

Racial and Ethnic Disparity (RED) Reduction

Eau Claire County Department of Human Services

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2022 Youth Innovation Grant Goals – RED Reduction Topic Area

Project Area: Explore and develop a collaborative strategy aimed at reducing racial and other disparities in youth justice outcomes.

First Year – Focus on Planning

- Data Analysis
- Stakeholder Feedback
- Professional Development for Staff & Service Providers

Second Year – Implementing Strategies

- Launch community-based program/strategy

Data Analysis

Internal Impact

- WiSACWIS Youth Justice Referral Report (YM01X100)

System Partners

- Law Enforcement
- School System
- Criminal Justice Collaborating Council

Demographics of County Youth, Youth Justice, System of Care

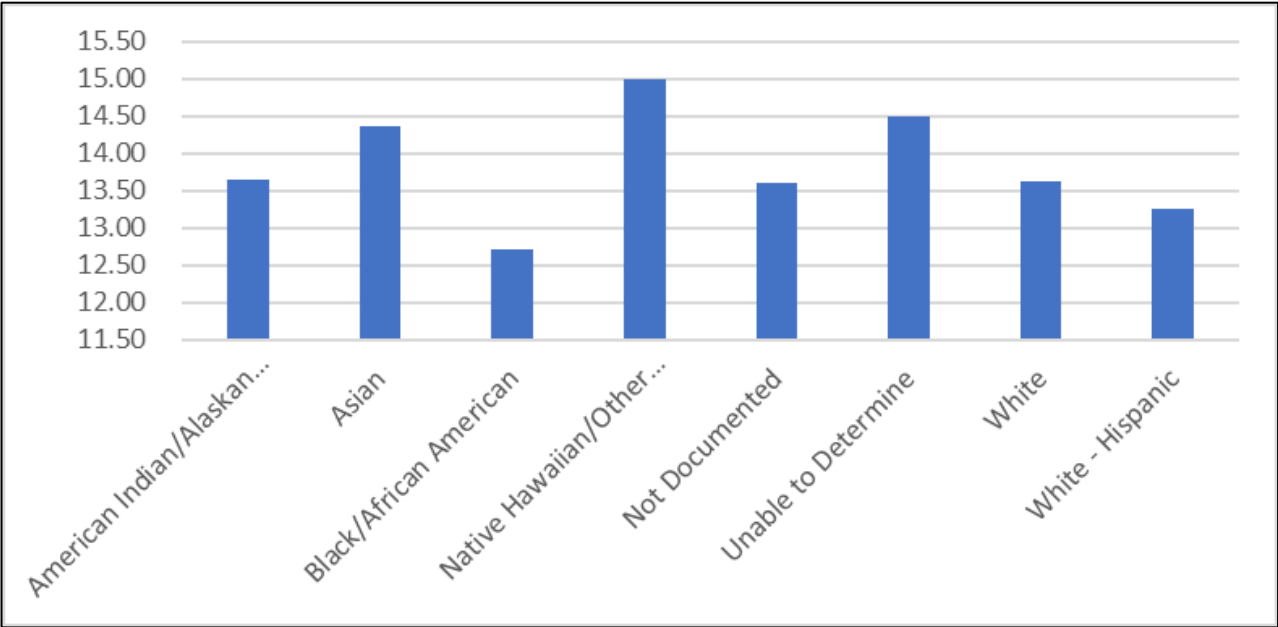
Districts September Enrollment			Unique Youth with YS Ref 2018-2022			System of Care 2021-2022 Schoolyear		
Race	Total	%	Race	Count	%	Race	Count	%
Amer Indian	148	0.5%	Amer Indian	20	3.0%	Amer Indian	2	1.7%
Asian	2,254	7.9%	Asian	16	2.4%	Asian	1	0.9%
Black	622	2.2%	Black	105	15.8%	Black	20	17.2%
Pacific Isle	48	0.2%	Pacific Isle	2	0.3%	Pacific Isle	0	0.0%
White	22,238	77.8%	White	412	61.9%	White	82	70.7%
Two or More	1,622	5.7%	Unknown	84	12.6%	Latino	1	0.9%
Hispanic	1,638	5.7%	White - Hispanic	27	4.1%	Two or More	10	8.6%

- Based on this rough data, African American youth are about **nine times** more likely than White youth to have at least one Youth Justice referral. Native American youth are about **seven times** more likely than White youth to have at least one YJ referral.
- Data issues include:
 - We don't know enough about the youth who are 2+ races. If many identify as African American, then the *denominator* is larger, and the rate of African American youth with a YJ referral is *lower*.
 - A significant % of YJ referrals are "not documented". If many of these individuals identify as African American, the *numerator* is larger, and the rate is *higher*.
 - A total of 42 youth identify as Hispanic, with 27 who are Hispanic White and 15 who are other races and Hispanic. However, even with those additional youth, it does not appear to be a notably high-risk category.

Additional Data about YJ Youth – Avg Age at 1st Referral

Average Age at First Referral by Race	
Race	Age
American Indian/Alaskan Native	13.65
Asian	14.38
Black/African American	12.70
Native Hawaiian/Other Pacific Islander	15.00
Not Documented	13.61
Unable to Determine	14.50
White	13.62
White - Hispanic	13.26

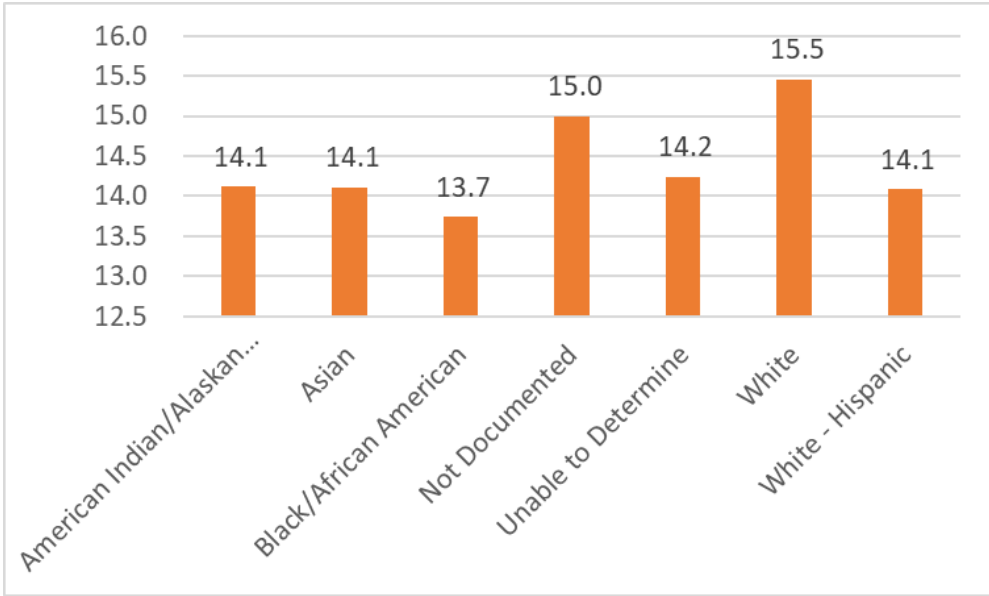
Analysis is based on unique youth with at least one referral.



Additional Data about YJ Youth – Age by Referral Type and Race

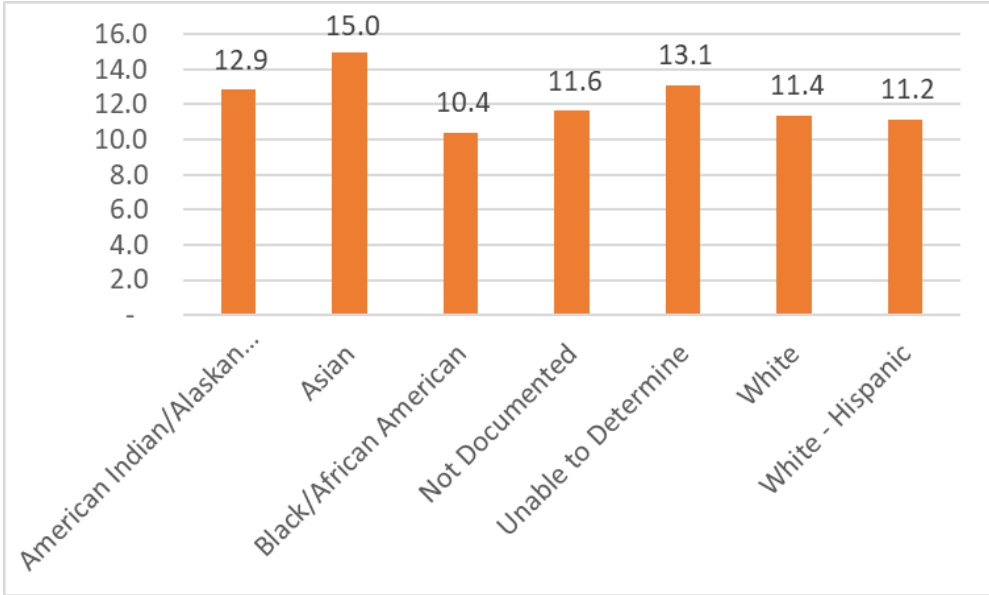
Referral for Delinquency		
Race	Count	Age
American Indian/Alaskan Native	17	14.1
Asian	9	14.1
Black/African American	121	13.7
Not Documented	2	15.0
Unable to Determine	62	14.2
White	12	15.5
White - Hispanic	382	14.1

Analysis is based on referrals, which may include more than one referral per child.



Referral for JIPS - Truancy		
Race	Count	Age
American Indian/Alaskan Native	8	12.9
Asian	8	15.0
Black/African American	29	10.4
Not Documented	14	11.6
Unable to Determine	9	13.1
White	91	11.4
White - Hispanic	6	11.2

Analysis is based on referrals, which may include more than one referral per child.





Stakeholder Feedback

- Stakeholder Committee
- Consumer Interviews

Stakeholder Committee – Started July 18, 2022

Eau Claire School District

Altoona School District

University of Wisconsin – Eau Claire (UWEC)

Cooperative Educational Service Agency (CESA) CORE

Eau Claire Police Department

Eau Claire County Sheriff's Department

Criminal Justice Collaborating Council

Eau Claire County District Attorney's Office

Power of Perception

Citizen Members (Parent, Former Professor)

Eau Claire County DHS (Director, Administrative Specialist, Family Services Administrator, Youth Services Manager, Youth Services Social Workers, Juvenile Intake Worker, Juvenile Detention Supervisor, Data Specialist, Intensive Permanency Services Social Worker, Coordinated Services Team Service Facilitator)

Additional Outreach

Organizations Representing Diverse Groups
Consumers with Lived Experience (Youth and
Caregivers)
Judicial Representative
County Board
Rural Law Enforcement



YJ Consumer Interviews

- Past and Present YJ Consumers - DHS
 - 8 Total Interviews
 - 4 Parents/Guardians
 - 4 Youth
- Present YJ Youth – Power of Perception
 - 30 Total Interviews
 - 6 per Categories: No contact with system, System of Care, Counsel and Close, DPA, Formal Supervision, Aged Out
 - 3 per Age Group in each Category: 12-14, 15-17

Professional Development

CESA CORE

Implicit Bias Training

- Family Services Staff
- DHS All Agency Overview
- Stakeholder Group Education

Mentoring Groups

Eau Claire Chapter Power of Perception Mentoring Group

Services:

Orientation

Dinner

Monthly Check-In (Physical, Mental & Emotional)

Real Talk Sessions

Guest Speakers

Local Field Trips



Questions

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