

CONTRA COSTA COUNTY



PUBLIC PROTECTION COMMITTEE

Disproportionate Minority Contact
(DMC)/Implicit Bias Training
Staff Report



History

- ▶ April 7, 2015 – The Board of Supervisors received a letter from the Contra Costa County Racial Justice Coalition
- ▶ April 21, 2015 – The Board of Supervisors referred the letter to the Public Protection Committee
- ▶ July 2015 – The Public Protection Committee introduced the issue for discussion



Direction To Date

- ▶ In July, the PPC focused future discussion on two topics
 - Research of racial trends within the local criminal justice system
 - County training on implicit bias
- ▶ In September, the PPC requested staff to return at a future meeting with...
 - Information about a previous County effort to address DMC in the juvenile justice system
 - Coordinate with the Risk Manager about the feasibility of integrating Implicit Bias concepts into employee training

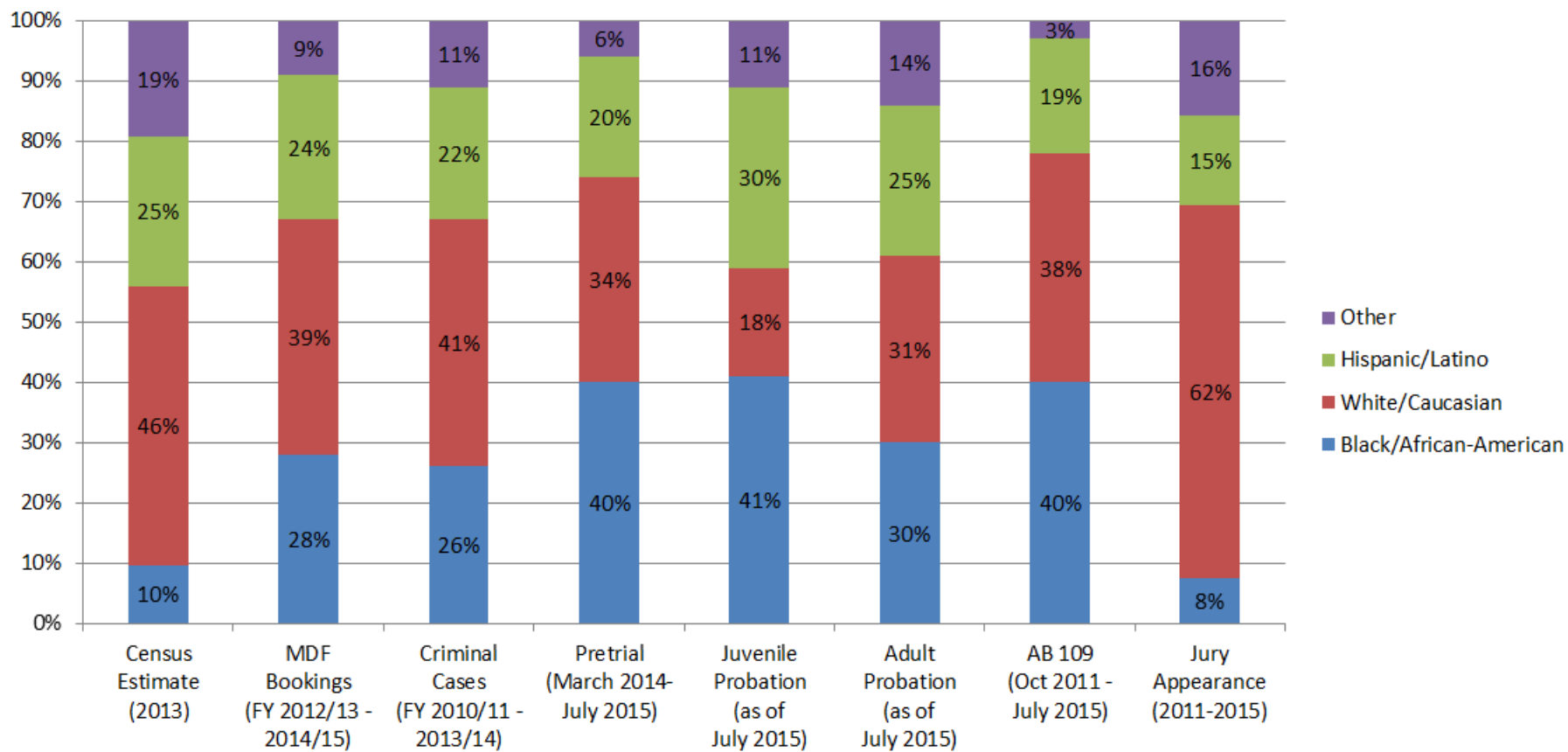


Key Findings

- ▶ Disproportionate Minority Contact does exist in the local criminal justice system, but...
 - Jurisdictions across the country are dealing with the same issues
 - Several socio-economic factors contribute to this disparity
- ▶ Most Public Safety Classifications in the County do receive Implicit Bias training
 - Current County training does not include an implicit bias component
 - The vast majority of law enforcement classifications in the County do receive Implicit Bias training mandated by the State
 - Some departments offer a department level training on Implicit Bias (e.g. District Attorney partners with the Goldman School)



Current Data



Sources: U.S. Census, Probation Department, Contra Costa Superior Court



2008 DMC Report Data

- Identifies juvenile DMC trends in selected communities within the County in 2006, including:
 - Richmond area (West County)
 - Monument Corridor (Central County)
 - Bay Point (East County)
- Makes short and long term recommendations for addressing DMC issues identified.



DMC Workgroup Composition

Ms. Bianca Bloom, Contra Costa County Office of Education

Chief Lionel Chatman, Probation Department

Mr. David Coleman, Public Defender

Ms. Valerie Early, Employment and Human Services Department

Mr. John Gioia, Board of Supervisors

Mr. Federal Glover, Board of Supervisors

Hon. Lois Haight, Presiding Juvenile Court Judge

Mr. Robert Kochly, District Attorney, Chairperson of Decision Makers Workgroup

Chief David Livingston, Concord Police Department

Chief Chris Magnus, Richmond Police Department

Dr. William Walker, Contra Costa Health Services

Mr. Timothy Ewell, County Administrator's Office



DMC Trends – Richmond (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	2.8	2.6
Latino	1.0	1.1
White	1.0	1.0
Asian	0.2	0.3
Pacific Islander	--	--
American Indian	--	--
Unknown/Other	1.1	0.6

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.



DMC Trends – Monument (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	3.8	5.2
Latino	1.1	2.0
White	1.0	1.0
Asian	0.2	0.1
Pacific Islander	1.4	0.0
American Indian	0.0	0.0
Unknown/Other	1.3	0.2

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.



DMC Trends – Bay Point (2005)

Race/Ethnicity	Arrests	Referrals to Probation
African American	5.7	2.7
Latino	1.7	1.2
White	1.0	1.0
Asian	0	0.1
Pacific Islander	0	3.8
American Indian	0	0
Unknown/Other	2.5	0.3

Source: Morris M.S., Monique. Disproportionate Minority Contact: Reducing Disparity in Contra Costa County. 2008.



Observations

- Two data sets reporting different information with similar findings
- DMC Report is neutral on causation and focused on facts and what local justice system could do to address once a juvenile enters the system
- DMC Report provides a work-plan that could be re-considered by key stakeholders



Considerations

- Reestablish the DMC workgroup?
 - Determine Composition
 - Community Stakeholder representation
 - Determine current need, target areas
- Identify current resources and efforts underway to address DMC issues
 - Landscape has changed since 2008



Questions / Discussion