



JUSTICE PROGRAMS OFFICE
SCHOOL *of* PUBLIC AFFAIRS



National Drug Court
Resource Center



An Overview of the Racial and Ethnic Disparities (RED) Program Assessment Tool

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Topics for Discussion

Introductory remarks

A snapshot of the RED Tool

Mecklenburg County addresses RED in treatment courts

Questions and answers

RED Assessment Working Committee



- Julie Baldwin, Ph.D., Justice Programs Office
- Evan Elkin, Ph.D., Reclaiming Futures
- Zephi Francis, M.S., Justice Programs Office
- John Gallagher, Ph.D., Indiana University
- Preeti Menon, M.A., Justice Programs Office
- Darryl Turpin, M.P.A., Heat Time





Value Statements

- Treatment courts are a good thing.
- Addressing racial and ethnic disparities in treatment courts has value.
- We all have a role and responsibility to create a justice system that is fair for all people.

Sameness is not Fairness

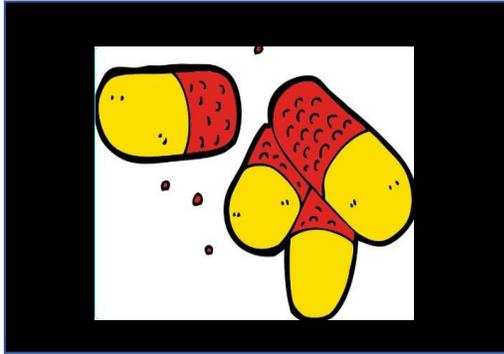


EQUALITY doesn't mean EQUITY

Race and the Criminal Justice System



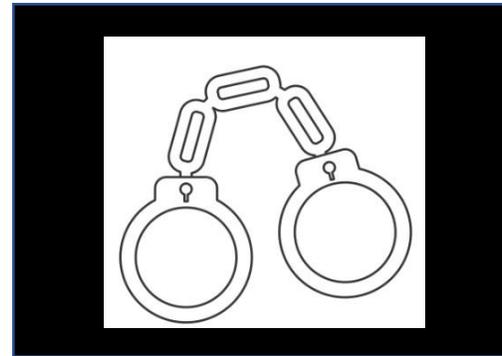
Drugs



Policing



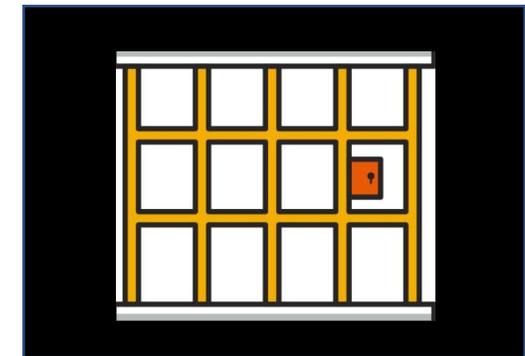
Arrests



Courts



Prison



Two Trains of Thought

Racial/ethnic minorities engage in more criminal activity than Caucasians and as a result, they have a greater involvement in the criminal justice system.

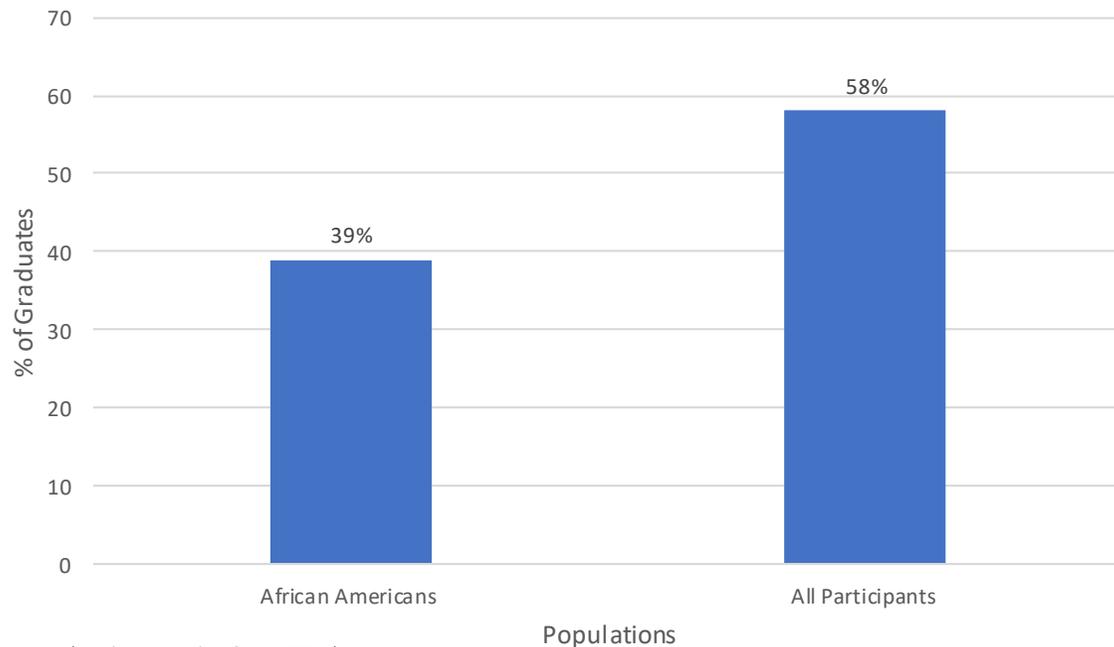
Or

The criminal justice system treats racial/ethnic minorities differently than Caucasians, which leads to their greater involvement in the system.



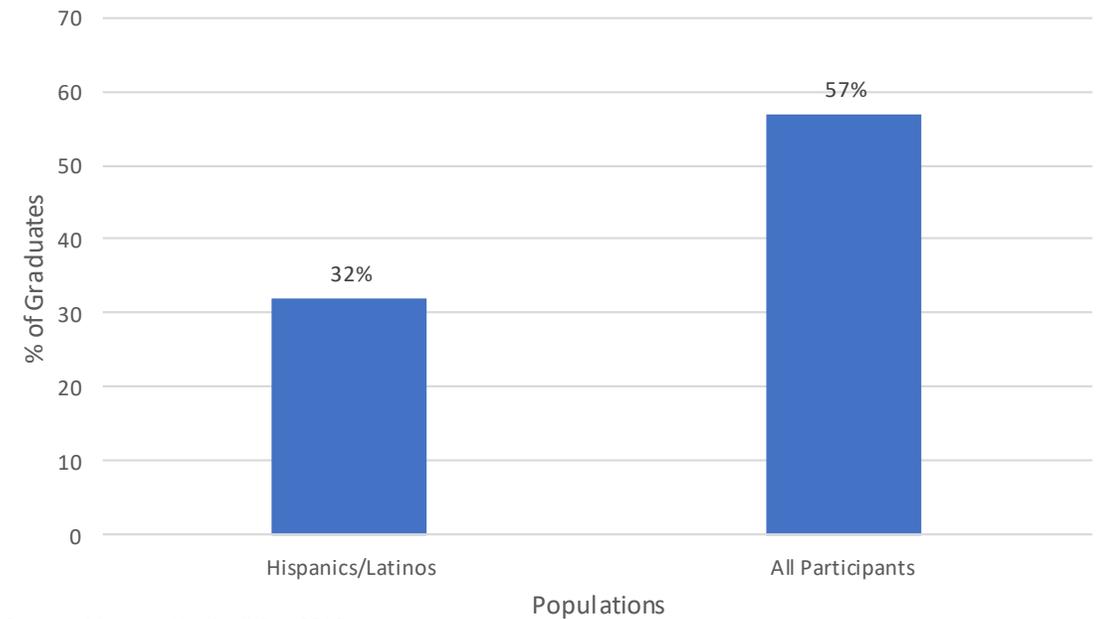
Minorities Graduate Treatment Court Programs at a Lesser Rate Than Their White Counterparts

Graduation Rates for African Americans vs. All Participants



Source: (Marlowe, Hardin, & Fox, 2016)

Graduation Rates for Hispanics/Latinos vs. All Participants



Source: (Marlowe, Hardin, & Fox, 2016)

An Austin American-Statesman News Article: “Drug court failing black offenders”



Research on RED in Treatment Courts



- Due to strict screening requirements for many treatment courts, minorities are less likely given a chance to enter treatment court programs (NACDL, 2009).
- Minorities face hurdles in completing treatment court programs due to strict treatment plan requirements (Gross, 2010).
- African Americans perceived that they were sanctioned unfairly compared to Caucasian and Hispanic participants (Gallagher, 2013).

Research on RED in Treatment Courts



- Whites graduate treatment court programs at a higher rate than minorities (Dannerbeck et al., 2006).
- More than one-fifth of treatment courts cannot report information on racial/ethnic representation in their programs (Hardin, 2016).
- Most treatment court evaluations do not report outcomes separated by race/ethnicity (Marlowe, 2013).

Research on RED in Treatment Courts



- One study found that African American participants in a Kentucky treatment court out-performed Caucasian peers. The program was led by an African-American male who used culturally sensitive interventions (Vito & Tewksburg, 1998).
- African American treatment court participants wanted more staff of color, because they believed the staff would be able to relate to them (Gallagher, 2013).
- NA/AA treatments were not effective or well received for African American Participants (Gallagher & Nordberg, 2016).

Adult Drug Court Best Practice Standards (Equity and Inclusion)



ADULT DRUG COURT

NADCP
National Association of
Drug Court Professionals

BEST PRACTICE STANDARDS

This groundbreaking set of **EVIDENCE-BASED STANDARDS** is your blueprint to dramatically improve outcomes for individuals involved in the justice system due to substance use disorders and mental health conditions. Representing 25 years of **EMPIRICAL STUDY** on addiction, pharmacology, behavioral health, and criminal justice, these Standards are the foundation upon which all adult drug courts should operate. They hold the keys to transform how the justice system responds to people in crisis. Whether you are a researcher, subject matter expert, drug court practitioner, state or federal policymaker, or concerned citizen, the *NADCP Adult Drug Court Best Practice Standards* are vital to your understanding of effective **JUSTICE SYSTEM REFORM**.



DOWNLOAD: WWW.NADCP.ORG/STANDARDS

The RED Program Assessment Tool



RED

Program Assessment Tool

The Racial and Ethnic Disparities (RED) Program Assessment Tool is designed to capture information about treatment courts' **operations and procedures**, with an emphasis on examining areas where **racial and ethnic disparities** may exist.

Goals of RED Tool



Raise awareness about RED in treatment courts.



Assist users identify RED in their system and processes.



Offer recommendations on alleviating racial/ethnic inequities in programs.



Home Page

Treatment Courts

About RED Program Assessment Tool

The Racial and Ethnic Disparities (RED) Program Assessment Tool was designed to capture information about treatment courts' operations and procedures, with an emphasis on examining areas where racial and ethnic disparities may exist in their courts. The underlying goals of the RED tool are:

1. Raising awareness about RED in treatment courts;
2. Assisting courts identify RED in their systems and processes; and
3. Offering recommendations on alleviating racial/ethnic disparities.

Testimonials

identity accessibility
nables courts to start this
atic adjustments to



"The RED Program Assessment Tool proved helpful for our court in taking a purposeful approach at our operations, ensuring we are intentional in addressing race and ethnic disparities."
—Joseph T. Johnson II, Equity and Inclusion Specialist
Mecklenburg County

th Judicial District Court,
St. Charles Parish, LA



Take The RED Assessment

[Log In](#)

[Forgot Court ID?](#)

Don't have a Court ID?
Please [contact us to register](#)



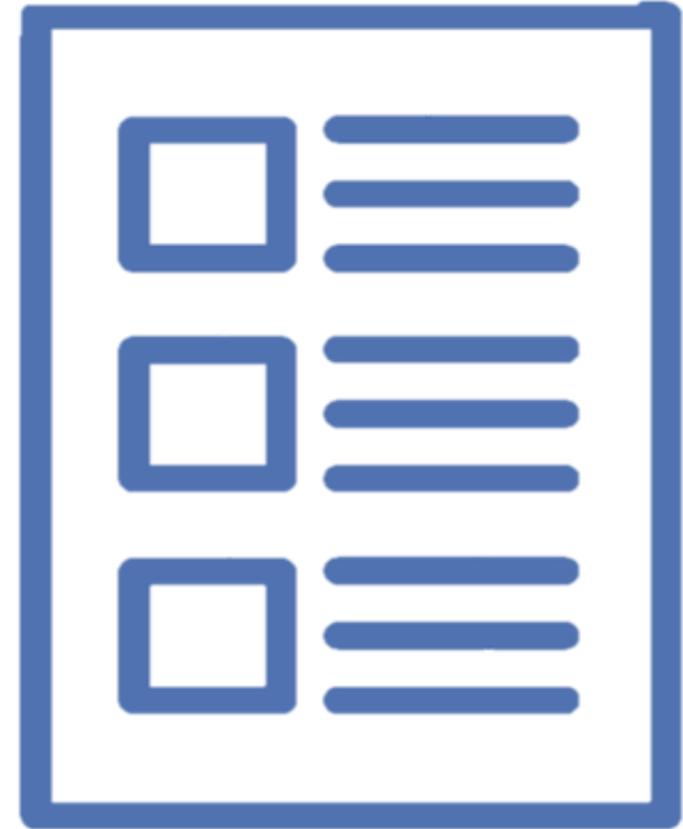
JUSTICE PROGRAMS OFFICE
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What's on the Assessment?



- Court Information
- Intake
- Assessments
- Demographics
- Team Members
- Training
- Drugs/Treatment/Support Services
- Evaluation and Monitoring



Court Information



The **Court Information** section covers the background of the court (e.g., geographical location), policies, procedures, and interactions with non-English-speaking participants.

Section 1: Court Information

[Assessment Help](#)

Question 7

Has this treatment court had contact with non-English-speaking or English-as-a-second-language participants in the past 5 years?

- No
- Yes
- Don't Know

Back

Save & Continue

Intake



The **Intake** section addresses the referral process and the court's eligibility requirements.

Section 2: Intake

[? Assessment Help](#)

Question 10

Do referral agencies have a copy of your written eligibility requirements?

- None
- Some
- All
- Don't Know

Back

Save & Continue

Assessments

The **Assessments** section includes questions on risk and needs, substance use disorder, and mental health assessments.

Section 3: Assessments

Question 19

To what extent do you disagree or agree with the following statements?

Risk assessment data is used to place participants in appropriate programming.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree
- Not Applicable
- Don't Know

Staff are trained to administer the risk assessment properly.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree
- Not Applicable
- Don't Know

Staff can transfer the findings from the risk assessment to treatment court practice.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree
- Not Applicable
- Don't Know

Staff can interpret the results of the risk assessment.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree
- Not Applicable
- Don't Know

Staff share the findings from the risk assessment with participants.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree
- Not Applicable
- Don't Know

Demographics

The **Demographics** section address the racial/ethnic makeup of program participants.

Section 4: Demographics

Question 34

Please provide the percent breakdown by race/ethnicity of the total amount of treatment court participants in the past calendar year. The total sum should add up to 100%.

African American or Black

Native Hawaiian or Pacific Islander

American Indian or Alaska Native

White

Asian

Biracial

Hispanic

Other

Back

Save & Continue

Team Members

The **Team Members** section covers the racial/ethnic makeup of the team. In addition, there are several topics such as team members' understanding of factors that contribute to racial/ethnic disparities and their understanding of cultural needs among participants.

Section 5: Team Members

Question 39

Thinking about your current team, please indicate the following for each role. If your team does not have a position, please write "0" in the first column.

	# Team	% Minority		# Team	% Minority
Case manager(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Mental health provider(s)	<input type="text" value="7"/>	<input type="text" value="%"/>
Coordinator(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Probation officer(s)	<input type="text" value="7"/>	<input type="text" value="%"/>
Community-based outreach specialist(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Program director(s)/manager(s)	<input type="text" value="7"/>	<input type="text" value="%"/>
Defense attorney(s)/public defender(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Prosecutor(s)	<input type="text" value="7"/>	<input type="text" value="%"/>
Judge(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Substance use disorder treatment provider(s)	<input type="text" value="7"/>	<input type="text" value="%"/>
Law enforcement officer(s)	<input type="text" value="7"/>	<input type="text" value="%"/>	Veterans Justice Outreach (VJO) specialist(s)	<input type="text" value="7"/>	<input type="text" value="%"/>

Back

Save & Continue

Training



Section 6: Training

Assessment Help

Question 49

In the past five years, has your team or have members of your team received cultural competency training?

- No
- Yes
- Don't Know

Back

Save & Continue

The **Training** section focuses on the court's experience with racial/ethnic disparity and cultural competency training.

Drugs/Treatment/Support Services



The **Drugs/Treatment/Support Services** section focuses on the participants' primary drug of choice(s), treatment available, sanctions, incentives, and ancillary services.

Section 7: Drugs / Treatment / Support Services

Question 57

What are the top 3 drugs for participants in this treatment court?

Back

Save & Continue

Evaluation and Monitoring



Section 8: Evaluation & Monitoring

The **Evaluation and Monitoring** section addresses the type(s) of evaluations that may have been conducted in the past. Also, several questions on tracking participants' program completion outcomes.

Question 82

How often does your treatment court conduct an evaluation to assess outcomes by race/ethnicity?

- Once
- Annually
- Twice a year
- Every other year
- As needed / other (specify)

Back

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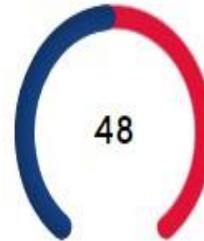
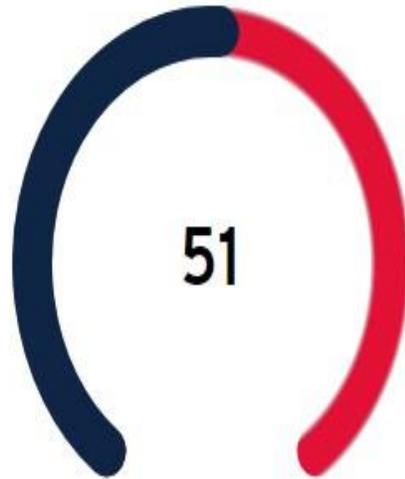
Scoring



Results:

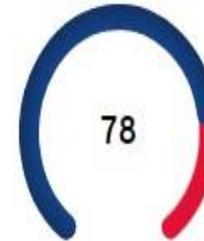
[Assessment Help](#)

RED Program Assessment Tool
Total Score



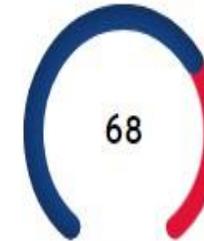
Section 1:
Court Information

[View Answers](#)



Section 2:
Intake

[View Answers](#)



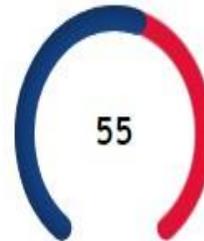
Section 3:
Assessments

[View Answers](#)

(Not Scored)

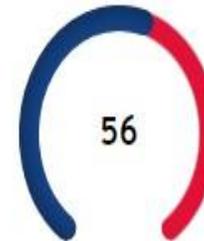
Section 4:
Demographics

[View Answers](#)



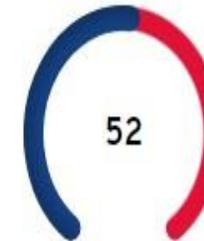
Section 5:
Team Members

[View Answers](#)



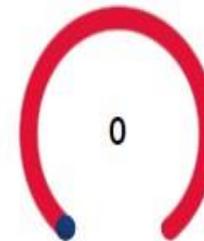
Section 6:
Training

[View Answers](#)



Section 7:
Drugs / Treatment / Support
Services

[View Answers](#)



Section 8:
Evaluation & Monitoring

[View Answers](#)

Recommendations



Section 1: Court Information

- Create a vision statement that discusses racial/ethnic equity.
- Create a staff policy and procedure manual that discusses racial/ethnic equity.
- Create a written participant handbook that discusses racial/ethnic equity.
- Consider implementing policies to assess for racial and ethnic disparities in outcomes.
- Consider implementing policies to support staff in providing culturally responsive interventions.
- To ensure participants understand the legal implications of participation in the treatment court, translators/translator services should be made available.
- Continue assessing your court's policies and procedures in this category to further reduce racial and ethnic disparity.

Section 2: Intake

- Eliminating barriers like participant fees make programs more accessible to participants who may be from lower socioeconomic groups.
- Eliminating barriers like having access to transportation make programs more accessible to participants who may be from lower socioeconomic groups.
- Excluding participants who have a prior arrest, limits access to racial/ethnic minorities who are arrested at higher rates than Whites.

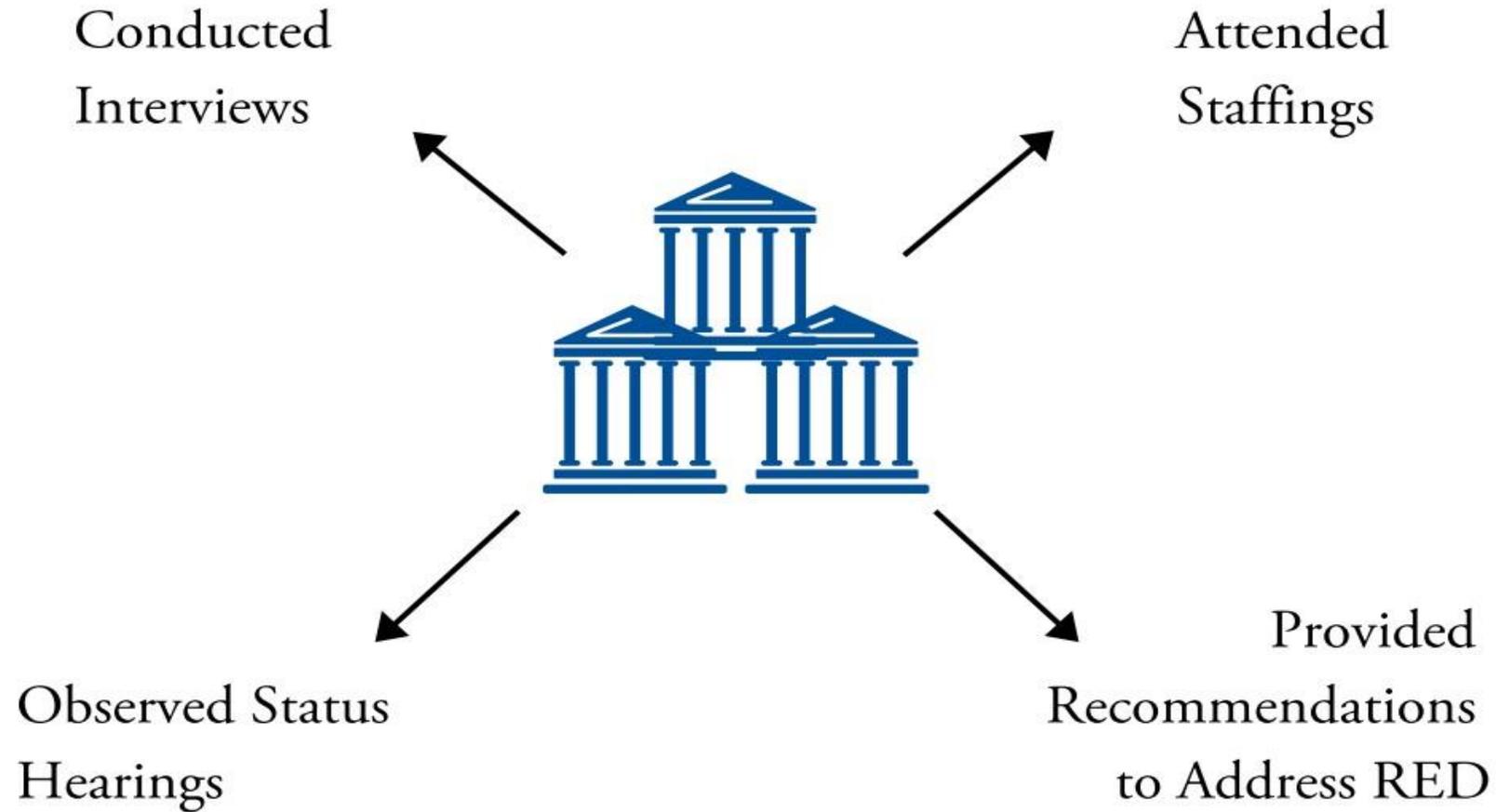
Data Security



- Data stored on AU's secure server.
- No individual level data collected.
- Data will only be reported in the aggregate.



RED Pilot Site Visits



Average Scores for 3 Pilot Sites



Overall Average	65.9%
Section 1 (Court Information) Average	35.7%
Section 2 (Intake) Average	76.9%
Section 3 (Assessments) Average	81.8%
Section 4 (Demographics)	Not Scored
Section 5 (Team Members) Average	29.4%
Section 6 (Training) Average	55.4%
Section 7 (Drugs/Treatment/Support Services) Average	71.3%
Section 8 (Evaluation and Monitoring) Average	50.0%

RED Resources



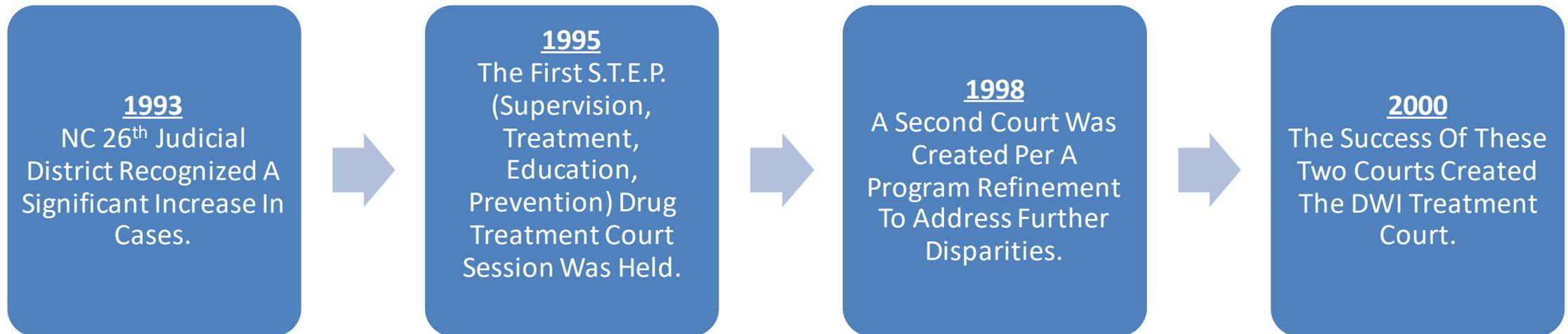
Website	https://redtool.org
Tutorial Video	Racial and Ethnic Disparities Program Assessment Tool Tutorial
Issue Brief	Racial and Ethnic Disparities (RED) in Treatment Courts
Webinar	An Overview of the Racial and Ethnic Disparities Program Assessment Tool



**Mecklenburg County's
Criminal Justice Services (CJS)
&
The Commitment To Racial Equity**

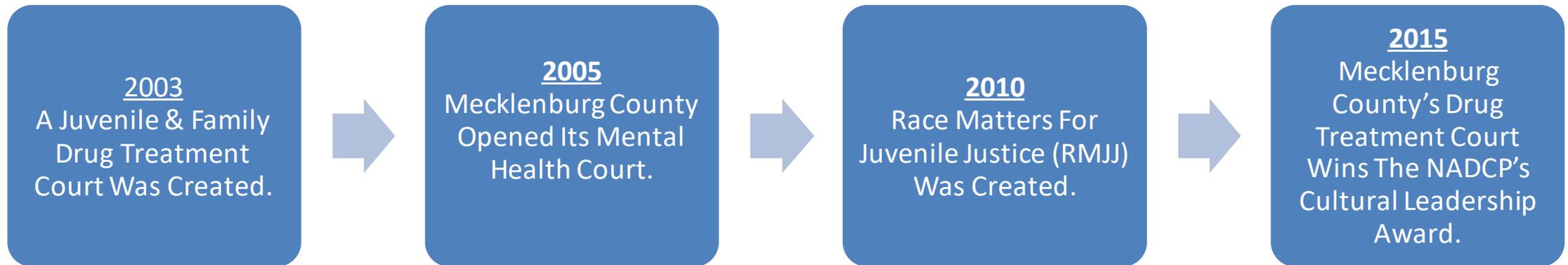


Mecklenburg County Racial Equity Timeline (Part 1)



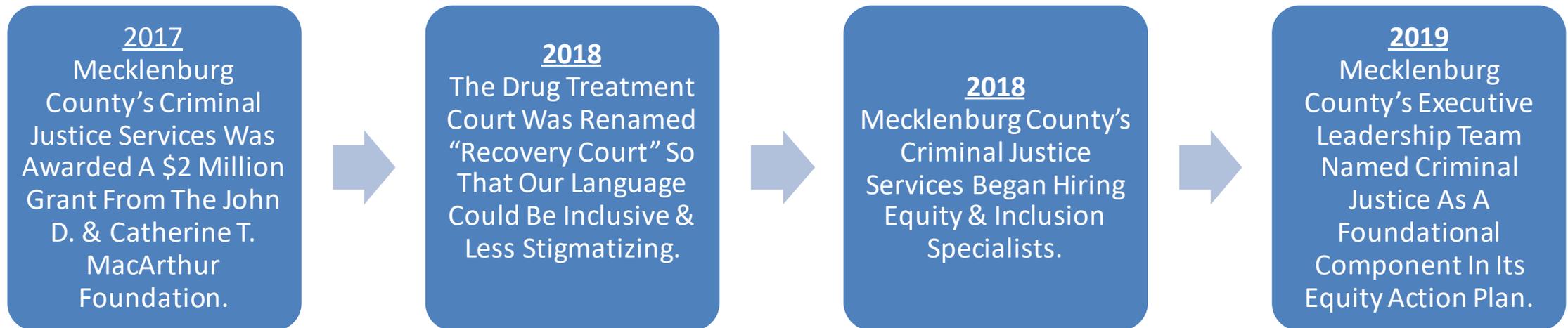


Mecklenburg County Racial Equity Timeline (Part 2)





Mecklenburg County Racial Equity Timeline (Part 3)





The Experience

- **Eye Opening Experience**
- **Comfortable Environment**
- **Data**



Value of Assessment/Next Steps

- **CJS Equity & Inclusion Specialists**
- **CJS Racial and Ethnic Disparity (RED) Committee**
- **MacArthur Foundation Safety and Justice Challenge (SJC)**
- **Government Alliance on Race and Equity (GARE)**

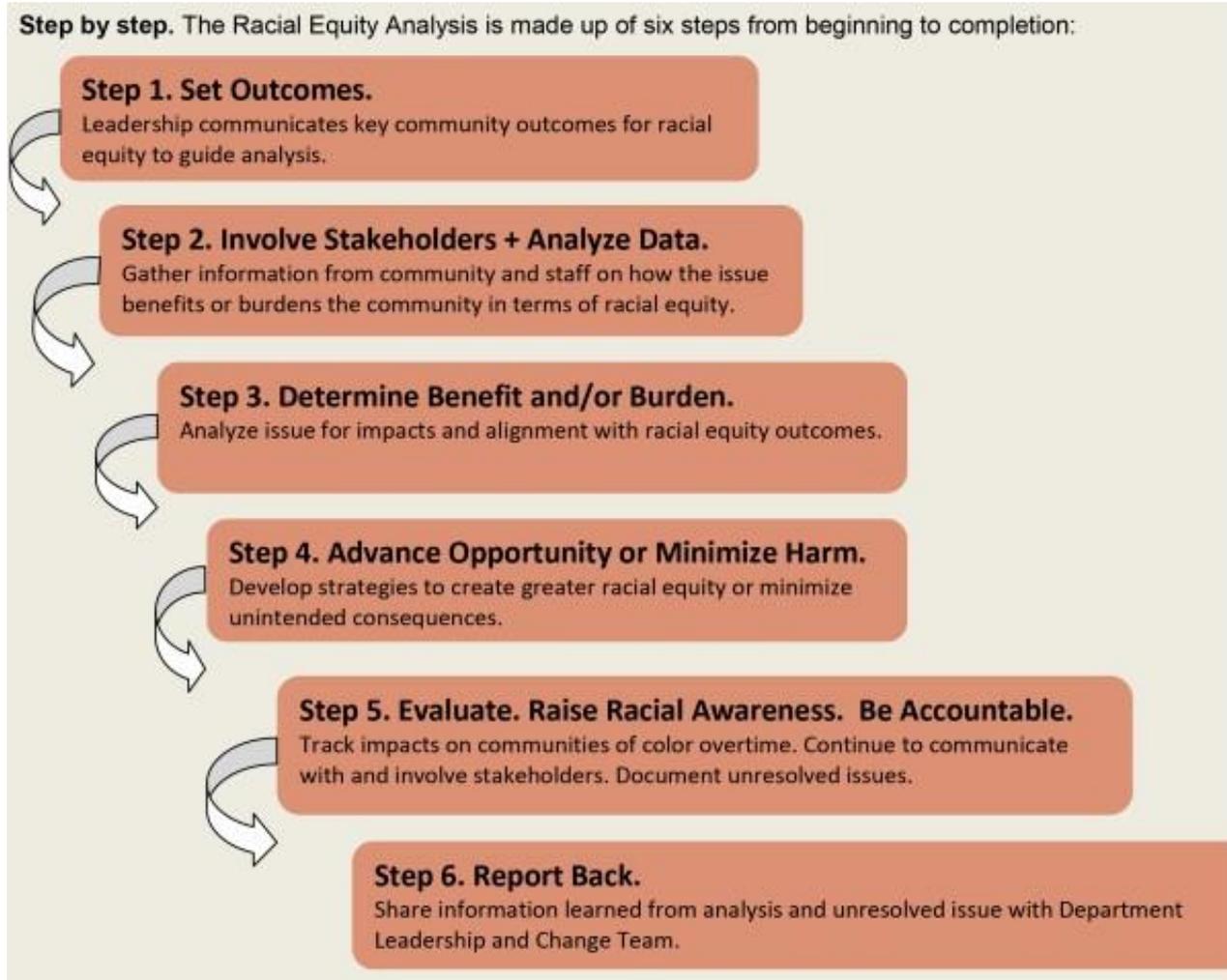
Scenario

During a court hearing, an African American male participant told the judge that he feels like people of color are treated unfairly in the treatment court program.

Later, the judge asked the treatment court team members to investigate if racial and ethnic disparities exist in the program.

What steps would your team take address this situation?

Government Alliance on Race and Equity





<https://redtool.org>



Questions?

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