

# The Secret to DMC . . .

---



Isn't in this box.



# Assumptions: White Men Can't Jump

- All people of color (i.e. anyone who is not White) love to talk about their race, ethnicity etc. all the time.
- Those “community people” don’t shop at your grocery store (and they hate you)
- DMC work and detention work are completely separate

## Assumptions De-Bunked: White Men Can Jump

- Issues of race, ethnicity and gender are difficult for everyone
- “Those people” are often more like you than you could ever imagine
- Many of you are already doing aspects of DMC work and don’t even know it.

# The JDAI/DMC INTERSECT



<b>JDAI Begins the Probe</b>	<b>DMC <u>Deepens</u> the Probe</b>
Who's at the front doors of the system (detention)?	Who exactly is over-represented in the system? What do we know about them? (REGGO)
Why are they there?	Are system policies and practices biased and/or subjective? Are policy and program decisions data-driven?
How long do they stay (LOS)	How long is the judicial process? Is there disparity in LOS for kids of color? Why?

# The Global Discussion . . .

- DMC is caused by:
  - Racism
  - Poverty
  - Levels of Criminality

# The Blame Game . . .

It's the fault of: the kids, the families, the community, the parents, society at large, music videos, television, the police, judges, the mayor, the governor, the President, racism, subtle discrimination, overt discrimination, the "system," drugs, guns, poor education, inadequate housing, the schools, the kids, the families, the community . . .

# C.O.P.

- The bureaucratic phenomenon commonly referred to as a culture of politeness
- **Dirty Secret:** the *culture of politeness ain't so polite after all*

# Why C.O.P. Ain't All Good

- **Avoids uncomfortable discussions (Race, ethnicity and gender)**
- **Asserts privilege to express concern without taking real action**
- **Maintains the Status Quo of Inappropriate Detention, Disparate Racial Treatment and Disproportionality.**

# How Does C.O.P. Function?

- **SSS = Stuck on Stupid Syndrome (a.k.a. *Data Analysis Paralysis*):** Aimless data gathering and “analysis” without clear direction and purpose (“if you don’t know where you’re going, any road will take you there”).
  - **What Does this Look Like:**

DMC subcommittee spends 12 months collecting and discussing data on DMC levels at each decision point in the system, yet never seriously grapples with the question of how system policy and practice may be contributing to the problem

# Connecting the Dots . . .

- Sites often fail to connect the dots and to follow the data to deeper levels of understanding why youth of color are entering the system.
  - **E.g.** A DMC subcommittee’s persistent reluctance to dig deeper by collecting and analyzing residence and location of offense data. Stakeholders have described such reluctance as a function of their fear of “targeting or stigmatizing certain communities.”

# Guess Who's NOT Coming to Dinner

(Failure to Assemble the Right People at the Table)

- Traditional stakeholders / system folk:
  - Judges; Probation, Detention, Public Defender, Prosecutor, Police, Schools, etc
- Non-traditional stakeholders / community folk:
  - Community based organizations; non-501c3 Neighborhood organizations; Faith based institutions, Parents, Youth, business owners, etc

# Implications for Missing Stakeholders

- Traditional stakeholders:
  - Lack of buy in and consensus on DMC reduction strategies
  - Inability to maximize resources
  - Possibility of subversion
- Non-traditional stakeholders:
  - Lack of sense of Urgency
  - Little or no system accountability to larger community
  - Inability to incorporate voice, insight, un-tapped resources
  - minimizes opportunity for sustainability