

**PLAN FOR COMPLIANCE WITH THE DISPROPORTIONATE MINORITY CONTACT (DMC) CORE REQUIREMENT**

**I. Identify statewide data at research-based points of potential disparity.**

	<b>Race:</b>	<b>White</b>	<b>Black</b>	<b>American Indian</b>	<b>Asian</b>	<b>Hispanic</b>
<b>NC Population</b>	<b>Number</b>	70,9901	317,233	16,946	46,265	209,351
	<b>Percentage</b>	54.00%	24%	1%	4%	16%
<b>Arrest/Complaints</b>	<b>Number</b>	7,365	13,560	302	20	2,280
	<b>Percentage</b>	30.29%	55.78%	1.24%	0.08%	9.38%
<b>Diversion/Not Approved</b>	<b>Number</b>	3,179	4,704	108	41	974
	<b>Percentage</b>	35.27%	52.14%	1.20%	0.45%	10.81%
<b>Detention Placement</b>	<b>Number</b>	607	1,720	29	3	238
	<b>Percentage</b>	23.37%	66.23%	1.12%	0.12%	9.16%
<b>Secure Confinement</b>	<b>Number</b>	36	151	0	0	9
	<b>Percentage</b>	18.37%	77.04%	0.00%	0.00%	4.59%
<b>Adult Transfer</b>	<b>Number</b>	9	13	0	0	1
	<b>Percentage</b>	39.13%	56.52%	0.00%	0.00%	4.35%

**II. Develop an Action Plan**

1. What do your DMC numbers tell you about your jurisdiction?
  - The numbers show significant disparity in all 5 decision points for black youth.
  - The most significant disparities are in the Complaints Received/Arrest, Detention Placement, and Secure Confinement.
  - The state of North Carolina’s statewide DMC numbers also indicate (although not represented in the data above) that there is an issue with minority youth being referred for further court involvement. Since this issue is occurring early in the juvenile justice system process, contributing factors causing this elevated level of referrals should be considered. Are minority youth committing more crimes (differential offending) or being treated differently than their non-minority counterparts (differential treatment)? Deciding which of these factors may be contributing to higher rates of minority youth being referred to the juvenile justice system will involve not only looking into the decision-making structure of North Carolina’s juvenile justice system, but also taking into the consideration risk factors specific to minority youth which may in turn result in being disproportionately referred further into the system.

2. What would success in DMC reduction look like for your state?
  - Success in DMC reduction in North Carolina would involve delving into the specific causes of minority youth overrepresentation and addressing those issues at the root level. These specific causes include differing behaviors between minority and white youth, differing opportunities for a quality education and medical treatment, subjective and inconsistent decision-making, and dysfunctional family structures prevalent amongst minority youth.
  - Success would also include the following:
    - More training and education on Racial and Ethnic Disparities
    - Policies or laws enacted to improve inequity and better outcomes for at-risk youth.
    - Increased resources for mental health and trauma induced youth in communities.
    - Improved collaboration with federal, state, and local partners to work together in efforts to reduce disparities in the juvenile justice system.
  
3. How much do you want to reduce DMC next year?
  - FY20 reduction in combined categories that demonstrated significant inequities for black/African American youth by 10 to 15% .
  
4. Is that reasonable? If yes, why?
  - The numbers by this amount as the trends suggest most of our placements for detention and secure confinement are for high risk youth.
  - The increased use of community resources through funding of programs, and legislative allocations.
  - Policies and laws proposed that address the placement of youth in these areas identified.
  - The commitment made by the SAG to purposefully work on reduction strategies.
  
5. What do you need from OJJDP to be successful with your plan?
  - The state of North Carolina would benefit greatly by receiving on-site technical assistance to guide DMC efforts based on current best practices and evidence-based programming. The Governor's Crime Commission has an active SAG and DMC subcommittee; however, for statewide DMC efforts to be developed, sustained and replicated, guidance from federal leadership may be necessary. Technical assistance in the areas of capacity building, data collection and verification, and sustainability planning in the area of DMC would assist this SAA in creating a solid foundation moving forward in addressing minority overrepresentation in the juvenile justice system.
  - Additional resources, access to technical trainings with other stakeholders,
  - Overall guidance until the new compliance guidelines and state plan are meeting OJJDP Compliance office expectations.

6. What safeguards will you put in place to ensure that as you work to reduce DMC, you are still protecting the public, holding youth accountable, and equipping youth to live crime-free, productive lives?
- The North Carolina Governor's Crime Commission will continue to actively work with the SAG and DMC subcommittee to ensure all decision-making and programming implemented to address DMC takes into consideration youth accountability while still considering public safety. The make-up of the groups has the appropriate expertise represented, so that safeguards to ensure safety of the public, accountability and outcomes for youth are always in place.
  - Other safeguards include the following:
    - Funding considerations for DMC programming is always recommended by the DMC subcommittee before it can be approved by the SAG. Support of any DMC programming that would put public safety and youth accountability at risk is highly unlikely with this extra layer of review in place.
    - Routine communication with legal officials, juvenile justice professionals, advocates providing programs, state & local governments, law enforcement and school officials.
    - Guidelines and parameters set for all juvenile offenses requiring confinement.
    - Implemented system to capture real time information on all decision points in the juvenile justice system impacting youth.
    - Reviewing and analyzing data to be able to adjust early enough to minimize negative impacts.
    - Family and youth meetings mandated for those youth involved in the juvenile justice system to ensure services are being offered and utilized.

**III. Outcome-Based Evaluation (not applicable for FY 2019).**