

W. Haywood Burns Institute



FOR JUVENILE JUSTICE FAIRNESS AND EQUITY

FINAL REPORT OF FINDINGS AND RECOMMENDATIONS 2012

TO THE COUNTY OF LOS ANGELES PROBATION DEPARTMENT

SUBMITTED BY:

GINA PERALTA, SITE MANAGER
LAURA JOHN RIDOLFI, LAW AND POLICY ANALYST

DATE:

JANURAY 2013

TABLE OF CONTENTS

Introduction	3
Data Collection and Analysis	4
The Burns Institute Process for Using Data to Reduce Disparities.....	4
Identification and Analysis of Racial and Ethnic Disparities: Initial Analysis.....	7
2011 Analysis.....	11
County of Los Angeles Probation Department DMC Training for Trainers	16
Attachments	17

INTRODUCTION

In 2006 the County of Los Angeles Probation Department (Probation) applied for and received a grant from the California Board of State and Community Corrections (BSCC) (formerly known as the Corrections Standards Authority) entitled the Disproportionate Minority Contact Technical Assistance Project (DMC-TAP). The grant aimed at providing local jurisdictions with tools and resources needed to demonstrate leadership in a collaborative process comprised of juvenile justice and community stakeholders working to reduce disproportionality.

Jurisdictions awarded the DMC-TAP grant were required to hire and work with an expert consultant who would provide technical assistance to the site in meeting the objectives of the grant. Probation instituted a competitive Request for Proposal (RFP) process to select the W. Haywood Burns Institute (“BI”) as the expert consultant. The BI has had the pleasure of working with Probation since the initial launch of the DMC initiative in 2007.

BI is a national non-profit organization based in San Francisco whose mission is to “protect and improve the lives of youth of color and poor youth by promoting and ensuring fairness and equity in youth-serving systems across the country.” BI is a leading organization in the field of juvenile justice and ethnic and racial disparities reduction, and is currently working in over 35 jurisdictions. BI has worked successfully with local jurisdictions to reduce racial and ethnic disparities (RED) by leading traditional and non-traditional stakeholders through a data-driven, consensus-based process. BI believes that local jurisdictions can engage in strategic, intentional efforts to reduce racial and ethnic disparities at critical decision-making points with a focus on secure detention. This report will highlight the DMC reduction activities of the BI with Probation during 2012 including: (1) Departmental Data Capacity Building; (2) Analysis of local data; and (3) the completion of a comprehensive DMC Training for Trainers for Probation Managers. In each section, the report will include recommendations for sustaining an effective DMC reduction effort in the County of Los Angeles.

DATA COLLECTION AND ANALYSIS

An essential component to reducing racial and ethnic disparities in the juvenile justice system is the capacity to collect, analyze and utilize data. This section reviews Probation's current capacity to extract and analyze accurate data. Next, this section reviews key findings from an analysis of 2009-2011 Intake, Detention and Custody (IDC) data and a review of a geographic analysis of detention admissions probing whether rates of admissions or lower or higher based on residence ZIP Code.

Data Capacity

BI believes that jurisdictions must have the capacity to collect, analyze and utilize data to drive the disparity reduction effort. Local stakeholders must have the ability to accurately identify which youth are involved in the juvenile justice system and why they are involved in the juvenile justice system in order to know where to target disparity reduction efforts. To do so, system stakeholders and analysts must not only collect certain data, but they must know the appropriate data-related questions to ask to drive the reform initiative forward. Stakeholders and analysts must evaluate gaps in current data systems and the quality of the available data to assess their capacity to effectively identify and address disparities and sustain reductions. In addition, there must be an intentional process of deliberating on the data in collaborative meetings and using data in decision-making.

In 2012, the Burns Institute engaged in an intensive data analysis process focusing on Intake, Detention and Custody Data (IDC) from 2009-2011. In analyzing the IDC data, BI had various concerns about the integrity of the data. In order gain a better understanding of the factors contributing to the data challenges, BI had numerous phone conferences with Probation to review the data. On October 17, 2012, BI met with key Probation Field and IDC to discuss the challenges in greater detail. In this meeting, BI reviewed a comprehensive audit of all IDC data received from Probation and highlighted key concerns and inconsistencies with the data. Further, BI identified key issues contributing to maintaining and analyzing data were discussed, and strategies for overcoming these obstacles were developed.

Please refer to Attachments A and B to review the documents discussed in the October 17th meeting.

The Burns Institute Process for Using Data to Reduce Disparities

In jurisdictions across the country, BI uses local data to identify whether and to what extent youth of color are overrepresented at various decision-making points in the juvenile justice system. Intentionally, BI focuses initial attention on the decision around secure detention.

BI believes that decision-makers should use secure detention only as a last resort when less restrictive options have been exhausted or are unavailable, pre and post adjudication. This belief is

based on a significant body of research that indicates that secure confinement is, on the whole, harmful to youth. In addition, research has found that pre-adjudication secure detention negatively affects youth during later stages in the juvenile justice process. For example, detained youth are more likely to receive more severe dispositions than their similarly situated non-detained counterparts.¹ Based on this data and the reality that youth of color are disproportionately confined in secure facilities throughout the nation², the BI supports the best practice of limiting secure detention to those youth who present a significant community safety threat, and - in the case of pre-adjudication detention - a flight risk.

The BI process for using data to reduce racial and ethnic disparities in the juvenile justice system follows four basic steps: (1) Identification of disparities; (2) identifying, analyzing and strategizing around a target population; implementing or piloting policy and practice change to reduce disparities; and (4) Monitoring reductions and measuring progress.

BI believes that jurisdictions must first identify whether and to what extent disparities exist at various decision-making points throughout the juvenile justice system with a focus on pre-adjudication detention.

Second, jurisdictions should identify a target population. Once a target population is identified, jurisdictions must analyze or “dig deeper” into the target population to learn more about policies, practices and other factors that contribute to disproportionality and disparities. Once jurisdictions understand more about factors contributing to disparities that are under system stakeholder control, they can strategize about how policy, practice, and/or procedure change can result in reductions in disparities. In BI’s experience, the use of target populations works to focus disparity reduction efforts.

When modifications to existing policy, practice and/or procedure are identified, the jurisdiction should adopt or pilot a change. This is often a major hurdle in the process, as stakeholders are sometimes nervous about actually taking action. Often, jurisdictions want to conduct additional research or control for more variables to ensure that the policy change will have the intended results. However, endless research will do nothing to reduce disparities if jurisdictions do not have the political will to implement new policies and practices.

Finally, jurisdictions must continually monitor how any interventions have reduced disparities over time. It is critical that jurisdictions do not assume that a successful intervention will achieve sustained reductions in disparities over time. Sometimes interventions require modification, and monitoring progress regularly can help ensure that adjustments are made in a timely manner. Monitoring interventions is also useful in order to document success and share strategies with the field.

¹ Leiber, M., and Fox, K. 2005. “Race and the impact of detention on juvenile justice decision making.” *Crime & Delinquency* 51(4):470–497.

² See Sickmund, M., Sladky, T.J., and Kang, W. (2004), “Census of Juveniles in Residential Placement Databook,”<http://www.ojjdp.ncjrs.org/ojstatbb/cjrp/>. According to the Census of Juveniles in Residential Placement Survey, 214 African Americans and 106 Latinos were detained for every 100,000 juveniles. Only 47 whites for every 100,000 juveniles were detained. According to 2003 data, African American youth were detained at a rate 4.5 higher than White youth, and Latino youth were detained at twice the rate of White youth.

Importantly, these four steps for using data to reduce disparities must take place in the right context. A collaborative body comprised of system and community stakeholders must deliberate on the data. The collaborative body must develop an institutional response to using the data. Not only should the collaborative body become comfortable with reviewing data that represent key indicators of disparities in the juvenile justice system, the collaborative should develop a process for asking and answering data related questions to drive their disparity reduction efforts forward.

To assist in this four step process, BI has developed a series of threshold questions around detention utilization and pathways to detention utilization that we believe must be answered to understand whether and to what extent racial and ethnic disparities exist. BI asks these data-related questions both prior to engagement in the disparity reduction process and during the disparity reduction efforts to track progress. All questions are answered with a breakdown by race and ethnicity.

These questions include:

- (1) *How many youth were arrested?*
- (2) *How many youth were booked/received at Juvenile Hall?*
- (3) *Which departments or agencies referred youth to Juvenile Hall?*
- (4) *How many of the youth booked/received at juvenile hall were admitted to detention?*
- (5) *How did youths' Los Angeles Detention Screen (LADS)³ score inform the detention decision?*
- (6) *For what offenses or technical/administrative violations were youth admitted to juvenile hall?*
- (7) *Where do youth who were admitted to juvenile hall reside?*
- (8) *What was the average daily population in juvenile hall?*
- (9) *How long did youth remain in juvenile hall?*
- (10) *Are there differences in length of stay when controlling for offense?*

In an effort to assist jurisdictions in answering and tracking these key questions on an ongoing basis, BI has developed a data template that includes various key indicators of racial and ethnic disparities. The template is designed to serve as a tool to assist local jurisdictions with measuring and monitoring disparities at key juvenile justice decision-making points and includes automatically populated quarterly and annual trends.

As jurisdictions get more acquainted with the work, BI encourages each jurisdiction to develop a additional “digging deeper” research questions in an effort to better understand their target population.

During our 2012 work with

	White	Black	Latino	Asian	Pacific Islander	Native American	Other	Total
Youth Population (10-17)								
Arrests								
Bookings to Juvenile Hall								
Admissions to Secure Detention								
Releases from Secure Detention								
Number of Overrides into Detention								
Detention Override Rate								
Average Length of Stay (ALOS)								
Median Length of Stay (MLOS)								
Average Daily Population (ADP)								

Probation, BI focused significant resources in ensuring the Probation had the capacity to accurately answer these threshold questions. We believe that our phone conferences and in-person meetings elicited important considerations regarding data integrity and helpful takeaways for the department as they work to develop reports that will answer these questions.

BI applauds Probation for its persistence in their efforts to increase capacity to use data to drive disparity reductions. It is clear that Probation is committed to ensuring integrity in their data reporting, and this will serve the County well as it continues its work to reduce disparities.

***Identification and Analysis of Racial and Ethnic Disparities:
Initial Analysis of 2009- 2011***

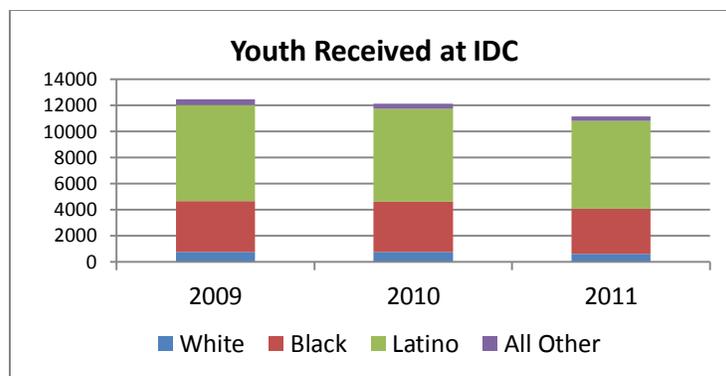
In this section, BI highlights the findings of the 2009-2011 analysis of IDC. Because of the limited time for analysis once data integrity was confirmed, Probation and BI made a decision to focus primarily on analysis of 2011 data.

While additional data were discussed in probation meetings, this report will include a review of the IDC data:

- (1) 2009-2011 Youth Received at IDC
- (2) 2009-2011 Admissions to Secure Detention
- (3) 2011 Departments or Agencies referring youth to secure detention
- (4) 2011 Most serious charges associated with youths' admission to secure detention
- (5) 2011 Youths' LADS scores for youth admitted to secure detention

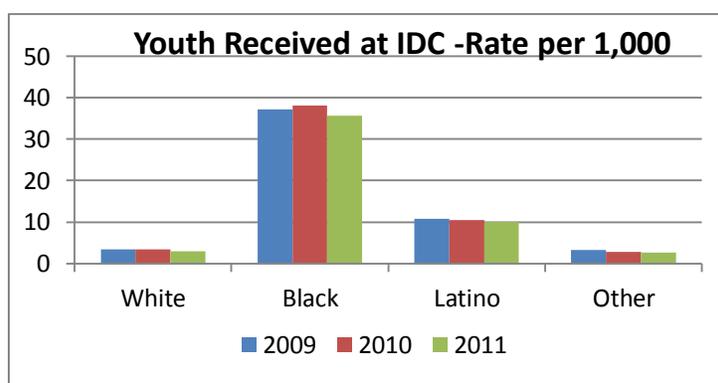
For more information about the 2011 DMC Data Analysis, please refer to attachment A (PowerPoint Presentation used in DMC Training for Trainers).

(1) 2009-2011 Youth Received at IDC



	White	Black	Latino	Asian	Pacific Islander	Native American	Unknown	Total
2009	736	3915	7388	50	23	3	338	12453
2010	722	3856	7169	70	13	3	270	12103
2011	592	3453	6759	49	9	2	258	11122
Percent Change 2009-2011	-20%	-12%	-9%	-2%	-61%	-33%	-24%	-11%
Numeric Reduction 2009-2011	144	462	629	1	14	1	80	1331

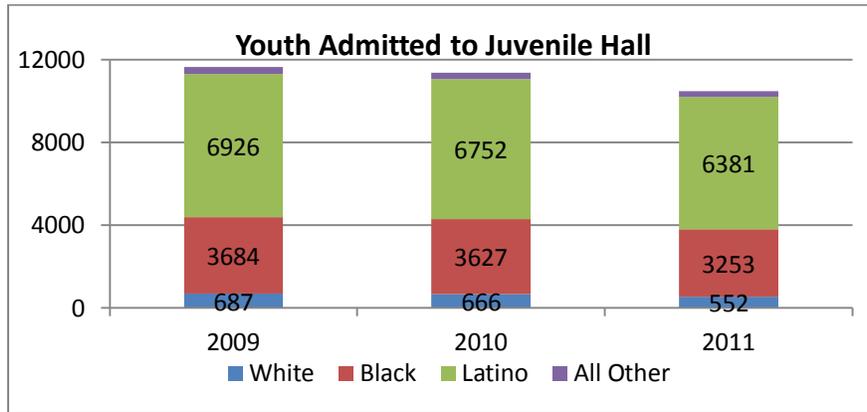
The numbers of youth received at IDC decreased across all racial and ethnic groups between 2009 and 2011. However, the decrease in the number of Black and Latino youth received represented a smaller percent change in the number of bookings for those groups, 12% and 9% reductions, respectively, than did the decrease in the number of White youth received, which saw a 20% reduction over that same period.



		White	Black	Latino	Other	Total
2009	Youth Population	217,109	105,324	688,470	128,243	1,139,146
	Received at IDC	736	3,915	7,388	414	12,453
	Rate Received at IDC	3.4	37.2	10.7	3.2	10.9
2010	Youth Population	210,167	101,190	683,546	126,236	1,121,139
	Received at IDC	722	3,856	7,169	356	12,103
	Rate Received at IDC	3.4	38.1	10.5	2.8	10.8
2011	Youth Population	205,249	97,020	674,109	123,673	1,100,051
	Received at IDC	592	3,453	6,759	318	11,122
	Rate Received at IDC	2.9	35.6	10.0	2.6	10.1

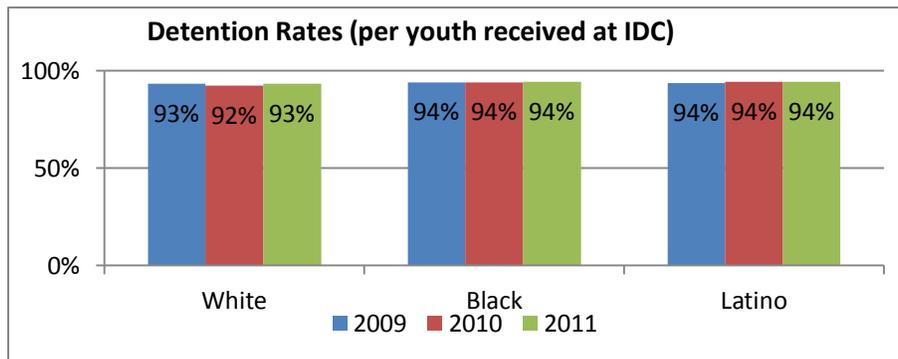
Rates per 1,000 at-risk individuals in their respective youth populations declined across all racial and ethnic groups between 2009 and 2011. The rates for Black and Latino youth, however, which declined from 37.2 and 10.7 per 1,000 youth in 2009 to 35.6 and 10.0 per 1,000 youth in 2011, respectively, remained significantly higher than that for White youth, which declined from 3.4 to 2.9 per 1,000 youth over this same time period.

(2) 2009-2011 Admissions to Secure Detention



	White	Black	Latino	Asian	Pacific Islander	Native American	Unknown	Total
2009	687	3684	6926	47	20	3	280	11647
2010	666	3627	6752	63	12	3	245	11368
2011	552	3253	6381	48	9	2	238	10483
Percent Change 2009-2011	-20%	-12%	-8%	2%	-55%	-33%	-15%	-10%
Numeric Reduction 2009-2011	135	431	545	-1	11	1	42	1164

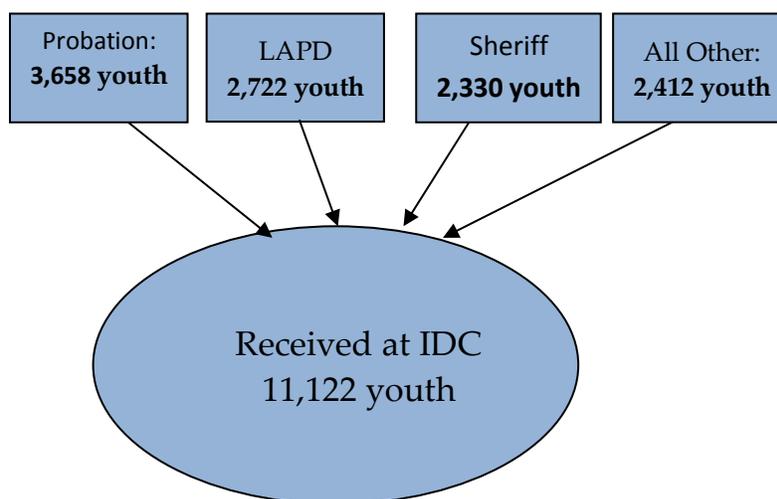
The numbers of youth admitted to juvenile hall declined across all races between 2009 and 2011, falling 10% for all youth during this period. However, White youth again saw a greater percent change in this measure, a 20% reduction, than did Black and Latino youth, for whom the numbers of youth admitted to juvenile hall declined only 12% and 8%, respectively, over the same period.



		White	Black	Latino	Other	Total
2009	Youth Population	217,109	105,324	688,470	128,243	113,9146
	Admissions to Detention	687	3684	6926	350	11,647
	Rate of Admission (per 1,000 youth in population)	3.4	37.2	10.7	3.2	10.9
	Rate of Admission (per 100 youth in received at IDC)	93.3	94.1	93.7	84.5	0.9
2010	Youth Population	210,167	101,190	683,546	126,236	112,1139
	Admissions to Detention	666	3627	6752	323	11,368
	Rate of Admission (per 1,000 youth in population)	3.4	38.1	10.5	2.8	10.8
	Rate of Admission (per 100 youth in received at IDC)	92.2	94.1	94.2	90.7	93.9
2011	Youth Population	205,249	97,020	674,109	123,673	110,0051
	Admissions to Detention	552	3253	6381	297	10,483
	Rate of Admission (per 1,000 youth in population)	2.7	33.5	9.5	2.4	9.5
	Rate of Admission (per 100 youth in received at IDC)	93.2	94.2	94.4	93.4	94.3

The rates at which youth who had been received at IDC were then detained fell from 93.3 per 100 youth received in 2009 to 93.2 in 2011 among White youth but increased among Black and Latino youth from 94.1 to 94.2 and from 93.7 to 94.4, respectively, during this same period.

3. 2011 Referral Agency



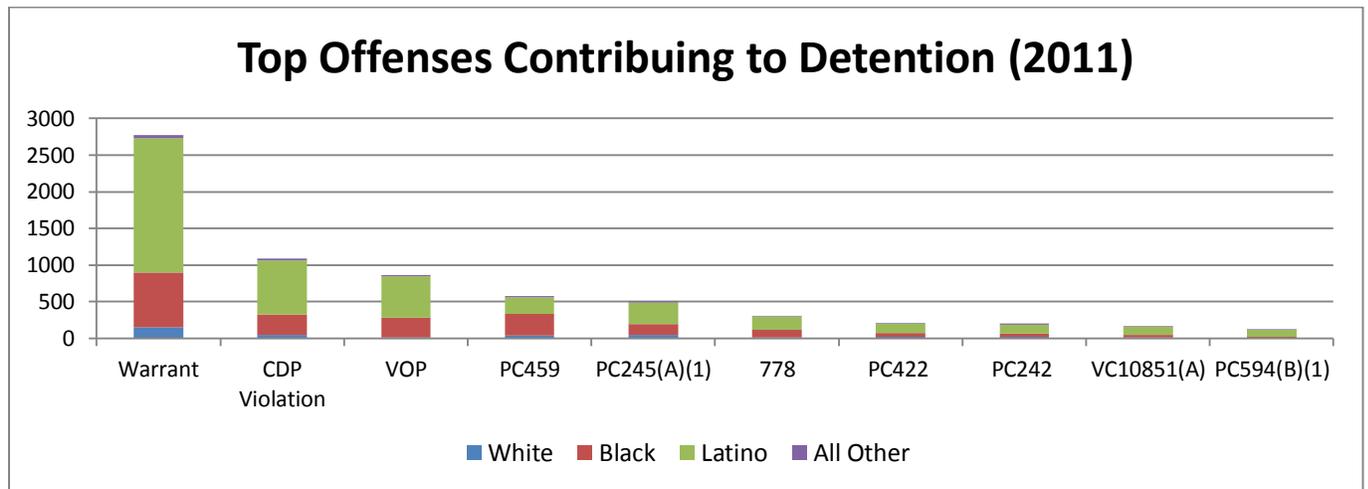
	Probation	LAPD	LASO	All Other	Total
2011 Referrals	3658	2722	2330	2412	11,122
Percent of Total	33%	24%	21%	22%	100%

It is important to know which agencies or department are responsible for physically bringing youth to the front door of detention. Having information about the referral source provides insight about which agencies or departments are critical stakeholders who should participate in disparity reduction efforts. Of the 11, 122 youth received at IDC in 2011, Probation referred the largest number of youth to IDC (3,568 or 33%). It should be noted, the data above does not indicate which

youth were referred to IDC from camp. For a further breakdown, see Attachment D: Training for Trainers. Los Angeles Police Department (LAPD) referred 2,722 (24%) youth and the Los Angeles Sheriff's Office referred 2,330 youth (21%). All other law enforcement referral agencies combined referred 2,412 (22%).

Importantly, the data cannot be disaggregated to indicate which of the referrals initiated in schools. BI recommends that going forward, Probation include this important information in its case management system.

(4) 2011 Most serious charges associated with youths' admission to secure detention

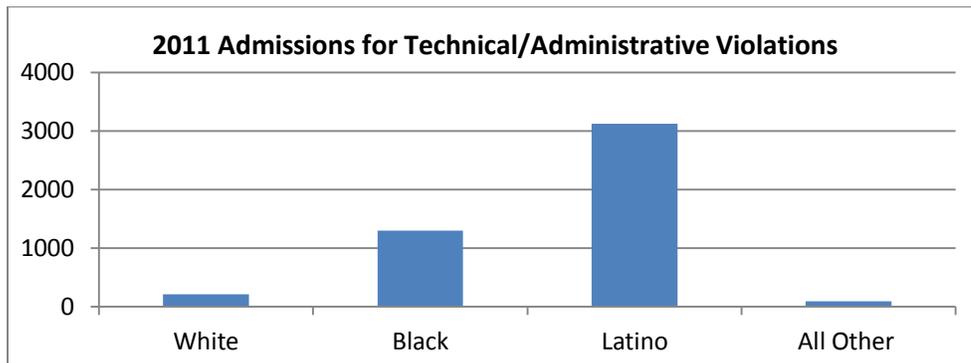


2011 Top Ten Offenses: Counts

	White	Black	Latino	All Other	Total
TOTAL	552	3253	6381	297	10483
Warrant	154	746	1826	45	2771
CDP Violation	43	284	732	31	1090
VOP	16	269	560	17	862
PC459 – Burglary	34	298	227	21	580
PC245(A)(1) - Adw W/O Firearm W/Gbi	48	147	296	18	509
778	15	98	182	13	308
PC422 - Terrorist Threats	17	58	124	9	208
PC242 – Battery	19	49	121	12	201
VC10851(A) - Vehicle Theft	15	35	112	6	168
PC594(B)(1) – Vandalism	2	21	92	3	118

Among the 10,483 youth admissions in 2011, technical violations (Warrants, CDP Violations, and VOPs) accounted for the top three most common most serious charges listed for all youth (2,771 Warrants, 1,090 CDP Violations, and 862 VOPs resulting in detention) and for Latino youth as well (with 1,826 Warrants, 732 CDP Violations, and 560 VOPs resulting in detention). For Black youth,

these three technical violations accounted for three of the top four most common most serious charges resulting in detention in 2011 with 746 Warrants, 284 CDP Violations, and 269 VOPs resulting in detention (as well as 298 Burglaries). For White youth and youth of All Other races, however, the three technical violations accounted for just three of the top six and three of the top five most common most serious charges resulting in detention, respectively.



2011 Technical and Administrative Admissions: Counts

	White	Black	Latino	All Other	Total
Technical Administrative	213	1299	3118	93	4723
All Other	339	1954	3263	204	5760
Total	552	3253	6381	297	10483

2011 Technical and Administrative Admissions: Percentage

	White	Black	Latino	All Other	Total
Technical Administrative	39%	40%	49%	31%	45%
All Other	61%	60%	51%	69%	55%
Total	100%	100%	100%	100%	100%

Technical and administrative violations (including warrants, violations of probation, and Community Detention Program violations) represented the most serious charge resulting in detention for 3,118 of 6,381, or 49%, of Latino youth admissions in 2011, 1,299 of 3,253 Black youth admissions, or 40%, 213 of 552 White youth admissions, or 39%, and 93 of 297 admissions (31%) for youth of all other races, as well as 45% of total youth admissions.

In BI’s experience, jurisdictions can achieve significant reductions in racial and ethnic disparities by focusing on technical and administrative violations. In our experience, stakeholders commonly find that they can come to agreement about policies, practices or procedures that they can modify in order to safely and effectively reduce detention utilization for these youth.

In the course of our work with Probation, BI recommended further analyses of these technical and administrative violations. Together, BI and the CCJCC DMC subcommittee focused on the “target

populations” of probation violations and bench warrants. BI conducted a case file review of a sample of youth admitted to detention for probation violations to learn more about the circumstances of their violations and details around interventions that were attempted prior to detention admissions. Additionally, BI conducted a pilot project to reduce warrants that involved Los Padrinos and Eastlake courtrooms. For three months, these courtrooms engaged in a call notification and warrant hold policy to reduce youth failures to appear. Additional details regarding these target populations are available.

(5) 2011 Youths’ LADS scores for youth admitted to secure detention

Like many jurisdictions across the country, Probation uses an objective decision making tool to guide Intake’s decision around whether or not to detain a youth. In Los Angeles, this tool is the Los Angeles Detention Screen (LADS), a tool used by intake Probation Officers at the front door of Juvenile Hall. The LADS replaces the Krisberg Scale, a tool previously used by the Probation Department to guide decision making. Through a series of scored protective and risk factors, the LADS tool provides youth with a low, moderate or high score. According to protocol, the tool recommends that only youth who achieve a high LADS score should be admitted to Juvenile Hall. All youth with a low or medium risk score should be either released outright or to an alternative to detention program.

		White	Black	Latino	All Other	Total
Admitted	Low	347	2355	4202	243	7147
	Medium	199	880	2148	51	3278
	High	1	8	10	0	19
Released	Low	30	167	281	19	497
	Medium	7	26	84	1	118
		584	3436	6725	314	11059

Of the 11, 122 youth who were referred to Juvenile Hall, 10,483 (94%) were admitted into detention while only 639 (6%) were released. After further review, the BI found that of the 10, 483 detained youth 10, 431 scored low/medium on the LADS. According to the LADS, the 10,431 youth were eligible to be released into the community based on their risk score.

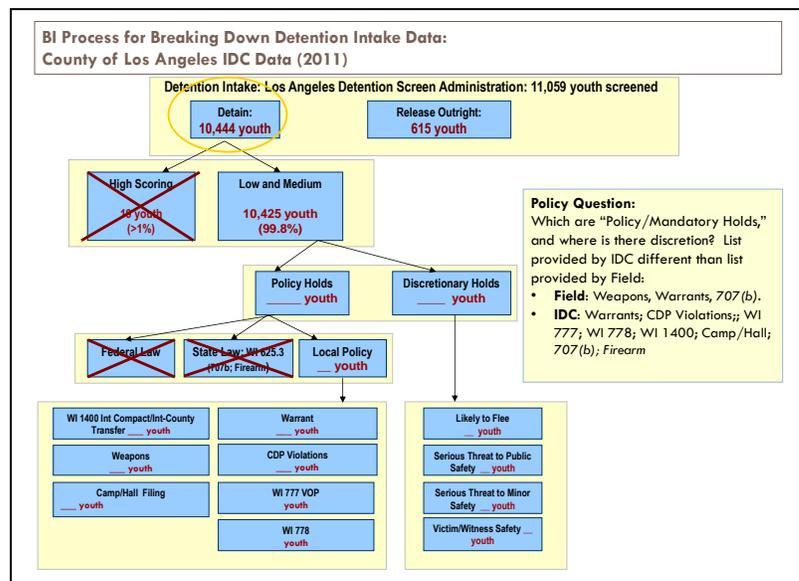
However, in the course of our analysis of youths’ LADS scores, BI discovered that there are several reasons for which youth must be detained as a policy hold, regardless of their LADS score. BI recommends that Los Angeles Probation develop a more clear method to efficiently and accurately extract these mandatory “policy holds.” This process will involve two important steps. First, Probation must clarify which admission reasons are mandatory according to local policy and/or state law. Second, the case management system must be modified; so that when an admission reason is a mandatory “policy hold” there is a record that clearly identifies that reason.

Moreover, BI recommends that Probation review the reasons for mandatory holds. For mandatory admissions to detention that are based on local policy, it is important to review whether any modifications are necessary to reduce unnecessary detention utilization. This is particularly true given the significant number of youth who are deemed low or medium risk according to the LADS.

BI also recommends that Probation develop a system for more accurately tracking override reasons. That is, the reason that youth are admitted to secure detention despite their low or medium score on the LADS. In our review of the data, we learned that there were several instances in which there were no data entered regarding the reasons for youths' overrides. Additionally, there were some youth who received a high score on their risk tool, but had an override reasons indicated. BI recommends building constraints in the information system that protect from these inconsistencies. For example, BI recommends that when youth achieve a low or medium score on the LADS and is not charged with a mandatory "policy hold," Probation should be prompted to select an override reason from a standardized drop down list.

Understanding the difference between a policy hold and a discretionary override and analyzing the extent to which each contributes to detention utilization for youth of color has been successful in helping several BI sites identify a target population and reduce disparities. BI uses a method to deconstruct detention

admission decisions that has been helpful in many jurisdictions. BI discussed this method with Probation and introduced this method to the CCJCC DMC subcommittee. BI recommends that Probation and continue to focus on breaking down the data using this method.



Geographic Analysis

The probation department requested a geographic analysis to learn more about where youth who are admitted to detention reside. Specifically, Probation was interested in learning whether rates of detention admission are higher or lower by zip code. To accomplish this, BI agreed to review top 20 zip codes contributing to detention admissions in 2011, and compare admissions with youth populations within those ZIP codes according to 2010 Census Data. The analysis answered the following questions: Do the zip codes that contribute the highest numbers of youth of color to secure detention have higher rates of admissions for youth of color? In other words, are the

numbers of youth of color admitted to detention higher because the youth of color population in those zip codes are higher? How do these rates compare to the County overall?

BI provided a geographic breakdown of the following (see Attachment C: 2011 Geographic Analysis of Detention Admissions):

- Count of admissions to detention from Top 20 Zip Codes Contributing to Detention Utilization in 2011
- Count of youth populations (ages 10-17) in Top 20 Zip Codes Contributing to Detention in 2011
- Rate of Admissions (per 1000 youth in zip codes) for Top 20 Zip Codes Contributing to Detention in 2011
- Focus on Latino youth:
 1. *Rate of detention admission comparison (White vs. Latino) for Top 20 Zip Codes Contributing to Detention in 2011*
 2. *Highest rates of detention admission for Top 20 Zip Codes Contributing to Detention in 2011*
 3. *Highest count of a detention admission for Top 20 Zip Codes Contributing to Detention in 2011*
- Focus on Black youth:
 1. *Rate of detention admission comparison (White vs. Black) for Top 20 Zip Codes Contributing to Detention in 2011*
 2. *Highest rates of detention admission for Top 20 Zip Codes Contributing to Detention in 2011*
 3. *Highest count of a detention admission for Top 20 Zip Codes Contributing to Detention in 2011*

As illustrated in greater detail in Attachment C, to understand rates of admission per zip code, BI compared the number of youth admitted to secure detention to the number of youth in the youth population.

For example, for Black youth in 90044, BI compared 223 admissions to the 4175 Black youth age 10-17 in the Zip Code. ($223/4175 = .53$). To understand rates per thousand Black youth, the quotient (.53) was multiplied by 1,000. Thus, in 90044, for every 1,000 Black youth, 53 were admitted to detention in 2011.

Recommendations:

1. Probation should make modifications to the Probation Case Management System to include constraints and protections as discussed and documented during BI's meeting with Probation on October 17, 2012.
2. Key indicators of disparities should be established and reviewed on a regular basis. Probation may consider a standard reporting system similar to the BI data template to become more comfortable reviewing key data and whether they are making process on reducing racial and ethnic disparities.
3. A collaborative body that can deliberate on data should be developed and convened. This group will be responsible for reviewing and analyzing the key indicators, strategizing around policy and practice change, and making recommendation for a targeted intervention.
4. The deliberative body should meet on a regular basis. Once a reliable system is put in place to track, extract and analyze data this body should begin to meet on a monthly basis.

5. After engaging in a data-informed process, the deliberative body should identify a target population.
6. Establish ad-hoc committees to learn more about the target population, if needed.
7. Review of Los Angeles Detention Screen and modifications to Case Management system to more accurately track policy holds and discretionary override reasons.

COUNTY OF LOS ANGELES DMC TRAINING FOR TRAINERS

The probation department requested a DMC Training for Trainers to be presented to all the probation managers. In an effort to increase awareness of the issue of racial and ethnic disparities, the department was interested in having probation managers provide direct training to the deputies they are responsible for supervising. The Burns Institute developed a training that provides probation staff with a brief history of the juvenile justice system, an overview of the Juvenile Justice Delinquency Prevention Act (JJDP), and an overview federal and state efforts to address DMC. Additionally, the training presents current local DMC data and allows an opportunity for a rich dialogue about the roles that probation can play in reducing disparities. Lastly, the managers are provided with an opportunity to put their knowledge into practice using an interactive exercise using hypothetical data. On November 28th & 30th, 2012, BI staff provided this training to approximately 30 probation managers.

Recommendations:

1. The probation department should meet with the established deliberative body to obtain DMC data updates including but not limited to annual arrest, referral and admissions trends. All data should be disaggregated by race and ethnicity and incorporated into each training.
2. In an effort to increase awareness about DMC across all levels of probation, the department should begin to integrate DMC curricula into its training catalog. Please refer to Attachment C for copy of proposed County Of Los Angeles Probation Department DMC Training Plan.

Attachment A

(October 17, 2012 PowerPoint Presentation: DMC Data Meeting)

Attachment B
(Examples of Database Inconsistencies)

Attachment C

(2011 Geographic Analysis of Detention Admissions)

Attachment D

(Training for Trainers PowerPoint presentation)

COUNTY OF LOS ANGELES PROBATION DEPARTMENT DMC TRAINING PLAN

Job Title	Probation Officer CORE	New Staff Orientation (Within First Year of Hiring)	DMC Training for Trainers (Every two year)	DMC 101 Training (At least Annually)	Responsible Party
Juvenile Correctional Officer		X		X	Training Division
Deputy Probation Officer I	X	X		X	Supervising Deputy Probation Officer; Training Division
Deputy Probation Officer II	X	X		X	Supervising Deputy Probation Officer; Training Division
Deputy Probation Officer III	X	X		X	Supervising Deputy Probation Officer; Training Division
Supervising Probation Officer	X	X	X	X	Probation Unit Manager; Training Division
Probation Unit Manager	X	X	X	X	Bureau Chief; Training Division
Bureau Chief	X	X	X	X	Deputy Chief Probation Officer; Training Division
Deputy Chief Probation Officer	X	X	X	X	Chief Probation Officer; Training Division
Chief Probation Officer	X	X	X	X	Training Division Director

DMC TRAINING DESCRIPTION

In addition to the utilization and deliberation of data to identify the extent to which disproportionality exists within a jurisdiction, it is also critical that the data and policies and procedures developed as result of this deliberative process are disseminated to the probation staff across the department. From line officer who is interacting with youth on a daily basis to the Chief Probation Officer who is working at a policy level to ensure policies and practices are appropriate—all probation staff should be provided with training and regular data updates. The following are a list of trainings opportunities that should be provided to probation staff including timeframes for which these trainings should take place:

Deputy Probation Officer (DPO) Core Training: The DPO Core Training includes a two-hour Disproportionate Minority Contact (DMC) module that aims to introduce newly hired probation officers with basic information about the definition of DMC, the Juvenile Justice Delinquency Prevention Act and describes the importance of implementing targeted interventions to reduce disproportionality.

New Probation Officer Orientation Training: The New Probation Officer Orientation should within the first year of hiring and include the department's local DMC data (Arrest, Booking, Admission trends disaggregated by race and ethnicity. Additionally, the orientation should include efforts made at the local level to reduce disparities including the development of the detention screening tool and Pre-Placement Screening committee.

DMC Training for Trainers: The DMC Training for Trainers is a training that should be provided to Probation Managers as well as Probation Supervisors every two years. This is a 2-hour training provided by a trained and certified DMC trainer/probation manager. This training will include basic information about the juvenile justice delinquency prevention act, federal and state efforts to address DMC, a presentation of current (at least two year old) data, local DMC reduction efforts and an interactive exercise.

DMC 101 Training: The DMC 101 training presented to all Deputy Probation Officers at least once a year. This is a 2-hour training that includes basic the basic definition of DMC, how to measure disproportionality, defining what success is in the local jurisdiction, the local purpose of detention, a presentation of current (at least two years old) data and local DMC reduction efforts.