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## Dane County Juvenile Court Program (JCP) Racial Equity Plan

### Organizational commitment

#### Target

JCP demonstrates equity and inclusion and staff, youth, parents, stakeholders and the community understand the commitment to that practice.

#### Current

- JCP recognizes the significant disparities that exist with the youth and families we serve as compared to the general county population.
- JCP is comprised of approximately 50% staff of color and recognizes that an even more diverse workforce is important in order to meet the needs of the youth.
- Department management participates in numerous committees, workgroups, etc. related to equity, diversity and disparities.
- JCP exposes youth to a wide variety of enrichment opportunities that they have never experienced.
- Some information is translated into Spanish and documents are posted on the JCP website.

#### Tactics

- Utilize professional, service and other organizations for staff recruitment, especially of Spanish speakers.
- Provide increased opportunities for staff to participate in equity initiatives.
- Search for opportunity gaps and develop activities to meet the needs.
- Increase translated materials.

## **Leadership development**

### Target

JCP demonstrates that there are leadership opportunities for staff and for development of leadership skills in youth.

### Current

- JCP hires many diverse LTE's who often develop skills to be in a position to compete well for permanent positions.
- JCP provides multiple year-round internship opportunities for two and four year college programs.
- Internal JCP trainings occur each year and staff are encouraged to participate in outside training and workgroup opportunities.
- Staff are cross-trained in different programs of the JCP in order to enhance skills and provide opportunities and are assigned to specific tasks within programs to promote program ownership.
- JCP provides opportunities for staff interaction with community leaders by inviting them to visit, have lunch, take tours, etc. of the programs.
- Numerous leadership skills/groups occur for youth in the program.

### Tactics

- Development of formalized leadership plans for staff, including participation in outside workgroups and initiatives.
- Provide a structured curriculum for youth that teaches and promotes leadership skills.
- Continue to develop opportunities for staff to assume greater responsibility for program operations, including training on certain management duties.
- Utilize the Office of Equity and Inclusion for department training on implicit bias and other topics.

## **Program innovation**

### Target

JCP demonstrates that its approaches to working with youth uses innovative techniques and youth are exposed to new opportunities to grow and successfully live in the community.

### Current

- The Detention and Shelter Home programs engage youth in a wide range of innovative activities such as: yoga, employment skills training, science groups, podcasting, cooking class, restorative justice, golf, biking, numerous art activities and many other pro-social learning opportunities.
- JCP strives to employ staff who have the skills to be innovative in working with youth.

- Plans are underway to develop a corrections alternative treatment program for youth within the CCB Detention facility. This will be a very innovative program that will bring Dane County youth closer to home and provide numerous opportunities and challenges. Family engagement will be crucial and this is an area that has been previously problematic.

#### Tactics

- Formalize hiring practices so that innovation is an important component in the process and ongoing staff training. This would include the hiring of additional staff.
- The new program would include family engagement, reunification, transitions, community connections, treatment and many other components that will be developed.
- JCP will need to be creative in order to achieve a high level of family engagement.
- Data will be captured to measure success of youth in the program during and after completion. Improving outcomes of all youth in all department programs is a goal in the areas of reduced recidivism, increased daily living skill knowledge, increased community connections, increased educational stability and other measures.

### **Collaboration and Resource Mobilization**

#### Target

JCP maximizes collaboration and resources within the programs and with community providers, system stakeholders and others to achieve the best outcomes possible for youth.

#### Current

- JCP invites community providers, law enforcement, politicians, clergy, judges and others to spend time with our youth in order to learn about professions and make personal connections and the department generally has very open visitation policies.
- JCP programs have partnerships with the Goodman CC food pantry, a local bike shop, numerous UW classes, the Black Law Student Assn, the Madison Public Library, Briarpatch, MMSD, Dogs on Call therapeutic pet program, and others who benefit youth and also promote a healthy work environment.
- JCP provides numerous daily needs items that are culturally appropriate to youth while in care, including self-care products, clothing, medical care, vaccinations, medical testing, high quality educational instruction, enrichment activities, significant contact with parents, excellent nutrition and others.
- JCP programs strive to support local businesses with purchasing, but does not always reach this goal.

#### Tactics

- New collaborations and partnerships are always in development.
- Purchasing of treatment services, employment opportunities, mentoring, products and other items for the existing programs and a possible future alternative program will further collaboration with others in the community.
- Explore other partnerships with community schools and organizations.

## **Brand and Visibility**

### Target

JCP is viewed as a high quality department that protects the community from juvenile crime while helping youth in the programs be successful in their futures.

### Current

- JCP looks like an organization that cares about kids and is progressive in our thinking.
- JCP is aware of the disparity issues in the community and the programs are actively partnering to address them.
- JCP is expected to hold youth accountable, but also helps youth get basic needs met that have been previously neglected.
- JCP is seen as an organization that promotes connections with the community and is innovative.
- JCP provides tours to large numbers of students, stakeholders, community providers, legislators and others in order to educate others on the quality of the programs.
- JCP tracks and reports a significant amount of data on its programs each year.
- JCP is actively planning to be a part of the solution to treating longer-term corrections ordered youth.

### Tactics

- Increasing partnerships and relationships with community providers in order to connect youth for post-JCP involvement.
- Further promoting involvement from community organizations within the programs.
- Communicate with stakeholders about program satisfaction, data and outcomes and adjust programming, as necessary.
- Increasing the presence at staff at community event, job fairs, etc with promotional materials.