

Reducing Racial & Ethnic Disparity in Placement

A study by Impact Justice in partnership with the Alameda County Probation Department



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Alameda County, California

Population & Demographics

Population, July 1, 2018: 1,666,753

Population, April 1, 2010: 1,510,258

% change: **10.4% increase** (April 1, 2010 to July 1, 2018)

Persons under 18 years, 20.7%

Race & Ethnicity*

White: 43%

Black or African American: 13%

American Indian and Alaska Native: 1%

Asian: 26%

Native Hawaiian and Other Pacific Islander: 1%

Hispanic or Latino: 22.0%

Two or More Races: 5%

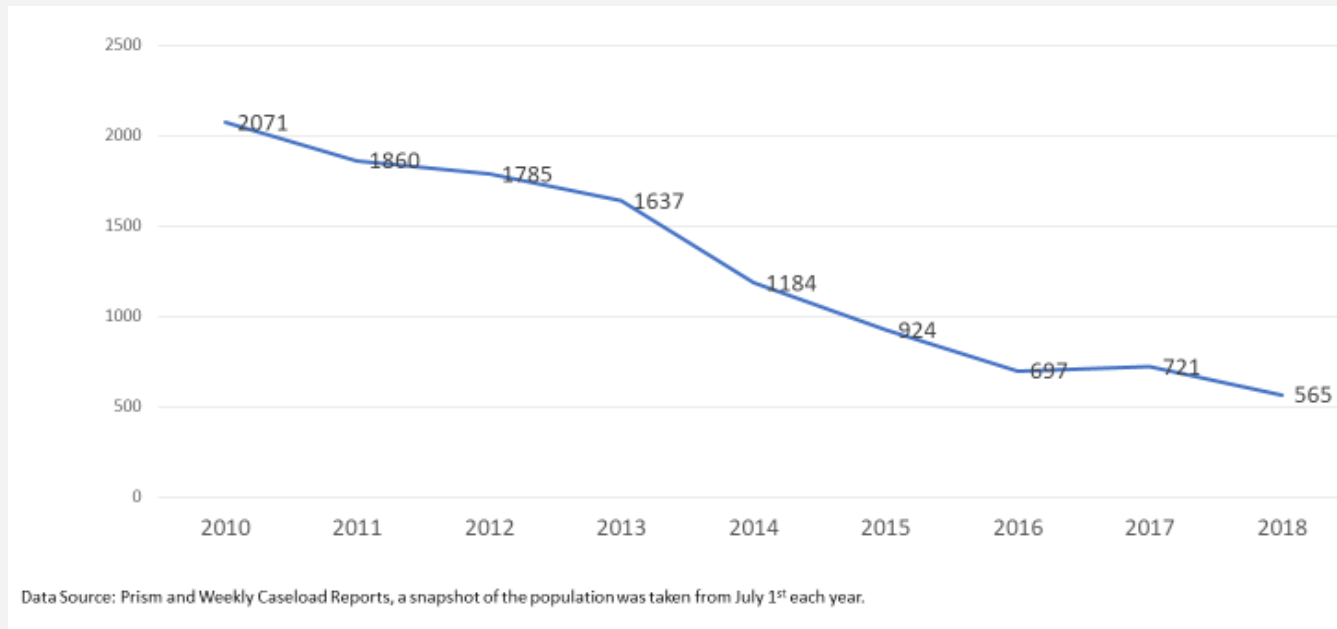
*does not =100%



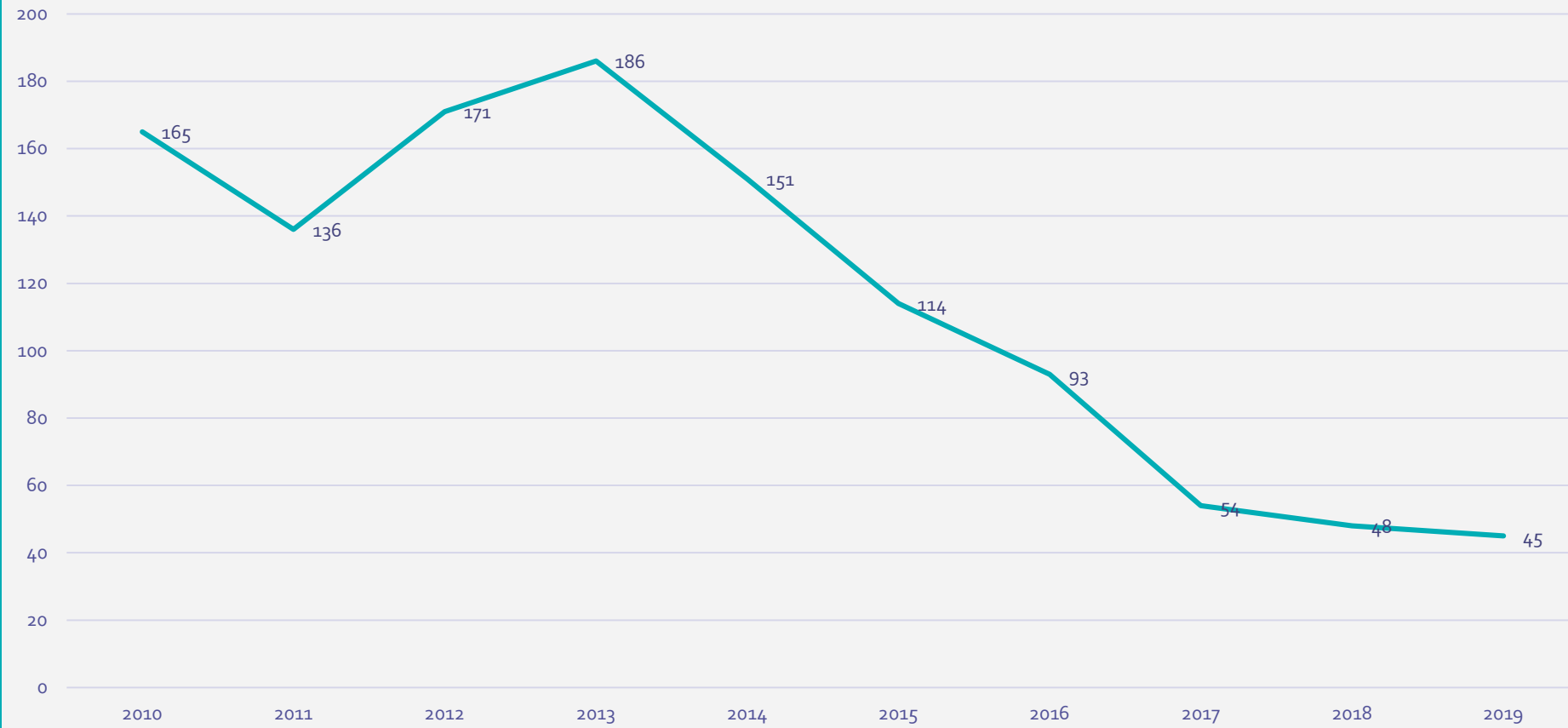
Alameda County Probation Department Population (snapshot)

Population, July 1, 2018: 565

Population, April 1, 2010: 2071



Snapshot of Youth in Group Home Placement by Year



Reducing Out-of-Home Placements in Alameda County

Successes, Challenges & Lessons



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Outline

- Background
- Main Successes
- How Was It Accomplished?
- Challenges & Room for Improvement

Background & Context

- In past decade+, large decreases in numbers of justice-involved youth
 - Beginning to “correct” after tough-on-crime go’s
- In majority of places & departments:

Overall reductions in numbers → Increases in RED

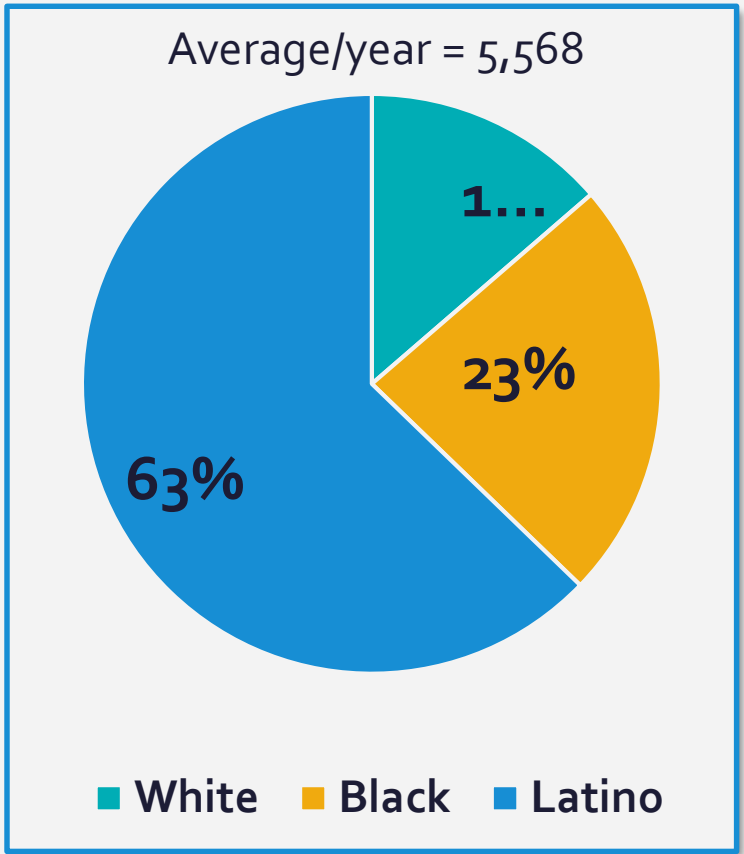
- I.e. improvements almost always benefit white youth (and boys!) more



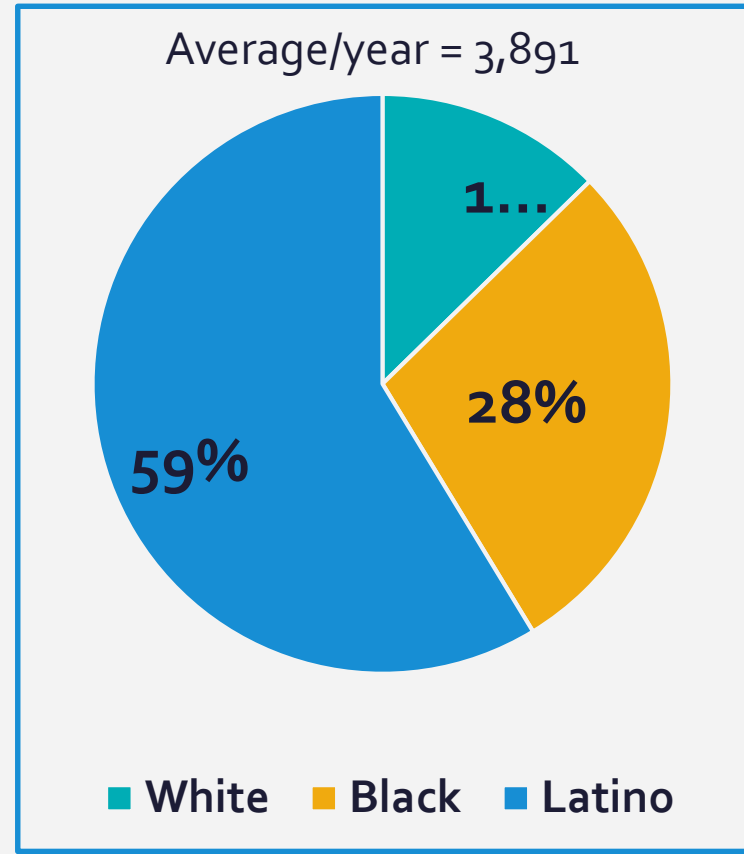
California

2010-2013 = **86%** Black & Latino Youth
2015 = **72%** Black & Latino Youth
But Black youth % increased

CA State OOH Placements 2010-2013 (average)



CA State OOH Placements 2015

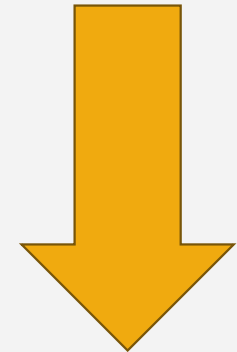


CA vs Alameda County: Overall Reductions

- California State:
 - 2010 – 2013 = 5,568 per year
 - 2015 = 3,891 per year
- Alameda County:
 - 2010-2013 = 211 per year
 - 2014-2016 = 47 per year



~ 30% Reduction



~ 80% Reduction

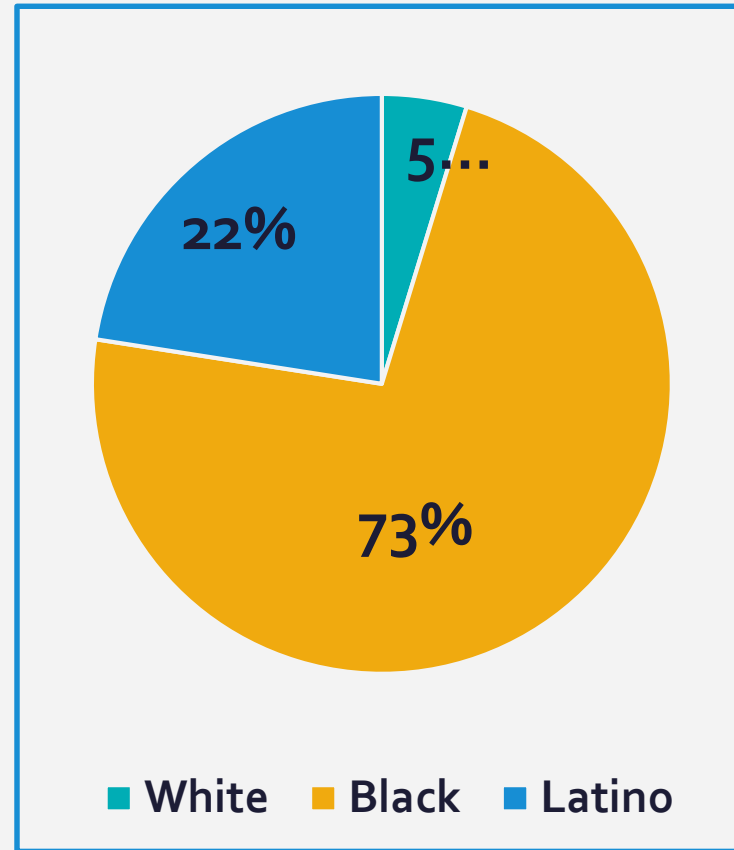
Alameda County: Main Successes

- Overall reductions in OOH placements observed
- Reductions in RED also seen
- % OOH placements made “aligning with policy” increased
- % OOH placements made “not aligned with policy” decreased

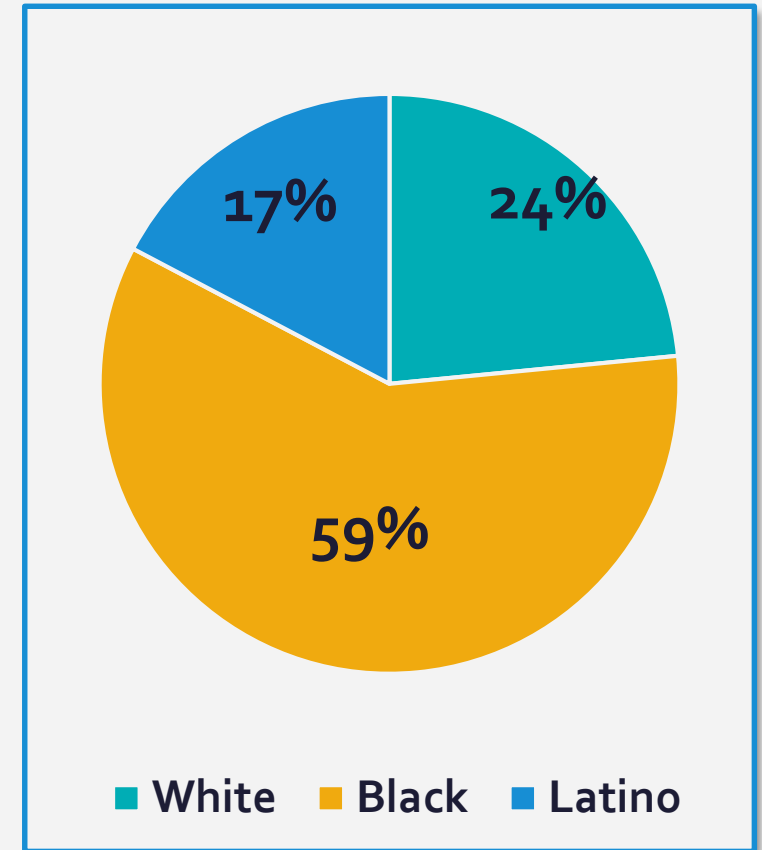
Alameda County Reduced OOH Placements & RED

Overall, we see a **78% reduction** in OOH placements, from an average of **211** per year to **47** per year

OOH Placements 2010-2013



OOH Placements 2014-2016



Making OOH Placements Only for Youth who Present a Threat to Public Safety

Aligned with Policy

High Risk,
Current Persons

Med. Risk,
Current Persons

Unclear

High Risk,
No Current Persons,
Past Persons

Med. Risk,
No Current Persons,
Past Persons

Low Risk,
No Current Persons,
Past Persons

Low Risk,
Current Persons

Not Aligned with Policy

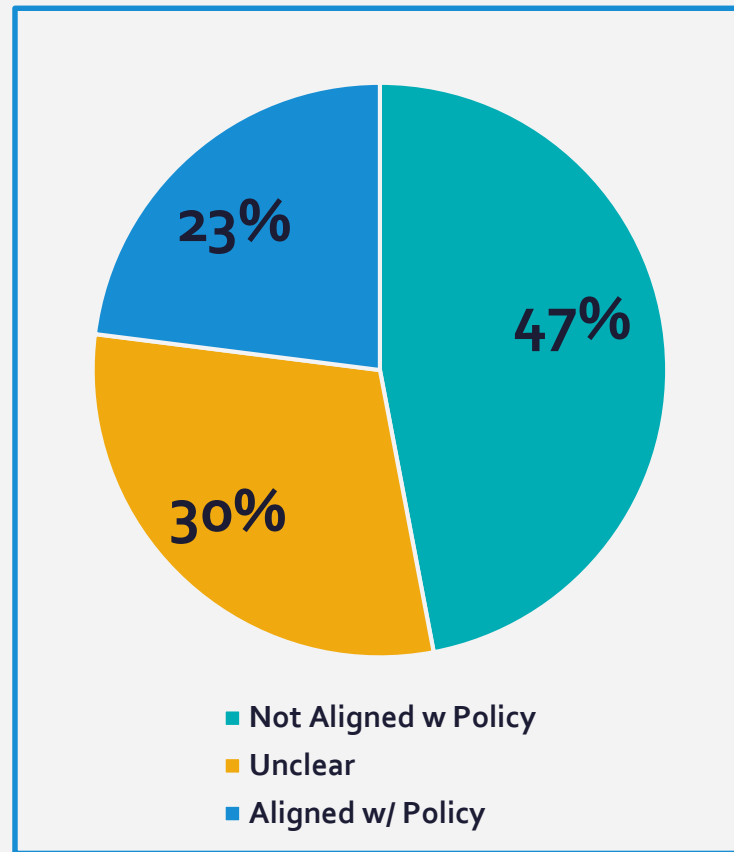
High Risk,
No Current Persons,
No Past Persons

Med. Risk,
No Current Persons,
No Past Persons

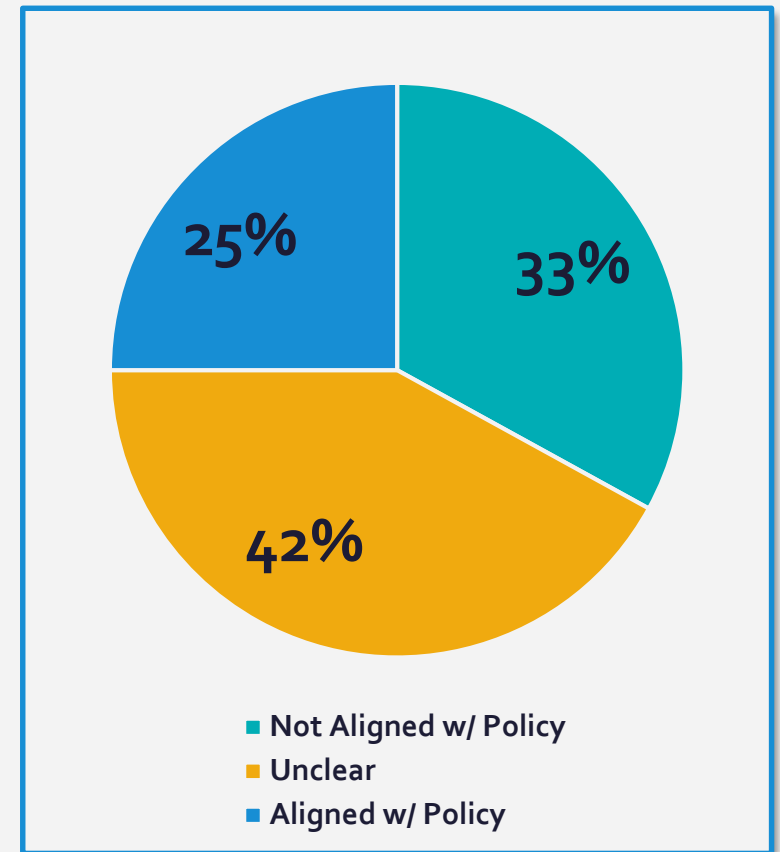
Low Risk,
No Current Persons,
No Past Persons

More OOH Placements Aligned with Policy

OOH Placements 2010-2013



OOH Placements 2014-2016



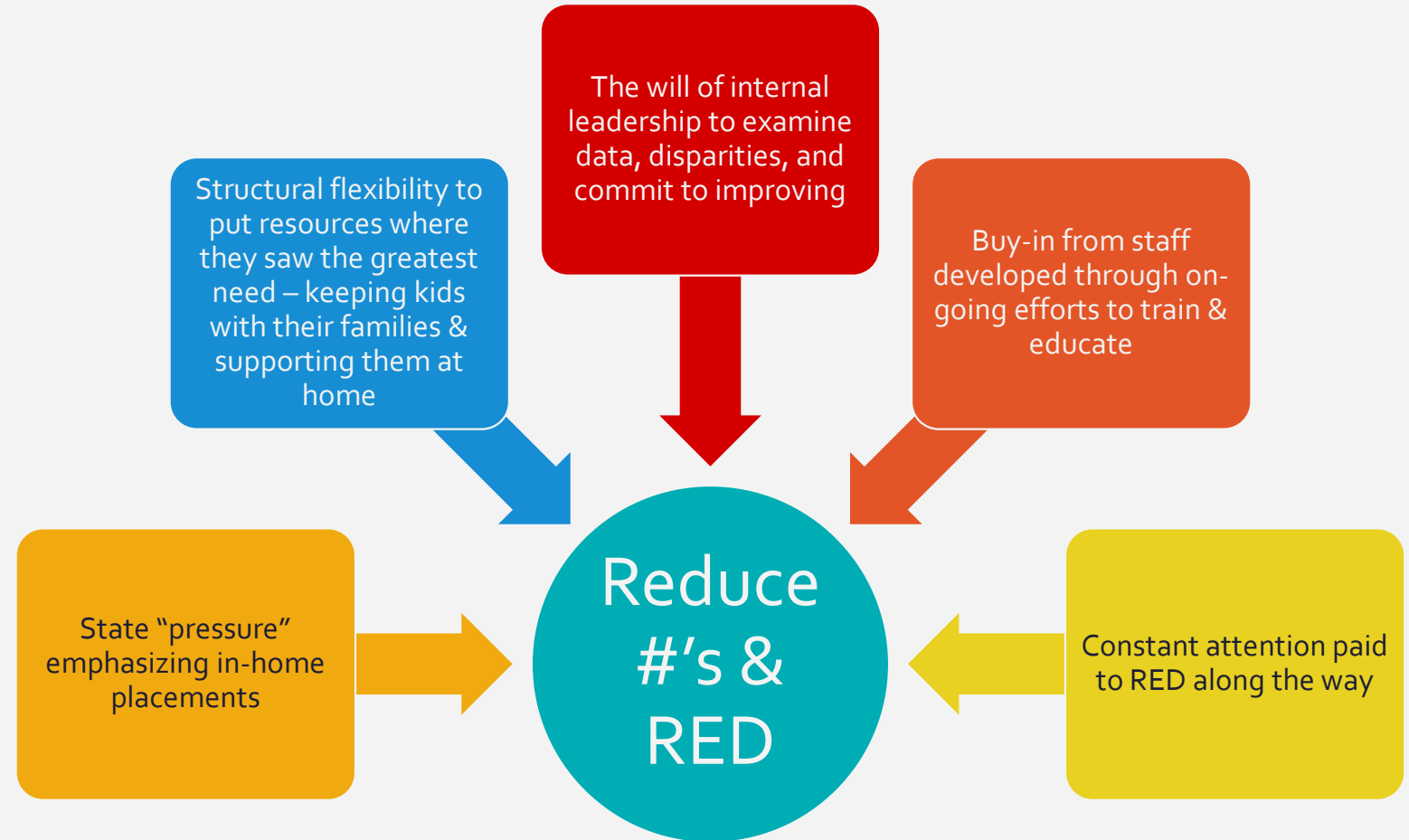
How Was It Accomplished?

- External Decisions:
 - State legislation emphasizing in-home placements & wraparound services
 - Alameda County System Improvement Plan (SIP) called for least restrictive and most family-like environment

How Did They Do It?

- **Internal Decisions:**
 - Dept. began to analyze OOH placement data
 - Extensive trainings & meetings around the negative impact of OOH placement for youth & families & the importance of limiting time spent OOH
 - Changed CMS so if a case was approaching 6-months OOH, it would be flagged for review
 - Dept. increased resources for wrap-around services, services for families, & collaborations with CBOs & schools
 - Multi-disciplinary team makes recommendations for services & if OOH placement is needed (includes probation, mental health, behavioral health, etc.)
 - Attention paid to RED at every point
 - RED had been a departmental concern for some time

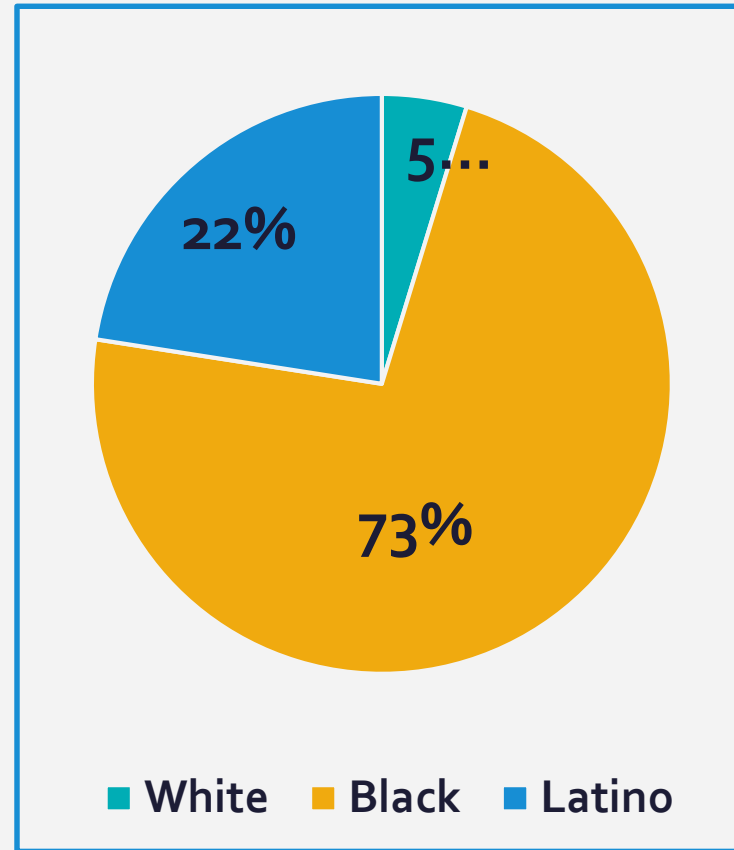
How Did They Do It?



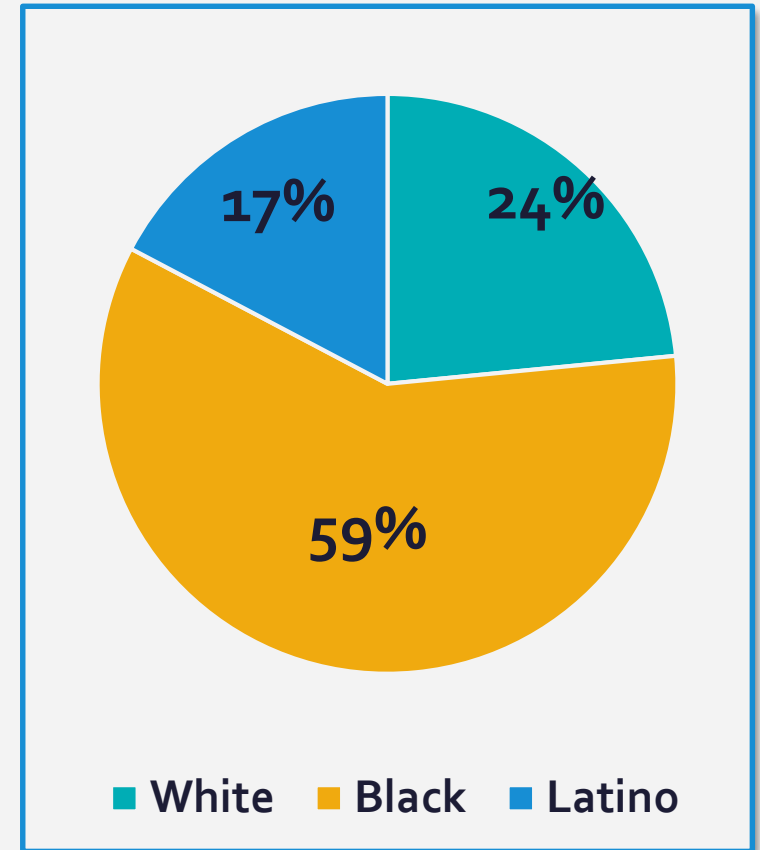
Overall, we see a **78% reduction** in OOH placements, from an average of **211** per year to **47** per year

RED:
Still Room For
Improvement

OOH Placements
2010-2013



OOH Placements
2014-2016



RED:
Still Room For
Improvement

Alameda County Census Data

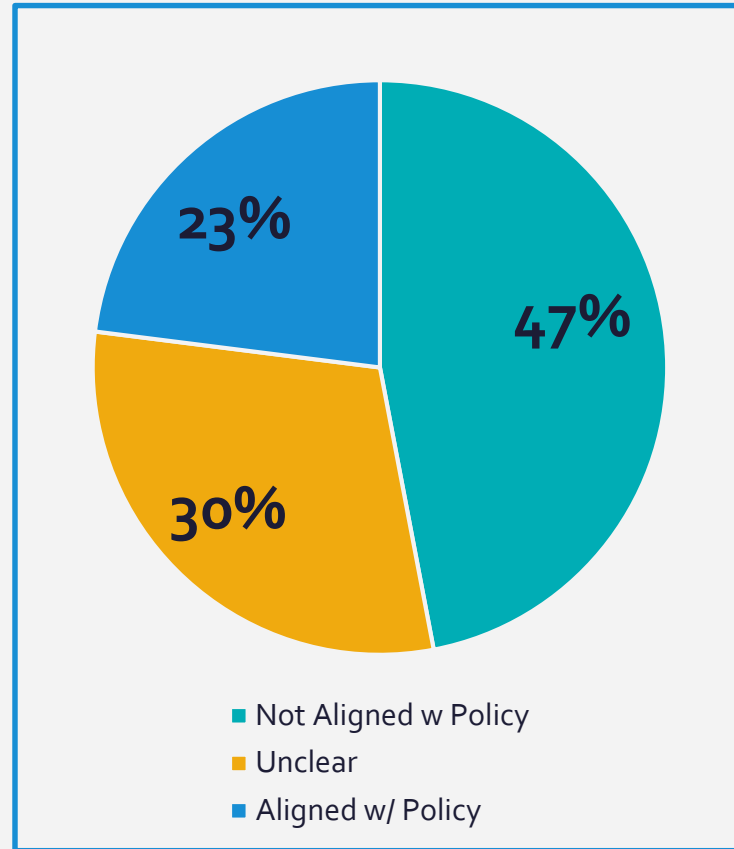
- White = 35%
- Latino = 22%
- **Black = 13%**

OOH Placement % 2014-2016

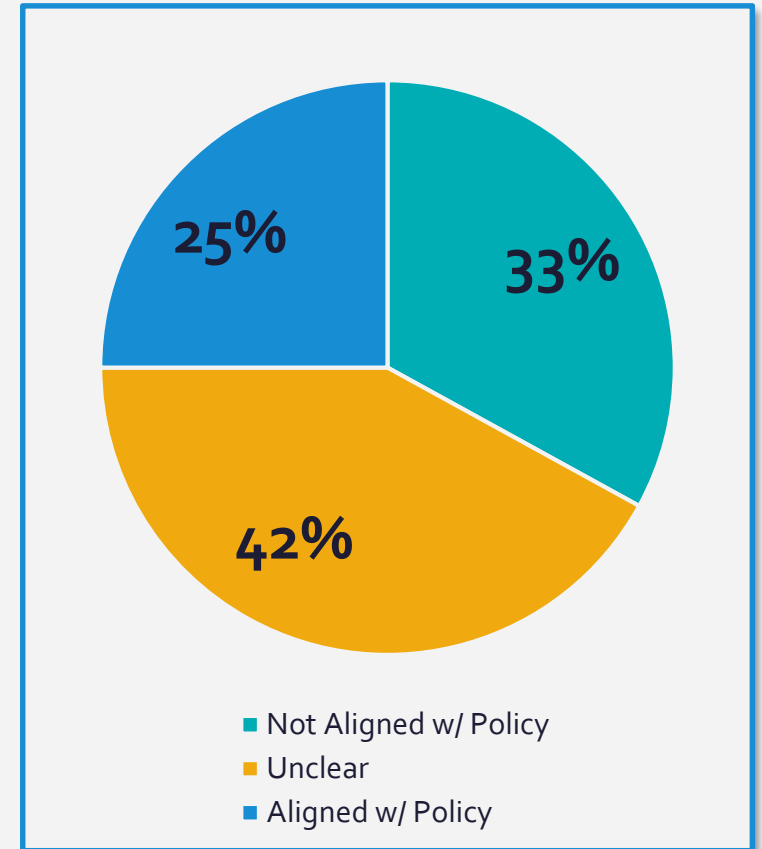
- White = 24%
- Latino = 17%
- **Black = 59%**

Unclear & Not
Aligned w/
Policy:
Still Room For
Improvement

OOH Placements 2010-2013



OOH Placements 2014-2016



Unclear & Not Aligned w/ Policy: Still Room For Improvement

Smaller numbers = manageable number of cases to continue to review & consider improving practice.

Reductions in cases present opportunity for further progress!

2010-2013

- Unclear cases = 256
- Not aligned w/ Policy = 402

2014-2016

- Unclear cases = 59
- Not aligned w/ Policy = 46

Randomly selected sample of “not aligned with policy” cases.
Many of these youth presented with complex mental health needs and families were overwhelmed.

Specific Recommendations

- The SOS Committee should consider documenting trends for girls
 - Some evidence suggesting that as overall numbers go down, % of girls goes up
- Consider gathering data on SOGIE (sexual orientation, gender identity & expression)
 - This will help identify any disparities in this area
 - Evidence suggests that sexual-minority girls of color experience especially harsh treatment in the justice system
- Pay special attention to youth with mental health needs
 - Improved community-based services & supports for families could keep these kids home
- Alameda County could facilitate Probation & Social Services cooperation in improving family finding, especially for Black youth

Looking Forward

- Continue paying explicit attention to RED in all reform efforts
 - It's not going to go away by itself
- Avoid common trap:
 - When reforms happen, unintentional net-widening can happen
 - “The system isn't so bad anymore” and prosecutors/judges are not as reluctant to funnel kids in
- Aim for lightest touch possible
 - “Help” = touch!
 - Since the beginning of the JJS, we've seen net-widening, heavy-touch, and sometimes harsh treatment in the name of help

Where are we now?

The current state of youth in out of home Placement in Alameda County.

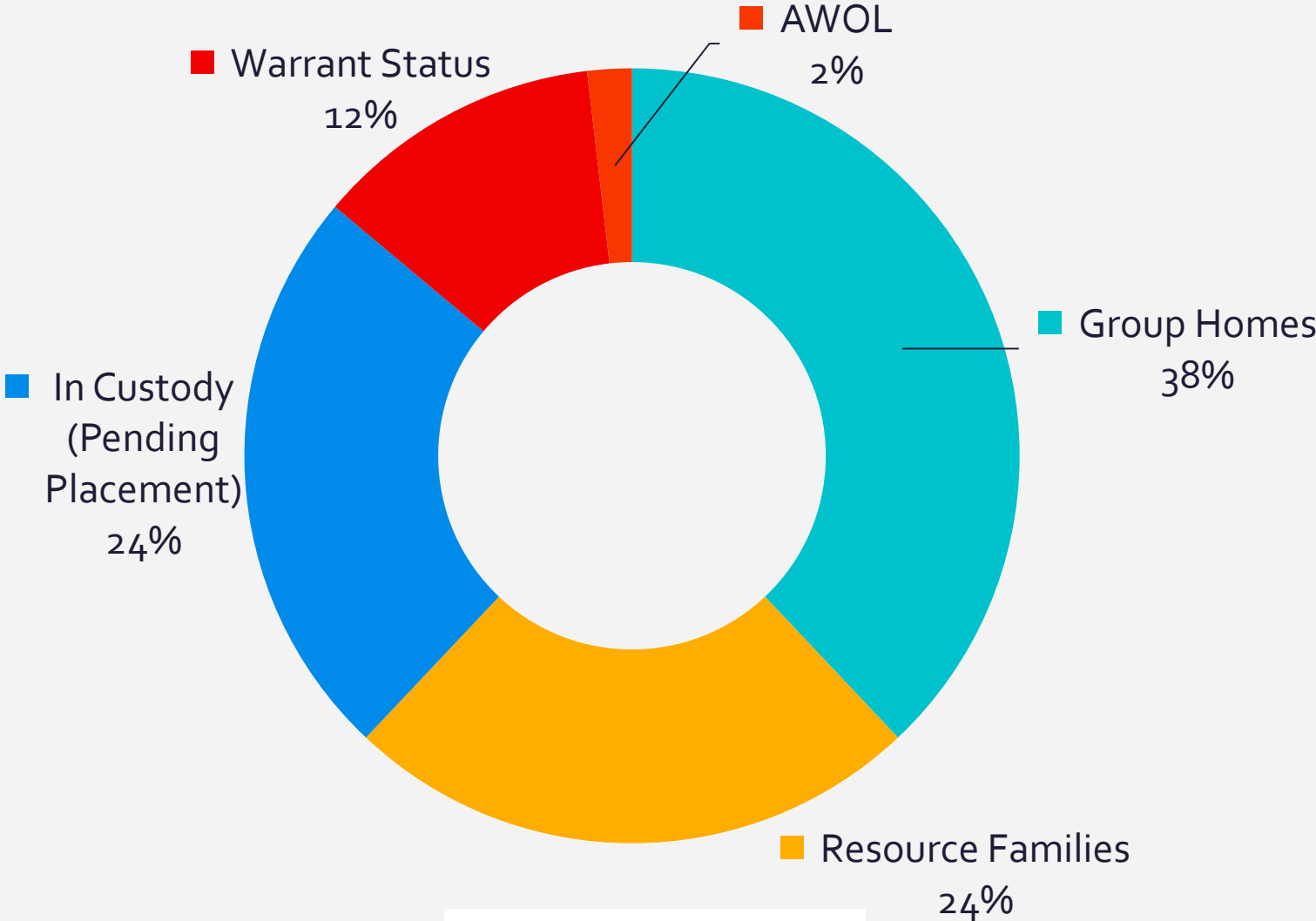


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Alameda County Youth w/ Placement Orders

Placement Youth

109



Total: As of May 2019

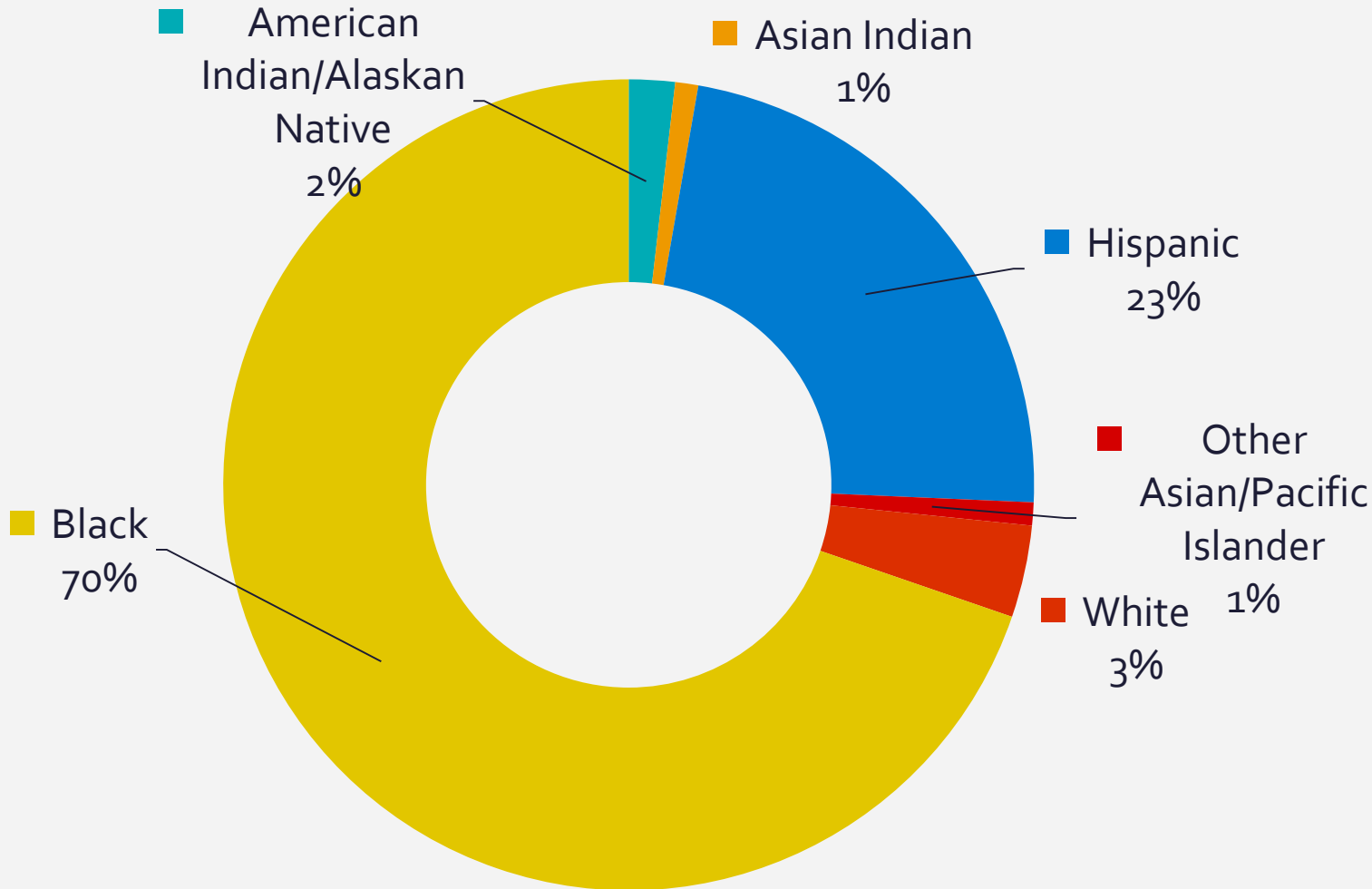


Alameda County Youth w/ Placement Orders

Black & Latino Youth

93%

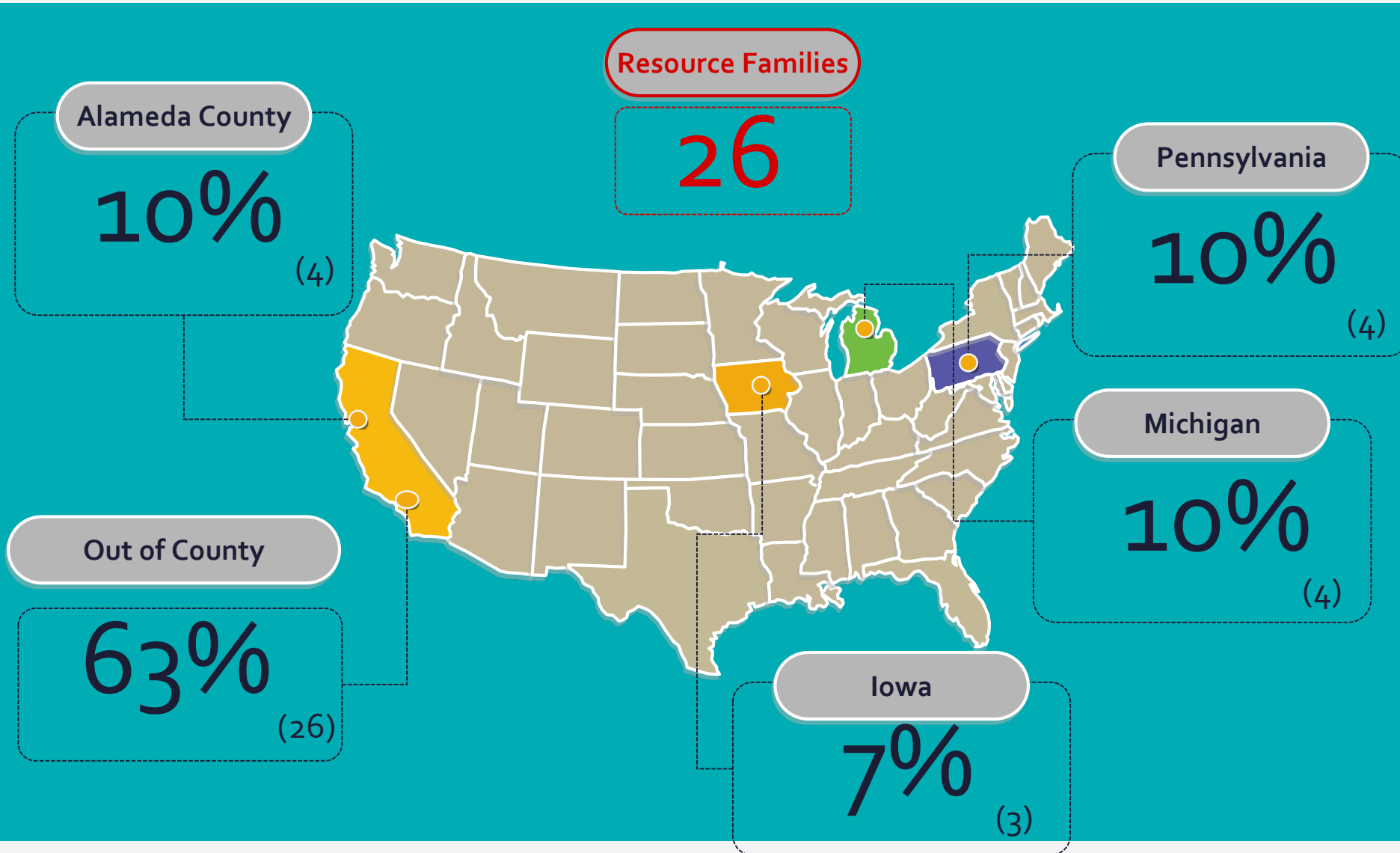
(86% Males)



Total: 109 as of May 2019



Alameda County Youth In Group Homes (41)



Total: 41 as of May 2019

Alameda County Youth In Group Homes

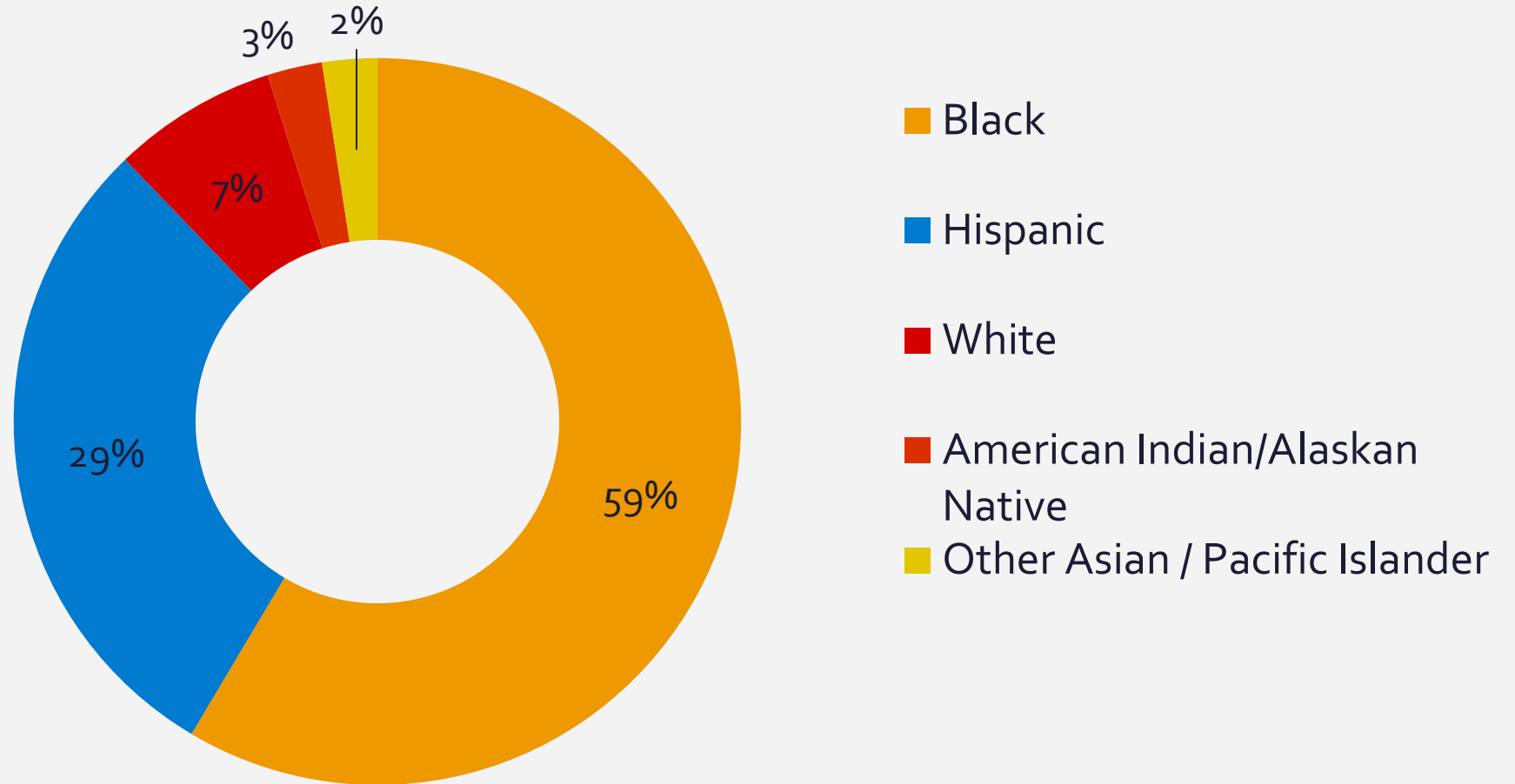
Black & Latino Youth

88%

(90% Males)

Total: 41 as of May 2019

All Youth In Group Homes by Race/Ethnicity

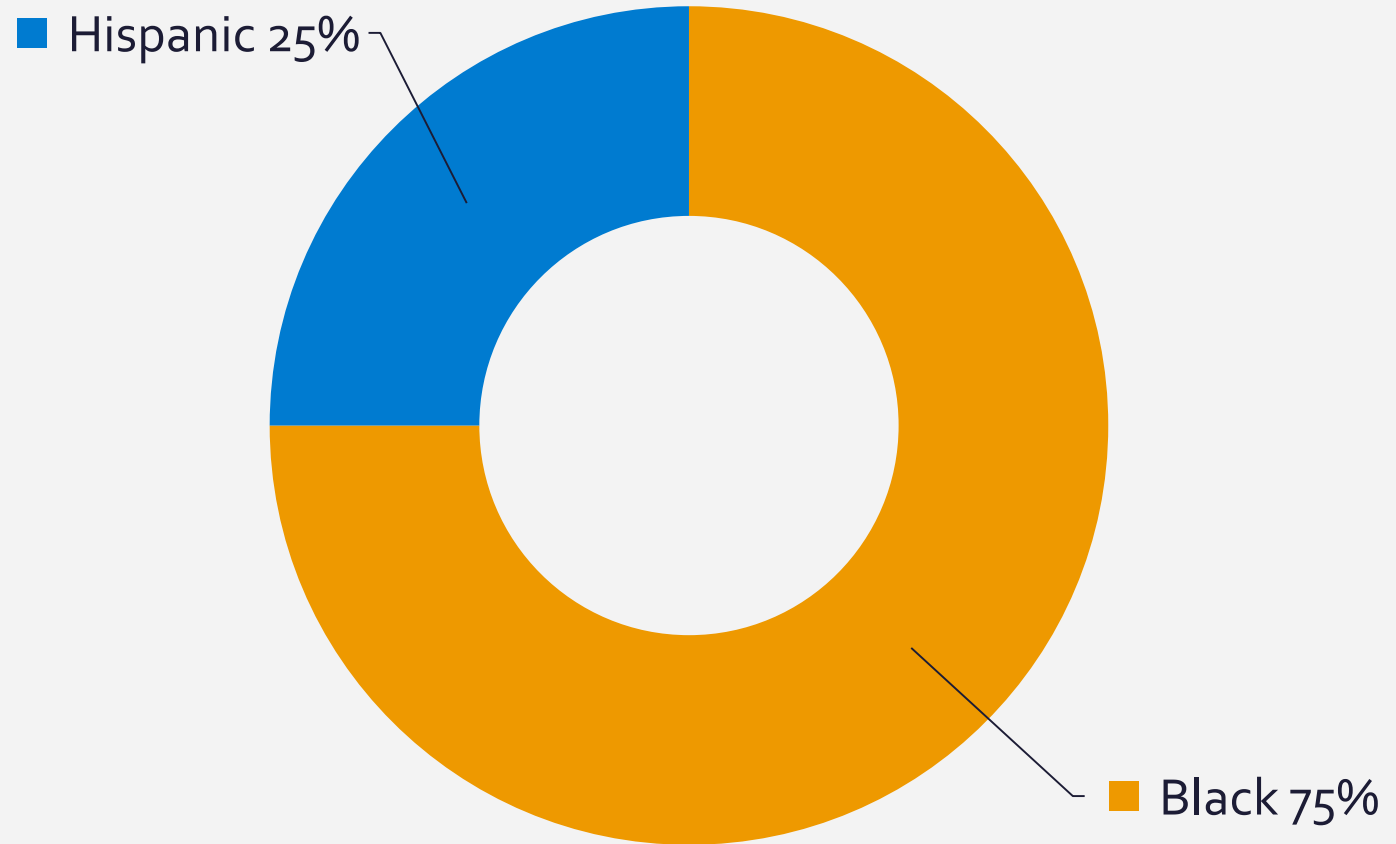


Alameda County Youth In Group Homes

Black & Latino Youth

100%

In County By Race/Ethnicity

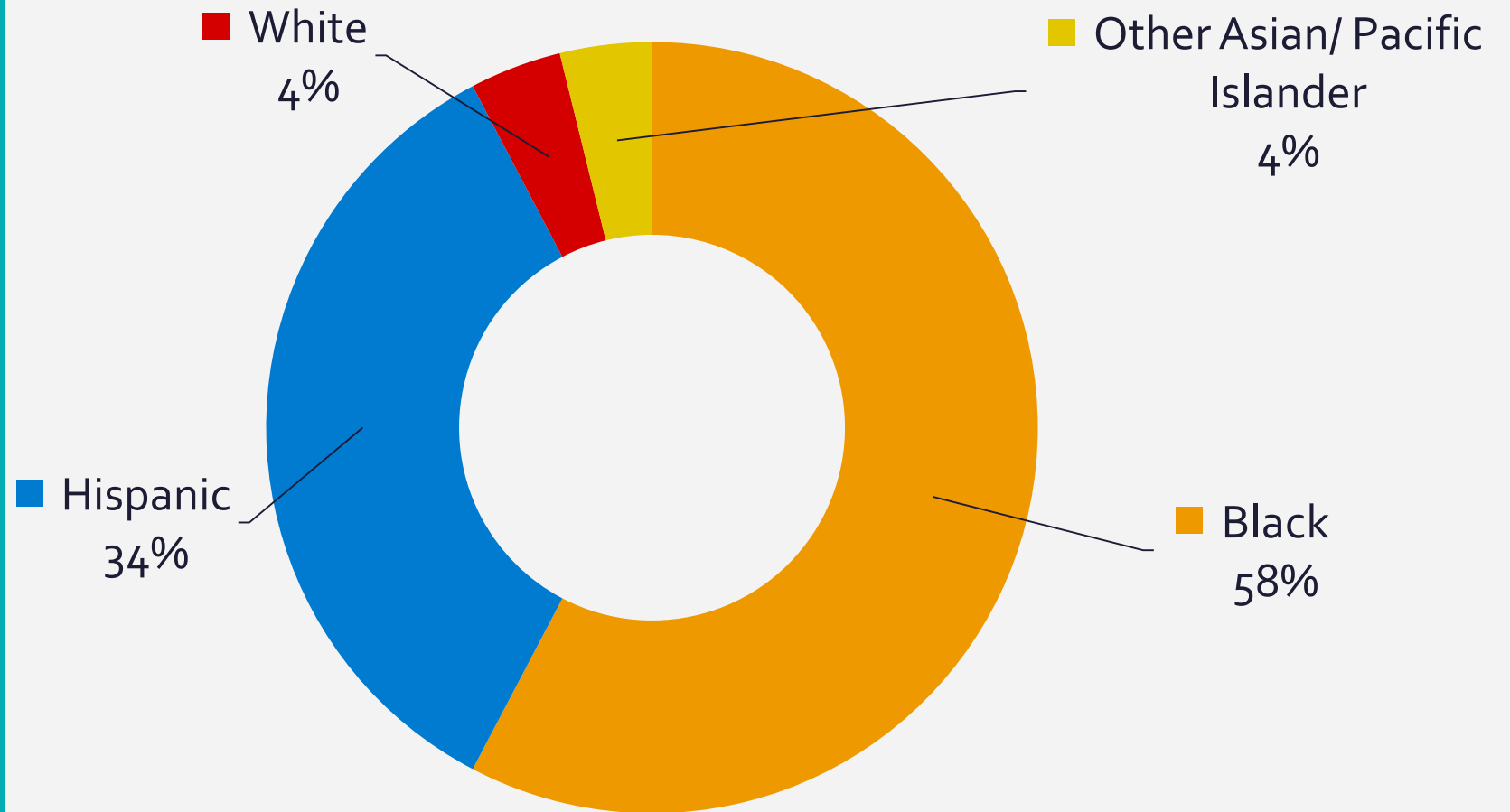


Total: 4 as of May 2019

Alameda County Youth In Group Homes

Black & Latino Youth
92%

In State - Out of County By Race/Ethnicity



Total: 26 as of May 2019

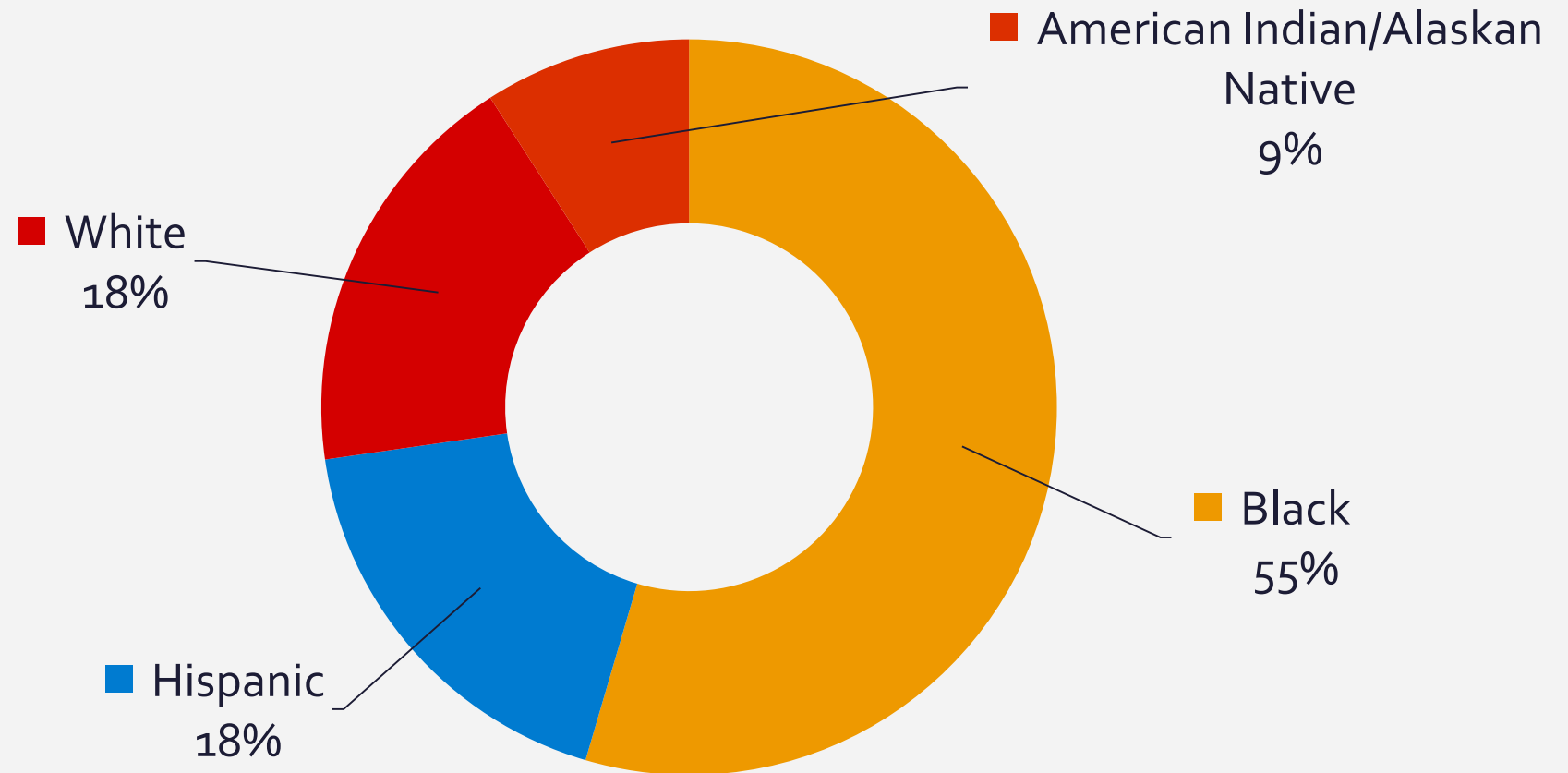
Alameda County Youth In Group Homes

Black & Latino Youth

73%

Total: 11 as of May 2019

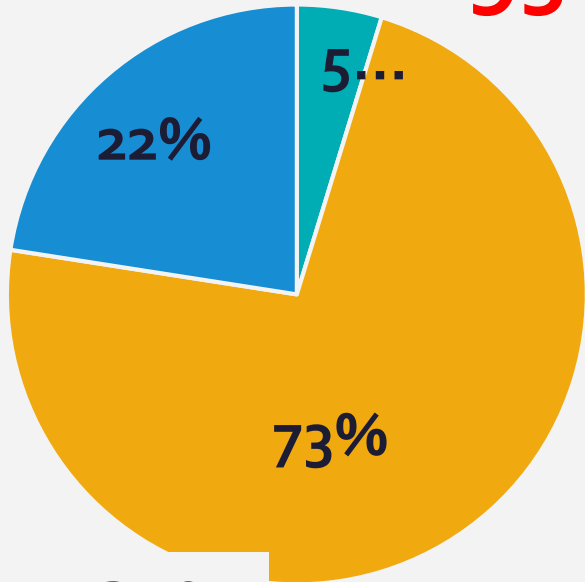
Out of State By Race/Ethnicity



To-Date Comparison

OOH Placements
2010-2013

95%

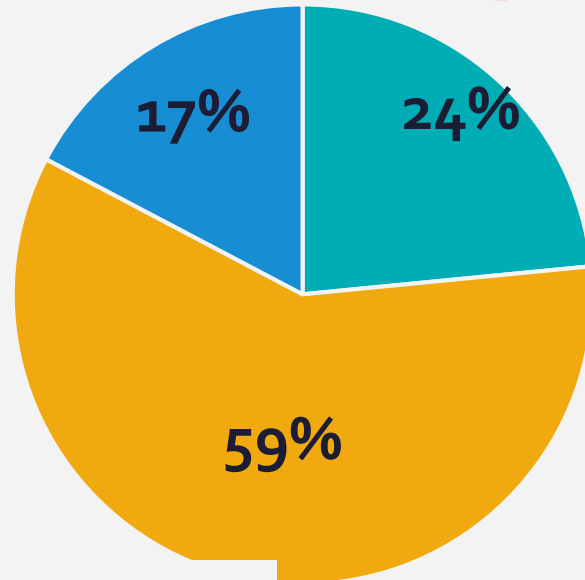


211 avg.

■ White ■ Black ■ Latino

OOH Placements
2014-2016

76%

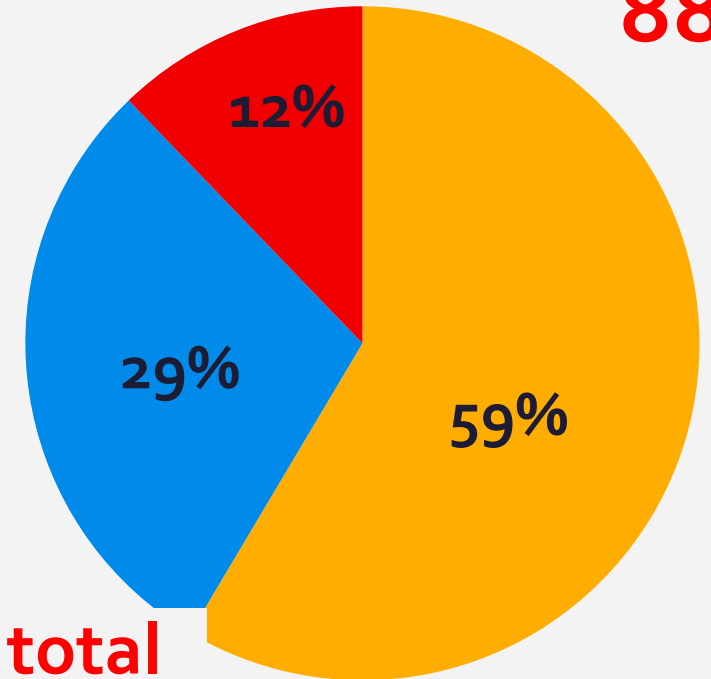


47 avg.

■ White ■ Black ■ Latino

OOH Placements
2019 (snap shot)

88%



41 total

■ Black ■ Latino ■ White



LOOKING FORWARD

- Continue RED work w/ Georgetown University
- Continue reviewing data
- Changes to out-of-home screening process
- Open to innovation
- Looking for opportunities
- Continues to be a conscious discussion

Thank You!

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