

STEPPINGUP

A National Initiative Reducing
Overincarceration of People with Mental
Illnesses

Stepping Up to Advance Racial Equity: One Step, One Policy Approach

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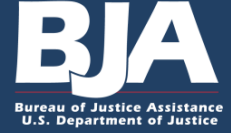
Orleny Rojas | May 24, 2023



Speakers

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What is the Office of Justice Programs?

- The Office of Justice Programs (OJP) provides grant funding, training, research, and statistics to the criminal justice community.
- OJP is one of three grant-making components of the Department of Justice along with the Office on Violence Against Women (OVW) and the Office of Community Oriented Policing Services (COPS).

Office of Justice Programs

BJA - Bureau of Justice Assistance

BJS - Bureau of Justice Statistics

NIJ - National Institute of Justice

OVC - Office for Victims of Crime

OJJDP - Office of Juvenile Justice and Delinquency Prevention

SMART - Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking

U.S. Department of Justice Bureau of Justice Assistance

Mission: BJA helps America's state, local, and tribal jurisdictions reduce and prevent crime, lower recidivism, and promote a fair and safe criminal justice system. BJA provides a wide range of resources—including grants, funding, and training and technical assistance—to law enforcement, courts and corrections agencies, treatment providers, reentry practitioners, justice information sharing professionals, and community-based partners to address chronic and emerging criminal justice challenges nationwide. To learn more about BJA, visit bjaojp.gov or follow us on Facebook (www.facebook.com/DOJBJA) and Twitter (@DOJBJA). BJA is a component of the Department of Justice's Office of Justice Programs.





Appointed by President Biden in February 2022, Director Moore leads BJA's programmatic and policy efforts on providing a wide range of resources, including training and technical assistance, to law enforcement, courts, corrections, treatment, reentry, justice information sharing, and community-based partners to address chronic and emerging criminal justice challenges nationwide.

Policy Office

Provides national leadership to criminal justice organizations that partner with BJA to identify effective program models for replication and infuse data-driven, evidence-based strategies into operational models, practices, and programs.

Programs Office

Administers state, local, Tribal, and territorial grant programs. It acts as BJA's direct line of communication to states, local jurisdictions, territories, and Tribal governments by providing customer-focused grants management support and careful stewardship over federal funds.

Operations Office

Coordinates all communication, formulates and executes the budget, manages contracts, measures grantees' performance, and provides administrative support to BJA.

Public Safety Officer Benefits Office

Provides death and education benefits to survivors of fallen law enforcement officers, firefighters, and other public safety officers, and disability benefits to officers catastrophically injured in the line of duty.

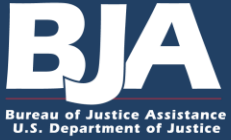
**BJA Director
Karhlton F. Moore**

Five Major Strategic Focus Areas



1. Improving public safety through measures that build trust with the community and ensure an effective criminal justice system
2. Reduction in recidivism and prevention of unnecessary confinement and interactions with the criminal justice system
3. Integration of evidence-based, research-driven strategies into the day-to-day operations of BJA and the programs BJA administers and supports
4. Increasing program effectiveness with a renewed emphasis on data analysis, information sharing, and performance management
5. Ensuring organizational excellence through outstanding administration and oversight of all of BJA's strategic investments





Fund – Invest diverse funding streams to accomplish goals.

Educate – Research, develop, and deliver what works.

Equip – Create tools and products to build capacity and improve outcomes.

Partner – Consult, connect, and convene.

CSG Justice Center Equity and Inclusion Statement



The Council of State Governments Justice Center is committed to advancing racial equity internally and through our work with states, local communities, and Tribal Nations.



We support efforts to dismantle racial inequities within the criminal and juvenile justice systems by providing rigorous and high-quality research and analysis to decision-makers and helping stakeholders navigate the critical, and at times uncomfortable, issues the data reveal. Beyond empirical data, we rely on stakeholder engagement and other measures to advance equity, provide guidance and technical assistance, and improve outcomes across all touchpoints in the justice, behavioral health, crisis response, and reentry systems.



STEPPINGUP Initiative

Stepping Up is a national initiative to reduce the overincarceration of people with mental illnesses.

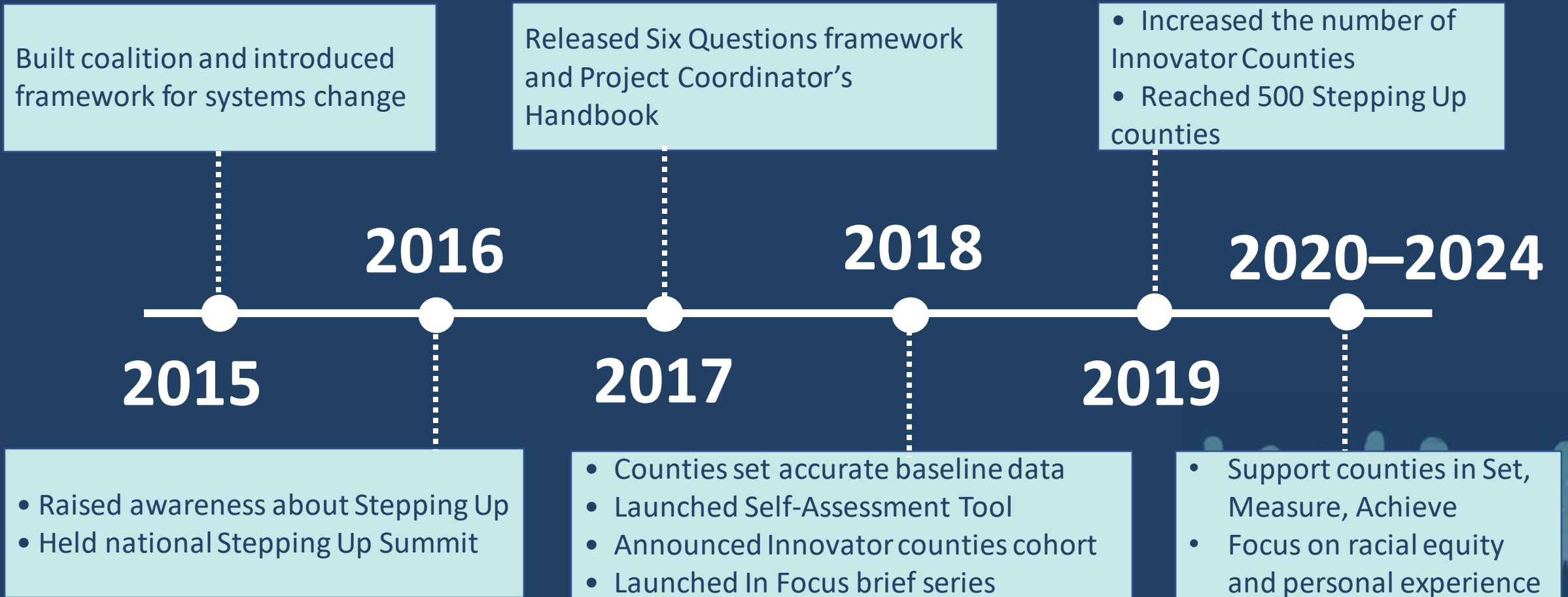


Justice Center
THE COUNCIL OF STATE GOVERNMENTS

#StepUp4MentalHealth
www.StepUpTogether.org



Stepping Up Timeline



Stepping Up and Racial Equity: Background

- Historical structural inequity in social, legal, and political power
- Divestment in communities and issues that impact BIPOC communities
- Disparate experience and outcomes in the following:
 - Education
 - Economic stability
 - Health care
 - Community infrastructure
 - Environmental factors



Informed by the Field

- Focus group with stakeholders from five counties (Chatham, GA; Dauphin, PA; Durham, NC; Johnson, KS; and Philadelphia, PA)
- Integration of the Stepping Up framework and direct racial equity language was appreciated
- Brief can aid data-sharing conversations and inform racial equity efforts
- Interest in training that expands on the areas discussed in the brief
- Feedback and input from impacted people and communities are essential
- Positive reaction to stories from counties that start with a policy or program change



Laying the Foundation

- Prioritize addressing and eliminating disparities in the criminal justice and behavioral health systems.
- Counties are confronting and tackling this complex and overwhelming issue.
- Individuals with SMI who identify as BIPOC have a “dual disproportionality.”
- Stepping Up counties have tools to build policies, programs, and practices that increase racial equity.
- Improve public safety by addressing the overrepresentation of justice-involved BIPOC people with SMI.



The Stepping Up Six Questions Framework

1

Is our leadership committed?

2

Do we conduct timely screening and assessments?

3

Do we have baseline data?

4

Have we conducted a process analysis and inventory of services?

5

Have we prioritized policy, practice, and funding improvements?

6

Do we track progress?



Question 1: Is your leadership committed?

Actualizing Racial Equity with Committed, Representative Leaders and Planning Team Members

- Racism is a public health crisis: county declarations
- Composition of the planning teams
- Project coordinator role
- Assessing personal biases or assumptions and training



Question 2: Do you conduct timely screening and assessment?

Gathering Accurate Demographic Information during the Booking Process

Three Steps

1. Agree on race and ethnicity categories.
2. Gather information based on self-identification.
3. Electronically track data.



Race Categories

- **American Indian or Alaska Native:** People whose race is listed as Native American, American Indian, Native Alaskan, or similar. This includes people with origins in the original populations or Tribal groups of North, Central, or South America.
- **Asian:** People whose race is listed as Asian. This includes people with origins in China, Japan, Korea, Laos, Vietnam, as well as India, Malaysia, the Philippines, and other countries in East and South Asia.
- **Black:** People whose race is listed as Black or African-American. This includes people with origins in Kenya, Nigeria, Ghana, Ethiopia, or other countries in Sub-Saharan Africa.
- **Native Hawaiian or Pacific Islander:** People whose race is listed as Native Hawaiian, Pacific Islander, or similar. This includes people with origins in the original populations of Pacific islands such as Hawaii, Samoa, Fiji, Tahiti, or Papua New Guinea.
- **White:** People whose race is listed as White, Caucasian, or Anglo. This includes people with origins in France, Italy, or other countries in Europe, as well as Israel, Palestine, Egypt, or other countries in the Middle East and North Africa.
- **More than one race:** People whose race is listed as more than one race, such as White and Black.
- **Other race:** People whose race is listed as some other race, not included above.
- **Unknown race:** People whose race is not known.

Ethnicity Categories

- **Hispanic or Latino:** People whose ethnicity is listed as Hispanic or Latino. This includes people with origins in Mexico, Cuba, Puerto Rico, the Dominican Republic, and other Spanish-speaking countries in Central or South America, as well as people with origins in Brazil or other non-Spanish-speaking countries in Central or South America.
- **Not Hispanic or Latino:** People whose ethnicity is not listed as Hispanic or Latino.
- **Unknown ethnicity:** People whose ethnicity is not known.

Race and Ethnicity Categories



Question 3: Do you have baseline data?

Analyzing Data on the BIPOC Jail Population with SMI

3 Data Sets each Applied to the Stepping Up Four Key Measures

- 1. Bookings*
- 2. Average Length of Stay (ALOS)*
- 3. Connection to Care (for people who screen positive)*
- 4. Re-booking*



Analyzing Data on the BIPOC Jail Population with SMI

Dataset 1

- General Jail Population without SMI
- Jail Population Who Screened Positive or Were Diagnosed with SMI
- Break Out Each Data Subset by Four Key Measures
- Race and Ethnicity Breakdown for Entire Jail Population
- Race and Ethnicity Breakdown for the County
- Analysis



Analyzing Data on the BIPOC Jail Population with SMI

Dataset 2

- General Jail Population without SMI Disaggregated by Race and Ethnicity
- Jail Population Screened Positive or Diagnosed with SMI Disaggregated by Race and Ethnicity
- Break Out Each Data Subset by Four Key Measures
- Analysis



Analyzing Data on the BIPOC Jail Population with SMI

Dataset 3

- General Jail Population without SMI Disaggregated by Race and Ethnicity
- Further Disaggregate by Age and Gender
- Jail Population Who Screened Positive or Were Diagnosed with SMI Disaggregated by Race and Ethnicity
- Further Disaggregate by Age and Gender
- Break Out Each Data Subset by Four Key Measures
- Analysis

*Determine whether these subsets are too small for meaningful conclusions.



Question 4: Have you conducted a process analysis and service inventory?

Pinpointing Areas of Opportunity to Increase Racial Equity

Three-Step Process

1. Align policies, practices, and programs with baseline data at 4 key measures.
2. Identify and assess discretionary decision-making points.
3. Apply racial equity tool.



Example Racial Equity Tool Questions

- ✓ Which racial or ethnic groups may be most affected by and concerned with this policy, practice, or program?
- ✓ Have stakeholders from different racial or ethnic groups—especially those most adversely affected—been informed, meaningfully involved, and authentically represented in the development of the policy, practice, or program? Who's missing and how can they be engaged?
- ✓ What does the policy, practice, or program seek to accomplish? Will it reduce disparities or discrimination?
- ✓ Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?



Question 5: Have you prioritized policy, practice, and funding changes?

Moving Forward with System Improvements to Advance Racial Equity: “One Step, One Policy” Approach

- Start small.
- Pick one policy, practice, or program to implement change.
- Factors to consider: political will, leadership buy-in, available resources, funding, etc.



Example Strategies to Reduce Racial Disparities

Key Measure 1 Reduce Bookings

- Use cite and release or notices to appear.
- Implement community responder programs.
- Ensure equitable access to deflection or crisis stabilization.
- Conduct antiracism and implicit bias training for law enforcement officers.

Key Measure 2 Reduce ALOS

- Amend bond schedules.
- Provide legal representation at first court appearance.
- Conduct judicial training on implicit bias.
- Ensure equitable access to diversion or specialty court programs.



Example Strategies to Reduce Racial Disparities

Key Measure 3 Connection to Care

- Ensure equitable access to referrals to treatment, housing, and services.
- Establish culturally responsive treatment and service options.
- Train treatment and community-based organization staff on antiracism and cultural humility.

Key Measure 4 Re-Bookings

- Set culturally responsive community supervision orders.
- Ensure equity in applying technical violations.



Question 6: Do you track progress?

Measuring Advancements toward Racial Equity

- Regularly track progress
- Set, Measure, Achieve
- Integrating qualitative data



SPOTLIGHT: Indianapolis, IN

- Early assessment showed that law enforcement officers were not frequently referring people to the county's new Assessment and Intervention Center (AIC) for diversion.
 - This resulted in people of color disproportionately not receiving access to the AIC.
- AIC program administrators responded by doing the following:
 - Offering more training to law enforcement on AIC benefits to officers, services available to clients, and supports for law enforcement while at the facility
 - Reaching out to the sheriff, police chief, and other key leaders to gain their support for the program



Looking Ahead

Lived Experience Focus

- Partnership with C4 Innovations
- Lived Experience Advisory Panel (LEAP)
- Survey and Focus Groups

How Can Your County Get Started?

- Community of Practice (June–September 2023)
- Updated guidance – brief and Six Questions document
- Racial Equity Survey by CSG Justice Center and CEPP



Conclusion

- Stepping Up can help counties take action toward increasing racial equity.
- Structural racism operates in many domains.
- Must address other social determinants of health (such as housing, food security, financial stability, health care access).

“There is no right place to start—only the directive to start somewhere—and the Stepping Up framework provides a data-driven foundation for counties to choose where exactly that somewhere is.” —Applying the Stepping Up Framework to Advance Racial Equity



Thank You!

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For more information, please contact Kate Reed at
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This project was supported by Grant No. 2019-MO-BX-K002 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the SMART Office. Points of view or opinions in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.

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