**California Statewide RED Recommendations Action Plan – February 2023**

The goal of this statewide RED recommendation action plan is to identify and reduce racial and ethnic disparities and strengthen equitable and inclusive program outcomes in collaborative court operations.

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| **Recommendation I:** Measure, measure, measure and report results for accountability |
| **Goal**: Assess for racial and ethnic disparitiesin collaborative court operations. |
| **Objective one** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Collect data to understand baseline community demographics and compare that data with justice-involved populations\*\* |  |  |  |  |
| **Objective two** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Develop a process to regularly check data and make changes based on the data\*\* |  |  |  |  |
| **Objective three** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Get stakeholder buy-in for data collection\*\* |  |  |  |  |
| **Objective four** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Assess experiences of participants and staff |  |  |  |  |
| **Objective five** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Create common language on data definitions |  |  |  |  |
| **Objective six** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Collect and analyze data on subpopulations |  |  |  |  |
| **Objective seven** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Coordinate with statewide representative for Collaborative Justice Courts to identify methods to collect data |  |  |  |  |
| **Objective eight** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Conduct training on data elements and definitions including the importance of properly completed intake forms |  |  |  |  |
| **Objective nine** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Identify the resources for data analyst at the statewide level |  |  |  |  |

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| **Recommendation II: Remove non-evidence-based exclusion criteria including certain violence, drug-dealing, property, and financial crimes** |
| **Goal**: Identify barriers to address non-evidence-based exclusion criteria including certain violence, drug-dealing, property, and financial crimes. |
| **Objective one** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Review current eligibility criteria\*\* |  |  |  |  |
| **Objective two** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Research justification for eligibility criteria to clearly understand the evidence base and meet with stakeholders to understand the justification of current criteria\*\* |  |  |  |  |
| **Objective three** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Facilitate or identify training that provides up to date research for legal stakeholders on eligibility criteria\*\* |  |  |  |  |
| **Objective four** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Consider reaching out to technical assistance for support |  |  |  |  |

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| **Recommendation III: Proactive outreach using social-marketing strategies at initial contact with the legal system such as booking, pretrial detention, and at bail / arraignment hearings** |
| **Goal**: Develop a social-marketing strategy at initial contact with the legal system such as booking, pretrial detention and arraignment hearings. |
| **Objective one** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Create marketing videos that address the legal benefits of collaborative court programs |  |  |  |  |
| **Objective two** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Use peer navigators, case managers/orientation specialist, and alumni as credible messengers for potential collaborative court participants\* |  |  |  |  |
| **Objective three** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Ensure all marketing materials including print materials are provided in the top three languages of the community\* |  |  |  |  |
| **Objective four** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Develop and disseminate videos that showcase collaborative court information to legal stakeholders |  |  |  |  |
| **Objective five** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Incorporate data showcasing successful cases into all materials |  |  |  |  |

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| **Recommendation IV: Incorporate peer recovery specialists with lived experience during recruitment and interventions** |
| **Goal**: Develop a strategy to incorporate peer recovery specialist with lived experience into program operations. |
| **Objective one** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Create volunteer / mentorship opportunities with specific pathways to paid full-time jobs\*\* |  |  |  |  |
| **Objective two** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Research funding streams for paid positions (specifically identify statewide grant funding opportunities)\*\* |  |  |  |  |
| **Objective three** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Ensure job postings for peer support specialists include equitable language and are posted on diverse job boards\*\* |  |  |  |  |
| **Objective four** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Create a policy and procedure manual that cover the integration of peers on the collaborative court team |  |  |  |  |
| **Objective five** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Create alumni network and reduce invisible labor by providing stipends for peers and volunteers |  |  |  |  |
| **Objective**  | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Develop a training module for the role of a peer / alumni / mentor in collaborative courts |  |  |  |  |

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| **Recommendation V: Incorporate relevant culturally proficient services in gender specific groups (e.g., HEAT) and ensure diverse staff representation from participants’ communities of origin** |
| **Goal**: Add culturally relevant services that support minoritized communities. |
| **Objective one** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Mandate all court team members attend implicit bias, cultural humility, and oppression trainings and incorporate learning objectives into your court operations\*\* |  |  |  |  |
| **Objective two** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Add culturally relevant questions to your assessment process for all collaborative court participants\*\* |  |  |  |  |
| **Objective three** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Develop relationships with community stakeholders specifically community members that have been left out (ex: churches and other non-criminal legal agencies)\*\* |  |  |  |  |
| **Objective four** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Assess recruitment and hiring procedures ensuring diverse recruitment strategies, and interview questions related to equity and inclusion.   |  |  |  |  |
| **Objective five** | **Action Steps** | **Role** | **Timeframe** | **Completed** |
| Develop or update Policies and procedures manual to specifically address diversity, equity, and inclusion  |  |  |  |  |

\*\* These objectives were identified as priority by the group during the action planning session.