



# Safety and Justice Challenge Grant's Racial Equity Workgroup

*Presented by*

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# Racial Equity Workgroup's Subcommittees

- **Education:** Developing trainings and implementing training to court partners
- **Diversion:** Expanding criteria for Diversion programs, developing assisting with diversion programs
- **Data:** Relative Rate Index, violent crime work on root cause analysis and improving data collection
- **Cross system Collaboration:** Develop material for JRAC on racial equity work, reach out to other work groups and connect with reparations work
- **Outreach and Goal setting:** Recruit new members to the workgroup and implement workgroup's action plan



# Education Subcommittee

Education Subcommittee's Objective: To develop and implement trainings for court partners



# Collaborative Civility Training

Justice Services partnered with the City of Asheville to sponsor the third pilot of Civility Training, a training developed by [National Institute for Racial Equity \(NIFRE\)](#) **designed to bring community and law enforcement together and help improve relationships.**

Over the course of 1 year, 3 sessions were held that averaging 20 participants to include October 26, 2022, and October 27, 2022, with 23 participants including the City of Asheville's Chief of Police, David Zack.

**Participants learned about the role of law enforcement and the history of policing in the United States.**



# Trauma-Informed Training Development and Implementation

The Racial Equity Workgroup planned and hosted a trauma-informed training entitled, *Enhancing Public Experiences in the Courthouse* on February 7, 2023, with 34 participants including 6 judges.

The training was provided by **Circuit Court Judge Susan B. Carbon**, who is a nationally recognized expert on domestic violence and a former Director of the Office on Violence Against Women at the U.S. Department of Justice.

**The purpose of the training was to further Buncombe County's efforts to create a trauma-informed culture that enhances physical and emotional safety in the courthouse.**



# Diversion Subcommittee

Diversion Subcommittee's Objective: Expand the criteria for Buncombe County's diversion programs and assist with diversion programs



# Substance Use Disorder Counseling

- 1) The staff of the Justice Services Department has been working intently to provide culturally competent material across all programs offered by Justice Services. Members of the Justice Services staff actively assisted in developing and implementing Buncombe County’s Racial Equity and Inclusion Training that was required for all county supervisors and higher designated staff.
- 2) Staff from the Justice Services Department worked with representatives From the Ashes to provide substance use disorder counseling services to clients of the programs offered via the department.

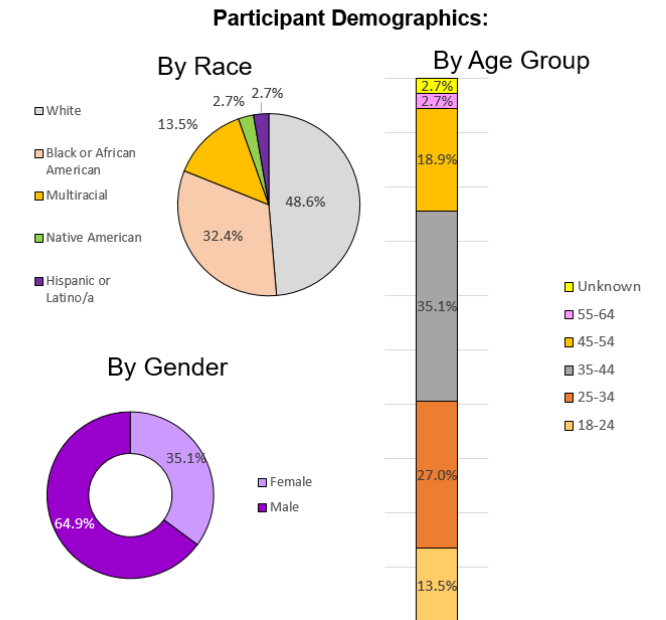
## From the Ashes – Substance Use Disorder Counseling Services

Reporting Period: 03/01/22 – 10/31/22

Total SJC Funding: \$15,370.40

### Reporting Highlights:

- 37 individuals were assisted during reporting period
- 54.1% successfully completed the program and 24.3% were currently active in the program at time of reporting.



# Felony Drug Diversion Program

## FELONY DRUG DIVERSION PROGRAM RRI

	Admin Calendar Rate	Booking Rate on Eligible Charge	Enrollment Rate	Completion Rate
Black Rate Compared to White Rate	3.78	2.90	0.36	0.68

FDD RRI results are interpreted as the following:

- Black people were 3.78 times more likely than white people to be booked into the jail with pretrial charges (based on community population).
- Black people were 2.90 times more likely than white people to be booked on a charge eligible for FDD.
- White people were 2.7 times more likely to enroll in FDD than Black people.
- White participants were 1.5 times more likely to complete FDD than Black participants.





# Data Collection Subcommittee

Diversion Subcommittee's Objective: Using relative rate index and violent crime data work on root cause analysis and improving data collection



# Enhanced Justice System Data Collection

Ethnicity Description	Number of Clients
OTHER	269
Blank	85
UNRESPONSIVE	22
HISPANIC/LATINO	18
CHEROKEE	3
ASIAN	1
SIOUX	1
UKRAINIAN	1

Through technical assistance from the Burns Institute, Justice Services staff worked with the Identification Bureau and the Buncombe County Detention Center staff to create a field where the demographic data could be collected.

The goal is to use information to develop strategies to ensure we are culturally aligning programming and services.

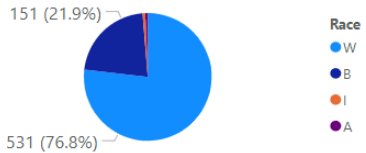


# Reducing the Failure to Appear Cases

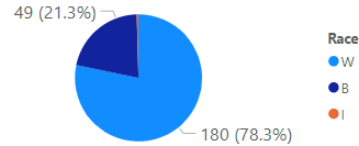
## BUNCOMBE COUNTY COURT REMINDERS SYSTEM

January 1 - 31, 2023

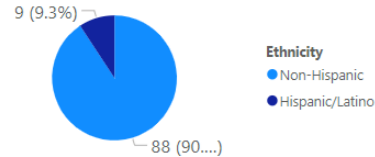
Jail Bookings by Race



SJC Enrolled by Race

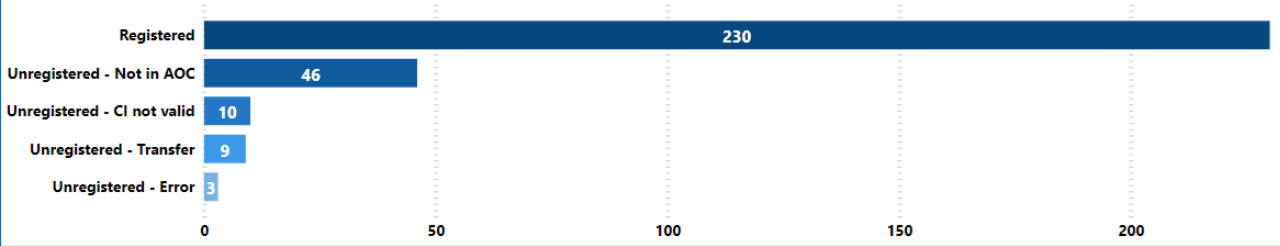


SJC Enrolled by Ethnicity



Jail Population	Total Subscriptions	SJC Enrolled	% SJC Enrolled in TS	% TP Subscribed	% TP SJC Enrolled
691	280	230	82.14%	40.5%	33.2%

Court Notification - Registration Status



Several members of the Racial Equity Workgroup began working with CODE for Asheville to develop a program that could be used to notify individuals of their court date.

The process became operational on January 1, 2023.



# Cross System Collaboration

Cross System Collaboration Subcommittee's Objective: Develop material for racial equity work, reach out to other work groups and connect with reparations work



# Cross system Collaboration

Partner with the Community Engagement workgroup to survey community needs and focus areas

Work internally as a workgroup to self-educate through small group book and podcast groups

Develop resilience and mindfulness tools to keep us motivated and grounded in doing this work



# Outreach and Goal Setting Subcommittee

Outreach and Goal Setting Subcommittee's Objectives: Recruit new members to the workgroup and implement workgroup's action plan



# Questions from the Racial Equity Workgroup:

- 1)What are our requirements for the Grant?
- 2)What are some of the challenges, inequities and injustices within the Justice System that the SJC REW could assist in resolving?
- 3)What is JRAC needing and wanting from the SJC REW?

