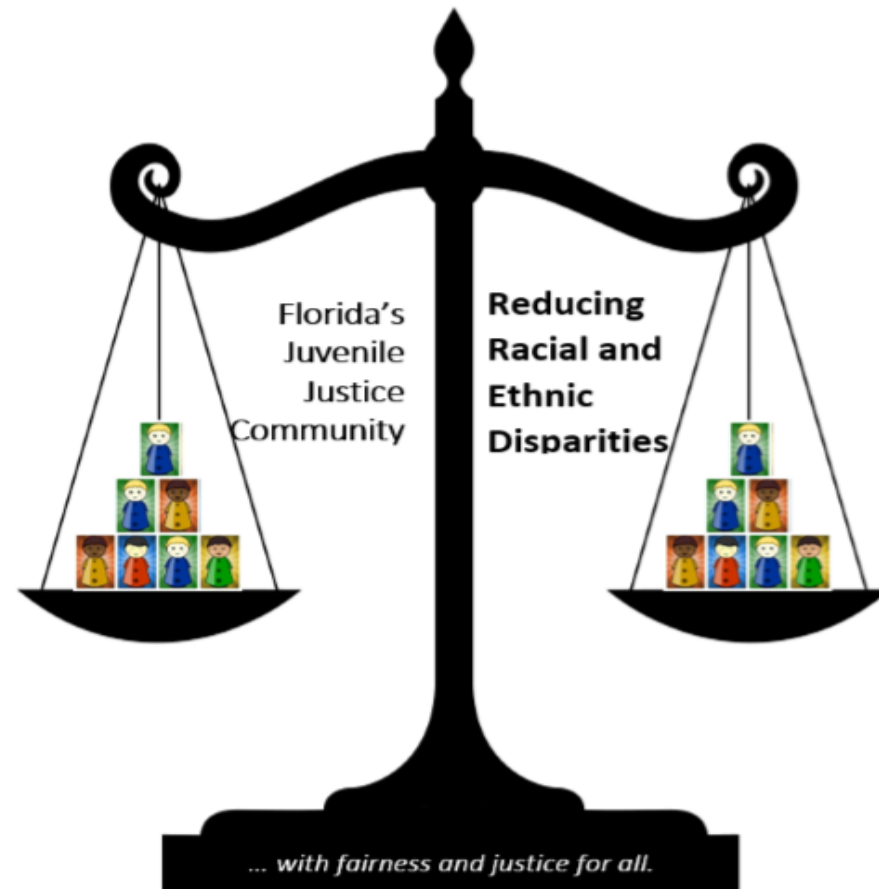


Florida Race, Equity, and Inclusion (REI) Statewide Action Plan

State Coordinator: Minnora Bishop

North Region Coordinator: LaTonia Taylor **Central Region Coordinators:** Karin Butterfield and Natalie Steiner **South Region Coordinators:** Ash Baca and Ira Thomas



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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.

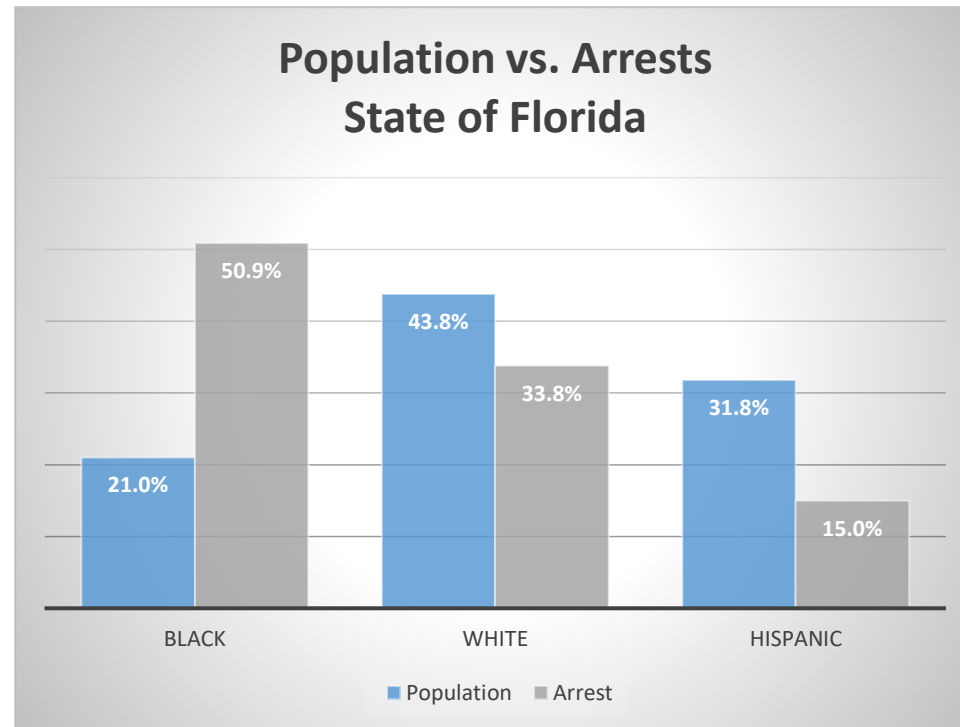
National RRI: 3.0

State RRI: 3.1

(Decrease of 0.2 from FY 16-17)

Lowest RRI: Union County – 1.0

Highest RRI: Dade County – 9.7



Florida Race, Equity, and Inclusion (REI) Statewide Action Plan

STATEWIDE GOALS

COLLABORATION

STATE GOALS	IMPLEMENTATION PLAN	PARTIES RESPONSIBLE	TIME FRAME	STATUS
Maintain Stakeholder Relationships	Provide opportunities to present at conferences, State Advisory Group (SAG) DMC Subcommittee (REI Taskforce), other interested audiences on REI within juvenile justice systems and practices to improve outcomes	REI State Coordinator Director of Research & Planning Prevention Services	May 2016	Ongoing
	Maintain open communication with State Advisory Group (SAG) DMC Subcommittee (REI Taskforce), Florida Youth Justice Commission, and local JDAI sites as a source of advocacy	REI State Coordinator Prevention Services Annie E. Casey Foundation	April 2017	Ongoing
	Ensure SAG REI Taskforce is represented in the JDAI State Collaborative (Florida Youth Justice Commission) to address overlapping issues	REI-JDAI State Coordinator	October 2017	Ongoing
Create Statewide Structure for Addressing REI in Each Circuit	Host circuit calls to provide data and action plan guidance for final development of initial plans	REI-JDAI State Coordinator Office of State Courts Administrator	May 2017	Completed
	Implement circuit and regional REI Coordinators	REI-JDAI State Coordinator	June 2017	Completed
	Create circuit-level multi-disciplinary teams and action plans	REI-JDAI State Coordinator Regional DMC Teams	December 2017	Ongoing
	Conduct semi-annual follow-up calls to assess progress and identify assistance needed with intervention development/progression	REI-JDAI State Coordinator Office of State Courts Administrator	August 2018	Ongoing
	Create REI website that includes state & circuit level REI action plans	REI-JDAI State Coordinator	November 2018	Completed

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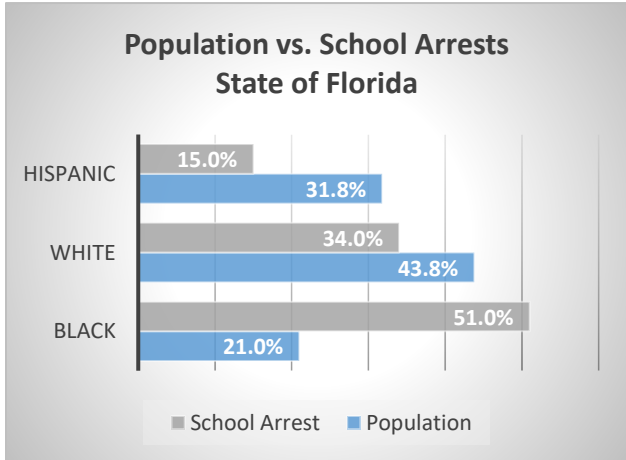
STATEWIDE GOALS					
EDUCATION & TRAINING					
STATE GOALS	IMPLEMENTATION PLAN	PARTIES RESPONSIBLE	TIME FRAME	STATUS	
Educate Juvenile Justice Stakeholder on REI issues	Coordination by AECF with the Center for Children’s Law and Policy for delivery of RED training	AECF JDAI FL TA	February 2016	Completed	
	Establish a plan for RED training: sites, participate invitations, notifications and registration	AECF JDAI FL TA JDAI State Coordinator DMC/RED State Coordinator Office of State Courts’ Administrator	April 2016	Completed	
	Conduct RED training. Attendees will include JDAI site coordinators, collaborative members, selected agencies’ staff and community representatives	JDAI Coordinators JDAI State Coordinator JDAI State REI Coordinator Office of State Courts’ Administrator	December 2016	Completed	
	JDAI collaborative(s)/circuits will review existing quarterly data and implement a work plan	JDAI Coordinators JDAI Collaborative Chairs Office of State Courts’ Administrator	January 2017	On going	
	Updates provided on status of RED LE training curricula and LE peer trainers	REI State Coordinator	April 2015	Completed	
	Provide training to Procedural Justice using LE training curricula	Office of Prevention Services Staff Development & Training	June 2016	Completed	
Support SAG DMC Sub-committee goals	Educate SAT on connection between REI and JDAI	Provide an overview of the connection to the sub-committee during next quarterly SAG meeting	REI-JDAI State Coordinator	July 2017	Completed
	Develop Scenario-Based Implicit Bias Course	Obtain grant funding to curriculum development	REI-JDAI State Coordinator	July 2018	Completed
		Host Subject Matter Expert Workgroup to facilitate realistic scenario development (Judge, SA, PD, Teachers, Probation Officers, Detention Officers)	Fair & Impartial Policing, LLC Staff Development & Training REI-JDAI State Coordinator	February 2019	Completed

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		Pilot probation and detention curriculum	Fair & Impartial Policing, LLC Staff Development & Training REI-JDAI State Coordinator	July 2019	Completed
		Conduct Train-the-trainer (probation & detention)		March 2020	Completed
		Host subject matter expert workshop for school personnel		Fall 2020	Pending State Level Implementation Approval
Create REI informational video vignettes		Partner with Circuit-level teams to write vignette scripts	REI-JDAI State Coordinator SAG REI Sub-committee	February 2018	Completed
		Identify key stakeholders for participation in video		January 2019	Pending Script Approval
		Contract with a university to complete taping and editing process		March 2019	Pending Script Approval
		Post vignettes on Department internet site		June 2019	Pending video completion
Support FYJC Education Projects	Conduct a series of live webinars on topics related to REI	Identify list of topics and lists of facilitators	Justice Reform Team	June 2020	Planning in Progress
		Identify key stakeholder from each circuit to participate in series			
		Justice Reform Coordinators will host circuit-level meetings to debrief session and discuss circuit-level implementation			

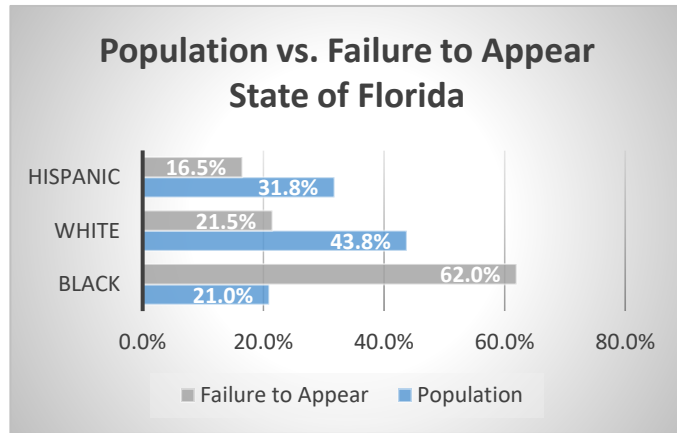
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STATEWIDE GOALS				
DATA DRIVEN INITIATIVES				
STATE GOALS	IMPLEMENTATION PLAN	PARTIES RESPONSIBLE	TIME FRAME	STATUS
Conduct Data Analysis to Identify Target Points for Interventions	Analyze origin of referrals data disaggregated by race/gender to determine areas with largest disproportionality	REI State Coordinator Director of Research & Planning	April 2017	Ongoing
	Conduct an analysis of similarity situated youth to determine the outcome disparity rates at each point in the system	REI State Coordinator Director of Research & Planning	April 2017	Ongoing
Reduce Disproportionality in School-Based Arrests	Identify schools/circuits with the highest RRI/juvenile justice referral	REI-JDAI State Coordinator Research and Data Integrity	August 2017	Completed
	Conduct analysis to identify appropriate target population (grade) Contract with NOBLE to target 7 th grade classes Identify additional sites	REI-JDAI State Coordinator	May 2018	In Progress
	Conduct NOBLE Project Pilot in Circuit 2	NW DMC Coordinators Circuit 2 Administrators	August 2018	Ongoing
	Conduct analysis of pre/post-test to determine short-term knowledge growth	REI-JDAI State Coordinator Leon County School Board	October 2018	Completed
	Conduct suspension, expulsions, and arrests to determine pilot effectiveness.	NOBLE Circuit 2 LE Agencies	April 2020	In Progress
	Phase II Parent Night & Mentoring Portion of Pilot Project		February 2019	Ongoing
	Expand School Based Project to central and south regions	REI-JDAI State Coordinator NOBLE Regional DMC Coordinator	August 2020	In Progress



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Reduce Disproportionality in Failure to Appear Rates



Conduct data analysis on the impact of the new DRAI and use of FTA Orders	Justice Reform Team	February 2020	Completed
Gather ideas from the State-level Youth Advocacy Council on ways to stress the importance of court appearances and reduce barriers that exists for youth	Justice Reform Team	February 2020	In Progress
Promote the use of a Differential Warrant Policy to reduce the number of secure detention placements	Justice Reform Team Florida Youth Justice Commission Juvenile Justice Advisory Group	April 2020	Pending Secretary Approval of Overview