity *	5%	27%	9%	18%

* Statistically significant differences (at the .05 level) between the groups for the Judicial Branch.

** Statistically significant differences (at the .05 level) between the groups for DCJ.

Study Findings

Perceived Effectiveness of JJAC Initiatives to Address DMC Aggregate – 2015

Survey respondents who were at least “somewhat familiar” with a specific initiative were asked to rate the effectiveness of that initiative.

- While “very effective” ratings were infrequent (14% - 35%), all 10 JJAC DMC initiatives were rated as “somewhat” or “very” effective by at least 76% of the respondents offering a rating score.
- The four initiatives viewed most often as “very effective” were: the MOA between the local school superintendent and the police (35%); the police training curriculum to assist officers in working more effectively with youth (34%); changes in the statutes requiring a court order for the police to bring any juvenile to a pretrial detention center (32%); and curriculum developed to assist school staff in working more effectively with students and the police (28%).

Figure 6
Perceived Effectiveness of JJAC Initiatives to Address DMC
For Those at Least Somewhat Familiar with Each Initiative
Aggregate - 2015

	Base	Very Effective	Somewhat Effective	Not too Effective	Not at all Effective
Memorandum of Agreement (MOA) being put in place between the local school superintendent and the chief of police	199	35%	58%	6%	1%
Police training curriculum developed to assist police officers in working more effectively with youth	211	34%	55%	10%	1%
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center	308	32%	51%	11%	6%
Curriculum developed to assist school staff in working more effectively with students and the police	189	28%	58%	12%	2%
The IDIR tool which was developed to assist residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity	101	24%	63%	10%	3%
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles	118	24%	59%	16%	1%
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance	259	22%	60%	15%	3%
The Color of Justice documentary that was produced by and aired on CPTV	277	20%	60%	15%	5%
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT’s juvenile justice system	231	17%	62%	17%	4%
The CTJustStart.org website that provides information on DMC in CT’s juvenile justice system as well as information on efforts in place to address DMC	116	14%	62%	20%	4%

Study Findings

Perceived Effectiveness of JJAC Initiatives to Address DMC by Agency – 2015

We caution the reader about the small cell sizes for DCJ and DPD in the figure on this page.

- The only statistically significant difference across agencies was that DCF gave the highest ratings for the Color of Justice public forums ("very effective," 37%) and the Color of Justice documentary ("very effective," 29%).

Figure 6a
Perceived Effectiveness of JJAC Initiatives to Address DMC
Percent Rating Strategy as "Very Effective"
by Agency - 2015

	Judicial Branch	DCJ	DPD	DCF
Memorandum of Agreement (MOA) being put in place between the local school superintendent and the chief of police (Base)	33% (126)	42% (19)	42% (12)	33% (42)
Police training curriculum developed to assist police officers in working more effectively with youth (Base)	26% (120)	40% (25)	** (8)	40% (58)
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center (Base)	34% (199)	19% (26)	42% (24)	34% (59)
Curriculum developed to assist school staff in working more effectively with students and the police (Base)	24% (117)	26% (19)	10% (10)	37% (43)
The IDIR tool which was developed to assist residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity (Base)	20% (65)	** (4)	** (2)	30% (30)
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles (Base)	18% (80)	** (9)	** (1)	36% (28)
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance * (Base)	17% (158)	14% (21)	6% (18)	37% (62)
The Color of Justice documentary that was produced by and aired on CPTV * (Base)	19% (172)	10% (20)	6% (17)	29% (68)
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT's juvenile justice system (Base)	17% (136)	6% (17)	20% (15)	21% (63)
The CTJustStart.org website that provides information on DMC in CT's juvenile justice system as well as information on efforts in place to address DMC (Base)	14% (72)	9% (11)	** (3)	17% (30)

* Statistically significant differences (at the .05 level) between the agencies for 2015.

** The percentages are not displayed when fewer than 10 respondents answered the question.

Study Findings

Extent Familiar with DMC Study Findings Before Seeing Them in the Survey Aggregate

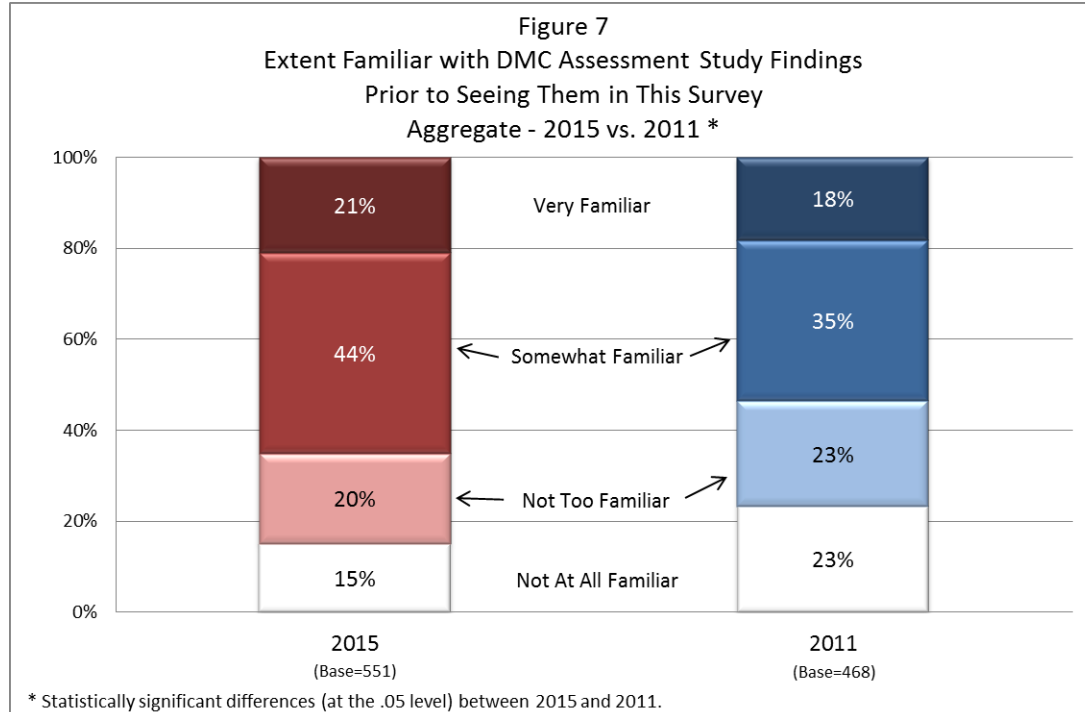
Survey respondents were shown a summary of the key findings of disparities revealed in the 2009 Reassessment of Disproportionate Minority Contact in Connecticut's Juvenile Justice System Study and asked to what extent they were familiar with these findings before taking the survey.

2015 Responses

- 65% of the survey respondents said they were already "very" (21%) or "somewhat" (44%) familiar with the findings from the DMC study before seeing them in the 2015 survey, and 35% said they were "not too" (20%) or "not at all" (15%) familiar.

Comparison to 2011

- 2015 respondents expressed significantly greater pre-survey familiarity with the DMC study findings than did 2011 respondents (65% vs. 53% "somewhat" or "very" familiar).

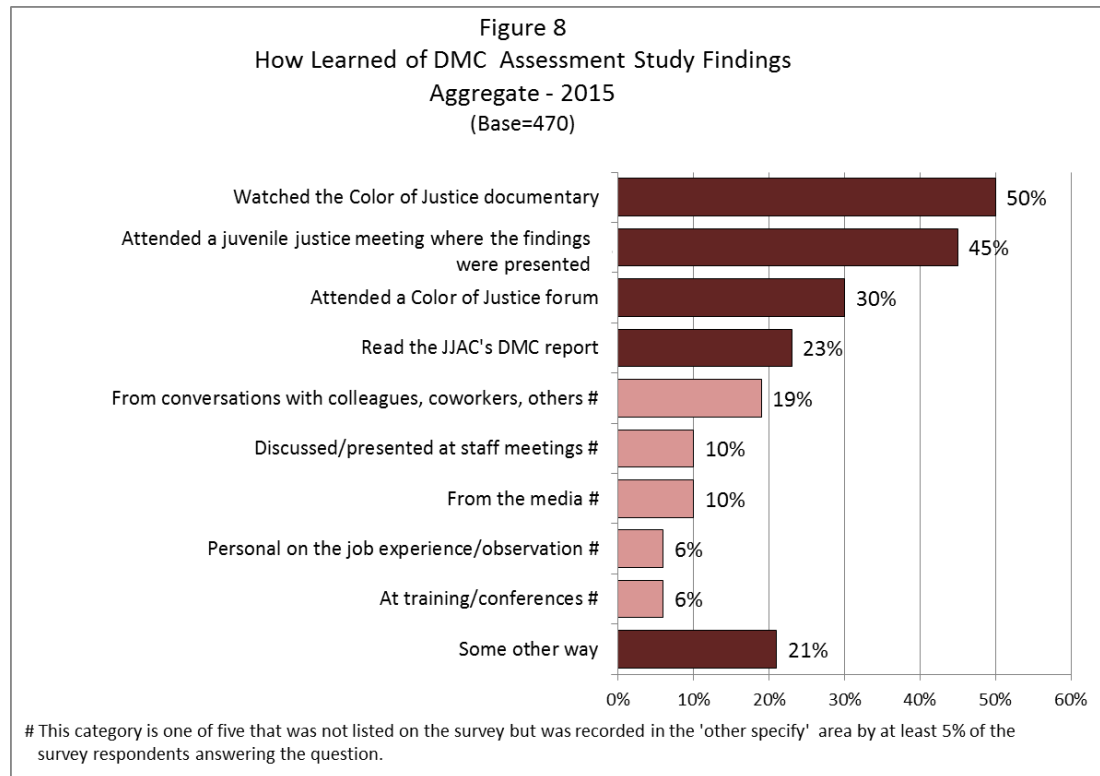


Study Findings

How Learned About DMC Reassessment Study Findings Aggregate - 2015

In 2015 survey respondents were provided a list of four different ways of learning about the DMC Reassessment study findings and asked to check off all that applied. They were also provided the option to add a different way if it was not listed.

- The two most frequent learning sources were watching the Color of Justice documentary (50%) and attending a juvenile justice meeting where the findings were presented (45%).
- The percentage drops some for attending a Color of Justice forum (30%) and reading the JJAC DMC report (23%).
- Almost 1/5 (19%) of the respondents wrote in that they learned about DMC study findings from conversations with colleagues, co-workers or others; and staff meetings and the media were each mentioned by 10% of the respondents.



Study Findings

How Learned About DMC Reassessment Study Findings by Agency - 2015

- DPD and DCF respondents were more likely than were Judicial and DCJ respondents to cite learning about the study findings at a juvenile justice meeting where the findings were presented.
- DPD respondents were more likely than others to mention learning from conversations with colleagues, coworkers and others; and personal on the job experience/observation.
- DCF respondents were more likely than others to cite the findings were discussed/presented at a staff meeting and less likely than others to cite learned via training or conferences.
- DCJ respondents were more likely to say they learned of the study findings from the media.

Figure 8a
How Learned of DMC Assessment Study Findings
by Agency - 2015

	Judicial Branch (Base=289)	DCJ (Base=42)	DPD (Base=28)	DCF (Base=123)
Watched the Color of Justice documentary	52%	45%	57%	48%
Attended a juvenile justice meeting where the findings were presented *	40%	38%	54%	55%
Attended a Color of Justice forum	30%	31%	29%	30%
Read the JJAC's DMC report	20%	24%	25%	25%
From conversations with colleagues, coworkers, others # / *	18%	26%	43%	15%
Discussed/presented at staff meetings # / *	8%	0%	0%	18%
From the media # / *	9%	19%	7%	8%
Personal on the job experience/observation # / *	7%	0%	11%	6%
At training/conferences # / *	7%	10%	11%	2%

* Statistically significant differences (at the .05 level) between the agencies for 2015.

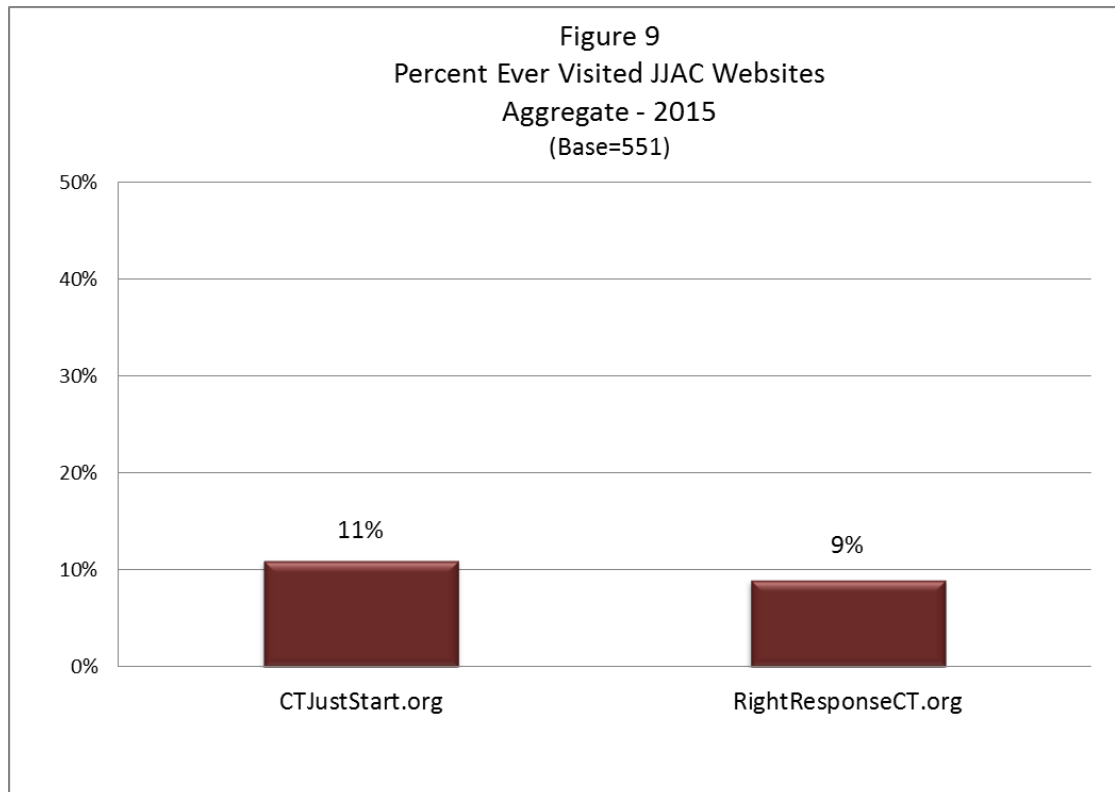
This category is one of five that was not listed on the survey but was recorded in the 'other specify' area by at least 5% of the survey respondents answering the question.

Study Findings

Visited JJAC Websites Aggregate - 2015

The 2015 survey respondents were asked if they had ever visited the two JJAC websites – CTJustStart.org (provides information on DMC in CT's juvenile justice system as well as information on efforts in place to address DMC) and RightResponseCT.org (provides resources to school staff and police officers in working more effectively with juveniles).

- About one in ten practitioners surveyed said they had ever visited the CTJustStart.org and RightResponseCT.org websites.



Study Findings

Suggestions to Address Disparities Found Actions Respondent and/or Agency Can Take Aggregate - 2015

The 2015 survey included two open-ended questions to elicit practitioner suggestions on what can be done by the juvenile justice system, their agency and themselves to address the issue of DMC and the disparities identified.

While the responses to these two questions were coded and categorized, it is important that the full text of the responses be read by those tasked with developing strategies to address DMC in Connecticut's juvenile justice system. The true essence of the responses cannot be captured with the codes. The verbatim responses are provided in Appendix B. A look at the responses to these two questions revealed the most frequent suggestions focused on the following:

- Provide more education/training of juvenile justice system practitioners on DMC and cultural sensitivity, with particular emphasis on police training
- More case recordkeeping and monitoring by race and ethnicity, increased analysis of the data, developing appropriate regulations/policies, and holding agencies and individuals accountable for disparities
- Increase dissemination of DMC findings
- Better coordination across agencies and departments
- More diversion from the juvenile justice system
- All practitioners need to be more self-aware about treating people objectively/fairly
- Increase efforts to decrease delinquent behavior (e.g., more resources to community programs, work with families to increase parental involvement, more training at the school level)

Spectrum Associates acknowledges that some of the suggestions could be classified more as "system improvement" suggestions rather than strategies to address DMC but we felt it was important for the JJAC to see the suggestions provided by the practitioners without censor.

Study Findings

Suggestions to Address Disparities Found - Representative Verbatim Responses

Provide more education/training of juvenile justice system practitioners on DMC and cultural sensitivity, with many respondents emphasizing police training

- “The education programs you have been doing are a good start; working with the police, prosecutors, DCF to make them aware of disparities, of implicit biases that affect their discretionary decisions.”
- “Cultural competency training as well as discussion on race issues, bias and prejudice should be ongoing. Open, honest conversations.”
- “More training needs to be made available to new recruits as well as seasoned police officers and state troopers to address DMC.”
- “To continue educating the police so that they are conscious of those factors they are using in making decisions on when to arrest.”

More case recordkeeping/monitoring by race and ethnicity, increased analysis of the data, developing appropriate regulations/policies, and holding agencies and individuals accountable for disparities

- “Improve data capacity of individual systems including (staff) positions to collect and analyze data.”
- “Legislators send representatives to sit in courtrooms randomly with no notice to prosecutors and public defenders.”
- “In-depth study of the police decision points to address disparities in the number of Black and Hispanic kids arrested.”
- “Continue to do research and change policies as needed.”
- “Judges need to make sure they hold accountable (those) officers or agencies that are treating minorities differently.”
- “Accountability and a requirement to implement an effective action plan to address DMC.”
- “I would like everyone involved to get personal statistics on how they are doing. For example, a judge could be provided with the number of white vs. persons of color sent to detention vs. suspended detention orders.”

Increase dissemination of DMC findings

- “The first task would be to inform all decision makers about the disparities and to be cognizant of these issues.”
- “Share more information with those involved in the juvenile justice system. I have been in the system for 10 years and have not heard of many of these initiatives.”
- “The CPTV video, and (have) testing on the website for understanding your own bias.”
- “Better dissemination of reports on amount of disparities to the public as well as to those of us who work in the juvenile justice system.”
- “All staff should read the report and attend a forum on racial disparity in Connecticut’s juvenile justice system.”

Study Findings

Suggestions to Address Disparities Found - Representative Verbatim Responses (continued)

Better coordination across agencies and departments

- "Strengthen communication and collaboration between agencies."
- "More cross agency interactions and trainings."
- "The mode for communication between agencies needs to be defined, charted and implemented for all to use."
- "Collective partnering that is honest about systematic and institutional biases."
- "Collaboration between schools, police and juvenile justice system is a good thing."
- "Collaboration between schools, juvenile probation social workers and mental health professionals."

More diversion from the juvenile justice system

- "Reduce the overall referrals to court by police and schools, especially for minor offenses."
- "More community based alternatives to detention."
- "Stronger concentration on community policing and school resource officers to work with community providers to avoid police lockups and detention."
- "More prevention and diversion programs."
- "Expand use of (Juvenile) Review Boards."

Be more self-aware about treating people objectively/fairly

- "Continue to treat everyone who comes through our courthouse doors equally with the same amount of respect and understanding."
- "Basing our prosecutorial decisions on proper factors, not relating to race or minority stereotyping."
- "Be more culturally sensitive."
- "Utilize the tools and knowledge provided to render a fair decision."
- "Be sensitive to the findings of the DMC study and make efforts to be more consistent in the courtroom."

Increase efforts to decrease delinquent behavior (e.g., more resources to community programs, work with families to increase parental involvement, more training at the school level)

- "Expand community based services with appropriate funding."
- "I believe efforts and interventions must start as early as possible. Most delinquents have had a long history of excessive absences from school without any intervention for truancy."
- "More support for families of juveniles in the juvenile justice system."
- "Family counseling, encouraging parental responsibility for children and consequences for actions."
- "Stronger parental involvement, supervision and scholastic guidance through partnerships with the education system."

Summary of Study Findings

1. JJAC efforts appear to have been successful in increasing practitioner awareness of DMC and the DMC research findings.
 - Practitioners were much more familiar with the term “Disproportionate Minority Contact” (DMC) in 2015 (“very familiar,” 53%; and “somewhat familiar,” 22%) than they were in 2011 (“very familiar,” 29%; and “somewhat familiar,” 19%) suggesting JJAC efforts to promote DMC awareness have been successful. Moreover, the findings suggest efforts have increased awareness across the four agencies included in the study.
 - Practitioners surveyed in 2015 were more likely than those surveyed in 2011 to be at least somewhat familiar with the 2009 Reassessment findings (65% vs. 53%) having most often learned about the study findings by either watching the Color of Justice documentary or attending a juvenile justice meeting where the findings were presented.
2. The term “Racial and Ethnic Disparity” appears to be used more often than “Disproportionate Minority Contact” (DMC).
 - Practitioners surveyed were considerably more familiar with the term “Racial and Ethnic Disparity” than the term “Disproportionate Minority Contact” (DMC) (71% vs. 53% “very familiar”).
 - Likely this reflects the greater use of this term nationally as well as its use in the Color of Justice forums.
3. In regards to the JJAC initiatives developed to address DMC, respondents expressed the greatest familiarity with:
 - Statute changes that require a court order for the police to bring any juvenile to a pretrial detention center
 - The Color of Justice documentary
 - The Color of Justice forums

Summary of Study Findings

4. Respondents who were familiar with the JJAC initiatives typically rated these initiatives as “somewhat” or “very” effective. Practitioners rated as most effective:
 - Memorandum Of Agreement put in place between the local school superintendent and the chief of police
 - Police training curriculum to assist police in working more effectively with youth
 - Change in the statutes requiring a court order for police to bring juveniles to a pretrial center detention
 - Curriculum developed to assist school staff in working more effectively with students and police
5. Practitioners appear to making little use of the JJAC websites that were developed to provide information on DMC in Connecticut’s juvenile justice system (CTJustStart.org) and to provide resources to school staff and police on working more effectively with juveniles (RightResponseCT.org).
 - About one in ten respondents visited the CTJustStart.org (11%) and the RightResponseCT.org (9%) websites.
6. Practitioners believe the best way to address DMC and the disparities identified would be:
 - More DMC and cultural sensitivity education and training, with a particular focus on police training
 - Additional recordkeeping and monitoring by race/ethnicity and more analysis of the data, followed by appropriate regulations/policies and holding people and agencies accountable
 - Increase dissemination of DMC study findings
 - Better coordination across agencies and departments
 - More diversion from the juvenile justice system
 - Increase practitioner self-awareness about treating people objectively/fairly
 - Increase efforts to decrease delinquent behavior

Appendix A: Survey Instrument

ONLINE SURVEY WITH JUVENILE JUSTICE SYSTEM PRACTITIONERS

Note: Any text in bold on this document will NOT be seen by survey respondents

Connecticut's Juvenile Justice Advisory Committee (JJAC) is a governor-appointed committee with the overall goals of preventing juvenile delinquency and improving the state's juvenile justice system.

To this end, the JJAC has commissioned Spectrum Associates, a Connecticut based independent research firm, to survey those working within the juvenile justice system to elicit their thoughts, opinions and information needs.

All responses to the survey will be kept completely confidential by Spectrum Associates.

DMC AWARENESS

1. To what extent are you familiar with the following terms as they relate to the juvenile justice system: (*Note: The order the terms appear will be randomized.*)

	Very <u>Familiar</u>	Somewhat <u>Familiar</u>	Not Too <u>Familiar</u>	Not At All <u>Familiar</u>
Restorative justice	1	2	3	4
Disproportionate minority contact (DMC)	1	2	3	4
Community policing	1	2	3	4
Trauma informed system response	1	2	3	4
Relative rate index (RRI)	1	2	3	4
Graduated sanctions/responses	1	2	3	4
Multi-systemic Therapy (MST)	1	2	3	4
Implicit bias	1	2	3	4
Racial and ethnic disparity	1	2	3	4
Diversion	1	2	3	4

Disproportionate Minority Contact (often referred to as DMC) refers to the rates of contact with the juvenile justice system among juveniles of a specific minority group that are significantly different from rates of contact for white non-Hispanic juveniles. DMC is found in jurisdictions across the country, including Connecticut.

2a. What efforts, if any, are you aware of that have been taken within your agency to address disproportionate minority contact (DMC) in the last few years?

2b. Now thinking a little broader, what efforts, if any, are you aware of that have been taken within the state of Connecticut to address disproportionate minority contact (DMC) in the last few years?

PERCEIVED CHANGE IN DMC

3. In 2011, Spectrum Associates conducted its initial survey on disproportionate minority contact (DMC) with practitioners in Connecticut’s juvenile justice system. Do you think:

- There is less DMC now than there was in 20111
- It is about the same now as it was in 20112
- There is more DMC now than there was in 20113
- Don’t know4

AWARENESS & EFFECTIVENESS OF DMC INITIATIVES

4. In recent years the Juvenile Justice Advisory Committee has spearheaded a number of initiatives to combat disproportionate minority contact (DMC). How familiar are you with: (*Note: The order the terms appear will be randomized.*)

	<u>Very Familiar</u>	<u>Somewhat Familiar</u>	<u>Not Too Familiar</u>	<u>Not At All Familiar</u>
Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT's juvenile justice system	1	2	3	4
A police training curriculum developed to assist officers in working more effectively with youth ..	1	2	3	4
The IDIR (Identification of Disproportionate Incident Reporting) tool which was developed to assist juvenile residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity.....	1	2	3	4
The Color of Justice documentary that was produced by and aired on CPTV.....	1	2	3	4
The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance.....	1	2	3	4
Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center.....	1	2	3	4
Memorandum of Agreement (MOA) being put in place between the local school superintendent and chief of police	1	2	3	4
A curriculum developed to assist school staff in working more effectively with students and the police	1	2	3	4
The CTJustStart.org website that provides information on DMC in Connecticut's juvenile justice system as well as information on efforts in place to address DMC.....	1	2	3	4
The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles	1	2	3	4

5. (EACH RESPONDENT IS ASKED ABOUT THE EFFECTIVENESS FOR THOSE INITIATIVES THEY WERE SOMEWHAT OR VERY FAMILIAR WITH IN Q.4.)

Please indicate for each of the following the degree to which you feel the initiative is effective in addressing disproportionate minority contact (DMC) in Connecticut’s juvenile justice system.

Very Somewhat Not Too Not At All
Effective Effective Effective Effective DK

Studies that have been commissioned by the JJAC and Office of Policy and Management to identify DMC issues in CT’s juvenile justice system 1 2 3 4 8

A police training curriculum developed to assist officers in working more effectively with youth .. 1 2 3 4 8

The IDIR (Identification of Disproportionate Incident Reporting) tool which was developed to assist juvenile residential facilities that work with the juvenile delinquency population in self-monitoring the use of incident reports for juveniles by race/ethnicity..... 1 2 3 4 8

The Color of Justice documentary that was produced by and aired on CPTV 1 2 3 4 8

The Color of Justice public forums conducted by the Connecticut Juvenile Justice Alliance..... 1 2 3 4 8

Changes in the statutes so that a court order is required for the police to bring any juvenile to a pretrial detention center..... 1 2 3 4 8

Memorandum of Agreement (MOA) being put in place between the local school superintendent and chief of police 1 2 3 4 8

A curriculum developed to assist school staff in working more effectively with students and the police 1 2 3 4 8

The CTJustStart.org website that provides information on DMC in Connecticut’s juvenile justice system as well as information on efforts in place to address DMC..... 1 2 3 4 8

The RightResponseCT.org website that provides resources to school staff and police officers in working more effectively with juveniles 1 2 3 4 8

6. (ASKED FOR INITIATIVES IN Q.5 THAT WERE RATED NOT AT ALL EFFECTIVE) You rated _____ (INSERT INITIATIVE RATED NOT AT ALL EFFECTIVE) as not at all effective in addressing DMC in Connecticut’s juvenile justice system, please record why you feel it has not been effective. Please be as specific as possible in your answer.

7. (ASKED OF THOSE WHO WERE AT LEAST NOT TOO FAMILIAR WITH THE WEBSITES IN Q.4) Have you ever visited the:

	<u>Yes</u>	<u>No</u>
CTJustStart.org website	1	2
RightResponseCT.org website.....	1	2

DMC IN CONNECTICUT

The *Reassessment of Disproportionate Minority Contact in Connecticut’s Juvenile Justice System Study* released in 2009 identified a number of decision points within the juvenile justice system where Black and Hispanic juveniles received more serious outcomes than did White juveniles. The study took into account various background and criminal history characteristics when examining system decision-making and found disparities even when considering these other factors.

Provided below is a summary of key findings from the study where disparate treatment was found in Connecticut’s juvenile justice system. After the summary, you will be asked some questions about ways to address the disparities.

- Police referral to court: Black & Hispanic juveniles with a written incident report for a non-SJO felony and Black juveniles with a written incident report for a misdemeanor were more likely to be referred to juvenile court.
- Use of secure holding at the police station: Black juveniles with a written incident report for a non-SJO felony or a misdemeanor were more likely to be placed in secure holding at the police station.
- Being brought to a detention center following an arrest: Black & Hispanic juveniles with a written incident report for an SJO were more likely to be brought to a detention center by the police.
- Released from detention prior to case disposition: Black juveniles referred to court and brought to a detention center for a misdemeanor were less likely to be released from detention prior to their case disposition.
- Transfer to adult court: Black & Hispanic juveniles charged with an SJO were much more likely to be transferred to adult court.

AWARENESS OF CT'S DMC FINDINGS

8. How familiar were you with the specific findings described above before this survey?

- Very familiar1
- Somewhat familiar2
- Not too familiar3
- Not at all familiar4 (SKIP TO QUESTION 10)

9. How had you learned about the study's findings? Did you:

	<u>Yes</u>	<u>No</u>
Read the JJAC's DMC report	1	2
Attend a juvenile justice meeting where the study findings were presented	1	2
Watch the Color of Justice documentary	1	2
Attend a Color of Justice forum	1	2
Learn of them some other way.....	1	2

(IF YES, How did you learn about the findings)

SUGGESTIONS TO ADDRESS DMC

10. What suggestions do you have to address the disparities found in Connecticut's juvenile justice system? Please be as detailed as possible and feel free to offer suggestions for specific decision points or the system overall.

11. What actions or steps do you think **you or your agency** can take to address the issue of disproportionate minority contact in Connecticut's juvenile justice system?

BACKGROUND QUESTIONS

The purpose of the remaining questions is to allow analysis of the findings by type of system practitioner.

12. In which area of the juvenile justice system do you work?

- Police.....1 **(SKIP TO Q.13c)**
- Court2 **(GO TO Q.13a)**
- Department of Children and Families.....3 **(SKIP TO Q.13b)**
- Other4 **(SKIP TO Q.13c)**

13a. Which of the following best describes your current position?

- Adult Court Judge
- Juvenile Court Judge
- Juvenile Services/Court Operations Administrator, Manager or Director
- Juvenile Matters Supervisor
- Program Manager I or II
- Clinical Coordinator
- Court Services Officer Juvenile Matters
- Juvenile Matters Probation Officer (including Lead Officers)
- Chief Clerk or Deputy Chief Clerk for Juvenile Matters
- Deputy Clerk for GA/Juvenile Matters
- Adult Court Prosecutor or Investigator
- Juvenile Court Prosecutor or Investigator
- Public Defender Attorney
- Public Defender Staff
- Juvenile Detention Superintendent or Deputy Superintendent
- Juvenile Detention Classification & Program Officer (including trainee)
- Juvenile Detention Shift or Program & Services Supervisor
- Juvenile Detention Program Manager
- Juvenile Detention Lead Officer, Detention Officer (including trainee), Transportation Officer
- Other **(GO TO Q.13c)**

SKIP TO Q.14

13b. Which of the following best describes your current position?

- Central Office, Administration
- Continuous Quality Improvement
- CJTS Administration
- CJTS Supervisor
- CJTS Parole Service
- CJTS Youth Service Officer
- CJTS Social Worker
- CJTS Children Protective Services
- CJTS Education, Rehab
- CJTS Fiscal Services or Clerical
- CJTS Food Service, Housekeeping, Maintainer
- Other (**GO TO Q.13c**)

SKIP TO Q.14

13c. What is your current position/title? _____

14. Are you:

- Male1
- Female.....2

15. Overall, for how many years have you been working in Connecticut’s juvenile justice system (i.e., police, court or DCF)?

- < 1 year1
- 1 to 4 years2
- 5 to 9 years3
- 10 or more years.....4
- Not applicable5

16. Into which of the following age ranges do you fall?

- Under 25 years old1
- 25 to 34 years old2
- 35 to 49 years old3
- 50 to 64 years old4
- 65+ years old5

17. Which of the following best describes the highest level of education you have completed?

- High school graduate1
- Some college/technical school2
- College graduate3
- Some graduate school4
- Graduate school/law degree5

18. Which of the following best describes your race?

- American Indian, Eskimo, Aleut1
- Asian/Pacific Islander2
- Black3
- White.....4
- Other5

19. Are you:

- Latino origin.....1
- Not Latino origin.....2

Thank you very much for taking to the time to complete this survey. Your input will be very valuable as the JJAC continues its efforts to address DMC in Connecticut’s juvenile justice system.

If you are interested in volunteering to work on efforts in the state to address DMC, please email Valerie LaMotte at the Office of Policy and Management (Valerie.LaMotte@ct.gov).

For more information on the Juvenile Justice Advisory Committee (JJAC) go to www.ctjjac.org.

In case you'd like to learn more about Connecticut's efforts to address DMC, your internet browser will be directed to the CTJustStart.org website after completing the survey.

Please click the button below to submit your completed survey.

NOTE: The survey will be programmed so that the respondent is sent to the JUST.START website

**Appendix B: Participant Suggestions to Address DMC
(all responses)**

Participant Suggestions to Address DMC – All Responses

- If made aware of the programs provided we would be better suited to address the problems
- Keep up the studies & training on these issues for police, school personnel & prosecutors
- No more School Resource Police Officer (SRO) Incentive to school to get parental involvement. More school activities involving the parents and/or require parental participation. School needs to have a crisis response team who are the experts in handling misbehaviors and engaging parents. When the police make a decision to make the arrest on a youth that same action remove/stripped the parental authorities. This needs to stop!
- Continue to collect data, oversee findings, address specific disparities
- The Department of Children and Families (DCF) should take more of a role in taking over cases from the justice system where children's mental health needs and/or family conflict are identified as the risk factors precipitating involvement in the system. Adopting a Family Team Decision Making model to address youth who enter the system however have been identified to have a high number of risk factors. Why wait for a CRT type meeting? However the meeting should include more family members/child supports than the current model where it's mostly providers.
- Continued education of police
- Increase budgets (spending) for services to step-down from CJTS
- None, we receive our Juveniles via court order.
- None because it is a fallacy
- JRB service in every community. Continue education of school officials and SROs. Parent education programs and support for working families.
- Continue to implement policies and procedures that will ensure that youth are adequately serviced regardless of race, color, or creed.
- I believe that some of the steps which have been implemented will address the disparities in minority contact with law enforcement.
- Allow veteran minority employees to provide insight, value their experiences and personal obstacles as professionals.
- Improve education and awareness in DMC as part of yearly training requirements.
- Put something in Link that makes the SW address their thoughts about decisions
- The decision making point that looks at how the Juvenile Court determines which clients get placed on Court orders. The prosecutor often recommends some top of Court order and what is that based on? I would guess that the disparity would be present when you look at the kids who came into with similar charges and those that were placed under Court orders. There is also a disparity around which kids get into Court first. For example, the urban youth from Hartford arrives at Court at 9:00 am as directed on the police summons. By 12:00 pm they still are waiting to be heard in Court while 3 non-minority youth from Glastonbury come to Court and walk almost directly into the Court room. At the time the youth from Hartford's case is heard they are upset for waiting and the Court views that as defiant and they get different treatment and often leave Court under orders.

Participant Suggestions to Address DMC – All Responses (cont.)

- In-depth study of the police decision point to address disparities in the number of Black and Hispanic kids arrested in comparison to the general population.
- Ensure that the right types of supports which are community based and match the racial and ethnic diversity of the community in which they serve are utilized at the earliest contacts with the criminal justice system.
- Continue to train and work with local police on Juvenile Justice issues. Also, release this information to parents and teach them about trauma and ways to address it. Also highlight the practice of graduated sanctions/incentives with the community.
- Provide further training for the police departments regarding the DMC.
- I am unsure if there is an answer for this issue as I believe that all ages are subject to this treatment. Socioeconomic, education and parent involvement have a lot to do with this as well.
- To continue educating the police so that they are conscious of what factors they are using in making their decisions on when to arrest. To educate teachers on being more sensitive to issues. To educate teachers on how to avoid exacerbating situations. Seems to me that some of the school based arrests occur because teachers let their emotions get in the way and they make situations worse instead of calming things down. They need to be made aware of their own behaviors as well as be educated on what issues these children deal with on a daily basis. This is also true for SROs"
- More efforts need to be put towards providing after school activities to keep kids out of trouble. Also, parents need to be held accountable for their children's actions. Unfortunately, the youths behavior is mostly learned at home.
- Restructuring the probation department so that officers supervise kids from all towns. A lot of the disparity comes from the toughness or lack thereof of certain officers that then are involved with all the kids from the city or all the kids from the suburbs. Bottom line though is the judges. They need to be aware that people are watching and keeping notes on how people are treated.
- More judges' training.
- Better evaluation and programming of AA and Hispanic juveniles mental health needs. More Police and Youth programming
- First, admit that there is a problem. After admitting that this issue is important, individuals must do an assessment of the biases that they have from their perspective and then meet each client where they are.
- I would suggest offering more programming in school and the community. Juvenile are less likely to be involved in the court system if they have activities and learn skills needed in their daily lives.
- Statistics are kept and referenced.
- To treat each child as an individual and not based on color or ethnicity.
- Continue education in every community. Early intervention in school and additional parent programs.
- Have all staff attend a training regarding this issue, so staff members are more aware of these facts.
- Trainings on the topic
- Increased emphasis on the role of the prosecutor. Increased emphasis on the role of the bench Ongoing collection and distribution of data to towns regarding DMC issues in police handling Ongoing collection and distribution of data to towns regarding DMC issues in educational sanctions

Participant Suggestions to Address DMC – All Responses (cont.)

- Promote education, speak to the concerns with teen pregnancy and children being born out of wedlock
- The Judicial Branch should be doing away with psychological evaluation of the child who has an open case, aside from competency cases, like the adult court. The rush to provide services before the case is completed creates an unfair environment. Delinquency court should not be the venue where children get their mental health needs met. Because of the failures of the behavioral health system, the court will order evaluations or treatment. This enables the agencies and providers who should be providing services to not do their job, and encourages those agencies to bring their difficult cases (often children of color) to the delinquency court. The placement of the child by Judicial to DCF often has the agencies working at cross purposes. Children should be committed and then DCF be responsible for the treatment and services for the child. Aside from committing the child and providing collateral information to the department, no other judicial involvement should be done for a child who is being committed to DCF.
- Cross training between clinical and JJ interveners
- Additional trainings
- It is important for the judges to be aware of their implicit bias and the effect that implicit bias can have by looking at the statistics by judicial district. Make police training mandatory for all officers in the state and ensure that they receive credit for the training. Making training mandatory without providing credit that is equal to credit for trainings of similar length devalues the training and says that it is not important. All groups should receive training and refreshers on implicit bias, especially, if they are a group that has the power to involve a child or youth in the juvenile justice system.
- The committees need to be diverse and willing to be open minded to all issues.
- Parents should take care and socialize their children through the family, school, religion not through the state of CT. The solution is the intact family.
- I believe more training needs to be available to new recruits as well as seasoned police officers and state troopers to address DMC.
- I have no suggestions at this time
- Continue to show the Color of Justice presentation, sit as an active participant on the DMC committee and continue community outreach to collaborate with other agencies.
- I think it needs to be looked at what areas these teens are coming from and community resources need to be put into place for them. Give them a positive outlet, a place where they can feel like they belong and are safe. This will in turn help to keep them off of the streets, out of the gangs, and out of the juvenile justice system.
- 1-If a child is not a danger to the community, they should not be held in detention until disposition. 2-There should be a yearly review of cases. The cases should be reviewed by a committee charged with ensuring equal treatment. The review's focus should be on the handling of the case by the prosecutor, the public defender and the court. Services offered, consequences rendered, etc. For example: Examine 2 cases with the same charges committed by 2 children of different races. Are they handled the same? If not, someone should have to explain why.
- Every juvenile needs to be looked at the same and held to the same standards.

Participant Suggestions to Address DMC – All Responses (cont.)

- Get more involved at earlier ages rather than continuing to "house" juveniles in ineffective programs which occur too far along the persons treatment.
- We have representatives at the table where these matters are discussed. I think the mission of our agency will not allow us to bring suit to change the system, but maybe Martha Stone and her agency can pursue it if she thinks it worthwhile.
- Stronger concentration on community policing and school resource officers to work with community providers to avoid police lock-ups and detentions
- The Judicial Branch is addressing through education / awareness
- Continuing to further the education of those hired along with the police.
- We need to start working with young parents right away and during the time that children present problems in elementary school. When a child has 30 days of school absences in kindergarten that is not truancy that is educational neglect. Getting juveniles' educational records when focusing on school attendance, academics and behavior more often than not the child had excessive absences in their elementary years. Not going to school daily becomes the norm and as they get older not going to school leads to criminal behavior.
- Ongoing continuum of training offerings to familiarize staff with this initiative. Internal controls have been addressed through facility length of stay. More community outreach with police within the department.
- Those that are Managers overseeing buildings of youth and the building's Clinicians can better address the system failures when discussing youth at planned meetings ie. TPC, ACR etc. and encourage more active involvement between the JJSW and youth assisting with whatever aids the JJSW.
- All staff should attend trainings based off these issues.
- It starts with the police. They have to be trained and educated as to the issues surrounding poor income families as it relates to their specific community. They have to be willing to listen and not be so black and white about everything when dealing with these juveniles. In some cases they have to try put themselves in the juvenile's shoes as to all the circumstances that are involved within the juvenile's household and community.
- Make treatment more available in the areas of poverty. Transportation, language barriers and financial issues all play a role in getting those treatment.
- Collect, analyze and utilize data as much as possible. Educate staff using data to debunk the general assumption that they do not have a DMC issue.
- Let us fully look into this before it is considered disproportionate minority contact. Numbers are only numbers until you fully get all the background information at each step of the decision making as to why these numbers are showing what they are showing and understanding of why the decisions along the way came about. Let's not guess that the reason for the decisions is due to one being a minority. By the way... who is actually in the minority these days?
- Improve relations with police departments and its local community. Provide financial backing and resources to grass root organizations that have successful services that are currently effective. In order to effect positive change within any community, the people of the community must be engaged. Any relations begins and grows when trust is present. Increase police presence in the community. Improve educational and job opportunities. "

Participant Suggestions to Address DMC – All Responses (cont.)

- I believe it is beyond the scope of juvenile residential services to address these issues beyond the thresholds of their walls. However, information obtained about quality of life from the population could be used to identify needs post their stay in detention.
- Continued Legislative lobbying.
- We can only do what the statute allows but in general we too have to be conscious of the juvenile's circumstances as it pertains to their case and history with the court.
- I think our agency does a good job. As I said in response to the last question knowledge of progress we are making is key to letting us know how we are doing as well as keeping the issue at the forefront.
- Strive for early identification of the typical issues we see in the history of all the delinquent youths who come before us.
- I believe persistence with continuing to provide education to law enforcement, schools, and the community on this issue will eventually pay off.
- Use of child and family teaming and permanency teaming with involvement of youth, family, providers and other supports to continuously plan for the youth. Engage youth in educational, internships, job, art, field trips, life skills, volunteer opportunities. A day of volunteering at a soup kitchen for example. Let youth decide where they want to focus volunteerism. Peer to peer mentoring - pay successful JJ youth to mentor at risk youth. JJ staff to build more authentic and genuine relationships. Focus on self-care for youth. Connecting community service to actual jobs.
- Education of police, allowing the supervisors to return school based arrests that are not valid.
- I believe there should be continued trainings for law enforcement staff in reviewing implicit bias-causes of etc. There needs to be continued cultural awareness trainings for law enforcement personnel and individuals (probation, detention staff) who work with children of color and different ethnic groups. A continued philosophy of diverting non-serious cases, working on recidivism reduction. There should be more community interaction between JJ and law enforcement personnel to better understand and work on the barriers of division that exists. There also should be more community ""grass-roots"" outreach efforts to educate families of the community mental health services, parental assistance and folks in the community who have faced their own issues and have been successful. There should be early intervention programs for new and expectant mothers on early childhood development, stages of development and the need for nurturing a baby.
- Change starts at home. If a student does not have a home that supports good decision making skills, respect for the law, and respect for community then change will not occur on a large scale.
- I don't have any at this time, other than reducing the overall referrals to court by police and schools, especially for minor offenses. Too often, charges are filed and parties sent for the courts to sort things out, particularly in family disputes between juveniles and their parents. Stronger community policing and community based direct referral resources could be utilized (to reduce) the court case load and potentially provide relief more expediently and effectively.
- Continue to treat everyone who comes through our courthouse doors (defendants, victims, witnesses) equally, with the same amount of respect and understanding.

Participant Suggestions to Address DMC – All Responses (cont.)

- Utilize different approaches of training to line/field staff designed to reduce DMC and also as probation officers to keep an open mind and be adaptable and try to be as culturally competent and understanding as possible. As an agency, we must continue to be dynamic and evolve with society and especially the ever changing needs and circumstances surrounding the youth we work with.
- Study non-SJO in relation to each court location.
- Continued education and communication within agencies
- Better hiring
- I believe that it starts with the police and how effectively they are able to engage the communities they serve. There needs to be trust between the police and the community. Such is also the case for school personnel as they spend a significant amount of time with our adolescents. The children we serve are smart and they are able to pick up on who is truly vested in their wellbeing. Our court officials play a major role, as staff's biases can hinder the way services are recommended/delivered, hence the outcome of an individual's success can be negatively impacted.
- The agency should continue to limit the referrals coming from school districts for particularly minor offenses.
- I think the branch needs to continue to address this matter by continuing its efforts. It also needs to trickle down to line staff, such as prosecutors who have the power to transfer and prosecute cases and we need to make sure that this is happening fairly across the board, and not negatively impacting minority youth. Also, Judges should be trained and made aware as they are the ones who make the decisions to commit or not commit minority youth.
- Continue what we are doing it seems to be working but will take some time.
- Educate judges on DMC. Educate juveniles and parents on waiver of rights forms. Engage juveniles in becoming their own advocates in the community. Educate juveniles on their rights. Advocate for closure of CJTS.
- Work collaboratively with police departments to raise awareness
- Just dispose of each case on its individual merits based on the crime charged, the record of the respondent and the attitude of the victim in a manner consistent with dispositions of like cases.
- Police are the first point of contact with the youth and need to be aware of this. More efforts need to be done to ensure that the police and schools are on the same page. More efforts need to be done to make sure that the schools/SRO's are making efforts to work with youth before arresting them. If arrested and these kids do come to the courts, then the courts can access JRB's to help funnel some of the intake flow. Once juveniles are in court, courts should make efforts to not order zero tolerance orders, which make it difficult for Probation Officers to implement graduated sanctions.
- Again, I believe that emphasis on education is key. Ensuring that our children have some means of being able to provide for themselves and, eventually, their families will help to instill a sense of responsibility, self-esteem and a sense of community. Ensuring that each child exits our educational system with skills and knowledge, but more importantly, the actual means to a vocation will help to reduce contact overall. Studying the culture of the acceptance of incomplete education and expectation to the right of federal/state/local programs to provide assistance to individuals and not requiring those individuals to either complete or begin an educational/vocational program to become self-sufficient may also lend some insight.

Participant Suggestions to Address DMC – All Responses (cont.)

- On the JJ/Parole side, we need to continue to utilize our standardized tools as much as possible. If an override is needed, it needs to be a team decision with all options weighed out and documentation for the rationale of the decision. On the preventative side of DCF/FWSN. We need to invest more in our local grassroots services and not funnel as much contracts to the bigger agencies. Youth will engage more with these service providers whom are usually from the neighborhood and have a vested interest
- Continue monitoring race and ethnicity of youth coming into the JJ system. Continue training efforts for Judges, prosecutors, juvenile probation staff regarding the use of court and secure lock up to address youth's behaviors and particularly youth of color.
- Educate the police, schools, court staff, Judges, and Prosecutors on this matter.
- Racial and ethnic bias need to be constantly monitored. In the same way we need to monitor the income level of these families as it relates to this issue. Many JJ youth black, white and Hispanic are living at or below the poverty level and are often in single parent situation. Have we studied how long a average case from arrest to closure; does the private attorney settle cases quicker then the Public Defender? Does the repeated court appearances have a greater impact on poorer families than middle or upper class families? Are misdemeanor youth more likely than their adult counterparts to be kept in custody for mental health needs? This may be an appropriate move but if access to treatment services is delayed the likelihood of success is diminished. If school based arrests are on the rise (as mentioned in CT Mirror article that came out today) do we need to spend more time on training our school staff and police forces? There are no easy answers in this topic but we are making attempts and this survey and like discussions in group settings are a testament to individuals in our Juvenile Justice systems attempt to improve this issue.
- Encourage use of diversionary programs
- Enhance the cultural and linguistic competency within all Juvenile Justice Agencies. Work with families and ensure that they are a part of the treatment of youth to ensure that they do not recidivate. Increase the ability to make objective case decisions through more detailed practices and tools. Increase the amount of diversionary options and community-based alternatives other than detention.
- Develop more numerous and more effective community programs of all kinds, including educational, mental health, and recreational.
- For CJTS institute six core strategies published by NASMHPD. Found to be effective in reducing & sustaining restraints & seclusions in many residential and psychiatric settings. Consider other training programs such as TARGET Trauma Affect Regulation Psychoeducation Group and Milieu Intervention Outcomes in Juvenile Detention Facilities by Julian D. Ford a & Josephine Hawke or other programs
- Administration; from Politicians, to Judges, to Prosecutors more culturally "sensitive" to the plight of minorities and willing to respond accordingly.
- More data driven training
- Increase contact between court personnel and black/Hispanic juveniles in a context where honesty is essential.

Participant Suggestions to Address DMC – All Responses (cont.)

- Continue to strive to work more collaboratively to plan for these populations and change the systems we work within. We continue to gather and dissect data. Continue to look at our own systems and process and make changes to how we make decisions for these youth.
- I feel that legislators should send a representative to sit inside court rooms randomly with no notice to prosecutors and public defenders. It could also be useful to speak with the front line folk.
- Maintain awareness of problem
- "Show them a way to work together, provide vocational training, earn a living, and be self sufficient. They also need to learn how to politely be advocates for themselves, simple manners - that when people see this they will be respected. Like the military - we need to break them down and build them up again like a boot camp."
- It is vitally important to address the truancy problem in the inner cities. Habitual truancy is a gateway to delinquency. Parents need to be held accountable regarding having their children attend school daily. When children are not in school it leads to bad peer associations and delinquency.
- I believe those steps would have to occur prior to admittance to my agency, since we serve as a last resort option for many young people in the CT juvenile system. Education for young people who are hopeless would go a long way, reintroducing young people to their communities with specific duties and responsibilities built in would be effective, to build a sense of belonging within their own communities.
- Statewide (town) Police consistency and training.
- Ongoing continued training, which can be on-line, at all decision points regarding DMC, what is being tried, what is working and how people in our roles can make an impact. I work with people in my office who don't even know what DMC is. Establish office level ""brown bag lunch"" opportunities, Judicial could be training one or two front line workers, on a rotating basis, to go back to their office and share what is being done regarding DMC, the continued issues and have them brainstorm possible resolutions. There could be handouts and other material provided to help the ""trainers"" facilitate the group back at the office. The facilitators could then submit a check in sheet after the training so hopefully it will provide honest feedback.
- We need more community-based alternatives to detention, more support for families of juveniles in the juvenile justice system, more mental health and job placement resources, more vocational training, more drug and alcohol treatment resources
- More trainings
- Statistics made public usually leads to better controls on the system
- I'm not really sure since the issue is complex and it has developed over the course of years. It is no surprise that the kids that end up involved with JJ or DCF are typically minorities because they find themselves most at risk in our state. These youth are more exposed to violence, more likely to be living in poverty and they are also more likely to reside in a home where there are many generations, family who have walked a very similar path. This issue is deeply embedded in almost every system that comes into contact with these kids and families, and I'm not sure there is an easy solution to the problem.

Participant Suggestions to Address DMC – All Responses (cont.)

- Due to an overwhelming amount of individuals in positions of power being unaware of the biases they carry on a daily basis they utilize their positions of power to react to minorities based on the behaviors presented to them by others. Minorities are often viewed as threatening rather than individuals whose behaviors are often a reflection of emotions they are not taught to cope with. The disparities start in elementary school with how a black who is having a tantrum is viewed in comparison to a white boy who is having a tantrum. The Black boy is likely to end up with some sort of disciplinary response whereas the white boy will likely be given an incentive to calm down. All individuals in the human services field should be mandated to participate in annual cultural awareness trainings pertaining to the population of people they serve.
- Address transfers to adult. Examine plea bargaining process - substitution of charges, guilty pleas by race/ethnicity. Examine attorney representation - how zealously are youth's attorneys advocating (or even meeting with their clients to determine their position). Rates of commitment by court location. Explore youth referred to child welfare for unmet BH needs, versus youth referred to JJ for same. Crossover youth - invest in work completed by UCONN to move that forward
- I think there should more ethnic and sensitivity trainings for police officers around the state. There needs to be some type of community based program in inner city neighborhoods that can allow the citizens and police to build trusting relationships.
- We as professionals do it daily...we converse, complain and state facts. When we see things as unfair we voice our concerns to our administrators. We advocate for our youth and families and for justice.
- Be sensitive to the findings of the DMC study and make efforts to have more consistency in the Courtroom. More guides should be provided to judges to help them make decisions rather than each case paving its own road.
- The court can decrease the length of time spent in detention IF there are more community based providers available pre-adjudication and IF the clients and their families are willing and able to participate in said services. When clients are placed on court orders, the use of zero tolerance should not be considered on all court orders. It is understandable for certain types of offenses (violence, weapons, certain sex offenses, etc..) but not necessary for all orders. The probation officer should be allowed to use their discretion and implement graduated sanctions while they are monitoring the client.
- It all starts at the community level, specifically, policing and schools as the courts receive the overwhelming majority referrals by way of community based arrests and scholastic referrals for truancy or defiance. In this writer's opinion, that is the true catalyst which will ultimately determine how many referrals the courts will receive as if there is no arrest or scholastic referral, then there is no chance for any type of court disposition never-mind a disposition which is harsher than another.
- Moving forward, more training to be offered to all staff within the Juvenile Justice System as evidenced based information is far more powerful to support findings as it offers less opportunity to deny the findings and encourages people to think outside the box in terms of correcting, changing or causing a change to be made which benefits youth involved in the system. Equal treatment for equal crimes.
- Focus services on families when children are younger, to hopefully enable parents to be more effective parents, set limits and boundaries, and teach their children respect for rules, authority, and society in general from a young age, which will hopefully result in long-term results of teens getting into trouble with the law less often.
- Train judges
- Keep FWSN children out of the juvenile justice system. Refer them to DCF for services.

Participant Suggestions to Address DMC – All Responses (cont.)

- Courts are guided by CSSD recommendations
- From the previous slide, it is evident that Black and Hispanic populations suffer the most in terms of "justice" in the juvenile justice system - and correctional system, as a whole. The system sets people up for failure, just for being born who you are (straight/gay, racial differences, and the list goes on). As far as suggestions, I don't know what could help alleviate this inequality. The first step, again, taking it from the previous list of seven points, would be to treat everyone with the same respect and fairness, rather than judgment based on race.
- Have begun Brown Bag presentations in our region with not great attendance by judges and probation, some attorneys. Continued law forums such as were held recently. REQUIRE judges to attend these events...they just might learn something.
- Continued collaborative efforts with Schools, DCF, Police, CSSD, Courts, and Community Providers.
- There has to be a concerted effort to make sure children are going to school and getting whatever help they need to succeed in school so that they can graduate from high school and get legitimate jobs, stay away from bad influences and see a future for themselves
- The States Attorneys Office and the Judges need to be made aware of their personal bias in any meaningful change is to take place. It might be helpful if pre-trial agreements were not accepted prior to the JPO completing the pre-dispositional study. But realistically, the disposition is made most of the time with the judge not even reading the PADS.
- Get a stronger team in place for each child making sure there is a positive outcome for their future. Do not drop them back in the same neighborhoods.
- I do believe that the hiring practices and our training, along with the support from the administration is showing that CSSD is addressing the issues.
- Keep bringing as much attention to it as possible to hopefully effect change
- Continue making people aware of the issue and give people the opportunity to offer suggestions.
- Continued education, oversight, and policy initiatives
- Add trainings in restorative justice, peer mediation to providers
- I don't really think there is more that we can be doing. We just have to have the energy to keep fighting and not grow complacent.
- To be more aware of DMC and try to divert cases to JRBs and other community based programs.
- Length of Stay Protocol
- Working in this now - most important for JJ work is to be effective at reducing recidivism. Fixed length sentences helps.
- Monitor where this presents as the biggest problem, work with police/school/youth service/town/court to come up with action plans.
- Training and monitoring.
- Increase referral rate of youth of color to diversion programs.

Participant Suggestions to Address DMC – All Responses (cont.)

- I find that oftentimes, children are exposed unnecessarily to the Juvenile Justice System, for acts that could be resolved outside of the courtroom. For instance, most of our juveniles are here for arrests made due to parents calling the police on them for simple home arguments. Others are arrested at school for a simple fight or talking back to a teacher. I remember a time, when the schools addressed this issues on their own, by having the child first see a guidance counselor, along with the other child involved (fight), to work out their differences, and apologize in front of the counselor. Each child was then given a suspension from school, or an in-house suspension, in which they could not participate in daily school activities with their peers. As far as domestic disputes with parents, there should be some type of mediation programs that domestic cases can be referred to, before the child is exposed to the Juvenile Justice System. Exposing these children, in my opinion, makes them sort of immune to the real consequences that can await them in an adult court setting. The children get used to coming to court and see it more as a social place, than a court setting. If we can intervene before arrests and exposure to court, I believe that juveniles have more of a chance to succeed and not get caught up in the court system until they age out.
- More trainings
- As a staff member in a DCF regional office there first needs to be a concerted effort by the administration in the office to address the juvenile justice population and its current issues within the office. It is my opinion that there is a lack of knowledge and a lack of wanting to become educated about this population thus trying to treat the cases like CPS cases instead. This has not been effective and despite bringing my concerns to administration's attention multiple times it continues to be ignored. We are therefore not providing appropriate treatment to this population thus leaving them at higher risk for further involvement in the juvenile justice system and ultimately the adult system. What we are doing is not working. In the juvenile court, all cases where a delinquency commitment is being considered should be brought to a CRT and this is not happening so the chance for effective planning is compromised. The region, despite multiple requests, does not have protocols in place to determine best placement options for a youth when they are committed delinquent. The clinical services provided at the RTCs and CJTS are lacking and not addressing core issues of the youth and family prior to discharge. The contracted services available to delinquently committed youth are not effective and are not meeting the youth's needs. This has led to youth incurring additional charges and needing to be returned to CJTS or incarcerated. This leads to a cycle of failed services and placements and hopelessness by the youth. The level of risk and safety concerns is not being acknowledged. The system is not working to meet the needs of the youth. We are trying to fit them into pre-existing services and programs instead of working to address their needs in an individualized manner to give them an opportunity to be successful.
- Treat all pre-trial juveniles in the same matter, corresponding to the charges they have. Also consider all factors involved in pre-trial detention confinement, such as family living situations, DCF commitments, etc.
- The state has to take a look at poverty. Most kids come from low income areas where crime tends to be higher and majority of people living in those areas are minorities.
- The populations of the area tend to be consistent with the population of the youth who appear at the courts. The greatest improvement that can be made would be to reduce truancy at a the younger ages; then I believe we will achieve greater success reducing delinquency in the teenage years.
- Some training

Participant Suggestions to Address DMC – All Responses (cont.)

- At this time, I have not obtained enough information or research to provide an answer
- More preventive and diversion programs.
- Inner city communities and school systems need to work together to plan for needs of these youth so they can remain in school and find meaningful afterschool activities and prevocational work experiences. Youth need to feel a part of their communities.
- Police Officers and Probation Officers might need more trainings in the area.
- It's more of a police issue than the courts, we can only deal with what's brought in
- 1. A wealth of after-school programming in poverty-ridden communities (sports) 2. Internships in various professions with the opportunity to attain employment later 3. Smaller classrooms in urban districts 4. Grants to schools to facilitate school-connectedness programs (the number one protective factor against dropping out of school) 5. Programs that are focused on prevention.
- Our agency is at the forefront of dealing with DMC issues
- Continue to assess individuals from the standpoint of their behavior and history, whether problematic or positive.
- Being mindful, good supervision, challenging each other, courageous conversations using group supervision to discuss
- Creating a more therapeutic environment is my key point always. I have seen this lacking in some staff and activities; however, the interactions I have with the kids are my own, and I will always strive to role model for them. We should be doing everything in our power to help them, and I want to help these kids become the best that they can. They have so many talents and smiles to share, and are just terrific. And, again, treating everyone with the same respect. Not only following the Golden Rule, but exemplifying this for the youth. Overall, treating every youth as they should all, fairly, be treated.
- We now have a racial justice initiative moving forward within the agency
- Be more aware on DMC and develop a clear understanding of the history of DMC as it relates to racism and equality.
- All kids should be treated fairly. Cases should be brought to trial more often, too many kids are being put on probation for crimes that do not always warrant a probation sentence.
- I think the problem is very difficult to narrow down. On the one hand you cannot deny DMC exists but also the socio economic factors that influence DMC are difficult to ignore. I think it is important to train staff, hire minorities to positions where they can effect the decision making in all aspects of the juvenile justice system, which appears to be ongoing. I think it is important that Judges be extremely aware of where a child ends up (CJTS) and how much time they spend there. I think probation officers have a responsibility to advocate for their clients so that they are in community based programs or receiving in home services as frequently as possible. I think it is very difficult to quantify because the best way to address the problem is to ensure that the people who work with youth always try to place that child in the least restrictive environment. The people with decision making capabilities should always try to consider the child's "Best Interests" when recommending sentences and treatment and those decisions should be made regardless of color. If everybody treated each of their clients as if they were part of your own family, there would be less need for policies to address DMC.

Participant Suggestions to Address DMC – All Responses (cont.)

- Ensure that all persons involved in decision making within the system be aware of the issue.
- Consistently review the data and come up with ideas and plans to be implemented that will reduce DMC.
- Continued trainings Making JPOs aware of outcomes of DMC studies Opportunities to explore in a healthy and productive how what is happening in this country with regards to issues of race impacts the work we do
- I feel more extensive diversity training is needed to combat some of bias in employees that work for the court system. In my 26 years working at SCJM/New Haven there has never been a prosecutor of color.
- Working with communities to reduce violent crimes and gang involvement as many of the youth in the juvenile justice system are involved due to their exposure to, and involvement in, these things. Many of the youth in the JJ system take little or no responsibility for their actions and exhibit no empathy or remorse for victims. Having programs in place when they are younger may help them to develop these and may have a positive impact when they get older. Encourage families and youth, with education and programs, to complete their high school education and gain legal employment rather than relying on public assistance, which may not sustain them for long periods of time.
- More discussion with the community needs to occur. This data needs to continue to be shared and we need to begin to think outside the box when planning for our JJ kids.
- Lots of work needs to be done on a legislative level, state level and in the local towns. Trainings and education need to be conducted and employment of more minorities that can relate to the population and may be able to better respond. This being said, there should be some sort of tax breaks for those that are in college and have a passion for this group of people to assist with their education.
- My "agency" runs the juvenile justice system. Possible steps are nearly unlimited.
- Uneven police handling of situations - variations by town.
- My agency is really the final step for many of these children. I believe that the "raise the age" and juvenile transfer changes have been a step in the right direction. I think that there could be more of an effort to work with DCF and law enforcement to identify and protect children. In addition, I think there should be more dialogue with the justice system and the minority community. I think there are a lot of misconceptions that should be discussed and I think that more communication would aid in the minority community's feeling that the justice system is aware of the concerns.
- The CPTV video, and (have) testing on the website for understanding your own bias
- I believe that there should be a study of how individual prosecutors handle specific cases and the outcomes for those youth. The court overall, not just the Judge, has a piece in DMC. There needs to be some cross reference to open DCF child welfare cases where DMC is occurring and those youth who are getting arrested. Is there some correlation and are we just not understanding kids and their needs. Each school system operates very differently and there is no set guidelines for FWSN cases. I can tell you anecdotally that more white children are referred to the court on a FWSN vs. their black or Hispanic counterparts. Education to all of our providers and in home service providers. They are a key piece to the puzzle as to how they handle/educate and diagnosis the children they work with. They can also help to engage the family in a different way to understand mental health and trauma vs behavioral issues with kids. It's a bigger systemic issue than just the local agencies. It needs to start at the beginning as well as from the back end.

Participant Suggestions to Address DMC – All Responses (cont.)

- Continue to highlight the disparities for police departments and make it mandatory that police receive training on cultural diversity and DMC findings, so they are made aware of these issues, as they may not even know how often it is occurring.
- Continued education and MOA between agencies would be helpful. The decision makers in the agencies are the ones needing to be present to ensure the direct line workers are following through with the policies and procedures set up.
- The different systems including court, judges, prosecutors, and police should not differ in their way of dealing with the different races, ethnicities or types of clients. Trainings, surveys, videos, and information are all great tools to educate everyone.
- Look at New Zealand and make real changes aimed at restorative justice through family teaming vs. taking charges
- Trainings
- Continue to train staff about the root causes of DMC and how to recognize and deal with the possible influence of implicit bias at various decision points.
- Try promoting within the facility, with the officers that have direct contact and are able to conform to juveniles behaviors. Or allow some of the officers input as to the special needs plans and ways to interact, being that the officers spend 99% of the time with the juveniles their input may become useful in juvenile decisions
- To continue to monitor number of admissions looking a racial disparities. Reduce length of stay for those youth determined to be a lower risk and partner with community providers and schools.
- We are doing as much as we can. If there is no program after they get out from our place, what else can we do?
- Training the police officers and creating ties within the communities for which they police. Training of staff in Department of Corrections, Judges, prosecutors and other professionals involved in the criminal justice system. Having some sort of oversight.
- Advocate for more educational opportunities, advocate for racial justice and advocate for equal justice under the law
- Healthy communication and relationship building
- I believe this issues begins with the police. They are the ones who often have first contact with these youth. Education and policy amendments should be made within their departments.
- I think that the disparities are not caused by the JJS. There is a problem of lack of family structure and support system in the inner city where many black and Latino children reside. If sending a child home is virtually sending him/her back to the street then pre-trial detention may be necessary. However, perhaps the way children are held in detention should be changed. Of course, that will cost money, and, the State does not have money. Collaboration between the schools. police, and JJS is a good thing...but programs have to be developed which starts at a very young age to change the children's view of life, and, give them positive role models, and, respect for other people.
- Law enforcement is a responsive business. We respond to crime as it occurs. Therefore, the agencies that are most appropriately involved in limiting contact would be those that are in a position to prevent the occurrence of crime in the first place (social services, DCF, schools, families)

Participant Suggestions to Address DMC – All Responses (cont.)

- I don't know. There are so many other factors involved with DMC contact that I'm not sure I can accept the data results as accurate.
- Being aware of the bias
- Statistics are not always what they seem. Each case needs to be looked at. Lumping them together is not accurate. We see cities and towns with different demographics being lumped with kids from neighboring rural towns with different crimes or the same but different home circumstances which determine outcomes; ie. parents willing to put forth the effort and parents unwilling to put forth efforts. Single parent vs. two parent or no parent households. The youths spending more time in lock up etc. many times because parents do not want to pick them up or decide they should stay for as long as possible because they want a break. It all comes back to the parents and if they are willing to take the steps needed for their child to succeed, many parents think lock up will ""fix"" them! We all know that is not true and that they usually need counseling and treatment, and most importantly parents who do not give up.
- Handle each case with the same efficacy. Sounds simple.
- Try and find better programs for juveniles that are released back into the community.
- Judicial Branch continues to track data as it related to DMC. Regular data analysis is needed to track progress on initiatives. The Judicial Branch's' commitment to work with executive agencies, legislative and advocacy groups will continue to open the door to this issue. Coordinated efforts between the Judicial Branch and community providers will ensure that youth are diverted or upon release they have the best access to services to prevent readmission.
- Having the local police departments and schools work together to divert certain offenses from the Juvenile Justice System would have a positive impact on (DMC) this would be especially be true in the larger inner cities
- Have training, info sessions on the findings of studies summarized earlier, and emphasize need for prosecutors to seek uniform equal treatment & punishment
- Spend more on prevention and less on after the fact interventions. Race is a social construct, we are all human race and when we constantly seek to place people into different boxes, you encourage discrimination by its very definition. Address class and socio-economic disparities and you will resolve the racial issues
- I am not knowledgeable in this area to be able to present a relevant suggestion. As an employee at a courthouse, and based on my general experience, the one common thread I have noticed is education. It appears to me that more emphasis on the importance of completing high school (at a minimum) and being able to contribute back to society may help address the core issues that generally lead to individuals coming in to contact with the justice system. Perhaps considering alternative methods and programs to assist ALL of our children with completing a meaningful education that will endow them with skills that enable them to be self-sufficient and contributing members of society can help to reduce disparities and referrals to the justice system.
- Just making sure all who are involved with that youth have given their feedback during treatment planning and as a plan for re-entering their community. In my opinion I believe we do a pretty good job but in speaking with our youth it sounds as though they are not buying into their own plan. I believe it's important we are not setting them up to fail by going with a plan their don't believe will work.

Participant Suggestions to Address DMC – All Responses (cont.)

- More trainings to address the issue
- I believe that the problems begin at a far earlier point in time. I think that there is an inherent conflict in the child protection system. The preservation of the family unit vs. the protection of the child from abuse and neglect can't be equal goals. The child's well being should always come first. Many children who end up in the juvenile system have been abused or neglected and their trauma hasn't been identified and if identified not effectively treated. There are only a handful of child abuse MDs in this state and certainly not at every ER. This effects their brain development and leads to problems in school. Children then become identified as disruptive and then things snowball. There is a great disparity in resources in the schools and some systems end up with too many children with complicated problems. Those children are the ones who don't learn and drop out and inevitably end up in trouble. I believe that there isn't enough of an effort to identify and protect children that are abused at an early enough age and that the schools are overwhelmed and the result is that the children who have been overlooked get involved in the juvenile justice system. There needs to be a better effort to protect children from all communities.
- My agency serves a prosecutorial function, which puts us at the end of the road, after contact has been made. We can, and do, make a difference by examining cases carefully to try and determine whether decisions to arrest and charge were influenced by improper factors relating to race and minority stereotyping. We can also make a difference by basing our prosecutorial decisions on proper factors, not relating to race and minority stereotyping.
- Continued sustained representation by Juvenile Court Public Defenders and private counsel to continue to protect all clients. Additional interactions with school personnel and police about equal treatment of arrestees.
- Continued research is important. I always wonder if part of the problem is that minority youths have fewer resources in the community, due to greater poverty, more single (or no) parent families, etc. They would then be more likely to get "stuck" in the system, which may lead to further institutionalization and criminalization. Also, once the incident reporting tool was developed, there was no requirement that it be used. Perhaps state agency should develop policy around using this tool or addressing DMC in general.
- DMC is due to systemic racism. The change has to come from the top down not the bottom up. But I appreciate the effort.
- DCF Administration must be trained in JJ and have a specific JJ management system. There are currently 6 different Parole Admins in 6 different regional offices with each office doing something different under CPS thinking and policy. DCF JJ and CSSD / Probation must be on one system with the continuation of service that is almost identical to each other. DCF JJ must also start implementing recommendations from the Georgetown Report and not continue to just implement CPS policy.
- Continue to monitor referrals and note disparities and refer findings to judicial decision makers
- I have been a classroom teacher for 13 years at CJTS. What jumps out at me the most is that many kids are put back in the same neighborhoods with no programming. It's also too easy for them to run from group homes. It's like no one has a stake in the child's future be it themselves or DCF. I don't know what the answer is but there has to be a way to break the cycle and get the child invested in their future by giving them some hope other than "it's your choice" or "you know how to do the right thing".
- The education programs you have been doing are a good start; working with police, prosecutors and DCF to make them aware of disparities, and of implicit biases that affect their discretionary decisions.

Participant Suggestions to Address DMC – All Responses (cont.)

- I feel some of the survey results are disingenuous and do not address the realities of Connecticut's most violent urban areas in which "juveniles" are committing multiple homicides.
- Continued diversity and building relationships
- Cultural competency trainings as well as discussions on race issues, bias and prejudice should be ongoing. Open, honest conversations build relationships and understanding. Once we understand each other we are less likely to presume and stereotype. Our biases tend to lessen and our understanding increases. We are less likely to judge and more willing to work for resolutions.
- I feel that the amount of arrests from the inner cities are higher than that of suburban areas due to the fact that the population of minorities is greater in the urban areas. This difference in population greatly contributes to disparity. I feel that the police and court personnel are more cognizant of this issue and have increased communication and knowledge of local agencies to assist both inner city and youth from suburban areas.
- The justice system needs to be diverse like the community it is serving.
- Continue to increase mental health services in urban areas, also value the providers in the areas
- Improve the school system with committed instructors who utilize or incorporate innovative ways of keeping the disproportionate minority enthusiastic about the process of learning.
- Many of the programs developed are for a general population of youth. I believe that programs should also consider age and developmental appropriate programming. The majority of juveniles in the centers are of color. The next issue is the severity of the charges. The juveniles are housed in the same center with charges varying from truancy to Assault 1st. Some the juveniles that are brought to the center are even charged with Adult charges awaiting the courts determination as to when or if they are transferred.
- The police departments need to be aware of the communities that they are policing.
- There are a number of individuals that are in positions of power that are oblivious to the idea of white privilege and as a result they continue to operate and pass judgment from an uneducated perspective. I believe a mandated training on white privilege utilizing a cultural diversity curriculum is a necessity. Everyone of all races should be mandated to attend.
- In Hartford Juvenile Detention Center, where I work now, I feel that staff does an excellent job at not judging juveniles by race. Two suggestions: 1) In group discussions, have juveniles of different races discuss how they think they're treated by police officers of different races. Have the juveniles give suggestions to staff about how police can not judge them by race, if that situation is applicable. Staff can report their findings to a police liaison. 2) Clarify the findings in any race-based study like this to show who is considered white, black, Hispanic or other race. In today's society, especially in CT's juvenile detention system, there are so many children who are mixed races, including white with other races. All these race-based studies that I've heard of separate people into strictly one race. It's increasingly rare nowadays to see children in detention who are just one race.
- Trainings
- Add diversionary and post-summons opportunities for "family" services to those available to juvenile justice clients; consider enhancing court jurisdiction to mandate "family" participation in such services, so children are better served in their "homes".

Participant Suggestions to Address DMC – All Responses (cont.)

- N/A - as a white male I sometimes struggle with the "solutions" to the data. Working in Juvenile Justice for well over 20 years I'm rarely in favor of less accountability, but it seems that's the result of many of these initiatives. No one is asking for "more accountability" for white offenders so the somewhat similar politically incorrect response seems to be "less accountability" for non-white offenders...
- Continue with data collecting, cultural training, and specific guidelines to be followed regarding arrests and the possible outcomes.
- Continued conversations, training and diversions.
- As much education as possible for all involved in juvenile justice system.
- Continued awareness
- Continue to hold trainings, meetings, etc. regarding this topic. Continue efforts to collaborate with law enforcement and other agencies.
- Both being aware of the issues and being more engaged with other decision makers who are part of the process.
- I think there needs to be more awareness of the JRB' s in each town. I feel that some officers do not know to send cases there.
- Starting with a conversation, then putting a plan into practice that serves all.
- The Justice System as a whole needs an overhaul. We have the high number of incarcerated people in the world in our prisons/jails. Here in Connecticut a juvenile that is found with a gun is sent to juvenile court when it should be an automatic transfer to adult court. Some penalties are not stiff enough for the appropriate crime while other penalties are too light for certain crimes. We have people in America that are walking around on bond for a murder charge. So many issues, where do we start?
- Continue to educate staff, school personnel, community providers, law enforcement, prosecutors, judges; better screening tools for schools to follow when referring to the court and law enforcement; work with the community and media to change the image of children of color; spend more money on preventive services such as pro-social activities, financial support, early education programming, and mental health services to avoid paying for more costly services when they are adolescents or adults such as residential programs and jails; offer diversionary programs regardless of color; increase collaboration by all parties involved with children
- Outreach to Police and not accepting referrals that are deemed to be normal adolescent development, as our juvenile system's fundamental philosophy is rehabilitation and treatment, and should not be a means of allowing the Police to utilize any of their own explicit bias and/or racial profile.
- After spending app. 10 years in the juvenile field, I firmly believe that efforts and interventions must start as early as possible in the lives of our children. In particular, I have found that most delinquent youths have had a long history of excessive absences from school, without any prior intervention [e.g.. never a truancy referral etc.]
- Our system does not control the cases which come to us through the Juvenile Court.
- Have the community leaders in the areas where there is disparity step up and lead. Break the cycle of fatherless kids. End entitlements and make people actually work for a living.

Participant Suggestions to Address DMC – All Responses (cont.)

- Connecticut to provide more trainings on the issue.
- To include the faith based churches, and other religious groups. PTO's at schools, most towns have their own access / tv channels, to get information out. Community collaborates.
- Treat every case individually and stop doing favors for those families that are well off as well as hold individuals accountable for their actions regardless of their background
- Awareness
- The State will continue to do research on finding better ways to deal with disproportionate minority contact and how we as a whole can better work with this population
- Just being aware this has happened, and continues to happen is helpful to us doing a better job and servicing our population better.
- More cross agency interactions and trainings.
- More information, encourage critical thinking, thinking out of the box.
- There is disproportionate contact in the child protection system as well. If parents are unable to appropriately care for their children, it is likely that the child's behavior could become problematic and end up with arrests and violation. If the child undergoes mental health evaluation prior to their cases being adjudicated, the clinical recommendations are likely to become part of their case disposition. The court can order treatment, but treatment does not equate to everything becoming better right away. Sometimes treatment is not necessary for the child, but is for the family. Delinquency court has no jurisdiction over the family. If the child does not follow up with treatment, or if he or she has behavioral problems while in treatment, that is a possible violation of the disposition. The child is now deeper in the JJS system. If the JJS system is disproportionate going in, and the CP system is as well. It is likely that due to issues like this, the system becomes more disproportionate.
- I would like to see more collaboration between DCF and other agencies such as CSSD, police, and schools when it comes to planning for all youth that become involved with the JJ system prior to judges making orders. I would like to see people involved in decision making actively consider the youth's race and consciously considering whether or not any part of their decision making is being made based on the race of the youth. I would like to see or learn of how other agencies are working to address structural racism and helping bring their staff along on this journey.
- I feel the agency is currently taking actions and steps to address this issue.
- I think my agency plays a very positive role in addressing the issue, both on a broad legislative and policy level and on the individual client-focused level. I would like us to consider ways that we can have more of an impact on the educational issues that relate to DMC.
- Hold people accountable for there crimes and actions.
- Hold facility wide meetings to brainstorm ideas
- Practice what you preach!!
- Continue to be objective and true to the real barriers that cause DMC; poor education opportunities and lack of positive role models in the community.

Participant Suggestions to Address DMC – All Responses (cont.)

- In general, our communities system of care, service providers, and educational setting tend to be reactionary vs. being proactive. It appears we have lots of money allocated for detaining, incarceration, high end treatment facilities, alternative incarceration programs, etc. In reality, we are treating years worth of these youth's behavioral patterns and responses and untreated/undertreated mental health needs. If we were to shift the entire landscape to focusing on early identification and treatment of mental health needs, through pediatricians, day care providers, schools, workplace workshops, mobile crisis teams, EDs, community providers - and we could get to identifying the true needs for these kids in latency age. In essence, trying to get a different picture of the youth that get involved with JJ, as in part, a symptom to mental health and substance abuse needs. When people can focus on true need and understand behavior there can be a focus on appropriate treatment matches. Which brings me to another point of having a wealth of early/earlier intervention at the community level that matches the right dosage and frequency of treatment to the symptoms. Finally, there should be more "firewall" type systems or "tables" for discussions to be held when there is a youth identified as needing out more intrusive/intensified sanctions or out of community placement. Firewall such as the Case Review Team process, where all kids that are recommended for out of community placement should be discussed by a panel of people that review the case in its entirety and attempts to create a community based alternative to incarceration or out of community placement. At these types of tables there can be an overall approach of seeing what has been attempted, what is still available to try, and a QA type of responsibility to discuss cases that have been diverted down certain tracks, that seem inequitable.
- Education at all levels (courts, police, Probation, Parole, CJTS, detention centers, etc.); monitoring for disparities in treatment/practices; review of DMC-related policies
- DMC- should include cross sections of society based on population, socio economic status and amount of crime in the cross section; as we know all statistic can be altered to meet the needs of the facilitator- People who commit crime should be held accountable despite the color of there skin - crime and non-accountability is at an all time high and the only people that are suffering now is the innocent taxpaying citizens that are getting robbed, shot and killed. In effect same time for the same crime.
- Treat every juvenile no matter what color or race equal and fair.
- It is essential to get all parents more involved via educational tools. Parents need to be pro-active on behalf of their children and also take responsibility to some extent for their conduct.
- Think very carefully about DMC during all the decisions that we make. Review and revisit these decisions as well.
- Additional work with the police departments
- Invest in more community based services for youth transitioning from juvenile justice commitment. Implement permanency teaming so youth transitioning have connections to family and other caring adults once they leave commitment. Implement strategies to eliminate youth from becoming crossover youth. Enhance our data collection and reporting. Implement graduated response policy. Push culture shift for Juvenile Justice Social Workers away from corrections or criminal justice model to trauma-informed social work model
- Participation in focus groups is pretty much all a clerk of court can do. I am, essentially, the keeper of the records and have no impact on the process. I am responsible for making sure staff and the judge are aware of changes in law.

Participant Suggestions to Address DMC – All Responses (cont.)

- Statutory changes for non-violent offenses should forbid detaining a juvenile in a detention facility or secure holding area (with discretion for lockup if child is non-compliant with officers). Guidelines for DCF to follow regarding how much time is spent at CJTS for any committed child.
- Keep the youth in the community for minor offenses and use a restorative justice approach using community service and public shaming to prevent further future criminal involvement. A complete review of the private sector involvement into juvenile justice programs, all of the students I talk to tell many episodes of fraud, neglect and corruption.
- I believe that early intervention with troubled youth through outlets available at school could help shape better outcomes from the youth who often find themselves without supports, guidance and options within their community and home settings. Proactively developing MANDATORY parental guidelines for their student at the beginning and end of the school year that tracks progress and rewards parental and student efforts. As a system the mode for communication between agencies needs to be defined, charted and implemented for all to use.
- Have more programs in place to help minorities instead of locking them up at any given chance.
- Families with financial resources often always have a better outcome in Court as they can afford higher priced attorneys to defend their children.
- Youth who commit serious crimes need to be placed in a more secure setting than CJTS. Youth with assault and weapons charges should not come to CJTS.
- First, one would need to establish that the trends noted are not appropriately related to crimes and their severity as it actually occurs. Barring such a conclusion, then there need to be more resources put into the community to keep the groups or classes in question from succumbing to the temptations of crime
- More Cross-Network Training I believe it is very valuable to train both police officers and the juvenile/youth population together.
- Offer families more access to resources that would allow the juvenile to have more protective factors that would support success.
- Very complicated. The issues and answers aren't the JJ System because by that time it borders on being "too late". The initiatives, money and attention has to start back in the communities, schools and neighborhoods. Poverty, education and family dynamics (absence of male role models) are much larger issues long before JJ gets involved.
- I think these issues have to be addressed through education and monitoring. As a person of color, I'm not certain you can change people's underlying biases (i.e. white juvenile offenders seen as kids and black juvenile offenders as thugs), but you can make them aware enough for them to try to make more consistent decisions regardless of the offender's race. We should not be too eager to place ANY children in the juvenile justice system.
- Training
- I think education and awareness is the key. We must continue to bring this issue to the forefront and work with the legislature to pass laws (such as the requirement that the police must do an Order to detain in order to bring kids to detention) Also, better trainings for police and accountability of those who harass or treat the minority population unfairly

Participant Suggestions to Address DMC – All Responses (cont.)

- More needs to be done in policing, education and outreach to address the prevalent problem of gang-involvement among inner city youth. Membership in these violent and criminal street gangs is far more prominent among minority communities in Connecticut's urban centers, often forming a juvenile's strongest familial and peer social bonds. In my opinion, gang-involvement is one of the biggest contributors to recidivism among juvenile offenders, and very little is done to address this. I believe the gang culture is a bigger contributor to urban crime and DMC than racism among police (real or perceived), any perceived failure of our educators or fluctuations within the job market. For many of the gang-involved juveniles on my case load, the cycle of crime, substance use and violence never ends because they feel powerless to "break free" from the gang that comprises the majority of their family, friends and acquaintances. The life of gang-involved youths is a product of, and itself perpetuates, a sub-culture that punishes academic excellence (members are accused of "acting white" if they get good grades), strong work ethic, and respect for others. Aside from a small chapter of skinheads based in Meriden, white street gangs are nearly non-existent in Connecticut.
- Once a child is referred I believe we are taking better measures to find out what happened and putting counseling into place which may address the youths needs rather than placing the youth into Detention.
- Continue to argue for justice for all.
- We have had meetings with Police departments, and town officials and keep record, along with trainings and awareness.
- Collective partnering to be honest about systemic and institutional biases and contributors to DMC and racial justice in its broadest sense. The situations being highlighted as occurring in other parts of the country could just as easily have occurred in CT and likely already have. Silence to injustice is complicit in its perpetuation.
- Our agency needs to facilitate or try to provide some type of outreach programs for the youth after they are discharged from the detention facilities.
- More mandatory trainings. Ongoing open conversations within individual offices to include all staff members.
- The Police and the Court System should not differ their decision based on race, class, and gender. There should be similar consequences for similar crimes regardless of the juvenile race.
- The stigma in the black and Hispanic communities toward mental health plays a role. If there can be more access to health and more education, this might improve this situation.
- The juvenile justice system should continue to work on making itself more diverse as disparities often seem to result from lack of cultural competency or personal beliefs by those in decision making positions. The system also allows bias decisions to be made due to not have specific rules or guidelines for situations.
- It needs to be monitored and cases need to be looked at individually.
- Consistent training rollouts. Regular COJ forums. Regular Education vs Incarceration discussions and forums led in each community quarterly with different participants reached out. Better parent involvement in SOC and LISTs
- A greater concentration on the families which the kids come from ultimately is the reason they(minorities) end of staying longer in secured settings
- Data should be kept on juvenile court proceedings with reference to race and ethnicity
- I think that awareness is key to understanding and being able to change these outcomes

Participant Suggestions to Address DMC – All Responses (cont.)

- More police and attorneys of color
- I would continue to follow the strategies the State has thought out to reduce DMC.
- Add a component of focus to address problems related to poverty, dysfunctional home environment, poor parenting skills, substance abuse, and mental illness for families. Educate law enforcement, school, and juvenile justice staff on how these issues correlate to race and contact with the juvenile justice system.
- Make sure children of color have effective and proper legal representation. Train both the police and schools regarding DMC. Have prosecutors and defense attorneys as well as probation officers and judges attend the color of justice forum to increase awareness of this issue.
- CJTS can not choose who gets admitted. We can continue to be fair about consequences. Try to get families more involved; however, there is no transportation available to get them to CJTS for family meetings. The new Length of Stay protocol will help with consistent discharge timing.
- I strongly feel CT should continue the current system of JRB/Diversion and continuing to question decisions along the way. I also strongly feel that more resources such as recreational centers and literacy through sports or other interests need to be established for younger kids. We are not catching the kids young enough and sometimes what we are doing for some is creating a sense of they can get off "entitlement". As a result some of our kids are graduating to the adult system after never being addressed in the juvenile system.
- We can help with education initiatives, but do not have a choice as to who enters our facility
- Improving data capacity of individual systems and data sharing between systems, including the positions necessary to effectively collect and analyze data; Structuring decision making at all decision points; inclusion in all contracting outcomes
- More work with probation, parole, judges, attorneys about what other options exist across the state to keep kids out of detention and CJTS. More permanency and family teamings offered BEFORE they get to court, get attorneys on board with these options.
- Inform staff, share stats, use data as part of training
- More trainings need to take place in the schools with youth giving their opinions not just adults. Although it is important to gather findings from the adult population I would do more surveying with the youth to get their opinions since the topic is on their disparities in the juvenile justice system.
- By the time they get to us, it's too late to do anything.
- Integrated schools and communities
- Provide more specific education to police, police resource officers and school officials re the issue.
- Top to bottom. Stop enabling criminal behavior. Cut the statistical nonsense trying to justify your worth. Provide real consequences
- Trainings
- Continued awareness
- Ongoing monitoring of implemented changes to ensure consistency is maintained.

Participant Suggestions to Address DMC – All Responses (cont.)

- More vocational training in the community. Paid training, paid internships for youth in the community.
- Training the staff and educating them on findings and how to make a change
- Highlight and educate the community on the agency's graduated sanctions/incentives policy.
- Continue to work in partnership with the CT Juvenile Justice Alliance, community collaboratives, other state agencies.
- The community agencies and police officers need to be educated. With the change in laws, the large police departments do not want to have Order to Detains signed b/c they have to locate a judge. Instead they are issuing juveniles summons with serious charges and they are putting probation and the court in bad situations.
- Continue to talk about it. Continue empowering supervisors by giving them discretion to divert cases from the system.
- Provide training to police regarding the impact of detention and secure lock up on youth. Increase the length of stay at CJTS to remove the incentive the youth has for opting to go to CJTS rather than a residential placement or reduce the length of stay in residential placements to remove the incentive the youth as to go to CJTS.
- Hire more culturally competent workers
- Unfortunately we have people that are prejudiced, and I am not saying just white people either! I think more classes showing that we are just one working together to make the system work and that all should be treated equally with respect and courtesy!
- Hold prosecutors and police officers accountable when their statistics show they punish black and Hispanic children more harshly.
- Continuing to bring the issue to the attention of the Judge's when arguing remands, education awareness
- To talk about the subject matter in Leadership and other staff meetings
- The problems noted are deeply entrenched and aren't readily cured.
- CJTS recently implemented length of stay protocol - this gets residents out equally but does not track the success of the youth once placed home or outside of CJTS. We need to track the return rate or those that acquire more charges while on parole or commit adult charges
- Working with community leaders and faith based leaders to address the community at large. Also working with SROs not from the stand point of law enforcement but from the angle of the role they play as a DARE forum. Interacting with the officer with the children, possibly as young as the elementary years (even though they may not be of court referral age).
- Pre trial diversionary programs
- Continue with the current initiatives, provide more community interventions
- More inner city opportunities for our youth to keep them out of trouble before they get into trouble. This costs money however, and it would seem we don't like spending it on the inner cities of CT.
- Work on fixing the reason WHY minorities are committing crimes that result in incarceration rather than trying to reduce the numbers after the crimes have been committed. Working on eliminating the commission of crime rather than hiding the fact that the crime is committed by arbitrarily choosing who gets incarcerated or remains in the community based on ethnicity.

Participant Suggestions to Address DMC – All Responses (cont.)

- Rather than work simply to combat DMC, attempts should be made to determine why it occurs and whether it is a product of improper factors, such as racism and ethnic stereotyping, and, to the extent that it is, efforts should be directed at eliminating the influence of these improper factors.
- Continue with the initiatives in place and be open to additional suggestions from the community. Ensure that there is easy access to the juvenile court so that researchers can see what actually transpires rather than relying on statistics.
- I believe our organization is appropriately addressing these ongoing issues.
- I think the more individuals working in the system become aware of the statistic they will less likely target these groups and be fair.
- Form an environment, lead by the general population, that encourages preventative interventions rather than reactionary interventions once the harm has been done. Most, if not all of these issues are actually socio-economic rather than racial and as such we need to address the socio economic causes and create conditions to raise all color families out of poverty.
- Advocate for change at multiple decision points.
- It's my opinion that changes need to be made by all the police departments throughout the state. I think the DMC meetings focus too much on the courts, when the first step needs to be with the agencies making the referrals to the court.
- Many of the juveniles from black and Latino backgrounds are simply not cutting it when they return to their neighborhoods. Their socio-economics play a factor in their desire to commit crime and decreases their motivation to focus on education, pro-social activities, etc. because of the lack of available programming and people willing to support them. These kids want help! With more programs to remove them from their environments to teach them life skills, encounter stability and the desire to be better we would see much more change. Juveniles of Caucasian descent are quicker to be placed in beneficial settings and often characterized as "less violent" or not "at-risk." These services, placements, etc. need to be equally accessible to all.
- More culture and diversity training. More "Brown Bag" lunches to discuss and hear about other points of view from different demographic areas.
- How can one change a system... (any system)? It takes time, effort, passion and dedication and...(not but) it will be possible. Re-frame people's set of mind, teach and expose all to the information and facts; teach to think critically. Keep investing in the youth and offering programs that will support and empower them, follow through, do not give up.
- I really do not feel leaders listen to workers or their ideas. DMC is just as high as it was before so doing the same thing over again does not work. I think more work needs to be done with communities where DMC is higher. I believe communities and families need to have some ownership rather than just the workers in the system. More training for Judges would be beneficial, but until communities and families are part of the solution, it may continue at a high rate. Economy opportunities and training for careers also contribute to these numbers.
- Creating strategies and providing training.
- More school based sanctions (with parent accountability) where the child is not as often removed from a meaningful learning environment. Fewer police calls to address common adolescent behavior (e.g. fights in school). More judges' training. More referrals to in home services. More access to out of home placements in which DCF is not involved (i.e. voluntary foster placement, respite.)

Participant Suggestions to Address DMC – All Responses (cont.)

- More education
- Begin discussions with the towns and courts to: 1. Change the process or criteria on how to recruit and select police officers. 2. Put every police officer through intensive diversity training, quarterly. 3. Reduce the caseloads of public defenders. 4. Once they are in the system, allow employees to serve as mentors or supports once they return to the community.
- Better exchange of information between police and probation.
- It would be very important to develop a strategic plan that would include the entire community (teachers, police, providers, etc.) where continued education will be available, there will be accountability and a requirement to implement an effective action plan to address DMC. This should be tracked and data/reports should be published regularly to measure progress and identify areas that require Improvement.
- Continue to have committees to address the issues.
- Break it down and start again.
- Look back to cases to continue to assure quality improvement.
- I would like to know if those getting these numbers are looking at the past history with the law of the youth which may explain as to why some youth seem to be held longer, etc. and given stricter penalties. Also, CJTS used to keep youth longer due to their negative behavior as well as not completing their clinical treatment programs. Also, for the safety of the youth some were held at CJTS longer due to their home /community situation not being safe for them to return. Has anyone looked into this factoring into the numbers???
- I work for DCJ, so obviously statistical monitoring, education, and developing programs/connections to offer kids of color in the juvenile system more equal treatment. My position involves no contact with juveniles per se, but I am always happy to reach out to people of color in the legal and non-legal contexts to connect them with assistance/guidance.
- I feel every juvenile should be treated the same regardless of race or gender. I also believe in giving second chances depending on charges and how many times they was rearrested.
- Hire more minorities and allow a chance for promotions.
- Strengthen communication and collaboration between agencies; ongoing training curriculum development.
- Work hand in hand better with Probation and the Courts to reduce downtime while in the Juvenile residential community.
- Monitor the cases coming through the court system. Work with school and police department on trainings.
- All staff should be required to attend trainings based on race and ethnicity.
- Unknown at this time. - Many problems that juveniles face start from early childhood in a dysfunctional environment & home life and only worsens as they grow into their teenage years. Many (but not all) come from low income homes where there are multiple children, with parents ill equipped to raise their children. Discipline, accountability, importance of education and responsibility for one's actions is something that these children fail to learn, which in turn rolls over into their teenage and adult years. - DMC is a problem bigger than the juvenile justice system.

Participant Suggestions to Address DMC – All Responses (cont.)

- It would help if the JJ system were subject to more public scrutiny - perhaps by allowing members of the public to be present at hearings or releasing redacted transcripts of hearings to the press and/or public.
- Training around implicit bias, ensuring the tool is used in facilities run by my agency and by those under contract with my agency. Require those agencies under contract to prove that they are using the measure correctly and addressing any issues that arise. Also, ensure that staff receive training on trauma and how it manifests in children and youth.
- I think when it comes to staff and people who work directly with children and families that we need to be more mindful of what is driving some of the issues which may or may not warrant involvement with juvenile justice including the need for prolonged incarceration or out of home placement. So many kids and families end up involved with juvenile justice for status offenses or non-judicial reasons, and it seems to perpetuate many of the issues and increase risk for future court involvement.
- Continued education and quality assurance of system
- Cultural competency within the leadership should be explored and addressed if lacking.
- Drug testing and electronic monitoring are tools that are way overused by our system for black youths, less so for Latinos and rarely for Caucasians. It creates an unfair situation where minority youths get further into the system.
- Continue to meet regularly.
- Better communication with local schools and police departments before arrests are made or the police are even contacted in times when safety is not an issue.
- Juveniles need to trust a system that will empower them, and guide them to become positive participants in society. Some key factors to note might be education, work force, and positive reinforcement.
- Continued education of the Police departments, court personnel, and schools as to the negative influence on delinquency in general, as well as the DMC issues.
- Consider alternatives to incarceration when reviewing pre-trial detention
- More residential and /or placement alternatives to detention for police when they make apprehend a juvenile
- Increase education, offer more appropriate dispositional alternatives, work with schools and families to keep kids out of the system
- Provide more and specific community/environmental, school, and parental training. Expand juvenile justice systems outside of highly populated minority areas. Provide training for all personnel that work within the juvenile justice field.
- I believe our agency works diligently with Probation and Schools and Police Departments to address DMC. But the problem begins way before it reaches our agency. The socio-economic issues have to be addressed. If you change that cohort, you change the DMC. What your study and statistics are showing is an inherit racist policy. I do not think that is the case in our agency. It is an agency that goes the limit to be fair and understanding and be just to every child we come in contact with. The reality is we have a great many children in need of mental health treatment, drug and substance treatment, dysfunctional family units, and plain poverty. Basic needs are not being met for a myriad of reasons our agency have no power to correct or ease.

Participant Suggestions to Address DMC – All Responses (cont.)

- I wish there were services in place to assist parents or guardians to be accountable to helping their children adjust returning to their communities. Many children adjust and change behaviors while in a structured setting.
- Earlier intervention in the lives of at risk youth, including educational programs in schools.
- Since beginning to work in the Juvenile Justice system on 2011, I have seen the number of incarcerated minority youth decline. I believe that focusing on the initial arrest and training Police Officers to more appropriately address the issues within our inner city communities.
- I would suggest additional training for any and all law enforcement so that they are very aware of their own biases as well as the expectation when it comes to equal treatment. I would also include those who deal with these youth directly to be a large part of the decision making process. Parents if they are able, clinical, staff, officers in the community and anyone else that knows and understands the youth on an individual basis. Coming up with a realistic plan for success is essential. While speaking with one of our youth yesterday he talked about how wanting to change means nothing when you go back home to the same war zone. I feel there needs to be more thought put into their plan. Not that those involved are not doing a good job but more help, more perspectives, more options can't hurt. Especially if we are going to give every kid, no matter their race, background or bad decision, their best chance.
- None of the findings found fault in Juvenile Probation /CSSD. Children should not be committed to the Department of Children and Families. CSSD should be given complete control over commitment of youth as the agency is better equipped, has invested more money and training into addressing this issue. The automatic transfer laws should be removed. Children arrested for serious crimes should remain in juvenile court and if adult penalties/consequences are warranted for the crime, they should be imposed by the Juvenile Courts. Day treatment centers need to be brought back to CT where children in need of stabilization can be removed from their home school environments, receive their education in day treatment facility combined with in-home services such as MDFT, MST or IICAPS model when they return to their homes at night. There should be no discretion for incarceration of juveniles. If a crime is committed and police charge for the crime that meets criteria for incarceration it should be automatic. Police departments should be held accountable for overcharging/undercharging youth for crimes committed and this data should be tracked. Frequently prosecutors change charges that come in from police departments. More money invested into address environmental impacts to JJ system. Poor education of parents, unemployment/underemployment of parents, unsafe living, high crime, public housing areas, failing school systems all contribute to higher numbers of minorities coming into contact with JJ system. Increasing the array of mental health services with much higher oversight of contract compliance needed for poorly run M/H, S/A providers that don't show effective outcomes. Should be able to end contracts quickly with agencies that don't provide what the contracts call for.
- Initiatives at this time are currently making a difference. Continued partnership and collaboration with local PD's is important.
- Careful reading of police reports to look for inappropriate interactions /arrests/ charging decisions.
- Parents/Caregivers need to be supported in the community to properly parent and supervise their children. If successful, then most children can remain in the community or be returned sooner back home. There has to be a coordination among service providers and a genuine working relationship between providers and caregivers to address the child's needs and an important entity at the planning stages is the educational providers.
- Continue educating us so that we can use this information when in court arguing to release our clients

Participant Suggestions to Address DMC – All Responses (cont.)

- Consistency throughout regardless of race and gender, possible policy change with regards to detention stay and discharge planning.
- Course on race and racism
- Attend race sensitivity classes
- Stop placing it on "minority" reasons and look at the bigger picture: Absence of parenting.
- Publicize the results of similar ongoing studies to the agency staff and invested partners. Recruit and maintain a diverse staff in all the related agencies.
- Provide more community resources for our youth including 18 years old.
- By having a committee to address these needs
- Training
- Community policing
- Continue to educate prosecutors, judges, police, parole, probation, DCF, schools and all agencies associated with clients to make people aware of the DMC issue.
- Community policing is imperative. Officers do need to interact with the residents and earn their trust. The same opportunities need to be offered to inner city students in the school system as are offered in the more affluent suburbs. The inner city schools are broken and need extreme resolve. Jobs for youth would also help give the less affluent hope and a sense of purpose.
- Training and Education to: schools / police / Detention staff and Probation staff / Judges and Prosecutors
- To work with our community we need to earn their trust. Without their trust, nothing. I believe that is the beginning of a good relationship, especially with our youth. We are losing our youth to the street from lack of programs for them to go to after school, racism, favoritism, mental health not being discovered in an early age. No one is looking, we are losing our kids to the street and mental health.
- I have mentioned several times the need for one governing body to oversee Connecticut's JJ population. The current system is riddled with way too many persons, running things their own way. My advice would be for each youth who enters the system to have the same worker beginning to end. Child Welfare agency should not be managing this population as it already is responsible for mental health and social welfare cases. This mission is way too large to also have the JJ population as a responsibility. One branch of government as the lead supervising agency would eliminate the current fragmented response.
- Continued training and forums with appropriate personnel to increase people's knowledge of the issue
- Don't break the law.
- DCF should not be running CJTS or parole services. It is important that DCF be involved though. The system is becoming too soft on kids that committed serious crimes and victimized innocent people. There is a lack of checks and balances, and because everything is confidential, DCF keeps everything in house. There have been numerous kids that DCF released into the community on parole, knowing they have not been "treated", and then commit murders.

Participant Suggestions to Address DMC – All Responses (cont.)

- Continue to have committees, meetings, and educational trainings on this topic. Continue collaboration amongst agencies and the community.
- While not politically correct and certainly not easy, identify and address the root causes of the disparity that exists at each decision point rather than simply remove the discretion of the decision maker. Also, continue to point out where disparity exists and continue to educate decision makers about how to recognize and consider the possible influence of implicit bias.
- The training needs to be done at the level of those who are calling for police intervention. When the police have been called, the caller has made a decision to involve the criminal justice system.
- Establishment of a Statewide Racial Justice Committee committed to working on disproportionality and disparity through policy changes, workforce development, training and community partnerships.
- Use the incident reporting tool, for one. Also, we don't have a Diversity Action Team right now at CJTS. Even though such teams address racial issues primarily among staff, it is still a forum to discuss such issues.
- More community based services
- Make sure supervisors are working with officers to ensure every possible resource has been exhausted before considering detention, CJTS and other sentences. For some children regardless of race CJTS and detention are the best places for them and the community, but only after they have been given every opportunity to remain part of the community and given countless treatment options. For some youth they display an inability to control themselves in the community and these tools are necessary regardless of race.
- Respect and value the minorities within the agency!
- We need to continue to track the data and where aberrations appear they need to be examined and addressed. We need to continue to look for and implement best practices and use services and providers that are effective. We need to continue to collaborate with other agencies and stakeholders and remain receptive to constructive criticism and suggestions as to how to improve outcomes.
- More information on a regular basis about the issue. Perhaps an implicit bias training.
- 1. Additional MOUs with school and police. 2. Making the police training on recognizing bias mandatory for every department. 3. Expanding review boards. 4. Programs to increase awareness among judges, prosecutors and public defenders. 5. Better dissemination of reports or information gathered on degree and amount of disparities to the public as well as to those of us who work in the juvenile justice system
- To provide the legal advantages afforded to majority of youth who are not disproportionately incarcerated, by granting appropriate legal assistance to this detained/incarcerated population of (DMC), who genuinely care about such youth as every child regardless of race should be important to society.
- Have regular discussions/trainings about this topic with schools, police, court staff, prosecutors, and Judges.
- The more police, probation and judicial officials are aware of implicit bias the more that can be done. Personally, I would like to see everyone involved get personal statistics about how they are doing. For example a judge could be provided with the number of white vs. persons of color sent to detention vs. suspended detention orders

Participant Suggestions to Address DMC – All Responses (cont.)

- As to our agency, the State's attorney's, more training and maybe some policies or accountability.
- We have already taken steps in reducing length of stay at CJTS.
- Youths have to be held accountable no matter their backgrounds.
- All staff who work with the Public should be able to read the report and attend a forum on Racial disparity in Connecticut's Juvenile Justice System.
- Share more information with those involved in the juvenile justice system. I've been in the system for 10 years and have not heard of many of these initiatives.
- Trainings on implicit bias and micro-aggressions for all parties involved in the juvenile justice process
- Open conversations between individual offices and police departments.
- Reassigning staff from offices with lower numbers to offices that need more probation staff. (No need to higher more PO's). Take over of Parole from DCF as they are ineffective at preventing recidivism. Establish day reporting centers with strong in-home mental health component. Need more sub-acute beds for children with significant mental health problems.
- Vocational training programs.
- Reduce out of wedlock births. Demand accountability from schools, parents and individuals
- Poverty needs to be addressed. Poverty in the State of Connecticut is concentrated within our large cities, which is populated with minority populations. Crime that occurs in those areas, whether by juveniles or adults, are at least partially, a product of that poverty. Any attempt to address DMC without addressing this disproportionate poverty analyzes the problem too far down the line and will be unsuccessful.
- Have a system in place, such as a juvenile review board, to give juveniles an alternative to incarceration.
- It needs to begin with the area office administration being willing to have discussions about the juvenile justice system as a whole and their commitment to learning about the system and what can be done to improve it. That needs to occur before a conversation about DMC can happen.
- Continue to try to not let each client be the victim of a harsher punishment because of their race.
- I am not certain. As I mentioned earlier, I do think that it is more of a socio-economic problem than a race problem. I am also having a hard time even with the term ""minority"" in this context because in our urban centers where much of our jurisdiction lies, non-Hispanic Whites are not the ""majority"" by any means. Among Hispanics, that population can be divided up any number of ways. The prevailing view that I hear of is that among Hispanics, Puerto Ricans commit the majority of crimes while Dominicans, for example, have the reputation of being quiet, law-abiding, respectful, hard-working and upwardly mobile. Among blacks, Jamaicans are seen much the same way as Dominicans in general terms and they do not even identify themselves as ""black,"" preferring to describe themselves on nationalistic lines or heritage rather than by skin color. There are other African sub communities that also draw clear lines between themselves and blacks much as American whites will continue to divide themselves by heritage much as if they still lived in their heritage country: German, Irish, Italian, Polish, etc. Perhaps ""Minority"" as described by skin color is not a very good measuring stick.
- More training

Participant Suggestions to Address DMC – All Responses (cont.)

- Track each individual's statistics
- Continue to do research and change policies as needed
- Examine statistics that relate directly to individual Prosecutors. Until the State holds individuals accountable for the cases assigned to them and their apparent biases no "study with findings or staff trainings " will achieve the goal that is being sought.
- DCF staff should be more educated on delinquency matters. There needs to be an understanding of the role of the delinquency court as it pertains to the children that we serve. Often times, DCF staff use the court and detention as interim placement and this does more harm than good. DCF will insist their child be violated by Probation instead of seeking the help of Probation to encourage the children to comply. There should be more emphasis placed on collaboration between DCF and Probation in the best interest of the child, not just for incarceration of the child. When DCF brings their committed children to delinquency court, they should sit next to the child and be the child's ally, not sit next to the prosecutor and appear that they are against the child.
- Ongoing use of data to inform decisions. Actively participate in DMC initiatives. System improvements based on research findings. Introspection.
- Educating people is always a key point and making sure we support one another. The judges need to make sure they are hold officers or agencies that are treating minorities unfairly accountable
- Educate staff, judges, attorneys, community providers, school personnel, and law enforcements. Improve preventive services. Improve screening criteria for school referrals. Better educate services providers on how to improve their overall engagement with clients of color. Work collaboratively with community groups. Work with the educational departments increase collaboration or improve educational plans of students.
- 1. Expand the eligibility criteria for referrals to Juvenile Review Boards, and implement JRBs more widely in schools. 2. Enlist school districts in becoming full partners in the effort to reduce DMC - for example, by convincing districts to identify students early on who have learning/developmental disabilities or emotional/behavioral issues stemming from trauma/neglect/abandonment, to avoid truancy and behavioral problems in middle and high school. 3. Find a way to assess prosecutorial decision-making as it relates to DMC. 4. Enhance the resources available to juvenile probation, to keep more youth in the community.
- Continue to pay close attention and collaborate with all parties in meaningful ways including the Churches.
- In each case we need discuss and have this at the forefront of our mind
- Remove SROs from schools, increase number of times referrals can be made to diversion programs
- Continue to work on DMC
- Your assumptions are flawed. DMC is a myth promulgated by those with a financial interest in that particular conclusion.
- DCF has taken and will continue to press forward in our efforts to address disparities in various decision making points throughout our system . These efforts include specific subcommittee focus areas, regional teams and statewide forums.
- Keeping such data; more dissemination of data indicating whether there are improvements; discussion among colleagues

Participant Suggestions to Address DMC – All Responses (cont.)

- This is a difficult task in a sense that when looking at the social ills of our communities today, especially among minorities if you will, there are no simple solutions. There have been recent efforts in "our" system to make amends so to speak with paying more attention to the length of stay that a youth actually can remain at CJTS. Disparities will always be present especially because of the fact that this is how society as a whole is functioning currently. For example, look at the number of black men incarcerated and the number of black youth who are not graduating from high school (i.e. dropping out). The black family as a whole will look much different in the future because there will be no black men so to speak who are capable of supporting their children because they are either incarcerated and/or have not been successful in rehabilitating after being discharged from being detained. This may be a bit extreme however our society as a whole has to be willing to continue to strive to help children as a whole in order to make a difference. For example, one child/youth at a time. Color and race will always be an issue however the adage that one person can make a difference is at hand and those folks with the capability and power so to speak need to spend time in the community, DCF regional offices, DCF facilities, etc. to get first hand experience and/or feedback from individuals first hand.
- Positive programming, and positive relationships between all agencies.
- To be honest with you I would have to do my own research before I can make a decision concerning my point of view.
- Continuing education and training
- A validated risk assessment tool is needed and in depth training of juvenile justice staff. Strong Quality Assurance measures are required in order to monitor and address DMC and limit personal bias.
- More diversity is needed in juvenile system
- Probation officers and prosecutors should consider whether they are treating whites and minorities equally. Their decisions should be based on the crime and not the race. Unfortunately there is no way to track this and a justification can always be found.
- I'm not convinced that there is a disparity as I would like to know what the percentage of black/Hispanics to whites. Also what is the previous criminal history of any juvenile. I'm not saying there is a disparity, but there could be other factors leading to the results of the study
- Increase funding for relevant resources properly staffed for minority juveniles.
- No suggestions at the current time. I believe more education is need on this subject matter.
- The only "disparities" I am competent to address involve courtroom proceedings as I have no basis to judge the actions by police or the detention facilities.
- It needs to come from a larger power, possibly the governor's office. Get rid of the current bureaucracy and watch the progress
- More mentors for children who have a difficult home life.
- To treat every juvenile as an individual and attempt to explore their and families' history in order to address their needs properly. Not to just look at the charges before the court or demographic information about the client/family.
- Come up with better ways to deal with multiple time offenders

Participant Suggestions to Address DMC – All Responses (cont.)

- I am completely speculating here, but one difference that I would like to comment on that I see that is usually the norm for non-Hispanic White who get arrested is that when a non-Hispanic White is arrested and is scheduled to appear in court, there is a very high chance that both parents will attend court hearings. Extending backwards, if the parents are involved as a supportive team with their child from the time of first contact with the juvenile justice system, for example, with arresting officers, I can see that having both parents of the youth available and cooperative could explain why more non-Hispanic Whites are entrusted to return home as opposed to being detained at a detention facility, being committed, etc. Very, very few times with those minorities who would not fall under a non-Hispanic White description, are both parents present in the court room, and when this happens, the bench will usually make a remark on the record about it and have the juvenile recognize how unusually supported they are compared to other juveniles. Often, not even one parent will be in attendance, as a juvenile is left to either appear in court alone having provided their own transportation to court, or they will have another family member--a brother, a sister, an aunt, uncle, grandparent or in some cases even a closer family friend or associate appear with the juvenile respondent for a variety of reasons. Sometimes, a parent or both parents have to work and one will take the day off of work to appear with the juvenile. Other times, a juvenile simply does not have one or another parent anymore. Often, one or the other parent is incarcerated--perhaps as another result of disparate minority contact in the adult criminal system. In any case, there are a lot of factors that could explain why the court and the justice system takes more responsibility for some juveniles than others that do not necessarily point simply at racial factors, but perhaps more socio-economic factors. How to address lack of parental involvement? I don't know. But positive parental involvement is quite observably a large factor in whether or not a juvenile respondent will successfully transition out of the juvenile justice system or not. A parent has the ability to empower, support, and believe in a child and see the child through. Two unified parents more than doubles the effect. If a child is empowered, supported and believed in by two parents from birth, we won't see that child here, and neither will any division of the juvenile justice system. Period. Lacking that, a child who is at least supported and believed in by a parent or an adult mentor of some kind who may or may not also be struggling him or herself with social ills, such as joblessness or underemployment, poverty and social disaffection doesn't usually return to the system. How to get more parents involved? I am not sure. I do think that many of the in-home services that are offered address these kinds of issues and holistic approaches are often utilized. It is well known that juveniles often suffer the consequences of the sins of their parents and so rehabilitation starts with the entire household. I don't know how otherwise to address these disparities except by changing the attitudes of society as a whole. Perhaps non non-Hispanic White households reflect more of an attitude that accepts that ""problem children"" are to be given up on and punished. But I still see that as more of a socio-economic lower class attitude that usually sees issues of crime and punishment in more defined good vs. evil terms. If you commit a crime, you are 'bad,' and you are on your own kind of thing, and once you're bad, you are always bad, as opposed to "You've committed a crime, but you are not a 'bad' person, you are a good person who just made a mistake and we will get you through this." I'm not sure how else the court can change its comfort level in returning children home when in many cases there is a sign that the parent(s) really cannot be relied on to look out for the child's best interest because the parents may be too caught up in punishing a 'bad' child even by abandoning them. I have seen cases where children, upon completing their DCF commitment at a facility, had to deal with the parent telling the court that the parent did not want the child to be returned home anyway, which then initiates a child protection case.

Participant Suggestions to Address DMC – All Responses (cont.)

- Better legal representation
- Identifying our own biases
- My suggest is to arm staff in child welfare with the knowledge that there are disparities found and where, how they can effect change and updates on progress
- A majority of the juveniles seem to be gang involved. If this issue were better addressed maybe the issue would be better addressed.
- This forum and changes are necessary. The problem is that most of us who agree and see the disproportion are already on board with these changes and support more. The more difficult task is to get people to truly see the whys and the outcomes and the benefit of the change that will occur. There are so many factors that go into what is going on that a paragraph will not address. In addition to the racial issues is the poverty and educational issues that add to complicating a very complicated task.
- Working in detention, we don't have a say on the juveniles that enters our facility. There are no actions or steps we can to address this particular issue.
- More trainings
- Review of the initial reports to see what options are available to provide services to the child short of delinquency findings.
- Trainings, and diversifying its work force.
- Stronger parental involvement, supervision and scholastic guidance through partnerships within the education system.
- Very minimal efforts
- There should be more trainings for judges on the issue of DMC, especially trainings that help identify bias. There should be better government oversight of how DMC is handled in different police departments.
- There is a significant lack of services and treatment available to the families of the youth that enter CJTS, although we hear that there are plenty by DCF regional offices. We use "evidence based" programs that it appears every youth has had a version of previously. DCF makes it challenging to get youth in our system the specific treatment they need. This is done by either not allowing admission to alternative residential/group homes with a milieu that would be more effective at treating the youths needs or by creating significant time lapses in having countless meetings before addressing needs of an individual or family.
- The first task would be to engage as many of the decision makers as possible to inform them about the disparities and to be cognizant of these issues. To the extent that implicit bias is involved, conscious appreciation of the problems may be helpful. Another question is exactly what "background and criminal history characteristics" were taken into account in the study. In too many instances, factors that are unrelated to race are significant, but nevertheless have a disproportionate impact on racial minorities. Without a consideration these possible, but significant factors, efforts to address the racial disparities may be wrongly focused or ineffective. For example, the absence of a functional, in tact family unit may impact release from pretrial detention prior to case disposition or the length of time at CJTS, but such factors are not considered as part of the statistical, research evaluation.

Participant Suggestions to Address DMC – All Responses (cont.)

- Each case should have a DMC assessment prior to admittance to CJTS to see if race is a factor.
- Continue to divert more dollars that are earmarked for out of community placement to prevention and education. Create points in time firewalls that ensures that decisions are reviewed and "objective" panels help with problem solving and identification of strengths and needs. Making sure that providers, educators, community partners are pushed and encouraged to train staff regarding the cultural make-up of their communities and to ask the questions that probe for families view points, culture of origin, and family background - to put into context and develop and understanding on the family instead of focusing in on behavior and laying judgment to early. Continue to build robust QA mechanism to look at decision points and review cases.
- Train all to treat everyone equally and fairly
- Attitudes toward minorities as a whole has to change. The fact that Police involvement happens does not mean it was necessary and at the point is when the child starts their journey through our Juvenile Justice system.
- I think the problem is bigger than anything I can suggest.
- The court can not address the handling of detainees at the Police Departments. A detainee can not be brought to a detention facility after an arrest unless there is an order to detain signed by a Judge. Each case has to be judged on its own merits. I try to be consistent in the way I handle all detainees.
- 1. Requiring DCF to respond to cases where the guardians are not available or present to children picked up on non Felony A or B charges rather than allowing for an order for detention to be brought to judge 2. SDE and Police Departments requiring all SROs to go through standard mandatory training in the Right Response 3. SDE including CSSD juvenile probation and DCF in their pre-service training for each district so we can explain potential pro-active, preventive options to educators and administrators to decrease SBAs 4. Ensuring all Juvenile Judges receive training on JJ issues and supports
- Mandatory Police training on DMC, Implicit Bias, Adolescent Development. There are some good training being offered, but they aren't mandatory for Police officials depending on the department requirements.
- As a representative of the justice system I will utilize the tools and knowledge provided to render a fair decision.
- I can't believe I actually have to point this out, but here goes: I have NO interest in making juvenile justice policy decisions based on assumptions and biases that permit everyone to skip over objective analysis of unmanipulated data. Take a look, please, at one of the "findings" on the previous page of this "survey." The DMC study claims to have found that police were more likely to take minority children charged with an SJO to detention prior to court. This simply can't be true, since the statutes, prior to revision, REQUIRED the police to take ALL children arrested for SJOs to detention. There was NO discretion. I have a GREAT interest in helping make juvenile justice policy that is based on objective, verifiable data that is obtained free from assumptions and agendas, so that we can treat every child with the dignity and fairness that he or she deserves.
- I can make sure that the probation officers and court are aware of DMC and work to reduce it.
- Organizing and effort through training academy and point people identified
- Support/fund community programming (which is impossible with all the governmental cuts to budgets)
- Statistical reviews.

Participant Suggestions to Address DMC – All Responses (cont.)

- Hire an a neutral board to examine each area of the system police, court and detention.
- Maintain awareness
- Prosecutors would also benefit from this information to help with fair decision-making. Continue working with schools. Fund mental health, diversionary and recreational programming for youth.
- Enhance sensitivity to similar offenses getting similar dispositions for all children.
- I can be careful to remain totally impartial in my decisions regarding detention of juveniles ad in the disposition of their cases.
- To work harder on thinking outside of the box and willing to invest the time to get to know the family needs and to support the parents to parent their kids. Funding for community leaders with less focus on credential/education degree. Provide training on engaging parents and youth.
- I don't know, only because juvenile detention officers like me don't deal with how police and other law enforcement deal with the children in our care.
- Since I am not too familiar with the juvenile system and more of the GA level, I would think that putting in a point system, similar to what the Bail Commissioners use to set bond could be used set either bonds or sentences. Judged should also be accounted and reviewed for their decisions that they make. Another idea is that younger judges be put in those positions because I believe that older ones maybe a bit more prejudice towards certain nationalities.
- Education and awareness is always the best way to bring to light these striking disparities. Training in this area is essential as well.
- Police Officers and School Personnel need to be trained in cultural competence and cultural responsiveness. It may also be a good idea for there to be more streamlined responses to certain offenses (ie: Larceny 2 gets 4 months probation regardless of who the perpetrator is).
- Expand community-based services, with appropriate funding; cut waiting lists for mental health, drug/alcohol treatment (in-patient and out-patient)
- More support for families in the community, more resources in the community for youth
- "Earlier intervention Collaboration between schools, juvenile probation social workers and mental health professional to assure that educational, social and mental health needs are addressed proactively rather than as an adjudicative order. Continued training of school and law enforcement personnel on issues of youth engagement, conflict resolution, etc. Positive role models for minority youth through continuing mentor relationships, opportunities to develop useful work skills and community involvement in service. "
- Maybe if we had to document each case we transfer to adult court or commit and document their race and gender.
- I think racial bias in juvenile justice is indicative of the larger racial-socio-economic problem in all aspects of life. We just see the disparity in our profession but it exists in all aspects of life -- whether it be work, health, education, or social privilege. Professionals or workers who exhibit racism should be educated and/ or sanctioned.
- Have to take a broader look at all the issues that lead to DMC focusing on color is not the only variable that should be looked at. Violent communities, poverty, education, access to services should all be studied

Participant Suggestions to Address DMC – All Responses (cont.)

- Depending on the severity of the crime, resident should be locked up regardless of color. Low level misdemeanor should get probation. The previous screen does not break down the crimes the level of severity or the ethnic background /race to address the issues. Had it shown the breakdown of crimes vs. race it will be better to determine.
- Family counseling, encouraging adult responsibility for children, consequences for actions,
- All decision points need to be analyzed. However, the most important work is the work with schools and police at the front end. From there, the decision points need to be mindful of disproportionality and efforts need to be made to figure out why at those points and as the youth gets deeper into the system the disproportionality seems to get worse.
- More diversion programs which keeps out of SCJM for minor offenses.
- Need to study the communities and the role poverty plays for minorities and how it may effect the length of stay and access to care
- My agency believes it only occurs with the children who are delinquency committed or the JJ kids, but kids in the JJ system are those with open DCF cases, pending investigations and committed to DCF that we don't know how to handle. It is a much broader spectrum than just the JJ committed kids. There needs to be a broad understanding of cross over youth and how our two systems interface with each other and how SW's understand the JJ kids and systems.
- Track data and make it public. People are likely to assume that DMC does not take place in their state, town, agency, etc. unless they have the irrefutable facts. Making it widely public will to a degree force some action.
- Coordinate closely with DCF to arrange for such intensive services to be provided early on to families.
- Allowing supervisors discretion, continued contact with the police department
- Continue to promote awareness and develop systemic interventions.
- Continue to do research and attend trainings to assist with DMC
- More training would be beneficial.
- We are already using JRB's more than ever. We are also using Graduated responses.
- Allowing the probation officers more discretion overall could decrease the chances of unnecessary detainment and allow community based services the time to effectively work with clients and their families. Overall, the parents/guardians of our clients could benefit from continued in home programs designed to improve their parenting skills.
- Statistics
- Give the public schools more authority and immunity in handling problems.
- I think the issue that really needs to be looked at is community resources for these teens. They need community centers where they can learn trades, learn art, music, dance, sports. They need support with their homework and tutoring and finding a job. They need positive male role models who can teach them what it means to be a man, to be a father, since many of them don't have this in their lives. They aren't getting the support at home and need it in the community. Once you release youth from CJTS, no matter how long they were there, they are still going back to the same home, community and school. With the same lack of support as before. Until that is addressed this problem is going to continue to cycle.

Participant Suggestions to Address DMC – All Responses (cont.)

- At a minimum, word should get out as to the programs that are available and their efforts at implementation. Due to confidentiality rules things that go on at juvenile court are foreign to many prosecutors on the adult level.
- Power is based on Knowledge, the fact that our agency provides us with additional training is key
- Families need to be looked at. What is their involvement? Do they come to court? Do they take responsibility? Are they done parenting, have they parented at all, do they attend meetings, do they accept in-home services, do they just let their kids run the streets then buy them \$200 sneakers (for their crimes)? Are the parents also criminally active, i.e. gangs, substances, weapons, violence?
- Launch the Cross Over Youth Project statewide once developed. A component of that is the preventative work with the schools and police
- Wider exposure to the minority culture in an atmosphere where honest exchange of views is encouraged.
- Giving workers more resources and tools to use when working with someone in the community. DCF has failed to implement most of the Georgetown Report despite it being over 2 years old. Our 18 to 20 year olds have the same exact programs as 14 year olds. Our graduated sanction and incentive system is laughable as we can't even use electronic monitoring, have no transitional living housing for 18 and overs, and each regional office handles it differently. Per policy we are supposed to have a JJ Curriculum, but we do not. I would think training in JJ specific DMC as well as a whole curriculum would be help with DMC. Until DCF gets serious about training staff, having real statistics, having managers that are JJ specific, one cannot take them serious about their attempts to reduce DMC.
- The implementation of a shared data base between all points of contacts which specifically and strategically tracks DMC from the onset until the conclusion of the contact. At all points of contact, the data base should include a tool to assess whether or not alternatives are being considered by the point of contacts (individuals that are assigned to the case at any given point), whether school staff, police, probation, prosecutors, attorneys, judges, DCF, non profits, parole, detention, etc. This would help identify the origin of the contact and whether or not alternatives that could have been implemented were not.
- Implementing clear rules and guidelines that pertain to everyone regardless of race or culture.
- I feel our agency does a very good job with this through trainings, brown bag luncheons and informative sessions.
- When looking at different points of decision making in the JJ system, there are discrepancies on the ways cases are handled based upon their legal representation (or lack thereof). This boils down to socio-economic issues - private attorney vs. Court appointed attorney, etc. In our court, we ensured that the prosecutors were involved in The Color of Justice forum that we held for court staff, and they attended. Maybe taking a look at how judicial cases progress through the system with private attorneys as opposed to court appointed attorneys? I don't know that there is a statistical impact, but working in the system, at times, it feels like there might be. *Keep these conversations going so that the philosophy of equality trickles down to all who are employed in the JJ system - encourage people to recognize their implicit bias and check it at the door, etc. They are difficult conversations to have, but important enough to do so.
- Speak with locals schools and police department about their practices
- Education of staff within all the different systems and not just education of administrators that do not do the work that could make changes

Participant Suggestions to Address DMC – All Responses (cont.)

- There must be more parental involvement. Parents should be encouraged to volunteer at schools or even supported financially at some level to attend. There need to be adequate in-school programs to provide discipline and consequences for disruptive behavior and such programs must be utilized by educators: all too often the police have been seen by some educators as the first resort with a misbehaving child / youth, rather than the last resort. Once a child (of any ethnic background) is in the juvenile justice system expectations for that child's behavior must be very clear. It is unfair to have a child told that such and such behavior will not be acceptable (e.g. attendance at school, curfew hours etc.) and then when that rule is broken to take no action until the child has repeated the same behavior an unspecified (and unknowable) number of times. We tell parents that they should set rules and abide by them but the juvenile justice system does not do so. How is a child to know whether it is THIS time he breaks the rules that consequences will follow? Lack of any discernible boundaries can also lead to the perception that some children 'get away with' more than others. Studies show that girls, in particular have a strong sense of fairness and will respond better when they see that they are being treated fairly. In sum, the entire system must be seen by consumers as treating them fairly / equally and if that is not happening the reason must be clear and understandable.
- Seems that the system is set up so that minorities are locked up.
- More trainings
- Affirmatively educate youth in minority communities about their legal rights when interacting with police.