



RACE & SOCIAL JUSTICE
INITIATIVE

ACHIEVING DETENTION ZERO

a strategy for City-community
action



“We need to admit that what we’re doing doesn’t work, and is making the problem worse while costing billions of dollars and ruining thousands of lives.”

- Patrick McCarthy, President and CEO, Annie E. Casey Fdn

RESOLUTION 31614

Directs OCR to develop:

- An Action Plan for the City to work toward zero use of youth detention.
- A report that outlines a structural strategy for engaging stakeholders in the Action Plan:
 - ✓ “Law enforcement, community members, anti-racist community-based agencies, and partner agencies.”
 - ✓ Seattle Public Schools, King County Juvenile Justice Equity Steering Committee

RESOLUTION 31614

Directs City Council to pursue policies based on OCR's 2015 Racial Equity Analysis of the King County CFJC:

- Eliminate need to detain or incarcerate youth.
- Eliminate racial inequities in arrest rates, detention, sentencing, prison population.
- Center communities of color and other youth facing oppression in the provision, creation, and use of community-based alternatives.

ROLE OF COMMUNITY

Honoring and maintaining leadership by those most impacted:

- Community groups, led by African American youth and families, who have organized for racial equity in the school-to-prison pipeline and the passing of Resolution 31614

*“A **targeted universal strategy** is inclusive of the needs of both dominant and marginalized groups, but pays particular attention to the situation of the marginalized group.”*

-- john a. powell (*Racing to Justice*, 2012, p.24)

CULTIVATION MODEL

- Build relationships via open, regular communications.
- Listen to, receive and consider feedback.
- Provide opportunities for City leaders, other decision makers to understand benefits of solutions proposed by those most impacted.
- Strive for accountability to community leadership and direction; communicate conflicts and challenges.

PATHWAYS OF ENGAGEMENT

- Ongoing relationship building through planned meetings and attendance at community-led meetings and events.
- Capacity building for City leaders and staff to understand and strengthen our roles as government re: community members and groups organizing for racial equity.
- Joint capacity building opportunities (e.g. Fall 2015 restorative justice trainings).

CRIMINAL JUSTICE EQUITY TEAM



GUIDING DEPARTMENT: OCR

- OCR Director Patricia Lally:
 - ✓ Provides oversight and reports to Mayor, Council and community
- Strategic Advisor:
 - ✓ Coordinates Team functions, including mechanisms for community accountability and engagement
 - ✓ Ensures deliverables are met, align with efforts by community and other institutions

LEAD DEPARTMENTS

SPD: Carmen Best, Deputy Chief, SPD

City Attorney: Darby DuComb, Deputy City Attorney

HSD: Tiffany Washington, Youth and Family Empowerment Division Director

OPI: David Mendoza, Senior Policy Advisor

- ✓ Help to identify, build relationships with anti-racist community members most impacted.
- ✓ Strategize and support Action Plan implementation across all City departments, with other institutions and jurisdictions.

INFORMING DEPARTMENTS

- ✓ Provide input on Equity Team work.
- ✓ Coordinate department's contributions to Action Plan development and implementation.

ARTS

DEEL

FIRE

OIRA

PARKS

CPC

Staff from Lead Departments:

SPD, City Attorney's Office, HSD, OPI

EQUITY TEAM PROCESS

- Grounded in principles of racial equity/anti-racism:
- ✓ Understanding racism and being accountable to those it most impacts
 - ✓ Learning from history
 - ✓ Understanding the roles of gatekeepers
 - ✓ Continuously reflecting
 - ✓ Honoring the different roles of people of color and white people, community and government, in eliminating racism and building racial equity
 - ✓ Developing racial equity leadership

PHASE I: Jan – April 2016

Participants confirmed; capacity building begins:

- Racial equity strategy and leadership
 - ✓ Why the City Leads with a Racial Equity Lens
 - ✓ Basic Anti-Racism Training for Change Agents (BART)
 - ✓ Equitable community engagement
- Racism and the school-to-prison pipeline
 - ✓ Anti-racist, community-based movement leading to Seattle Detention Zero Resolution and ongoing
 - ✓ OCR Racial Equity Analysis of the CFJC
 - ✓ Local juvenile justice system basics; local, state and national policy trends and opportunities

PHASE II: May – Sept 2016

ACTION PLANNING

Identify concrete steps that City Departments can take to reduce reliance on detention and punitive practices in City policies, programs and practices. Opportunities include:

- Restorative justice in school and JJ system, grounded in racial equity
- Replacing youth arrest with direct connection to services
- Youth homelessness prevention, support
- Mental illness and drug dependency funding

PHASE II: May – Sept 2016

ACTION PLANNING continued

Develop coordinated strategy for City investment in community-centered alternatives to discipline and punishment; grounded in racial equity; center most impacted.

- Social Justice Fund partnership (\$600,000 for community-led alternatives to detention).
- The Mayor's Youth Opportunity Initiative (e.g. Family Intervention Restorative Services Center).
- Families and Education Levy investments to remedy racial inequities in education.
- HSD alternatives for juvenile justice (formerly SYVPI)

PHASE II: May – Sept 2016

ACTION PLANNING continued

Develop a plan for ongoing partnership, during implementation, with communities most negatively impacted by institutional and structural racism.

- OCR is working in relationship with community groups, led by African American youth and families, who have been organizing to pass Resolution 31614 and create alternatives to detention.

PHASE II: May – Sept 2016

ACTION PLANNING continued

Develop a plan for monitoring and evaluation on progress toward City goals, including performance measures and a proposal for accountability to communities most negatively impacted by institutional and structural racism.

- Council intends to allocate resources to fund “evaluation of progress toward the zero-detention vision.”
- Racial equity will be a guiding factor in performance measure design and process.

PHASE III: Sept 2016 and beyond

IMPLEMENTATION

Ongoing work by the Team to ensure relevant City Departments implement the Action Plan and comply with monitoring and evaluation.

- City leadership, other institutional partners invited to endorse and formally commit to the Action Plan.
- Key staff designated to head implementation efforts within departments and report back to the Team.
- Reflected in departments' annual RSJI Work Plans – visible through the ROSA web site.