

# Reducing Racial and Ethnic Disparity in Juvenile Justice

*A Case Study of the Santa Clara County  
CAFA Mentor Program*

## Introductions

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Fresh Lifelines for  
Youth



**Fresh Lifelines for Youth**

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*Director of Innovation  
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Fresh Lifelines for  
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## AGENDA

- **The Need:** Problem Identification and Risk Taking
- **The Intervention:** Community on the Courtroom
- **The Innovation:** County and Community Collaboration
- **The Results:** Early Findings from Pilot Years
- **The Learnings:** Lessons and Next Steps

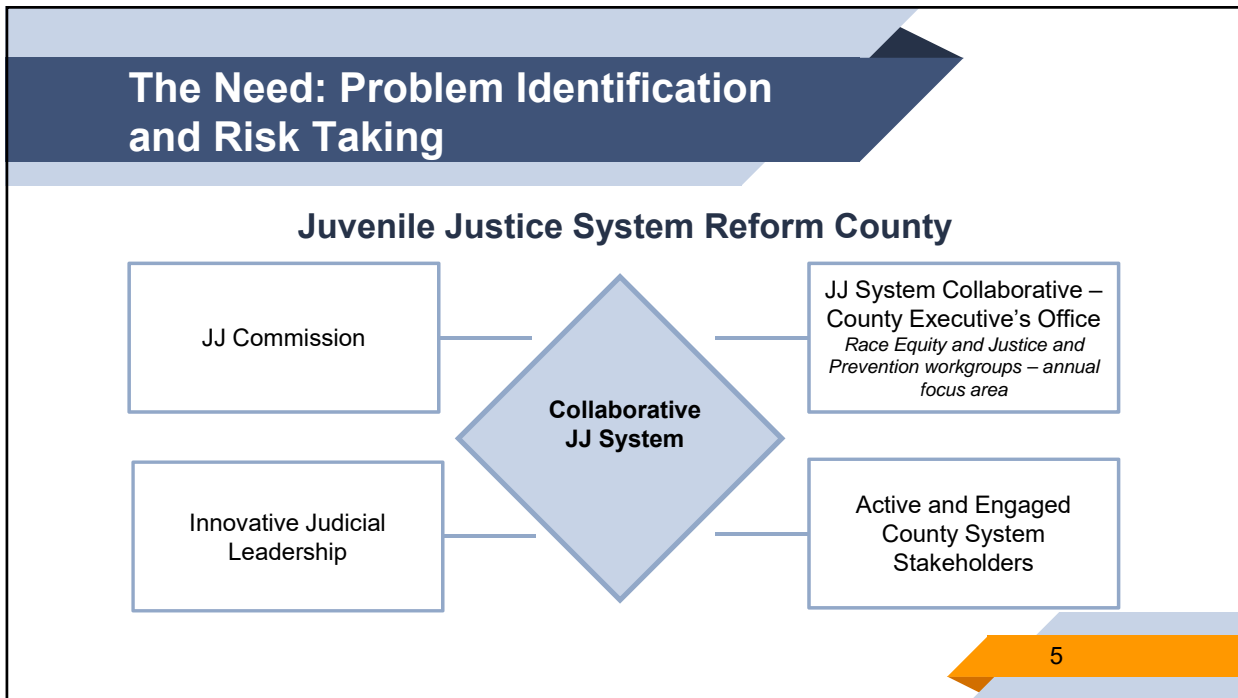
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## THE NEED

Problem Identification and Risk Taking

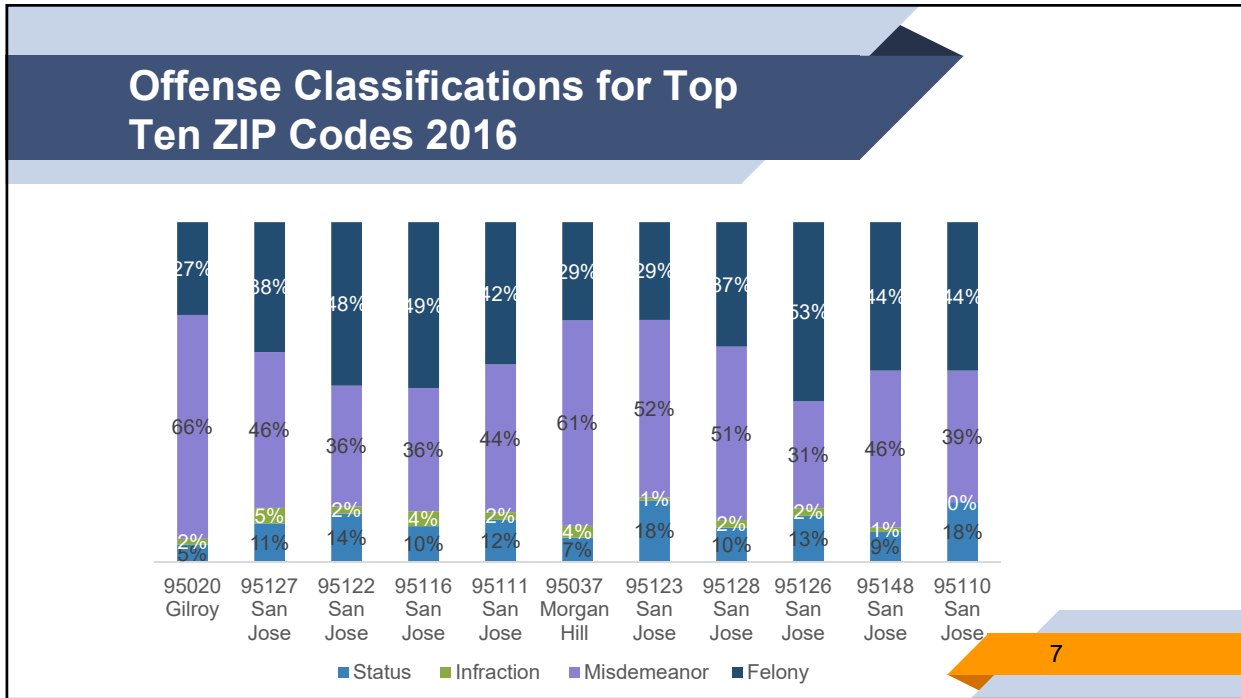
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## Santa Clara County Probation Summary

Arrests	↓	Arrests/citations continued to decline in 2016 to 3,310 arrests and citations (17 percent fewer than 2015).
Admissions to Custody	↓	A total of 1,048 youth (32 percent of all arrested) were admitted at (or referred to) Juveniella Hall and 921 were detailed (528 individuals).
Petitions	↓	A total of 1,201 petitions were filed in 2016 (15 percent fewer than 2015).
Placements from Dispositions	↓	The overall number of out of home placements decreased by 40% and James Ranch Commitments decreased by 48% from 2015 to 2016.
Violations of Probation	↓	The number of violations of probation fell from 384 in 2015
Racial Disproportionality	→	In 2016, Black and Latino youth continue to be overrepresented at every decision point in the system.

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### Arrests and Admissions 2016

**Arrests and Admission to JH:**

- 3,310 Arrests, 921, 88% detained at screening

**Arrests – Most frequent Reasons:**

- Property Crimes (35%)
- Felony Crimes against people (13%)

**Admissions – Most Frequent Reasons:**

- Property Crimes (27%)
- Felony Crimes against People (26%)
- Violations of Probation (23%)

**Arrest Offense Classification:**

- Misdemeanor (51%)
- Felony (37%)
- Status (10%)
- Infraction (2%)

**Racial and Ethnic Disparities:**

- Black and Latino youth were 6 and 3 times more likely than White youth to be arrested/cited AND 10 and 6 times more likely than White youth to be detained

**Geography:**

- Majority of Youth reside in City of San Jose followed by Gilroy
- Admissions from the East San Jose (17%)
- Admissions from out of county (8%)

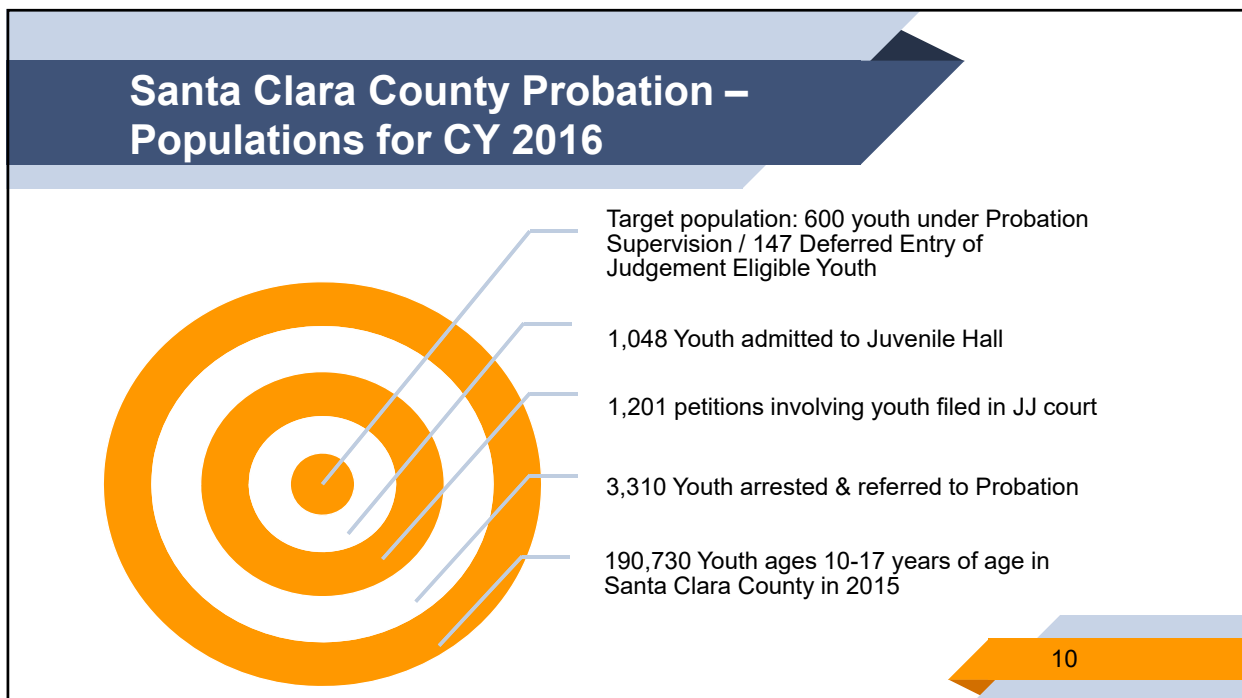
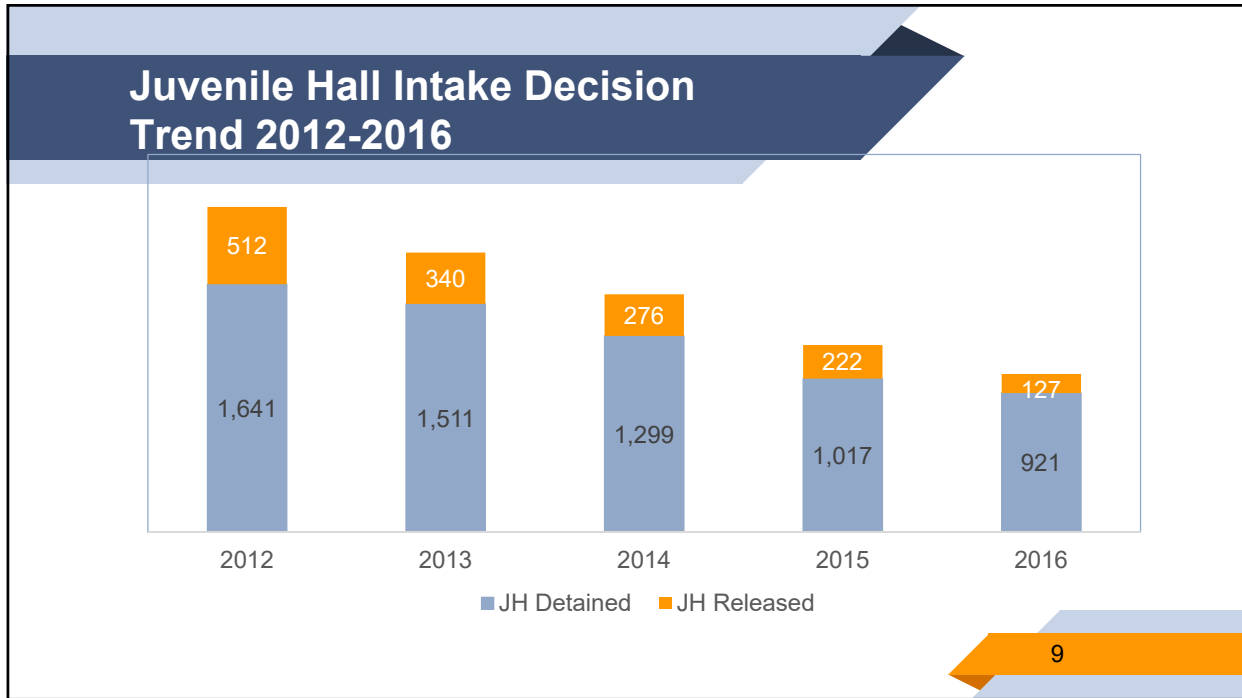
**Age & Gender:**

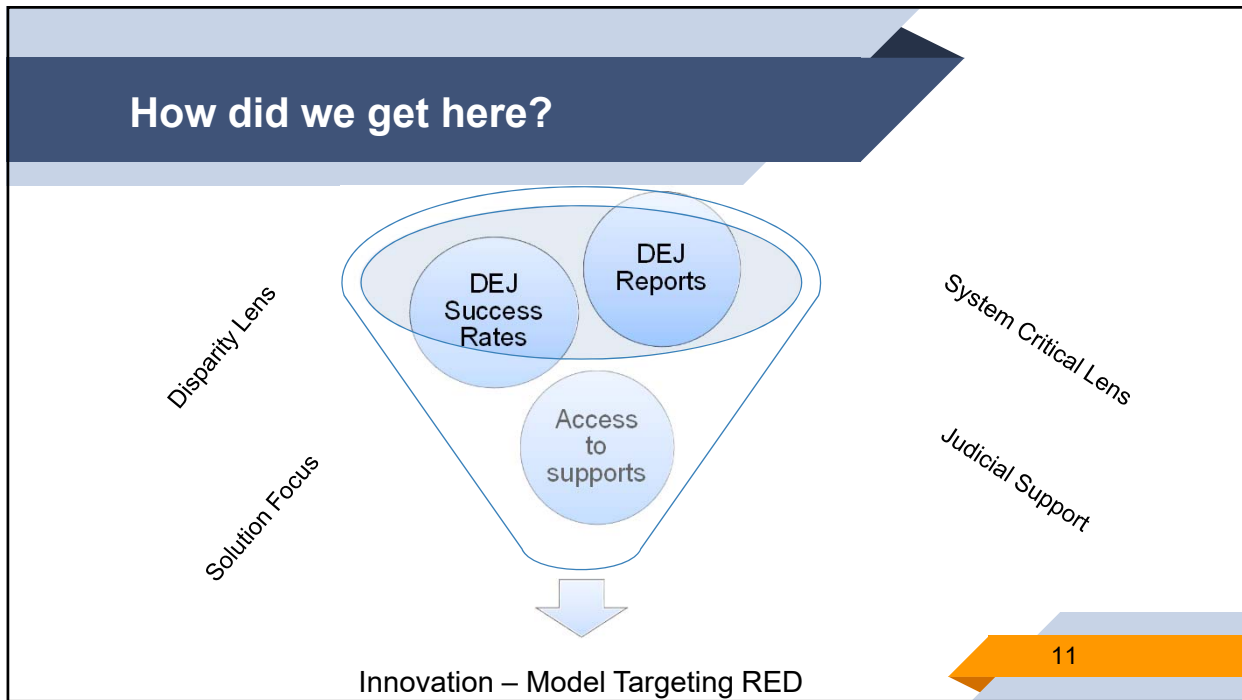
- Male (82%)
- Age 16 years or older (69%)
- Ages of youth were similar across genders

**Diversion:**

- 33%,
- 1100 referrals are diverted with a 2-6% recidivism rate

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## CAFA VIDEO

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## THE INTERVENTION

Community in the Courtroom

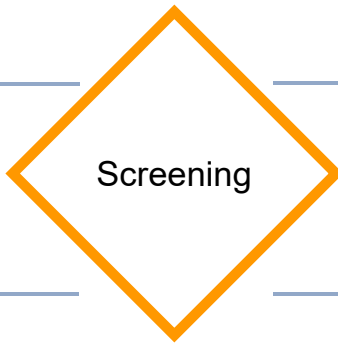
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### The Intervention: Community in the Courtroom - Screening

**Volunteer Eligibility**

- Aged 21 or older
- Lives, works, goes to school in Santa Clara County
- Has driver's license and access to a vehicle

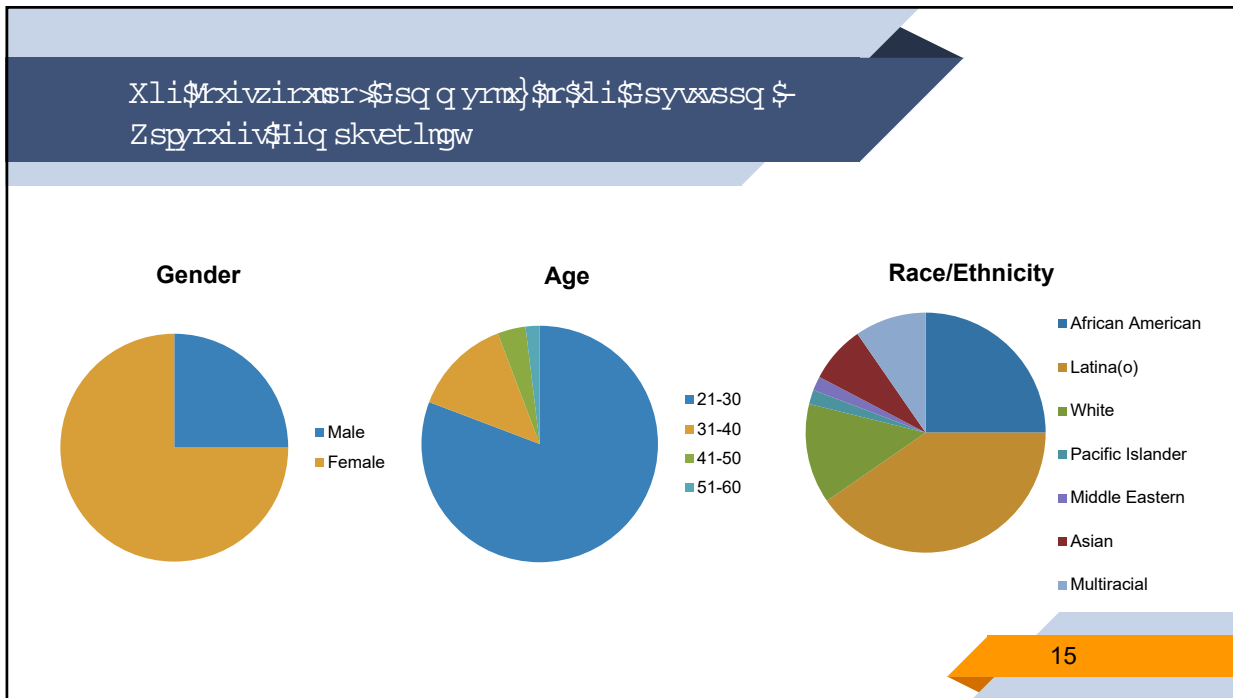
2 staff interviews +  
1 youth interview



Department of Justice  
Background Check

Commitment is 12 months  
of mentoring and court  
advocacy for 2-3 hours  
per week

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## The Intervention: Community in the Courtroom - Training

**Initial Training**

30 hours of initial training and orientation

- 4 hours 1:1 orientation
- 16 hours 1<sup>st</sup> weekend
- 8 hours 2<sup>nd</sup> weekend
- 2 hours at Juvenile Justice Court House with Judge
- Focus on cultural intelligence

**Follow-Up Training**

- 3 hour follow-up quarterly trainings

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## The Intervention: Community in the Courtroom - Matching

Case Managers engage in a match strategy that considers:

- Race/Ethnicity
- Age
- Gender
- Location
- Personality
- Interests

Case Managers schedule and facilitate an initial meeting

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## The Intervention: Community in the Courtroom – Case Management Support

- Build rapport with youth 1-2 months prior to being matched
- Conduct Baseline Assessments and Family Orientation
- Facilitate a Service Planning meeting
- Provide high touch Case Management support for first nine months and then taper support during last three
- Available for crisis intervention for full 12 months

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## The Intervention: Community in the Courtroom - Advocacy

Submitting court reports	Making recommendations for potential support opportunities
Attending juvenile court proceedings	Addressing the court on behalf of the youth

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## The Intervention: Community in the Courtroom - Closure

**After 12 Months (up to 15 Months total)**

- Matches invited to Anniversary Dinner at 12 months of match
- While Case Management ends at 12 months, the relationship is encouraged to sustain
- CAFAs stay with youth in mentoring capacity even after completing probation

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# THE INNOVATION

County and Community Collaboration

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## The Innovation: County and Community Collaboration - Stakeholders

- Oversight Committee Co-Led by Presiding Juvenile Court Judge & Nonprofit
  - Public Defenders Office
  - District Attorney's Office
  - Probation Department
  - Community Based Organizations

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## The Innovation: County and Community Collaboration - Infrastructure

<p><b>Sustainability</b></p> <p>Program Pilot and Scale effort both funded by Probation Department and fundraising efforts of lead non-profit (FLY)</p>	<p><b>Strategy</b></p> <p>Priorities and responses to needs are set and connected to larger County-wide Juvenile Justice Systems Collaborative</p>	<p><b>Service</b></p> <p>Services are provided by lead non-profit in close partnership with Probation and Courts System</p>
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## The Innovation: County and Community Collaboration – Community Response

**2014**

In 2014, 67% of African American youth in DEJ failed the program despite the program seeing an overall success rate of 70%

*Many of the youth failed due to technical violations related to substance use or non-compliance with conditions connected to school*

**2015**

In 2015, Probation invested in the CAFA pilot to mark one of the County’s first justice intervention programs specifically aimed at reducing racial and ethnic disproportionality

**2016**

Based on the early success of the initial Pilot, in 2016, CAFA focused on Latinx youth in DEJ, who comprised the largest racial/ethnic group of all DEJ participants

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## THE RESULTS

Early Findings from Pilot Years

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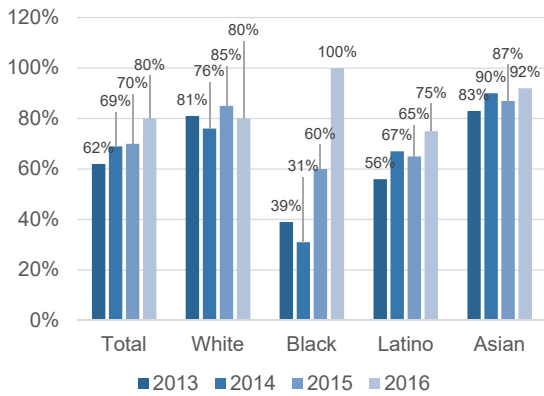
### The Results 2016

DEJ (2016)	White	Black	Latino	Asian/ PI	Other	Male	Female
Youth Eligible for DEJ	37	7	125	12	4	163	22
Youth Completing DEJ (successful and terminated)	20	11	95	15	6	135	12
Youth Successfully Terminated	16	11	71	14	6	111	7
DEJ Success Rate	80%	100%	75%	93%	100%	82%	58%

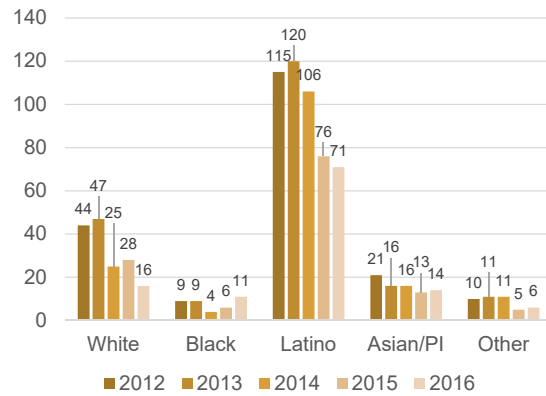
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## Trend Results: DEJ Success

DEJ Annual Success Rate by Race 2013-16

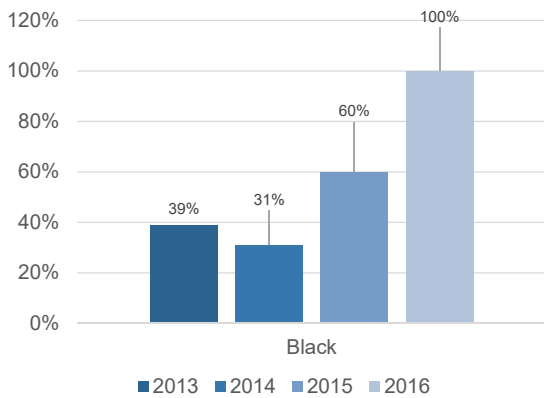


Number of Youth Successfully Completing DEJ 2012-2016 Trends

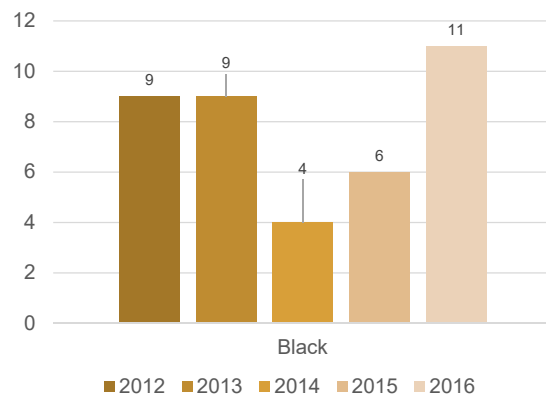


## The Results: DEJ Success Black Youth Only

DEJ Annual Success Rate by Race 2013-16



Number of Youth Successfully Completing DEJ 2012-2016 Trends



**The End Result**



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**THE LEARNINGS**

Lessons and Next Steps

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