

OJJDP Racial & Ethnic Disparities Plan Kentucky

I. Submit statewide data at key juvenile justice decision points where research has shown that potential disparity may occur. Data collection must occur for at least four of the five points below. At each data point, your state must provide the definition of the contact point and percent distribution of race or ethnic groups compared to the general population distribution in the most recent U.S. Census data.

Data collection points :

In Kentucky, we defer to the federal definitions for each contact point unless specified otherwise below:

1. Arrest (Complaints)
2. Diversion
3. Pre-trial Detention
4. Secure Confinement
5. Adult Transfer

Data provided from the Court Designated Worker (CDW) Court Management System, Department of Juvenile Justice (DJJ) Detention Booking System, and DJJ Juvenile Offender Resource Information System.

The Kentucky Department of Juvenile Justice tracks the data for the entire state based on the federal fiscal year (FFY) from October 1, 2021, to September 30, 2022, except for Adult Transfer data. For this report, data provided is CY2021 and CY2022. It should be noted the number of Adult Transfers reported are the numbers convicted during that year.

EZAPOP is the resource the Office of Juvenile Justice Delinquency Prevention (OJJDP) recommends for the retrieval of statewide population data. However, the current population data available remains for 2020 only. Consequently, population data, for each race, in this plan is from 2020.

FFY21 Statewide Data: Kentucky

	Race:	White	Black or African American	Hispanic or Latino	Other
Population		962,304	82,758	38,726	27,161
Arrest	Number	6,740	2,281	622	726
	Percentage	0.70%	2.76%	1.61%	2.67%
Diversion	Number	5,034	2,033	420	607
	Percentage	74.69%	89.13%	67.52%	83.61%
Pretrial Detention	Number	1,113	978	72	132
	Percentage	16.51%	42.88%	11.58%	18.18%
Secure Confinement	Number	42	50	4	8
	Percentage	0.62%	2.19%	0.64%	1.10%
Adult Transfer	Number	31	51	5	5
	Percentage	0.46%	2.24%	0.80%	0.69%

Kentucky does not arrest youth. The “arrest” decision point has been replaced with “complaints filed”. Complaint is defined as: “a verified statement that sets forth allegations regarding a child and contains sufficient facts supporting any subsequent petition that may be filed in court.

Please note for all tables: Native Hawaiian or Other Pacific Islanders make up less than 1% of the overall population for Kentucky and we elect not to report data for this group. For reporting purposes, youth who identified as Asian, American Indian, or Multiracial makeup up less than 2% each for Kentucky and we elect to combine these groups under Other.

FFY21 Statewide Disparity Ratios: Kentucky

	Race:	Black or African American	Hispanic or Latino	Other
Arrest	Ratio to Whites	3.94	2.29	3.82
Diversion	Ratio to Whites	1.19	0.90	1.12
Pretrial Detention	Ratio to Whites	2.60	0.70	1.10
Secure Confinement	Ratio to Whites	3.52	1.03	1.77
Adult Transfer	Ratio to Whites	4.86	1.75	1.50

Note: if there is a contact point where there are zero (0) whites in the Data Table, it will not be possible to calculate the disparity ratios for that contact point—instead, it will show "#DIV/0" to indicate that you cannot divide by 0.

II. Develop an Action Plan

Describe composition of SAG & R/ED coordinating body.

The Department of Juvenile Justice (DJJ) is the state's Designated State Agency (DSA). When at full staff, the Grants Branch includes a JJ Specialist, Resource Management Analyst, Compliance Monitor, R/ED Coordinator and Grants Branch Manager. At the time of this writing, Kentucky is actively seeking to hire a Compliance Monitor.

Kentucky's R/ED work is coordinated by the state R/ED coordinator through the Subcommittee for Equity and Justice for All Youth (SEJAY) and the Juvenile Justice Advisory Board (SAG). In Kentucky, the SAG is known as the Juvenile Justice Advisory Board (JJAB). The Chair of the SEJAY is a member of the Executive subcommittee, decisions flow from Subcommittees to the Executive Subcommittee through the Subcommittee Chairs of the Board.

The SEJAY is a subcommittee of Kentucky's State Advisory Group (SAG) and is responsible for advising on and recommending actions to units of local government and Indian Tribes to mitigate/eliminate issues related to racial and

ethnic disparities throughout the juvenile justice system. The Chair of the SEJAY is a member of the Executive subcommittee. Decisions flow from subcommittees to the Executive subcommittee via Subcommittee Chairs. At present, the SEJAY is actively seeking youth members with direct/indirect living experience within the justice system, law enforcement decision makers, education stakeholders and stakeholders of the legislative body.

The JJAB is currently positioned with several experienced members, active subcommittees, and strong leadership.

1. What do your R/ED numbers tell you about your jurisdiction?

Response should reflect an analysis of the state's data.

Kentucky's population remains immensely White, with 2021 data continuing to reflect an overrepresentation of Black/Brown youth. However, out of the number of arrests (complaints) for all races, a large amount was diverted, greater than half arrested. This doesn't dismiss the eminent need for more R/ED work in KY., but a recognition of some progress in the right direction.

In reference to the Pretrial Detention, Secure Confinement & Adult Transfer contact points, Black/African Americans are drastically disproportionate. For instance, out of the 2,281 Blacks arrested (complaints), 51 were transferred to adult court, whereas out of 6,740 Whites arrested (complaints), only 31 were transferred to adult court.

Statewide disparity ratios more clearly reveal inequity with Black/Brown youth, particularly Black/African Americans. Black/African American youth ratios, for every contact point, is greater than the other races. To highlight the most serious contact points, Blacks/African Americans are almost four times more likely to be arrested (complaints) than Whites; Hispanics are two times more likely. Blacks are almost five times more likely, than Whites to be transferred to adult court; Hispanics are almost two times more likely.

Considering that every ratio over one is a disparate indicator, almost every race, at every decision point, requires serious breakthrough & attention.

2. What would success in R/ED reduction look like for your state?

Response should set forth a strategy and/or a vision and/or a plan, goals or outcomes that reflect what success looks like.

The Sub-committee for Equity & Justice for All Youth (SEJAY) had a R/ED Retreat, facilitated by CCAS, in July 2023. SEJAY reviewed preliminary county data & made the deliberate plan to center its attention on two counties, out of 120, with the highest rates of R/ED in Kentucky: Jefferson & Christian. Reducing R/ED in these locations will produce a decrease in R/ED statewide. Although the contact points of Complaints (Arrests) & Diversions are the focus, the underlying premise is to *prevent* Complaints (Arrests) as much as possible. Statewide data clearly indicates that once Brown/Black youth enter the justice system, it's extremely difficult for them to get out.

GOAL#1: Reduce Complaints (Arrests) & Increase Diversions

An intentionality to connect with community agencies as partners. **Strategy:** *Community Forums* -To circulate flyers that invite community businesses &, all others, to discuss youth related concerns & possible solutions. Success is a reduction in Complaints, with an increase in Diversions, due to a high level of community involvement with youth. As well as a high level of community engagement.

GOAL#2: Reduce Complaints (Arrests)

An additional focus is to have the voice of Louisville Metro Police Department (LMPD), legislative stakeholders, educational stakeholders & high-risk &/or youth with lived experience, as part of the Juvenile Justice Advisory Board & its sub-committees. **Strategy:** *Stakeholder Recruitment* -Make connections with needed stakeholders by facility visits, community outreach, school involvement & attending relevant committee meetings. To generate various options, other than filing charges, for LMPD when faced with delinquent youth. Success will be the reduction in number of Complaints (Arrests) but will prevent minority youth from initial contact with the justice system.

GOAL#3: Reduce Complaints (Arrests)

Strategy: *Restorative Justice in Schools*-Based on number of complaints, reach out & engage the school districts in Jefferson & Christian Counties to implement restorative justice practices. Additionally, identify community service providers in each county that implement restorative programs to

collaborate with school districts. Schools generate the largest number of complaints in KY. Black youth disproportionately experience harsher school discipline. This, in turn, exacerbates the overrepresentation of minority youth in the juvenile justice system. Success will be evident from a reduced number of school complaints.

GOAL #4: Reduce Complaints (Arrests) & Increase Diversions

One focus is the systematic reframing of mindsets –the way we think of delinquent youth. Such an example is the current view of the terms “academic underachievement and unemployment” as *direct* effects of youth entering &/or remaining in the system. When both are more of an *indirect* effect.

Strategy: *Changing Mindsets* -By implementing implicit bias, other self-awareness trainings & Black history trainings at strategic sectors within school systems, judicial systems & law enforcement, to begin, is a solid first step in mitigating/eliminating R/ED in Kentucky. In both counties, School Resource Officers (SRO’s) are key persons singled out for trainings. These trainings require individuals to consider what he/she thinks about youth delinquency, along with all youth & why. Success in R/ED reduction begins with how youth are viewed by the community. Success will be evident by a reduction of Complaints, increase of Diversions, as well as decline at all decision points.

Kentucky is eager to pursue better equality for all youth & confident that these strategies will result in lesser R/ED within the juvenile justice system.

3. How much do you want to reduce R/ED by next year?

Response should include a desire to reduce R/ED at a contact point or points for a specific racial group-no numerical target is required.

- Kentucky aims to reduce the number of Black/African American youth at the Complaints (Arrests) contact point, significantly.
- Kentucky desires to increase the number of Black/African American youth at the Diversion contact point, significantly.

4. Is the reduction reasonable? If yes, why?

Response should include a justification (examples, specifics) of why the intervention is reasonable.

GOALS: Reduce Complaints (Arrests) & Increase Diversions - The reduction is reasonable because of the many informative discussions, recommendations & newly established goals from key experts. Kentucky has mobilized a collaboration of strong leaders that deeply care about its youth & the inequities within the juvenile justice system.

Due to such, many pertinent changes have already been made to facilitate success. The Department of Juvenile Justice (DJJ) hired a R/ED Program Coordinator dedicated to this task. DJJ is currently in the process of hiring a Resource Management Analyst, solely, to decipher & analyze data for the SAG/Sub-committees. **GOAL #2: Reduce Arrests by Stakeholder Recruitment** - This role will also maintain the SAG website, keeping it updated & feasible for attracting key stakeholders. **Goal #1: Reduce Complaints (Arrests) & Increase Diversion by Community Engagement-** DJJ has recently contracted two flourishing community-based programs in Jefferson County: *Bosses Not Bangers & Options to Success*, with a plan to fund more grass roots initiatives.

Moreover, JJAB has partnered with Bellarmine University's Community Engagement Project. The students learn to advance meaningful partnerships, community engagement versus service & apply it as collaborators with JJAB. They're tasked to research juvenile justice problems in KY & research state agencies that can help JJAB find programs to remedy these issues, such as racial & ethnic disparities & delinquency prevention.

The Sub-Committee for Equity & Justice for All Youth (SEJAY) felt it crucial to compose a new mission statement reiterating its dedication to eliminating/mitigating R/ED in Kentucky:

The Subcommittee for Equity and Justice for All Youth (SEJAY) is comprised of advocates for racial and ethnic disparities (RE/D) and justice for all young people regardless of socioeconomic status, race, educational attainment, or gender identity. The SEJAY is responsible for advising the Juvenile Justice Advisory Board (JJAB), which is responsible for addressing the Juvenile Justice Reform Act (JJRA, 2018).

Through the identification of needs and promotion of evidence-informed models, grassroots advocacy, and community engagement, the SEJAY promotes measures of prevention versus punishment of adverse youth behavior. The Subcommittee also promotes interventions and strategies designed to decrease the presence of RE/D in Kentucky (targeting locations with the highest RE/D, initially). In short, the overall goal of the SEJAY is to educate, advocate, and make recommendations to the JJAB that ultimately result in the elimination/reduction of R/ED in Kentucky.

The SEJAY accomplishes such strategies by investigating root causes for RE/D at each of the 4 contact points: Complaints, Transfer to Adult Court, Diversion, and Secure Detention. It then proposes remedies which can include, but are not limited to, prevention, interventions, policy changes and/or system's improvements designed to positively alter the rate of R/ED in Kentucky's juvenile justice system.

SEJAY's vision is for young people in Kentucky to have access to all needs related to keeping safe, experiencing equality and the elimination of being treated as adults.

The SEJAY values the experience of all youth and strives to include young people in decision-making processes. Moreover, it values the teaching of Black History, Restorative Practices, and Community Involvement as additional remedies for RE/D.

Goal #1: Reduce Complaints (Arrests)/Increase Diversion by Community Forums, Goal #3: Reduce Complaints (Arrests) by Restorative Justice in Schools & Goal #4: Reduce Complaints (Arrests)/Increase Diversion by Changing Mindsets - Furthermore, SEJAY's goals are supported by a plethora of research. An example is the community forum goal. Research by the Department of Justice & National Institute of Justice, to name a few, indicate the high triumph of mentorship programs & community support. In Christian County, *Community Connections*, a newly implemented program, boasts of its great evidence-based evaluation. It has earned community agency & judicial support, reduced recidivism, & most importantly, meaningful connections with youth.

GOAL#4: Reduce Complaints (Arrests) by Stakeholder Recruitment & Goal #1: Reduce Complaints (Arrests)/Increase Diversions by Changing Mindsets - Eric Hawkins, JJAB Chair, volunteered to monitor Legislative Research Commission (LRC) sub-committee hearings. The objective is to discern the various attitudes in different parts of the state & inform the approach needed to gain two-way trust & strong collaboration. Kentucky is determined to develop relationships with legislative stakeholders that will result in statute changes & ultimately a reduction of Complaints & an increase of Diversions.

Goal #1: In addition, self-awareness training for School Resource Officers (SRO's) & the schools in Jefferson & Christian County ensures declines in Complaints & an increase in Diversions.

Kentucky is certain that the efforts underway will yield lasting change and satisfactory results.

5. What do you need from OJJDP for your plan to succeed?

Response must identify any support needed from OJJDP, or state that no support is needed from OJJDP.

With the many lofty goals, new attitudes, & changing legislation, Kentucky needs assistance with facilitating & maintaining the passion & focus with its SAG & sub-committees to fulfill all the tasks.

In Christian County, we need assistance with the aim for more judicial collaboration, decrease with school referrals & “first steps” to connect with community agencies. Also, some direction with how to put in to practice restorative justice in the schools. Christian County is the school system where we’d like to start.

6. What safeguards will you put in place to ensure that as you work to reduce R/ED, you are equipping youth to live productive lives?

Response should include discussion of how the mission/goals are connected in some way to R/ED.

Safeguard #1: As the data reflects, Kentucky detention & Youth Development centers are overrepresented by Black & Brown youth. So, one safeguard is monthly visits to a Detention Center/Youth Development Center by R/ED Program Coordinator & SEJAY chair to build relationships, educate on Black History, along with, various aspects of productive living & coping mechanisms. The current focus is on Fayette County, an all-boys detention, but eventually the focus will move to a different facility every quarter. Visits will begin October 2023.

Safeguard #2: SEJAY Chair coordinates an annual conference on African American Studies. To deepen community involvement, he’s composing a panel including: JJAB Chair, a legislative representative & R/ED Program Coordinator to discuss R/ED issues & its causes/solutions in Jefferson Co. The community will be able to hear about efforts being made, discuss concerns & become more aware of how individuals can remedy its detriment one Black/Brown youth at a time.

Safeguard #3: DJJ Grants Branch, also has a goal of empowering minority youth. Grants Branch staff: Branch Manager, JJ Specialist, R/ED Program Coordinator, Compliance Monitor & Resource Management Analyst, has committed to doing quarterly visits. The objective is to have lunch with youth, listen to their input & inform them of R/ED juvenile justice efforts in KY.

Safeguard #4: The JJAB has given priority to identifying more grass roots organizations working on causes of R/ED in Jefferson County & Christian County to award monies. To this cause, it’s actively seeking out more R/ED

community-modeled programs & having its representatives present at SAG meetings, their objectives & outcomes with youth.

Safeguard #5: Moreover, a plan has been established to produce an RFP solely to address R/ED in KY. this fall.

Safeguard #6: JJAB has also prioritized youth recruitment of minorities. Additionally, the JJAB is in the process of formulating a plan to assign specific SAG members to help youth members flourish in the following areas: development of life skills, professional skills & communication abilities.

Safeguard #7: DJJ has contracted a couple of grass roots, R/ED centered, programs that are currently working with youth on life skills, such as cooking, trade work, etc., in Jefferson County. Moreover, JJAB has partnered with Bellarmine University's Community Engagement Project. The students learn to advance meaningful partnerships, community engagement versus service & apply it as collaborators with JJAB. They're tasked to research juvenile justice problems in KY & research state agencies that can help JJAB find programs to remedy these issues, such as racial & ethnic disparities & delinquency prevention.

III. Conduct an Outcome-based Evaluation

Below are R/ED State data for FY 2022 and FY 2021 to assess any change in the data from the past year.

FFY21 & FFY 22 Statewide Data: Kentucky

FFY21 Statewide Data: Kentucky

	Race:	White	Black or African American	Hispanic or Latino	Other
Population		962,304	82,758	38,726	27,161
Arrest	Number	6,740	2,281	622	726
	Percentage	0.70%	2.76%	1.61%	2.67%
Diversion	Number	5,034	2,033	420	607
	Percentage	74.69%	89.13%	67.52%	83.61%
Pretrial Detention	Number	1,113	978	72	132
	Percentage	16.51%	42.88%	11.58%	18.18%
Secure Confinement	Number	42	50	4	8
	Percentage	0.62%	2.19%	0.64%	1.10%
Adult Transfer	Number	31	51	5	5
	Percentage	0.46%	2.24%	0.80%	0.69%

FFY22 Statewide Data: Kentucky

	Race:	White	Black or African American	Hispanic or Latino	Other
Population		962,304	82,758	38,726	27,161
Arrest	Number	9,892	3,400	1,082	1,236
	Percentage	1.03%	4.11%	2.79%	4.77%
Diversion	Number	9,318	3,151	895	1,069
	Percentage	94.20%	92.68%	82.72%	82.48%
Pretrial Detention	Number	1,553	1,610	141	277
	Percentage	15.70%	47.35%	13.03%	21.37%
Secure Confinement	Number	47	68	7	11
	Percentage	0.48%	2.00%	0.65%	0.85%
Adult Transfer	Number	25	56	3	6
	Percentage	0.25%	1.65%	0.28%	0.46%

FFY21 Statewide Disparity Ratios: Kentucky

	Race:	Black or African American	Hispanic or Latino	Other
Arrest	Ratio to Whites	3.94	2.29	3.82
Diversion	Ratio to Whites	1.19	0.90	1.12
Pretrial Detention	Ratio to Whites	2.60	0.70	1.10
Secure Confinement	Ratio to Whites	3.52	1.03	1.77
Adult Transfer	Ratio to Whites	4.86	1.75	1.50

FY22 Statewide Disparity Ratios: Kentucky

	Race:	Black or African American	Hispanic or Latino	Other
Arrest	Ratio to Whites	4.00	2.72	4.64
Diversion	Ratio to Whites	0.98	0.88	0.88
Pretrial Detention	Ratio to Whites	3.02	0.83	1.36
Secure Confinement	Ratio to Whites	4.21	1.36	1.79
Adult Transfer	Ratio to Whites	6.52	1.10	1.83

Please note for all tables: Native Hawaiian or Other Pacific Islanders make up less than 1% of the overall population for State X and we elect not to report data for this group.

FFY22 Statewide Data: Kentucky

	Race:	White	Black or African American	Hispanic or Latino	Other
Population		962,304	82,758	38,726	27,161
Arrest	Number	9,892	3,400	1,082	1,236
	Percentage	1.03%	4.11%	2.79%	4.77%
Diversion	Number	9,318	3,151	895	1,069
	Percentage	94.20%	92.68%	82.72%	82.48%
Pretrial Detention	Number	1,553	1,610	141	277
	Percentage	15.70%	47.35%	13.03%	21.37%
Secure Confinement	Number	47	68	7	11
	Percentage	0.48%	2.00%	0.65%	0.85%
Adult Transfer	Number	25	56	3	6
	Percentage	0.25%	1.65%	0.28%	0.46%

For reporting purposes, youth who identified as Asian, American Indian, or Multiracial makeup up less than 2% each for Kentucky and we elect to combine these groups under Other. Additionally, Native Hawaiian or Other Pacific Islanders make up less than 1% of the overall population for Kentucky and we elect not to report data for this group.

Please note for all tables: Native Hawaiian or Other Pacific Islanders make up less than 1% of the overall population for State X and we elect not to report data for this group.

FFY22 Statewide Disparity Ratios: Kentucky

	Race:	Black or African American	Hispanic or Latino	Other
Arrest	Ratio to Whites	4.00	2.72	4.64
Diversion	Ratio to Whites	0.98	0.88	0.88
Pretrial Detention	Ratio to Whites	3.02	0.83	1.36
Secure Confinement	Ratio to Whites	4.21	1.36	1.79
Adult Transfer	Ratio to Whites	6.52	1.10	1.83

States must address the following questions designed to assist in determining progress toward reductions in R/ED:

1. What are your new numbers?

Response should include a discussion of whether new state numbers reflect a change in R/ED within the state.

Altogether, Kentucky's youth encountering the juvenile justice system increased for all races and almost every contact point from 2021 to 2022. However, Kentucky's White youth population remains overwhelmingly greater than any other race in Kentucky, but suffers the least in comparison, per data. Data continues to indicate that Black/African American youth are overrepresented at all five contact points: Complaints (Arrest), Diversion, Transfer to Adult Court, Pretrial Detention, and Secure Confinement. There is specific notice of the 2022 Transfer to Adult Court contact point. The Black/African American & Other (Asian, American Indian, Bi-Racial) populations are the only two with an increase. Although the increase is incremental, it's concerning.

At the Pretrial Detention contact point, Black/African Americans are the only race with a substantial increase from 2021 to 2022. A vast amount of Black

youth was sent to detention, prior to a trial, at a much greater rate than other races. It's almost a 5% increase (4.47%), whereas the other races' increase is less significant.

Black/African American youth are over four times more likely to be arrested, three times more likely to experience pretrial detention, four times more likely to be placed in Secure Confinement, as compared to White youth and over six times more likely to be Transferred to Adult Court.

Although every ratio to White contact point increased for all races, except Hispanic/Latino, Adult Transfer reflects the largest for Black youth. It's an increase of 1.66% from 2021 to 2022. In comparison to other races, Blacks/African Americans have the largest ratio numbers in the ratio to White category & the greatest ratio increase at every contact point, excluding Arrest (Complaints) for Other races. The Hispanic/Latino has a ratio decrease in Adult Transfer & Other has an increase of 0.33%.

Black /Brown youth continue to have a high number of arrests and lower chance of diversion compared to White. Per a comparison of 2021 & 2022 data, Black/Brown youth diversion chances have further decreased.

Black/African American youth are more than six times more likely to be transferred to adult court than white youth.

The data indicates that as youth move deeper into the juvenile justice system, the minority population becomes more disproportionate.

2. Did you meet your goals?

Response should include a discussion of whether desired goals from previous year were met.

Goal 1: Reduction of overrepresentation of Black/African American Youth at Arrest (Complaints), Pretrial Detention, & Secure Confinement contact points.

Goal 2: Decrease in number of Black/African American youth at Arrest (Complaint) contact point.

Kentucky did not meet any of the goals set forth in 2020/2021 R/ED plan.

3. If yes, what worked? What drove the success? If no, what were the barriers? How might you overcome them next year? What partners do you need?

Response should include what worked to achieve success. Response should include discussion of what prevented the state from meeting its goals.

Although headway takes time, there were several barriers to Kentucky's success. Covid directly affected every aspect of this work; vacancies at the Department of Juvenile Justice, as well as with the JJAB & its sub-committees; the lack of direction & cohesion with DJJ, JJAB & its sub-committees, mainly due to vacancies. These struggles occurring simultaneously were unsurpassable.

Kentucky has overcome several of the above barriers, while continuing to overcome others. DJJ has hired a R/ED Program Coordinator to focus on R/ED. Sub-Committee for Equity & Justice for All Youth (SEJAY) just completed a two-day meeting, facilitated by CCAS, centered on data analysis, along with strategies & goals to remedy R/ED. Stakeholders from Louisville Metro Police Department, Kentucky Youth Advocates, & a judge has been added to SAG membership. A legislative representative, along with minority youth & other community stakeholders, are in the *process* of being added to SAG membership. All these achievements have helped, & are helping, to create a momentum of forward moving with R/ED plans & actions.

Additionally, DJJ is in process of hiring a Resource Management Analyst to assist with data analyst & interpretation, specifically for R/ED work.

Kentucky's Commissioner's active focus on R/ED is helping. She has invited the R/ED Program Coordinator to R/ED related meetings, made connections with critical stakeholders & provided R/ED data.

The partners needed are: CCAS- TTA, minority youth voice & all community stakeholders.

4. How can OJJDP help you next year? What do you need from us?

Response must identify any support needed from OJJDP, or state that no support is needed from OJJDP.

Continued R/ED Program Coordinator, JJ Specialist & Compliance Monitor trainings & OJJDP STRAD calls, along with "coffee chats" are very informative & motivating with this work.

5. What safeguards will you put in place to ensure that as you work to reduce R/ED, you are equipping youth to live productive lives?

Response should include discussion of how the mission/goals are connected in some way to R/ED activities.

Safeguard #1: As the data reflects, Kentucky detention & Youth Development centers are overrepresented by Black & Brown youth. So, one safeguard is monthly visits to a Detention Center/Youth Development Center by R/ED Program Coordinator & SEJAY chair to build relationships, educate on Black History, along with, various aspects of productive living & coping mechanisms. The current focus is on Fayette County, an all-boys detention, but eventually the focus will move to a different facility every quarter. Visits will begin October 2023.

Safeguard #2: SEJAY Chair coordinates an annual conference on African American Studies. To deepen community involvement, he's composing a panel including: JJAB Chair, a legislative representative & R/ED Program Coordinator to discuss R/ED issues & its causes/solutions in Jefferson Co. The community will be able to hear about efforts being made, discuss concerns & become more aware of how individuals can remedy its detriment one Black/Brown youth at a time.

Safeguard #3: DJJ Grants Branch, also has a goal of empowering minority youth. Grants Branch staff: Branch Manager, JJ Specialist, R/ED Program Coordinator, Compliance Monitor & Resource Management Analyst, has committed to doing quarterly visits. The objective is to have lunch with youth, listen to their input & inform them of R/ED juvenile justice efforts in KY.

Safeguard #4: The JJAB has given priority to identifying more grass roots organizations working on causes of R/ED in Jefferson County & Christian County to award monies. To this cause, it's actively seeking out more R/ED community-modeled programs & having its representatives present at SAG meetings, their objectives & outcomes with youth.

Safeguard #5: Moreover, a plan has been established to produce an RFP solely to address R/ED in KY. this fall.

Safeguard #6: JJAB has also prioritized youth recruitment of minorities. Additionally, the JJAB is in the process of formulating a plan to assign specific SAG members to help youth members flourish in the following areas: development of life skills, professional skills & communication abilities.

Safeguard #7: DJJ has contracted a couple of grass roots, R/ED centered, programs that are currently working with youth on life skills, such as cooking, trade work, etc., in Jefferson County. Moreover, JJAB has partnered with Bellarmine University's Community Engagement Project. The students learn to advance meaningful partnerships, community engagement versus service & apply it as collaborators with JJAB. They're tasked to research juvenile justice problems in KY & research state agencies that can help JJAB find programs to remedy these issues, such as racial & ethnic disparities & delinquency prevention.

6. What are your goals for next year?

Response should set forth a strategy; a vision; and/or a plan, goals or outcomes that reflect what success looks like.

These goals are for the counties of focus in KY.-: Jefferson & Christian. These counties have the largest number of Complaints (Arrests). The diminishment of Complaints in these areas will result in a reduction of Complaints, which will automatically lessen all other contact points.

GOAL#1: Reduce Complaints (Arrests)/Increase Diversions by Community Forums

Strategy: Circulate flyers that invite community businesses & others to discuss youth related concerns & possible solutions.

Success looks like: a reduction in Complaints (Arrests), with an increase in Diversions & high level of community engagement.

GOAL#2: Reduce Complaints (Arrests) by Stakeholder Recruitment

Strategy: Make connections with needed stakeholders through facility visits, community outreach & attending relevant committee meetings. Generate various options, other than filing charges, for Louisville Metro Police Department, when faced with delinquent youth.

Success looks like: a reduction in number of Complaints (Arrests).

GOAL#3: Reduce Complaints (Arrests) by Restorative Justice in Schools

Strategy: Identify a school in Jefferson & Christian Counties to implement restorative justice practices.

Success looks like: a reduction in number of school's complaints.

GOAL #4: Reduce Complaints (Arrests) & Increase Diversions by Changing Mindsets

Strategy: Implement implicit bias, other self-awareness trainings & Black history trainings at strategic places in society, like schools, judicial systems & law enforcement.

Success looks like: a reduction in R/ED at every contact point.