

**Massachusetts Juvenile Detention Alternatives Initiative: DMC Subcommittee Proposed Work Plan
June 2009 for submission to Statewide Steering Committee**

Objective	Activity	Timeframe	Team Leader
Advocate for and support robust data collection and reporting that will inform DMC Reduction Initiatives			
Ensure that data are collected, accessible, and utilized to drive DMC initiatives	<ul style="list-style-type: none"> Explore how to actively support Senate Bill 940 to mandate data collection and reporting. Recommend that the Steering Committee and/or Casey Foundation formally support the bill. Identify current gaps in data and analysis. Based on these gaps, recommend future data collection guidelines. 	July 2009; ongoing July – September 2009 October 2009	Lael Chester, Amy Seeherman, Sarah Rubinton Commissioners/EOPSS/EOHHS
Review impact JDAI reform is having (and has had) on youth of color.	<ul style="list-style-type: none"> Review baseline race/ethnicity data collected for JDAI prior to launching the initiative so we have data to compare to. Review quarterly reports submitted to Casey in regards to detention. Analyze how youth of color have been impacted by JDAI compared to the baseline data. Request that all future reports are copied to the DMC committee chair(s) when they are sent to Casey. Review these reports at DMC subcommittee meetings to track our progress and make recommendations to the Steering Committee. Define DMC and scope of the problem; create a problem statement specific to Massachusetts based on available data 	June 2009 In progress May 2009 (done) Fall 2009	Crystal Collier Crystal Collier Amy Seeherman Lydia Todd
Create a report for stakeholders based on the data collected, and share data in a public forum.	<ul style="list-style-type: none"> Review DMC information outlined in Casey report and format it into a short report that can be distributed to stakeholders as a way of engaging them in the system improvement process. 	Fall 2009	Subcommittee to review; Lydia Todd to draft
Review system stakeholders' data collection practices to ensure best practices are being used.	<ul style="list-style-type: none"> Review how youth in the system are currently being identified and share best practices around youth identification. 	Begun June 2009 October 2009; ongoing	Andrew Polk, Lael Chester, Tina Adams
Work with current data to actively track DMC rates in at least one point in the juvenile detention chain			
Access or create a map of all the pre and post arraignment decision-making points in the juvenile system.	<ul style="list-style-type: none"> Gather current maps. Create a single, complete draft map to be reviewed by stakeholders to ensure accuracy. At each key point figure out what data we need, who has the data and whether they are making or will make that data available on at least on a quarterly basis. Select, based on an agreed upon process, at least one key point to track on a monthly basis as a way of impacting DMC. Review and analyze data already available: DYS's DUS, JJAC's ALP data, 68A study, etc. 	Begun June 2009 Complete August 2009 August 2009 August 2009 IN PROGRESS	Mallory Hanora Burns Institute to help; Amy Seeherman will request. In addition to detention data.
Set up data collection relationship with organizations that already have demonstrated a desire to share data	<ul style="list-style-type: none"> Each month review data from the decision-point we have chosen to track Document this process so that it becomes a roadmap for future efforts to track and reduce DMC at other points 	September 2009; ongoing Fall 2009	subcommittee via minutes

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Utilize Burns Institute or other TA to develop measurable outcomes for DMC and to get help with identifying whether and to what extent disparities exist with the use of JDAI data.	<ul style="list-style-type: none"> Contact and schedule 	June 2009	Request made to Amy Seeherman
Report to stakeholders 6 months into our process and then 1 year into the process.	<ul style="list-style-type: none"> Market to appropriate stakeholders and host a public forum to educate and engage stakeholders. Create a presentation (power point, brochure) explaining the work that can be shared broadly. 	Winter-Spring 2010	Subcommittee
Pay attention to the impact of DMC at every decision point	<ul style="list-style-type: none"> Committee reviews all decision making points to assess (1) potential for DMC impact and (2) whether or not training or legal support might make a difference in results 	September 2009; in progress	Lydia Todd
Champion the DMC Perspective w/ other Committees and the larger Massachusetts JDAI			
Assign one DMC Subcommittee member to attend each other subcommittee	<ul style="list-style-type: none"> RAI (Mark Booher) Special Populations (Tina Adams) Case Processing (Tina Adams) Alternatives (Nichelle Sadler and Mallory Hanora) Data (Amy Seeherman) Worcester (Crystal Collier) Suffolk (Linda Shepherd) 	ACCOMPLISHED	Lydia Todd
Biannually, DMC Sub Committee joins part of a regular Steering Committee meeting to update and engage (September and March)	<ul style="list-style-type: none"> Develop strategies for on-going communication between the subcommittee and the Steering Committee Utilize consensus process to insure all perspectives are included and information exchange is transparent 	September 2009 IN PROGRESS	Subcommittee via Lydia Todd, Crystal Collier and Tina Adams Subcommittee
Review information on DMC reforms implemented at other JDAI sites.	<ul style="list-style-type: none"> Assignments Presentations Recommendations 	July 2009 August-Nov 2009 Dec 2009	Subcommittee via meetings and agenda
Structure meetings to allow for information exchange	<ul style="list-style-type: none"> Once per quarter representative briefs on relevant activities of other subcommittees 	Ongoing	Lydia Todd to manage agenda
Increase cultural competency of programs and individuals who serve youth in detention and pre-detention settings; improve ability to discuss DMC among practitioners and JDAI stakeholders	<ul style="list-style-type: none"> Consultation/training and technical assistance Training on culturally sensitive/appropriate language Identify and implement best practices Determine training and resource needs and make recommendations 	August 2009 October 2009 December 2009 January 2010	Via Burns Institute Via Burns Institute Subcommittee through study To be determined

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OVERALL RECOMMENDATIONS/PRIORITIES, in order of preference:

1. Reduce the number/proportion of (minority) youth who go to detention
2. Increase the likelihood that (minority) youth who do go will be bailed
3. Reduce length of detention stay for (minority) youth

We are to study this issue and make recommendations to the Statewide Steering Committee that will:

REDUCE disproportionality
IMPROVE cultural competency
EVALUATE JDAI interventions in regard to disproportionality

In accordance with Annie E. Casey's *Pathways on Reducing Racial Disparities*, we have several jobs as a sub committee:

1. The big job is to reduce racial disparities that may exist now; a second big job is to insure additional disparities aren't inadvertently introduced via other JDAI interventions.
2. Part of our job is to explore and inform the work of other subcommittees in order to insure that new initiatives are proposed to help address DMC and insure that new initiatives won't/don't inadvertently increase DMC, for example, the creation of a detention alternative that disproportionately targets non minority youth.
3. We need to explore existing barriers to detention alternatives, targeted.
4. We need to consider the impact of cultural proficiency training at various decision points and within detention itself.
5. We need relevant data and to make sure relevant data are captured and used in decision making.

Massachusetts Juvenile Detention Alternatives Initiative: DMC Subcommittee

Active Subcommittee members as of June 1, 2009

Tina Adams, DMH

Mark Booher, DYS

Mike Brennan, Key

Lael Chester, CfJJ

Crystal Collier, DYS

Rachel Fazzino, Louis D. Brown Peace Institute

Ricardo Goodridge, EOPSS

Mallory Hanora, Reflect and Strengthen

Amanda Kirchhoffer, CPCS Worcester

Andrew Polk, EOPSS

Cecely Reardon, YAP

Amy Reichbach, ACLU

Sarah Rubinton, CfJJ

Nichelle Sadler, RFK Children's Action Corps

Amy Seeherman, DYS

Linda Shepherd, DPH

Gloria Tan, Criminal Justice Institute, Harvard Law

Lydia Todd, NFI

Mariam White-Hammond, Project HIP-HOP