



Adolescent Developmental Approach

Hallmark 6: Sensitivity to Disparate Treatment Checklist

Goal of This Checklist

To help service providers determine whether they are on track with adopting each hallmark of the Developmental Approach, which strives to focus on helping youth avoid formal legal involvement unless necessary to ensure accountability or protect public safety. This initiative includes striving to keep youth in their communities and providing the services and interventions needed to support prosocial development of adolescents.

Brief Overview

- Minority families and communities often perceive the justice system to be unfair.
- Poverty, social disadvantage, neighborhood disorganization, and other structural inequalities are strongly correlated with race/ethnicity and contribute to both differential offending and differential selection. The minority population, however, does not commit criminal offenses at a higher rate than the White population.
- Structural inequalities, along with bias, have an effect on decision making at the front end of the juvenile justice system.
- It is important for jurisdictions to strive to reduce disparate treatment of adolescents who represent racial and ethnic minorities, which can be achieved by reducing unnecessary system involvement and confinement.
- State and local juvenile justice systems should explore practices within their jurisdictions that may contribute to disproportionate minority contact throughout the juvenile justice system.

Have you done the following things as part of Hallmark 6?	Yes	No
1. Explored activities designed to increase awareness of unconscious biases and how to counteract them?	<input type="checkbox"/>	<input type="checkbox"/>
2. Examined activities to detect and respond effectively to overt instances of discrimination?	<input type="checkbox"/>	<input type="checkbox"/>
3. Used validated risk and needs assessments to ensure objective decision making? If yes, please check each of the following that apply: <input type="checkbox"/> To make decisions on whom to detain. <input type="checkbox"/> To make decisions on probation supervision level. <input type="checkbox"/> To determine type of committed placement and security level. <input type="checkbox"/> To identify services needed and match with treatment services to address the youth's specific needs.	<input type="checkbox"/>	<input type="checkbox"/>

Have you done the following things as part of Hallmark 6?	Yes	No
4. Carefully reviewed which youth are involved in multiple systems (e.g., mental health, child welfare) when they come into contact with the juvenile justice system in order to determine the appropriateness of referrals to the juvenile justice system and reduce the likelihood of disparate treatment?	<input type="checkbox"/>	<input type="checkbox"/>
5. Examined whether your organizations' policies and practices have a disparate impact based on race, ethnicity, and gender?	<input type="checkbox"/>	<input type="checkbox"/>
6. Considered whether adolescents and their families have been legally represented in order to understand and fully participate in legal proceedings?	<input type="checkbox"/>	<input type="checkbox"/>
7. Considered whether adolescents and their families have access to translation services in order to understand and fully participate in legal proceedings?	<input type="checkbox"/>	<input type="checkbox"/>
8. Attempted to be personally accountable for reducing disproportionate minority contact within the juvenile justice system?	<input type="checkbox"/>	<input type="checkbox"/>
9. Explored your personal level of cultural and linguistic competence?	<input type="checkbox"/>	<input type="checkbox"/>
10. Explored your personal conscious and unconscious biases?	<input type="checkbox"/>	<input type="checkbox"/>
11. Explored ways that your organization can reduce disparities at preadjudication within the juvenile justice process?	<input type="checkbox"/>	<input type="checkbox"/>
12. Considered whether school disciplinary practices in your jurisdiction are contributing to the school to prison pipeline (criminalizing student behavior problems by involving the police)?	<input type="checkbox"/>	<input type="checkbox"/>
13. Examined recent policy changes at the federal, state, and local level for increasing accountability to reduce disproportionate minority contact?	<input type="checkbox"/>	<input type="checkbox"/>

Please describe how you have used elements of Hallmark 6 in your provision of services.

Follow-Up Questions

What challenges have you experienced?

Would you like training or technical assistance (TTA) in any of these areas? If so, please indicate the desired TTA area.

Legal Parameters of Hallmark 6: Sensitivity to Disparate Treatment

- Specifying in the statute the measures **at each point of contact** justice system personnel will implement to address the perception of disparate treatment.

- Specifying in the statute engagement strategies to dispel misconceptions of youth among justice system personnel and misconceptions of justice system personnel among youth.
- Specifying in the statute how data on Disproportionate Minority Contact is collected, analyzed, and integrated into policies and procedures.