

## **JJ Conference Groups Activity: Equity in JJDP**

Goal: Identify a change to the JJ system that could reduce racial and ethnic disparities in outcomes for juveniles and their families, while serving public safety.

As a group, write out:

- The existing system mechanisms evident in the problem
- Possible change (e.g., new approach, needed internal/external collaborations, refined implementation technique, policy change, training, job aid, workgroup, schedule, etc.)
- How would the change(s) reduce disparities in outcomes?
- How would the change(s) reduce disparities in JJ's impact on juveniles/their families?
- What training, tools, funding, staff, or other resources would be needed to implement this change?
- Is a statutory change needed to accomplish the change?

Activity Outline:

1. Introduction overview of existing disparities in juvenile justice, and intervention points in the JJ process, and JJ's goal in reducing disparities in line with the goal (e.g., diversion when appropriate).
2. Staff are split into pre-assigned groups, provided with flip chart paper and markers, and asked to brainstorm a solutions (e.g., new approach, needed internal/external collaborations, refined implementation technique, policy change, training, job aid, workgroup, schedule, etc.) to reduce disparities.
3. Staff are given 30 minutes to brainstorm solutions on provided questions and write recommendations on flipchart paper.

4. Along the way, groups should consider as guidance (but are not required to write down):
- a. What is/are sources of disparity that you see in the JJ system in your assigned topic area?
  - b. Which are due to decision-making or practices by JJ staff?
  - c. How could that decision-making process be changed to reduce disparities? For example, could the decision-maker have more options, are they restrained by certain rules or guidelines, could they use more information or time to make their decision?
  - d. What are the consequences of this disparity? Is one racial or ethnic group being exposed to more or less treatment/services than others, or are services more or less effective? Is one racial or ethnic group more or less likely to become involved in the adult criminal legal system because of their juvenile justice system involvement?