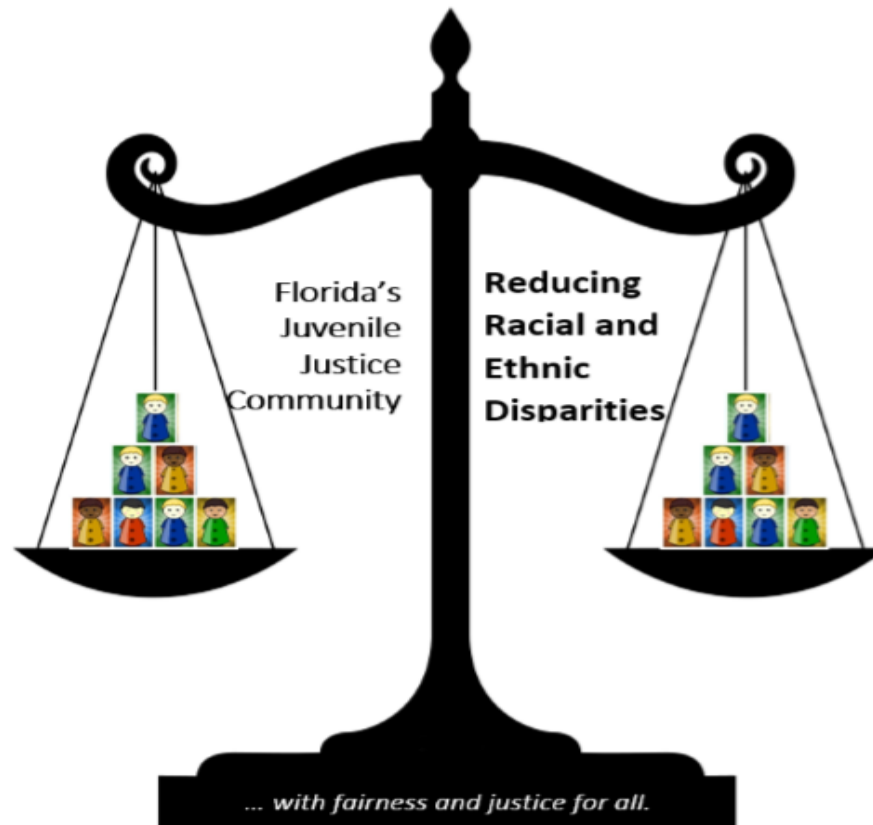


Florida RED/DMC Action Plan Circuit 8

Team Coordinator: Will Halvosa
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Regional Coordinator: LaTonia Taylor
Coordinator Email: Latonia.taylor@djj.state.fl.us



COMMUNITY PARTNERS

Alachua County School Board • Alachua County Sheriff's Office • Florida Department of Children and Families • Florida Department of Juvenile Justice • Gainesville Police Department • River Phoenix Center for Peacebuilding • System of Care • Teen Court

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*Relative Rate Index (RRI) is the OJJDP-recommended measure of DMC/RED. The RRI, ranging from zero to infinite positive numbers, compares the occurrence rate of minority youth to the occurrence rate of white youth within various points of the juvenile justice continuum of services.

National RRI: 3.0

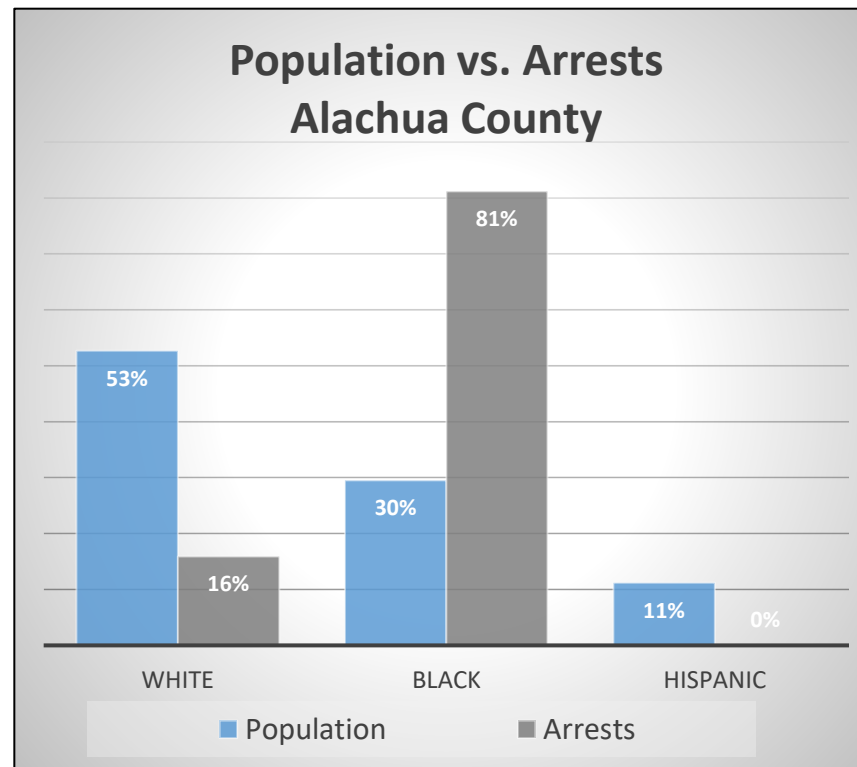
State RRI: 3.1

(Decrease of 0.2 from FY 16-17)

Alachua County RRI: 9.1

(Increase of 1.0 from FY 16-17)

Ranking: 2nd Highest in the State



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**Florida RED/DMC Action Plan
Circuit 8**

CIRCUIT GOALS

COLLABORATION

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
Create A Multidisciplinary Collaborative Team within Circuit 8	Reestablish Circuit 8 RED/DMC Executive Committee	Establish a DMC/RED Executive Committee to address disparities at the local level. <ul style="list-style-type: none"> Identify a Law Enforcement DMC/RED Coordinator Establish monthly meetings to ensure effectiveness 	River Phoenix Center for Peacebuilding, Gainesville Police Department, Alachua County Sheriff's Office, Department of Children and Families, Department of Juvenile Justice	March 2015	Ongoing
		Identify, maintain, and recruit juvenile justice-involved collaboratives to promote the progression of DMC/RED work	River Phoenix Center for Peacebuilding, Gainesville Police Department, Alachua County Sheriff's Office, Department of Children and Families, Department of Juvenile Justice	March 2015	Ongoing 86 stakeholders and counting
		GNV4ALL (Gainesville4All): Citizens from all parts of the city/county discuss and make policy reform recommendations that address disproportionality. Served on the criminal justice subcommittee.	Alachua County School Board, Department of Juvenile Justice	January 2017	Ongoing

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**Florida RED/DMC Action Plan
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EDUCATION & TRAINING

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
Educate the community and stakeholders about RED/DMC	Educate Participating Agencies and Stakeholders on Issues Related To DMC/RED	Attend Georgetown's "Reducing Racial and Ethnic Disparities in Juvenile Justice " program in Washington D.C.	DMC/RED Committee, River Phoenix Center for Peacebuilding, Gainesville Police Department, Alachua County Sheriff's Office, Department of Children and Families, Department of Juvenile Justice	August 2015	Completed
		Racial Inequity in Alachua County: <ul style="list-style-type: none"> A Study completed by the Bureau of Economic and Business Research Program for Resource Efficient Communities University of Florida. Study was presented at the community meeting 	Bureau of Economic and Business Research, DMC/RED Committee	January 2018	Completed Additional workgroups will be formed
		Restorative Justice programming in Alachua County Teen Court Program: <ul style="list-style-type: none"> The River Phoenix Center for Peace Building is providing Restorative Justice programming for the Teen Court participants in Alachua County, and are training their staff to provide these services. 	River Phoenix Center for Peace Building, Teen Court Director and Case Managers	August 2018	Ongoing

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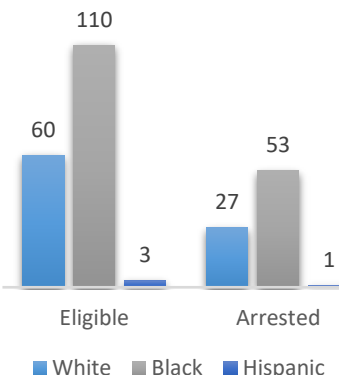
**Florida RED/DMC Action Plan
Circuit 8**

DATA DRIVEN INITIATIVES

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS												
<p>Reduce Detention Population Based on data, more youth of color are placed into commitment programs than their white counterparts</p> <p align="center">Population vs. Commitment Placements 2017-18 Fiscal Year</p> <table border="1"> <caption>Population vs. Commitment Placements 2017-18 Fiscal Year</caption> <thead> <tr> <th>Race</th> <th>Commitments (%)</th> <th>Population (%)</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>12%</td> <td>53%</td> </tr> <tr> <td>Black</td> <td>86%</td> <td>30%</td> </tr> <tr> <td>Hispanic</td> <td>3%</td> <td>11%</td> </tr> </tbody> </table>	Race	Commitments (%)	Population (%)	White	12%	53%	Black	86%	30%	Hispanic	3%	11%	Reduce commitment placements	Review DMC/RED disaggregated data of direct vs. recommended commitments with DMC/RED committee	DMC/RED Committee, Alachua Sheriffs' Office, Gainesville Police Department	October 2017	Ongoing
	Race	Commitments (%)	Population (%)														
	White	12%	53%														
Black	86%	30%															
Hispanic	3%	11%															
Enlist judicial and attorney assistance in project. <ul style="list-style-type: none"> The Juvenile Justice Judiciary in Alachua County recognizes most youth who come before her have many ACEs (Adverse Childhood Experiences) and is trying to make our Juvenile Courtroom a Trauma Informed Court Experience. 	Circuit 8 Judiciary, Department of Juvenile Justice, Alachua Sheriffs' Office, Gainesville Police Department	October 2018	Ongoing														
Conduct implicit bias testing for all juvenile probation officers to raise awareness	Department of Juvenile Justice, Alachua Sheriffs' Office, Gainesville Police Department	April 2020	Pending 1 st class projected to start in April 2020.														

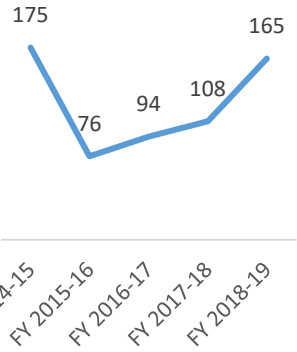
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Florida RED/DMC Action Plan Circuit 8

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS												
<p>Ensure Diversion Programs Are Being Utilized Equally</p> <p>Civil Citations Alachua Co. Sheriff's Office Feb 2019- Jan 2020</p>  <table border="1" style="display: none;"> <caption>Civil Citations Alachua Co. Sheriff's Office Feb 2019- Jan 2020</caption> <thead> <tr> <th>Category</th> <th>White</th> <th>Black</th> <th>Hispanic</th> </tr> </thead> <tbody> <tr> <td>Eligible</td> <td>60</td> <td>110</td> <td>3</td> </tr> <tr> <td>Arrested</td> <td>27</td> <td>53</td> <td>1</td> </tr> </tbody> </table>	Category	White	Black	Hispanic	Eligible	60	110	3	Arrested	27	53	1	<p>Ensure All Eligible Youth Receive Civil Citations</p>	<p>Policy implemented to require all officers/deputies to issue a civil citation for all eligible youth unless they get supervisory approval.</p>	<p>Gainesville Police Department, Alachua County Sheriff's Office</p>	<p>2014</p>	<p>Ongoing</p>
	Category	White	Black	Hispanic													
	Eligible	60	110	3													
Arrested	27	53	1														
<p>Create Gainesville Police Department Youth and Community Services Division to allow for youth that have exhausted the number of civil citations allowable to be diverted from the system (program includes but is not limited to: Police/Youth dialogs and restorative circles)</p> <p>Legislative changes:</p> <ol style="list-style-type: none"> 3 civil citations can be issued to qualifying youth LEO required to document in their reports why he/she did NOT issue a Civil Citation to an eligible youth. 	<p>Gainesville Police Department, Alachua County Sheriff's Office</p>	<p>2015</p>	<p>Ongoing</p>														
<p>Quality Control: All reports are submitted to Quality Control sergeant to ensure eligible youth receive a civil citation and/or most beneficial route for resolving the complaint. DMC/RED Sergeant complete 2nd review to ensure no mistakes.</p> <p>Youth & Community Resource Unit assists road patrol with identifying alternatives for challenging situations.</p>	<p>Alachua County Sheriff's Office</p>	<p>2015</p>	<p>Ongoing</p>														

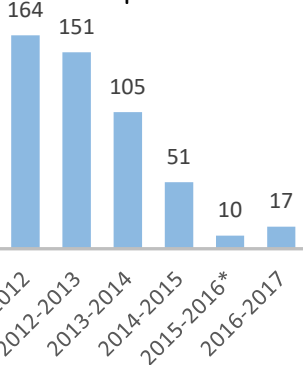
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Florida RED/DMC Action Plan Circuit 8

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS												
<p>Reduce School Based Arrests</p> <p>School based arrests</p>  <table border="1" style="display: none;"> <caption>School based arrests</caption> <thead> <tr> <th>Fiscal Year</th> <th>Arrests</th> </tr> </thead> <tbody> <tr> <td>FY 2014-15</td> <td>175</td> </tr> <tr> <td>FY 2015-16</td> <td>76</td> </tr> <tr> <td>FY 2016-17</td> <td>94</td> </tr> <tr> <td>FY 2017-18</td> <td>108</td> </tr> <tr> <td>FY 2018-19</td> <td>165</td> </tr> </tbody> </table>	Fiscal Year	Arrests	FY 2014-15	175	FY 2015-16	76	FY 2016-17	94	FY 2017-18	108	FY 2018-19	165	<p>Examine and identify disparities of discipline actions in schools</p>	<p>Student/Teacher Dialogues in Schools:</p> <ul style="list-style-type: none"> Dialogues in three schools as a pilot project: An Elementary (Idyllwild), Middle (Lincoln) and High School (Gainesville High) to create better means of resolving disputes and encourage improved relationships between students and staff. Pre- and Post-Evaluations will be completed by all participants, so data can be collected. <p>Collaborate with Judge Steve Teske and members of Clayton County Georgia System of Care to understand ways to address school-based arrest</p> <p>Results include:</p> <ul style="list-style-type: none"> Law Enforcement agrees to notify DJJ Probation Officers when school-based non-compliance occurs. DJJ agrees to response to all behavior issues within 48 hours of notification. Restorative Justice is currently included in the School's Code of Conduct handbook. To date, 30 Educators from the Alachua County School Board have been trained in Restorative Justice through the River Phoenix Center for PeaceBuilding. 70 School Staff from the PK Yonge School (grades K-12) have been trained in Restorative Justice through the River Phoenix Center for PeaceBuilding. 	<p>River Phoenix Center for Peacebuilding, Alachua County School Board Howard Bishop Middle, A. Quinn Jones,, Newberry High, and Kanapaha Middle. 104 Youth trained</p> <p>Gainesville Police Department, Department of Juvenile Justice, Alachua County Schools, Alachua County Sheriffs' Office</p>	<p>Sept 2018</p>	<p>Ongoing</p> <p>Ongoing</p>
Fiscal Year	Arrests																
FY 2014-15	175																
FY 2015-16	76																
FY 2016-17	94																
FY 2017-18	108																
FY 2018-19	165																

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Florida RED/DMC Action Plan Circuit 8

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS														
<p data-bbox="113 927 386 1024">School-Based Arrests Gainseville Police Dept.</p>  <table border="1" data-bbox="128 1024 428 1386"> <caption>School-Based Arrests Data</caption> <thead> <tr> <th>Fiscal Year</th> <th>Number of Arrests</th> </tr> </thead> <tbody> <tr> <td>2011-2012</td> <td>164</td> </tr> <tr> <td>2012-2013</td> <td>151</td> </tr> <tr> <td>2013-2014</td> <td>105</td> </tr> <tr> <td>2014-2015</td> <td>51</td> </tr> <tr> <td>2015-2016*</td> <td>10</td> </tr> <tr> <td>2016-2017</td> <td>17</td> </tr> </tbody> </table> <p data-bbox="81 1395 413 1448">* Three middle schools were added to the program in 2015-16</p>	Fiscal Year	Number of Arrests	2011-2012	164	2012-2013	151	2013-2014	105	2014-2015	51	2015-2016*	10	2016-2017	17		<p data-bbox="762 277 1341 345">Alachua County System of Care (Students to Successful Citizens):</p> <ul data-bbox="762 354 1341 597" style="list-style-type: none"> Identify youth early who display emotional and behavioral concerns that affects their ability to function in school <u>Resources include</u>: Individual/Family Therapy, Tutoring, Mentoring, Parenting classes, Conflict resolution, Basic needs, Life/social skills 	Alachua County School Board	August 2015	Ongoing 10 Schools
	Fiscal Year	Number of Arrests																	
	2011-2012	164																	
	2012-2013	151																	
2013-2014	105																		
2014-2015	51																		
2015-2016*	10																		
2016-2017	17																		
		Provide Trauma Awareness and Students to Successful Citizens Overview to Law Enforcement, Teachers, Deans, Social Workers, and Principals.	Alachua County School Board, Alachua County Law Enforcement Agencies	August 2015	Ongoing														
		MOU with the School Board outlining current agreement that the school administration will handle school misconduct and non-violent misdemeanor offenses on campus	Alachua County School Board, Alachua County Sheriff's Office, Gainesville Police Department, Department of Juvenile Justice	2014	Ongoing														
		Policy extended to patrol officers to resolve non-violent misdemeanor offenses with community-based alternatives	Alachua County School Board, Alachua County Sheriff's Office, Gainesville Police Department, Department of Juvenile Justice	2015	Ongoing														

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**Florida RED/DMC Action Plan
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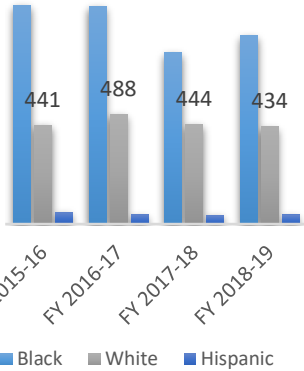
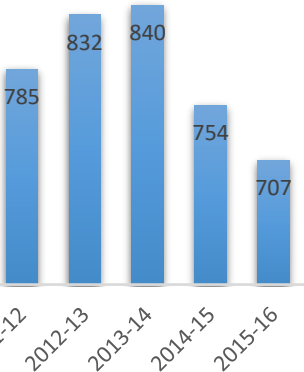
IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
		Create and staff the " Manning Center " a full-time instructor to serve as an "In-school" suspension program for 6th - 9th graders	Alachua County School Board	August 2013	Ongoing
		Revision with Board Behavioral Resource Teachers (BRTs) are trained on DMC, trauma, and alternatives to arrest	Gainesville Police Department, Alachua County Sheriff's Office	Spring 2016	Ongoing
		Incorporate a more structured learning environment for our most challenging alternative school – A. Quinn Jones Alternative School <ul style="list-style-type: none"> Set up an outpost location to reduce gang activity resulting in school disruptions, provide a safer atmosphere, and smaller teacher – student ratio 	Gainesville Police Department's Reichert House, Alachua County School Board, Gainesville Police Department	Fall 2015 Spring 2016	Ongoing Physical altercations were reduced from an average of 26/month to 2/month

LAW ENFORCEMENT AND YOUTH RELATIONS

IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
Reduce Community-Based Arrests	Modify law enforcement policies to reduce disproportionality & disparities in arrest practices	Domestic Disturbance Policy allows civil citations for domestic incidents involving child on child or child on adult scenarios. (This modified the previous Zero Tolerance Arrest policy for Domestic Violence, and usually the youth was arrested and detained.	Alachua County Sheriff's Office Gainesville Police Department	2014	Ongoing

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IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
<p>Alachua Arrest Rates</p>  <p>Total Community Based Arrests: Alachua County</p> 		<p>12 & Under Policy: Limits arrests of youth 12 and younger unless the child commits a forcible felony.</p> <p>Sworn Officer Training: New hires classes include, but not limited to:</p> <ul style="list-style-type: none"> • RED Initiative • Implicit Bias • Civil Citation • Youth Intervention • Adolescent Brain Development • Procedural Justice • Restorative Justice • Trauma Information Response • ACES (Adverse Childhood Experiences). <p>*All officers hired prior to implementation were trained March 2017</p>	<p style="text-align: center;">ACSO & GPD</p>	<p style="text-align: center;">May 2017</p>	<p style="text-align: center;">Ongoing</p>
	<p>Promote strong Community and Law Enforcement partnerships</p>	<p>Attend training on Pennsylvania’s Police/Youth Dialogue program.</p>	<p>River Phoenix Center for Peacebuilding, Department of Juvenile Justice, Gainesville Police Department, Alachua Sheriffs’ Office</p>	<p style="text-align: center;">January 2014</p>	<p style="text-align: center;">Ongoing</p>

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IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS															
<p style="text-align: center;">Gainesville Police Dept. Arrest Rates</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <caption>Gainesville Police Dept. Arrest Rates</caption> <thead> <tr> <th>Category</th> <th>Black</th> <th>White</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>266</td> <td>30</td> </tr> <tr> <td>2</td> <td>233</td> <td>57</td> </tr> <tr> <td>3</td> <td>224</td> <td>17</td> </tr> <tr> <td>4</td> <td>177</td> <td>25</td> </tr> </tbody> </table> <p style="text-align: center;">■ Black ■ White ■</p>	Category	Black	White	1	266	30	2	233	57	3	224	17	4	177	25		<p>Host monthly police/youth dialogues at various locations with at-risk youth</p> <ul style="list-style-type: none"> <u>Dialogue Overview:</u> Dialogues are five (5) hour training sessions designed to build trust between youth and LEO, break down barriers, unmask DMC, cultivate relationship, develop de-escalation skills, embrace alternatives to arrest, and many other topics designed to treat the caustic polarization between Law Enforcement and youth of color. <p>Provide Police/Youth Train-the-Trainer for other LE agencies:</p> <ul style="list-style-type: none"> <u>Training topics include:</u> Adolescent Brain Development, DMC/RED, Trauma Awareness, Procedural Justice, Alternatives to Arrest, and Police/Youth Dialogues. <p>Youth and Community Resource Unit established</p> <p><u>Unit Includes:</u></p> <ul style="list-style-type: none"> RED/DMC Sergeant Teen Court Diversion Program Youth Intervention Specialists – responsible for outreach and assisting youth to successfully complete probation Youth & Community liaison (civilian – responsible for mentoring, outreach, and community feedback Sentinel Program Pre-intervention & Post Care 	<p>River Phoenix Center for Peacebuilding, Department of Juvenile Justice, Gainesville Police Department, Alachua Sheriffs’ Office</p> <p>Gainesville Police Department, Alachua Sheriffs’ Office, River Phoenix Center for Peacebuilding</p> <p>Alachua Sheriffs’ Office</p>	<p>January 2014</p> <p>May 2017</p> <p>October 2016</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>65 sessions held Over 400 youth have participated < 12% of participants re-offended</p>
Category	Black	White																		
1	266	30																		
2	233	57																		
3	224	17																		
4	177	25																		

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**Florida RED/DMC Action Plan
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IDENTIFIED ISSUE	GOAL	IMPLEMENTATION PLAN	RESPONSIBLE PARTY	START DATE	STATUS
		<p>Youth Summit: Teen Court and DJJ collaboration over 4 days in the summer to provide mentoring and leadership training to Probation and at-risk kids. This year we incorporated the US Attorney BLAST program into the summit.</p>	<p>Gainesville Police Department, Alachua County Sheriffs' Department, US Attorney General's office</p>	<p>June 2002</p>	<p>Ongoing In June 2018, over 60 youth participated in the Youth Summit</p>
		<p>Create Community Response: River Phoenix Center for PeaceBuilding received funding for Restorative Justice training for all staff at one of our largest youth out-of-school providers (Girls Place). ASO received a grant to expand their Civil Citation Teen Court program</p>	<p>Gainesville Police Department, Alachua County Sheriffs' Department</p>	<p>April 2020</p>	<p>Pending Training date to be determined</p>

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