

**STATE DMC PROGRESS 2017 & DMC
REDUCTION STRATEGIES 2018 TAKEN FROM:**

**IOWA'S PLAN FOR COMPLIANCE WITH THE
DISPROPORTIONATE MINORITY CONTACT
(DMC) CORE REQUIREMENT OF THE
FEDERAL JUVENILE JUSTICE AND
DELIQUENCY PREVENTION ACT**

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Background

This document is an excerpt from Iowa's 2018 Disproportionate Minority Contact (DMC) Compliance Plan. This document provides information regarding Iowa's activities and progress with DMC in calendar year (CY) 2017, and DMC reduction strategies planned for CY 2018. The information provided here includes: the application of services, system changes, training, and technical assistance, at the state level to reduce DMC in Iowa's juvenile justice system. The reduction strategies in this state-level report were developed and approved by Iowa's Juvenile Justice Advisory Council (JJAC), its DMC Subcommittee (DMC Sub) and the Iowa Task force for Young Women (ITFYW). The JJAC and its subcommittees are provided staff support by the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning (CJJP).

Similar documents are available which provide intervention information for the following local jurisdictions: Black Hawk, Dubuque, Johnson, Linn, Polk, Pottawattamie, Scott, Webster, and Woodbury counties. A full copy of the DMC Compliance plan is available by contacting Julie Rinker at CJJP (Julie.Rinker@iowa.gov, or 515 242-5823).

State Level Effort Interventions

1. Activities and Progress Information, State Level, CY2017

CASP Advisory Committee – In October 2013, Iowa was awarded a competitive federal Community and Strategic Planning (CASP) Grant from the federal Office of Juvenile Justice and Delinquency Prevention (OJJDP). The JJAC partnered with Iowa's State Court Administrator's (SCA) Office for administration of the grant. The receipt of the grant and active engagement of SCA are considered a major advancement in Iowa's overall DMC effort. This three year planning effort incorporates the CASP plan into a single Statewide DMC plan.

CASP Advisory Committee Activities Implemented

- *Strategic Plan* - The primary product of the CASP grant was the development and release of a state-level [CASP Report](#) to reduce the disproportionate contact of minority (DMC) youth with Iowa's juvenile justice system. A subcommittee provided oversight for the development of the plan. The CASP plan focused on the front end of juvenile justice system process (school discipline, arrest, referral, detention) which is where Iowa's highest levels of DMC exist. Duane Hoffmeyer, Chief Judge of Third Judicial District chaired the state-level advisory group provided oversight for the CASP plan. John Goerd, Iowa's Deputy State Court Administrator, was a co-author of the CASP Report.
- *Web-Based Detention Screening Tool (DST)* - Another major aspect of the grant related to implementing an electronic version of a state-level Detention Screening Tool (DST) on the Iowa Court Information System (ICIS), the court's case management system, which is administered by SCA. ICIS staff developed and put an electronic version of the DST in production.
- *State Leader Discussions* – CJJP and SCA officials met with directors and/or key central

office staff in the Iowa Departments of Public Safety, Human Services, and Education in the spring of 2015. All have committed to supporting the recommendations of the CASP Report.

- *Local Discussions – Key Sites* – Local discussions regarding the CASP Report continue in key metropolitan areas in Iowa regarding implementation of key CASP recommendations. Thus, as a result of the CASP Report activities, Iowa’s local DMC efforts have expanded from Iowa’s four historical DMC technical assistance sites (Black Hawk, Johnson, Polk, and Woodbury) to include six additional sites (Des Moines, Dubuque, Linn, Pottawattamie, Scott, and Webster).
- *Training* - All Judicial Branch Employees, including JCS staff, completed implicit bias training title – “Refraining from Discrimination and Bias”.

CASP Activities Not Implemented

- In 2017, the DST was utilized in five of Iowa’s eight judicial districts. There are technical and operational entry issues with the DST. CJJP, working with a committee of system officials, will re-evaluate the DST in 2018.

DMC Subcommittee - Iowa continues to maintain an active DMC Subcommittee. The group meets quarterly and has been in existence for 17 years. The group includes members of the minority community, a broad base of juvenile justice system-related staff, local planners, researchers, community activists, etc. As noted earlier, the DMC Sub is a subgroup of the JJAC, but many of its members are not on the JJAC.

DMC Subcommittee Activities Implemented

- Partnered with Iowa Girls Justice Initiative (IGJI) and supports IGJI report recommendations.
- Continued State-Level Pre-Charge Diversion Efforts in connection with Iowa’s Juvenile Justice System Improvement (JJSI-SMART) grant.
- Supported various Local DMC efforts including furthering work with the Judicial Branch and keeping up to date on local outcomes efforts.
- Continued use of the Justice Data Warehouse (JDW) to provide local counties with updated and relevant data for their own efforts.
- Reviewed and were involved in the planning and implementation of Iowa’s DST.
- Involved in review and feedback of a proposed Racial Profiling Legislation.
- Provided oversight for all the DMC-related activities of the JJAC.
- Assisted in the DMC-related efforts provided by the CJJP.
- Assisted in the planning to bring in speakers for DMC-related training and activities.

- Reviewed and were involved in the planning, implementation and release of Iowa's updated assessment and detention validations.
- Involved in review and feedback on DMC Matrices.
- Involved in meetings on the use of funds related to DMC.

DMC Subcommittee Activities Not Implemented

All planned activities were implemented.

DMC Reduction Activities by the CJJP – In the past year, the majority of CJJP's DMC efforts were encompassed by activities associated with Iowa's CASP effort (described previously). A variety of other specific CJJP activities are described in the next section.

CJJP Activities Implemented

- Provided technical assistance to 10 local Iowa sites – planning assistance, data analysis, training, local event facilitation, etc. (see detailed information regarding efforts in sites as separate documents available on CJJP's DMC web-site).
- Received feedback from local DMC sites, DMC Subcommittee, and the CJJP to monitor the effectiveness of their efforts.
- Maintained a [State DMC Website](#) - containing information relevant to DMC.
- Worked with state DMC Subcommittee.
- Participated in national DMC conference calls.
- Participated in efforts to include child welfare and education in DMC reduction efforts.

CJJP Activities Not Implemented

All planned activities were implemented.

Juvenile Detention Alternatives Initiative (JDAI) – In 2007, the Annie E. Casey Foundation, named Iowa as a new JDAI site. The Casey Foundation's JDAI initiative that requires sites to study detention policies, prioritize those youth they seek to detain, and utilize alternatives for those youth who can best be served in alternatives. JDAI is one of a small number of initiatives that have been able to influence DMC in a number of sites across the country.

JDAI Activities Implemented

- The JJAC awarded Black Hawk, Polk, and Woodbury counties site status for JDAI in 2007. Funding was provided to those sites for a number of years, and technical assistance continues today. Many of the principles related to JDAI are taking place in the seven other technical assistance jurisdictions in Iowa.
- In June of 2016, Iowa convened the Equal Justice for Juveniles: Developing Action Plans to Reduce Racial and Ethnic Disparities in Juvenile Justice (EJJ). Nine communities brought teams to develop and enhance local juvenile justice-related DMC plans.

- In April 2017, six staff from the CJJP and key local juvenile justice system officials attended the Casey Foundation's Inter-site Conference in Orlando, Florida. The events assisted Iowa's vision to expand its JDAI efforts.
- Three sites began local utilization of the Iowa DST in 2009. To-date, five of the eight judicial districts are utilizing the application. (See CASP section regarding validation and updates of the DST).

JDAI Activities Not Implemented

The DST is being reevaluated in 2018.

Other State Level Efforts Implemented Related to DMC – Listed below are a variety of other state activities with direct relevance to DMC.

- *Allocation of JJDP Act-related funds by Judicial District* - Beginning in October 2008, the majority of the federal 2008 formula grant award was combined with other JJDP Act-related funds and is being allocated to the Juvenile Court Services offices in each of the State's eight judicial districts. The chief juvenile court officer for each judicial district submits plans to CJJP for approval and for authorization of allocations. The allocations are based on the percentage of child population ages 14-17 in each judicial district. The funds are expended in one or more of the appropriate formula grant program areas. The regional planning by judicial districts allows for prioritization of juvenile justice issues and develop strategies to address local needs. CJJP provides resources (e.g. data and technical assistance) to assist in the development of the plans and support the respective strategies.
- *Iowa Delinquency Assessment* - In 2007, all of Iowa's counties began using the Iowa Delinquency Assessment tool (IDA). The tool measures risk and need against a number of domains (delinquency history, family, substance abuse, mental health, etc.). The tool is maintained in the ICIS system. Local jurisdictions use information from the IDA in virtually all aspects of case processing. The implementation of the IDA is considered by the JJAC as one of the most progressive changes to improve outcomes for youth and families implemented by the court in recent history. CJJP continues work with the Chief JCO's to develop a variety of standardized reports with aggregate information from the IDA. A Washington State researcher is currently re-validating the IDA and a final product is expected in late 2018. The overall analysis reflects a strong validation of the instrument. CJJP will work with SCA, Iowa's Chief JCO's, the DMC Subcommittee and the ITFYW regarding recommendations from the validation.
- *Chief JCO's Evidence-Based Practices Effort* – Within the past decade, Iowa's Chief JCO's have implemented a variety of evidence-based practice to assist in improving outcomes for youth and families. The various evidence-based efforts have not been specifically designed to reduce minority overrepresentation in Iowa, but are considered important tools in Iowa's overall efforts regarding DMC. Funding from the allocation to the judicial districts has supported the development of juvenile justice best practices.

- Motivational Interviewing - Extensive training has been provided to all staff in the use of the IDA instrument and motivational interviewing.
- Aggression Replacement Training - Many judicial districts are now also implementing aggression replacement training (ART) for juvenile court services (juvenile probation) involved youth. Similarly, a number of jurisdictions are utilizing functional family therapy.
- Carey Guides - Juvenile Court Services (JCS) have received training and materials from the Carey Group, which assist JCOs to positively engage juvenile offenders and address their criminogenic needs.
- Effective Practices in Community Supervision - JCOs have received extensive training in the Effective Practices in Community Supervision (EPICS) model. EPICS is designed to use a combination of monitoring, referrals, and face-to-face interactions to provide the offenders with a sufficient “dosage” of treatment interventions, and address identified needs of the offenders. JCOs are the community supervision officers and are taught to increase dosage to higher risk offenders, stay focused on criminogenic needs, especially the thought-behavior link, and to use a social learning, cognitive behavioral approach to their interactions with juvenile offenders.
- *Minority Impact Statements* - An act adopted in the 2008 legislative session ([Iowa Code §2.56](#)) requires the completion of minority impact statements for specified bills. The law requires the Iowa Legislative Services Agency (LSA) to prepare the minority impact statement. LSA, in cooperation with CJJP has developed a protocol for analyzing the impact of legislation on minorities. The LSA also consults with SCA, CJJP and the Department of Corrections (DOC) in developing the minority impact statement. The LSA has determined that the statements will be prepared by the agency's Fiscal Services Department.
 - When Statements are Prepared - Legislative committees must state in their reports whether a correctional impact statement is required. LSA must review all bills and joint resolutions placed on the calendar of either chamber, as well as amendments filed to bills or joint resolution on the calendar, to determine whether a minority impact statement is required. It allows legislators to request a statement be prepared by submitting a request to the LSA. The agency must prepare a statement within a reasonable time after a request is made or it determines that a proposal is subject to these provisions. All statements approved by LSA must be transmitted immediately to the chief clerk of the house or the secretary of the senate, after notifying the legislation's sponsor that the statement has been prepared. The chief clerk or secretary must attach the statement to the legislation as soon as it is available. The LSA may request the cooperation of any state department, agency, or political subdivision in preparing a statement.

- Racial Impact Statements Related to Bill Amendment – A racial impact statement must be revised if the impact is changed by the adoption of an amendment. A revised statement may be prepared at the request of a legislator or if the agency determines this is appropriate. But, a request for a revision cannot delay action on the legislation unless ordered by the chamber's presiding officer.
- *Juvenile Justice Reform and Reinvestment Initiative (JJRRI)* - From 2012 to 2016, Iowa participated in JJRRI, a national training and technical assistance initiative. JJRRI utilizes a research-based tool, the Standardized Program Evaluation Protocol (SPEP™). SPEP provides a standard method to evaluate juvenile justice programs and services. It also provides a structure to enhance the quality and effectiveness of services using the research base as a guide. The initial JJRRI project, took place in three of Iowa's eight judicial districts and group care settings. Expansion has begun both into additional judicial districts and group care settings as well as via the development of a statewide service inventory and database.

The service inventory and database, when fully implemented, will allow all jurisdictions and group care settings who serve delinquent youth to be “SPEP ready” at all times. The database will house both the information required to initiate the SPEP process and the resulting scores from the evaluations themselves.

JJRRI, which has continued, with limited resources, will assist with development and institutionalization of a structure that not only evaluates services for their likelihood to reduce recidivism, but integrates with another tool, the Juvenile Justice Decision Making tool (JJDM), to align youth with the services most likely to be effective for them. The JJDM is a tool which uses data to structure decision making related to supervision and services within the juvenile justice system. Initial draft versions utilized the IDA risk level and the current offense committed, however, access to predictive analytics software has allowed further development of this tool to take place prior to piloting. Ultimately, these tools will assist JCS decisions regarding the level of supervision and services which may be more effective for the youth.

- *Statewide Comprehensive Juvenile Reentry System (JReS)* – In 2014, Iowa was awarded a 2nd Chance Juvenile Reentry Planning grant from OJJDP. Iowa has since been awarded \$1.2 million in funding to implement the plan from 2016 to 2018. Research reflects that Iowa's recidivism rate is 71% for juvenile offenders returning from State Training School (STS); 83% for African-American youth. Delinquent youth returning from group care placement have recidivism rates of 48%; 60% for African-American youth. A diverse, state-level Juvenile Reentry Task Force (JRTF) was created in January 2015. The JRTF developed and released a comprehensive Juvenile Reentry System (JReS) plan in July 2015. The plan seeks to reduce reentry recidivism rates by 50% over five years. Major JReS plan components being implemented include:

- Policy - development of a standardized structure and policy related to placement and reentry.
- Assessment - standardization and establishment of policy related to the utilization of IDA and other assessment tools.
- Collaboration - broader engagement and participation in reentry planning related to permanency and transition planning (e.g. youth, families/extended family, juvenile justice system, school staff, private youth serving agencies, Workforce Development, Vocational Rehabilitation, Iowa Aftercare Services Network, faith communities, advocacy/mentor groups).
- Youth Transition Decision Making Teams - introduction of youth transition decision making team meetings (YTDMs) for youth returning from STS and other select group care settings. YTDMs are professionally facilitated and youth led, and include discussions between formal and informal support networks for youth prior to and returning from out-of-home placement.
- Evidence-Based Programs - engagement of youth in evidence-based programs (evidence-based programs discussed above) upon release from placement.
- Technology - utilization of technology (e.g. Skype, video conferencing) to better connect formal and informal supports for delinquent youth in placement
- *State Agency Information Sharing Agreement* – In recent years four state agencies (Education, Human Services, Court Administration and CJJP) entered into a data sharing agreement for youth in foster homes and group care. This agreement allows the agencies to share data on positive youth outcomes (e.g. school achievement, school attendance, graduation), along with issues, like DMC, that need to be addressed.
- *Iowa Task Force for Young Women (ITFYW)* - The ITFYW involves key stakeholders in Iowa's juvenile justice system, who want comprehensive system change that reflects female responsibility. The ITFYW is a subcommittee of the JJAC. CJJP provides the staff support for the ITFYW.
 - National Girls Initiative Grant (NGI) - In the spring of 2015, a collaboration between the Friends of the Iowa Commission on the Status of Women (Friends) as an applicant, CJJP and the ITFYW were awarded a planning grant from NGI to develop a state-wide comprehensive plan to improve the juvenile justice system for “deep end” delinquent girls, defined as those who were eligible for placement in a state training school setting according to Iowa Code, regardless of whether a placement occurred. The ITFYW lead the planning effort and expanded its membership to represent the multiple juvenile justice system parties. The [final report](#) and recommendations were released in February 2017.

- ITFYW – Joint Meeting with DMC Subcommittee - In recent years, there has been a growing interest by the ITFYW and the DMC Subcommittee to better coordinate their efforts. The work on “deep end” girls has provided one opportunity to do so, as the data has revealed a remarkable amount of disparity among African-American girls in this group. It is intended that data reports, first for deep end girls and then for deep end boys will be produced to further the joint work of these two sub-committees.
- Current and Immediate Future Activities of the ITFYW - A variety of ITFYW activities are listed and included with and have been incorporated into the DMC Reduction Strategies section of this report.
- *Iowa Collaboration for Youth Development Council* - In 2009, through legislation, the Iowa Collaboration for Youth Development (ICYD) Council was established in the Iowa Code §216A.140. Prior to becoming a “formal” council, the ICYD Council operated as a non-statutory entity. ICYD began in 1999 as an informal network of state agencies from ten departments serving as a forum to foster improvement and coordination of state and local youth policy and programs. The legislation strengthened this network to improve results among Iowa’s youth through the adoption and application of positive youth development principles and practices. The formalized ICYD Council provides a venue to enhance information and data sharing, develop strategies across state agencies, and present prioritized recommendations to the Governor and Legislature to improve the lives and futures of Iowa youth. The partnerships established/maintained through ICYD have assisted a number of DMC-related efforts including:
 - Assist and reinforce multiple state collaborations/partnerships to affect DMC (work with schools and pre-charge diversion efforts).
 - Allow for the ongoing development of plans (development of CASP and gender plans).
 - Assist planning activities and presentation related to data (court-related work discussed earlier in this section).

ICYD has historically participated in a variety of state and national youth initiatives and has been recognized nationally (e.g. National Conference of State Legislatures, National Governors Association, Forum for Youth Investment) for its work in coordinating youth development efforts. In addition, the ICYD Council is an active participant of the Children’s Cabinet Network, which represents a bi-partisan group of about 30 states’ cabinets or councils that are working to change fragmented and ineffective ways that states typically do business for children and youth. In addition, ICYD’s long-term goal is to increase Iowa’s graduation rate to 95% by 2020. Based on Iowa’s graduation and dropout data, ICYD recognizes that minority youth, migrant youth, youth in poverty, and youth with disabilities are in need of additional and

specific supports and services. ICYD is working to facilitate engagement of these youth and removing barriers so they can stay in school and graduate from high school.

- *JJDP Act Secure Facility Compliance Monitoring* - A significant aspect of Iowa's compliance monitoring for the JJDP Act DMC requirement relates to its monitoring of jails and detention facilities to ensure jail removal, sight and sound separation, and deinstitutionalization of status offenders. CJJP maintains an extensive compliance monitoring system. All of the state's compliance monitoring information is collected by race/ethnicity and gender.
- *Juvenile Justice System Improvement (JJSI)* - Iowa is one of only four states to receive a 2-year federal planning grant from OJJDP for the purpose of developing a comprehensive, statewide plan to improve Iowa's juvenile justice system. The anticipated outcomes of this project are reduced recidivism, improved outcomes for youth, increased public safety, and reduced racial and ethnic disparities.

The project provides an opportunity to partner with national experts to conduct an extensive assessment of Iowa's juvenile justice system in order to identify strengths and areas for improvement. The results of this assessment were presented to the public in November 2017, at an event attended by juvenile court officers, attorneys, law enforcement, service providers, community organizers, judges, and others invested in juvenile justice.

Assessment findings regarding racial and ethnic disparities include:

- Statewide complaints to JCS have decreased less for African-American youth (18% decrease) as compared to White youth (32% decrease) and Hispanic youth (31% decrease).
- African-American youth are less likely to be diverted (13%) compared to White youth (18%), and more likely to receive formal supervision (10%) than youth of other races (7%).
- African-American youth have seen a smaller decreases in the use of detention than other populations. For new offenses, African-American youth had a 4% decrease, compared to a 29% decrease for both White and Hispanic youth. Detentions for African-American youth for technical violations increased 29%, compared to a 16% decrease for White youth.
- African-American youth have a smaller percentage decline in out-of-home placements (11% decrease) when compared to White youth (24% decrease) and Hispanic youth (39% decrease).

CJJP staffs the JJSI effort. The DMC Sub is working with JJSI leadership team regarding a federal technical assistance (TA) request related to pre-charge diversion. The pre-charge diversion TA request is discussed in the DMC Reduction Strategies section of this report.

2. DMC Reduction Strategies, State Level, CY2018

Incorporation of CASP, JJSI, Gender, Efforts - As noted earlier, multiple planning efforts are being incorporated into this Three Year Plan submission and the State-Level DMC Reduction Strategies. Those planning efforts will include the essential participation of various state partners including: SCA, DPS, DHS, and DE.

Minority youth, particularly African-American, throughout Iowa's juvenile justice system. In particular, overrepresentation exists at complaint, petition, detention, STS placement, and underrepresentation at diversion. Iowa's listed strategies are targeted to reduce overrepresentation/underrepresentation at key decision points.

Ongoing Efforts of the State DMC Subcommittee

- DMC Subcommittee - Iowa continues to maintain an active DMC Subcommittee. The group meets quarterly and has been in existence for 17 years. CJJP provides staff support for the Subcommittee. The DMC Subcommittee serves as the planning body for Iowa's overall DMC efforts. That group will continue meeting regularly in the three year planning cycle.

State Level Leadership

- Engagement of State Leaders – CJJP and SCA will continue their meetings with directors/administrators from the DHS, DPS, and DE to discuss existing and ongoing DMC efforts. The overall strategy of the discussions is to encourage collaboration with the major agencies connected to the juvenile justice system. Each of those agencies has existing efforts to affect DMC and has committed to assisting with state and local efforts to reduce minority overrepresentation.
- Validation of the IDA - A Washington State researcher is currently re-validating the IDA and a final product is expected in late 2018. The overall analysis reflects a strong validation of the instrument. CJJP will work with SCA, Iowa's Chief JCO's, the DMC Subcommittee and the ITFYW regarding recommendations from the validation.

Local Collaboration and Training – Local School Administration Strategies – Local Law Enforcement Strategies

- Engagement of Local DMC Collaborations – CJJP and its partners will continue the process of discussions with key local officials (National Association for the Advancement of Colored People (NAACP), League of United Latin American Citizens (LULAC), the faith community, judges, county attorney, public defenders, JCS, DHS, youth serving agencies, school administrators, city and county elected officials, etc.) in some of Iowa's most urban communities (e.g. Black Hawk, Des Moines, Dubuque, Johnson, Linn, Polk, Pottawattamie, Scott, Webster, and Woodbury Counties). Local efforts will focus on the following:

- Pre-arrest diversion and school discipline practices (areas where the CASP report identified Iowa's highest levels of overrepresentation).
- Data collection efforts.
- JDAI related activities including the implementation of the DST.
- Strong local collaboration and leadership, including judges (the SCA has actively worked to engage key judges in the above-noted jurisdictions).
- Pre-Charge Diversion Technical Assistance (TA) Request - Four local jurisdictions, Black Hawk, Johnson, Scott, and Webster Counties have noteworthy efforts underway related to pre-charge diversion. CJJP has submitted a technical assistance request to OJJDP and will be working with local officials in those jurisdictions for a state-level effort to:
 - Identify performance measures.
 - Utilize existing local information for development of a standardized state-level policy.
 - Develop a standard data collection protocol/application to capture information on local diversion programs.
 - Document success.
 - Produce materials that can be shared with state officials and other local jurisdictions.

The pre-charge diversion technical assistance effort is also being coordinated with national consultants assisting Iowa's JJSI effort.

Regular Data Reports

- Provision of Data - CJJP continues its work with SCA and multiple other state and local agencies for the regular provision of data related to juvenile justice system processing including census, arrest, school discipline, etc. The effort will continue to provide information for the 10 local DMC planning sites and statewide reports.
- Iowa Easy Access to Juvenile Court Data - EZAJCD provides access to multiple years of juvenile court key decision points, including information on the district, county, age, sex, and race of juveniles. The delinquency data are collected from eight judicial district's Juvenile Court Services offices. All results are provided in aggregated, crosstab tables. Data can be viewed for complaints, charges/allegations, informal adjustments and petitions. CJJP is currently working to migrate the application to a local server, and this should be completed by fall 2018.
- Minority Impact Statements - Iowa is the first state to have enacted legislation that requires bills submitted to its legislature that could have an adverse impact on minority populations be provided a written minority impact statement. CJJP has provided numerous impact statements since the bill became law. In a number of specific cases, bills with a potentially negative impact have not passed. CJJP will continue its analysis of relevant bills.

Specialized-Related Planning Initiatives

- Refugee/Immigrant Youth – Juvenile Justice system officials, JCS, judges, private youth serving agencies, law enforcement will be surveyed and provided with information that can better assist refugee/immigrant youth. The effort will provide an informed knowledge base related to the various resources and understanding of the applicable legal processes of relevance to such youth. The following activities are planned.
 - Through a survey process CJJP and the DMC Subcommittee will seek to identify key juvenile justice system and other related resources for refugee/immigrant youth.
 - CJJP will seek to access data (school, DHS, law enforcement, juvenile justice system, employment, etc.) regarding refugee/immigrant youth.
 - Add select subject matter experts to the DMC Subcommittee regarding refugee immigrant populations.
 - Learn and understand the Diasporas of youth of color and related issues for immigration and migration and the affects in the juvenile justice system.
- ITFYW – Joint Meetings with DMC Subcommittee – The joint meeting process is described in the Activities and Progress section of this report. Activities for that collaboration include:
 - Develop data reports that inform system officials regarding issues for deep-end African-American boys.
 - Make the experiences and needs of girls who are disproportionately represented in the juvenile justice system (i.e. black, native and LGBTQ youth) central to the ongoing work of the ITFYW.
 - Establish a specialized setting(s) for serious, violent, and chronic offenders as well as systemic measures to reduce the need for such a setting as outlined in the recommendations of the Iowa Girls Justice Initiative (IGJI) report.
 - Fill the gaps and improve the quality in the continuum of care for girls in both residential and community-based service settings with well-defined options that allow for differential responses based on culture, risk level, development and needs.
 - Dedicate state funds for equitable treatment of females in the JJ system.
- Collaboration JJSI - National partners conducted an assessment (Council of State Governments, National Youth Screening & Assessment Partners, and Center for Juvenile Justice Reform) and made several recommendations based on these results. Those recommendations are noted in the Assessment/Diagnosis section of this report and are included in this section.

- Utilize technical assistance from OJJDP and national consultants to engage in an intensive process to address disparities four pilot districts. Build off of the current promising work taking place in Iowa's counties.
- Continue/strengthen data collection around disparities using both quantitative and qualitative data, and utilize data to conduct root cause analyses to identify practices and factors leading to disparities, as well as to develop targeted strategies.
- Support and require statewide training on implicit/explicit bias for JCOs, attorneys, judges, and service providers.
- JDAI - DST Evaluation - CJJP, working with SCA, is establishing a team of juvenile justice system officials to review the implementation and functionality of the DST, which is housed on ICIS. The DST evaluation effort is part of a broader effort related to JDAI. As part of the DST Evaluation, CJJP, SCA, and DMC Subcommittee will undertake a variety of activities including:
 - Provision of training regarding a variety of data entry issues.
 - Utilization of JJSI funding for potential technical and design issues with the DST.
 - Increase in the level of investment with SCA and JCS staff.
 - Develop policy or rule regarding the ongoing implementation of the DST.

The DST Evaluation effort is being coordinated with national consultants assisting Iowa's JJSI project.