

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Probation *JLS*

BOARD AGENDA # *B-7

Urgent Routine

AGENDA DATE September 22, 2015

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval for the Chief Probation Officer to Re-apply for and Accept Phase 2 Reducing Racial and Ethnic Disparity (R.E.D.) Grant Funding from the Board of State and Community Corrections (BSCC) in the Amount up to \$200,000 for Federal Fiscal Year 2015-2016

STAFF RECOMMENDATIONS:

1. Authorize the Chief Probation Officer to submit and/or sign Stanislaus County's Phase 2 Application for Reducing Racial and Ethnic Disparities Grant with the Board of State and Community Corrections and related contracts, amendments, or extensions relative to the Grant.
2. Approve a Resolution authorizing the Probation Department to submit the grant proposal for Phase 2 funding.

Continued on Page 2

FISCAL IMPACT:

The Juvenile Justice and Delinquency Prevention Act of 2002 reauthorized the Office of Juvenile Justice and Delinquency Prevention (OJJDP) to administer the Title II Formula Grants Program, which supports state and local delinquency prevention/intervention efforts and juvenile justice system improvements. Congress appropriates funds and OJJDP awards them to states on the basis of their proportionate population under age 18. Available funding amounts are determined by the juvenile population within each county, based on the most recent Census available (2010) from the California Department of
(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2015-437

On motion of Supervisor Monteith, Seconded by Supervisor Chiesa

and approved by the following vote.

Ayes: Supervisors: Chiesa, Monteith, DeMartini, and Chairman Withrow

Noes: Supervisors: None

Excused or Absent: Supervisors: O'Brien

Abstaining: Supervisor: None

- 1) X Approved as recommended
- 2) _____ Denied
- 3) _____ Approved as amended
- 4) _____ Other:

MOTION:

ATTEST: *Christine Ferraro*
CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval for the Chief Probation Officer to Re-apply for and Accept Phase 2 Reducing Racial and Ethnic Disparity (R.E.D.) Grant Funding from the Board of State and Community Corrections (BSCC) in the Amount up to \$200,000 for Federal Fiscal Year 2015-2016

STAFFING RECOMMENDATIONS: (Continued)

3. Direct the Auditor-Controller to increase estimated revenue and appropriations up to \$200,000 upon receipt of the grant award.

FISCAL IMPACT: (Continued)

Finance. Large counties with a juvenile population of 300,000 or more may apply for up to \$250,000; medium counties with a juvenile population of 80,000 to 299,999 may apply for up to \$200,000; and small counties with a juvenile population of fewer than 79,999 may apply for up to \$150,000. Stanislaus County has a juvenile census population of 147,158, which falls under the medium county category and is eligible for up to \$200,000.

Federal Title II Formula Grant funds are again available for counties selected to participate in this R.E.D. grant; funding is awarded annually (as federal funds are available) for a total of four (4) years. Due to the grant deadline of September 25, 2015, and the requirement for a Board resolution, the Department is requesting approval to submit the application prior to full development of the application. The Department intends to apply for up to \$200,000 to cover the costs associated with contracts related to Phase 2 of the grant. It is anticipated that the Department will contract for technical guidance with a qualified expert in the field of R.E.D along with Leap and Associates for program evaluation purposes. Other contracts will include services to provide a Youth/Family Leadership Council and additional training related to Implicit Bias and Racial Disparity in the Juvenile Justice System. For future funding beyond Phase 2, the department will return to the Board of Supervisors to request approval.

DISCUSSION:

Guided by the Board of State and Community Corrections (BSCC) State Advisory Committee on Juvenile Justice and Delinquency Prevention, using a multi-faceted approach of direct service, education and support, California has worked to ensure the reduction of over representation of youth of color coming into contact with the juvenile justice system as a priority; with the ultimate goal being a fair and equitable justice system.

The goals and objectives are comprised of several prioritized themes. These themes include the emphasis on community engagement as a way to improve outcomes, the intersection between the reduction of implicit bias and the data driven decision making; and lastly applying principles that focus on enhancing correctional practices while still allowing for innovation. Although the probation department is the lead agency for project administration and oversight, it was imperative that the engagement, collaboration, and commitment of community stakeholders begin at the onset of Phase 1 continuing into Phase 2. Successful partnerships will allow for greater involvement in necessary assessments, data-mining and defining work plans during each grant phase. This opportunity requires broad system reform and supports probation departments in understanding and identifying disparities and identifying partners within the community, and is designed to equip

Approval for the Chief Probation Officer to Re-apply for and Accept Phase 2 Reducing Racial and Ethnic Disparity (R.E.D.) Grant Funding from the Board of State and Community Corrections (BSCC) in the Amount up to \$200,000 for Federal Fiscal Year 2015-2016

these agencies with the tools and resources needed to provide leadership in developing and/or strengthening community based R.E.D. activities.

On July 1, 2014, the Stanislaus County Board of Supervisors gave approval for the Chief Probation Officer to apply and accept the Phase 1 Reducing Racial and Ethnic Disparity Grant for Federal Fiscal Year 2014-2015. Four counties (Mono, San Joaquin, Santa Barbara and Stanislaus County Probation Departments) were awarded grant funding for Phase 1 of the R.E.D. Grant and are eligible to apply for Phase 2 funding. Funding for Phases 2, 3 and 4 are based upon the assessment outcomes developed in Phase 1. The purpose of the Phase 1 funds was to assist counties in a thorough assessment and evaluation of its overall commitment and capacity to effectively address racial and ethnic disparities. Stanislaus County contracted with the W. Haywood Burns Institute to conduct the Phase 1 assessment.

On March 4, 2015, a R.E.D. community stakeholders meeting was held to discuss Phase 1 of the R.E.D. grant and set the ground work for data gathering and overall readiness of the county. Individuals from different public, private and community based organizations, participated in the meeting.

On April 14-15, 2015, Burns Institute staff conducted interviews with Stanislaus County stakeholders. Key stakeholders included representatives from the judiciary, juvenile probation, the Public Defender's office, the District Attorney's office, education, community-based service providers, and formerly system-involved youth. A total of 21 stakeholders were interviewed and the interviews ranged from 50-75 minutes in length.

On May 11, 2015, the Stanislaus County Probation Department hosted an initial Implicit Bias Training lead by Dr. Rita Cameron Wedding. Thirty-five participants from various organizations and agencies attended the four hour course. Twenty two of those individuals were representatives of the Probation Department. The course provided the foundation for participants to gain a firm understanding of Implicit Bias and how it plays a critical role in our daily decision making. The Probation Department set up a "Train the Trainer" course for those individuals that attended the initial course and wanted to gain advanced knowledge of the topic. From June through August 2015, Dr. Rita Cameron Wedding instructed three Implicit Bias "Train the Trainer" courses. Nineteen participants attended the training and gained a deeper perspective of how bias affects both our personal and professional world.

On August 19, 2015, a follow up R.E.D. stakeholders meeting was held to review and discuss the readiness assessment report created by the Burns Institute. The report included juvenile justice involved youth data, system operations and recommendations moving forward. A total of 12 recommendations were made by the Burns Institute.

The purpose of Phase 2 is to capitalize on those areas in the assessment identified as challenges or barriers. This process, with the assistance of expert consultants, should result in a strong infrastructure moving forward into future phases. A R.E.D. work plan committee, consisting of key juvenile justice and community stakeholders has been established to take a closer look at the recommendations of the readiness assessment report completed by the Burns Institute. The committee will work to establish a comprehensive work plan going forward into Phase 2.

Approval for the Chief Probation Officer to Re-apply for and Accept Phase 2 Reducing Racial and Ethnic Disparity (R.E.D.) Grant Funding from the Board of State and Community Corrections (BSCC) in the Amount up to \$200,000 for Federal Fiscal Year 2015-2016

POLICY ISSUES:

The Board of State and Community Corrections (BSCC) requires a Board resolution as part of the grant re-application process. The funding will provide for support in implementing community based programming that will reduce ethnic disparities among youthful offenders of color, consistent with the Board's stated priorities of A Safe Community, Effective Partnerships, and Efficient Delivery of Public Service.

STAFFING IMPACT:

There are no staffing impacts associated with this Agenda Item. Existing Probation Department staff will act as the R.E.D. Project Coordinator.

CONTACT PERSON:

Mike Hamasaki, Assistant Chief Probation Officer. Telephone: (209) 525-4504.

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
STATE OF CALIFORNIA

Date: September 22, 2015

No. 2015-437

On motion of Supervisor Monteith Seconded by Supervisor Chiesa
and approved by the following vote,

Ayes: Supervisors: Chiesa, Monteith, DeMartini and Chairman Withrow

Noes: Supervisors: None

Excused or Absent: Supervisors: O'Brien

Abstaining: Supervisor: None

THE FOLLOWING RESOLUTION WAS ADOPTED:

Item # *B-7

Approval for the Chief Probation Officer to Apply for and Accept Reducing Racial and Ethnic Disparity (R.E.D.) Grant Funding from the Board of State and Community Corrections (BSCC) in the Amount up to \$200,000 for Federal Fiscal Year 2015-2016

WHEREAS, the Stanislaus County Probation Department desires to participate in the Enhanced R.E.D. Grant Project supported by federal Formula Grant Funds and administered by the Board of State and Community Corrections (hereafter referred to as BSCC).

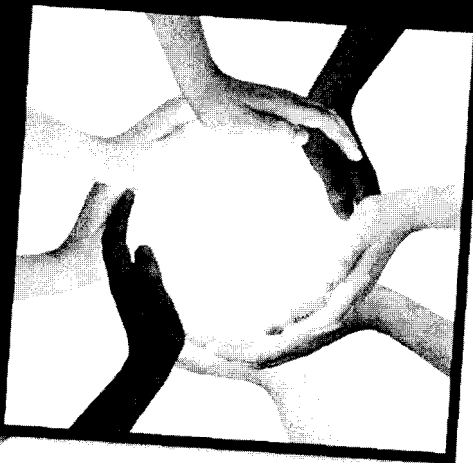
NOW, THEREFORE BE IT RESOLVED that the Chief Probation Officer is authorized on behalf of the Board of Supervisors to submit the grant proposal for this funding and sign the Grant Agreement with the BSCC, including the amendments thereof, and all related contracts.

BE IT FURTHER RESOLVED that federal grant funds received hereunder shall not be used to supplant expenditures controlled by this body.

BE IT FURTHER RESOLVED that the county agrees to abide by the statutes and regulations governing the Federal Formula Grants Program as well as the terms and conditions of the Grant Agreement as set forth by the BSCC.

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk
Stanislaus County Board of Supervisors,
State of California





**REDUCING
RACIAL AND
ETHNIC
DISPARITY
R.E.D.**

**GRANT
ATION –
9**

bscc.ca.gov

BOARD OF STATE AND COMMUNITY CORRECTIONS
2590 VENTURE OAKS WAY, SUITE 200 ★ SACRAMENTO CA 95833



Introduction

The Juvenile Justice and Delinquency Prevention Act of 2002 reauthorized the Office of Juvenile Justice and Delinquency Prevention (OJJDP) to administer the Title II Formula Grants program, which supports state and local delinquency prevention/intervention efforts and juvenile justice system improvements. Congress appropriates funds and OJJDP awards them to states on the basis of their proportionate population under age 18.

To receive a Formula Grants award, states must comply with four core requirements of federal law. One of these requirements is that states must demonstrate a good faith effort to address racial and ethnic disproportionality and disparity. Racial and ethnic disproportionality refers to unequal treatment of youth of color involved with the juvenile justice system that results in disparate outcomes for similarly situated youth. This phenomenon may also be referred to as Disproportionate Minority Contact or DMC. For additional information regarding the Juvenile Justice and Delinquency Prevention Act and corresponding mandates including DMC: <http://www.ojjdp.gov/dmc/index.html>

Changing demographics requires we be agile when attempting to 'address' the issue of disparity across youth serving systems. People of color are no longer minorities in many places in the United States. Further, it is possible to have proportionate numbers of youth of color in both the general and detention populations, but still have disparity in decision making.¹

California, as one of the most diverse states in the nation, embraces the array of populations we serve and attempts to accurately reflect the issue(s) of disparity of youth of color in contact with the juvenile justice system as a mechanism to bolster awareness, leadership and transparency. To that end, the DMC Initiative in California is known as "Reducing Racial and Ethnic Disparity" or R.E.D. for short.

Guided by the Board of State and Community Corrections (BSCC) State Advisory Committee on Juvenile Justice and Delinquency Prevention's R.E.D. Subcommittee (http://www.bscc.ca.gov/s_reducingracialandethnicdisparities%28r.e.d.%29subcommittee.php) using a multi-faceted approach of direct service, education, and support, California has worked to ensure the reduction of the overrepresentation of youth of color coming into contact with the juvenile justice system as a priority - with the ultimate goal being a fair and equitable justice system. Toward that end, R.E.D. has grown to a statewide initiative and follows three tracks: direct service, education/awareness, and support through both resources and advocacy.

The ultimate goal of this work is to eliminate racial and ethnic disparities across the juvenile justice continuum. For this solicitation, the goals and the objectives are comprised of several prioritized themes. **These themes emphasize:**

- **Community engagement as a keystone to improved outcomes;**
- **The intersection between the reduction of implicit bias and data-driven decision-making; and**
- **Applying principles that focus on enhancing correctional practices while still allowing for innovation.**

Although the probation department is the lead agency for project administration and oversight, it is imperative the engagement, collaboration, and commitment of community stakeholders begin

¹ W. Haywood Burns Institute

at the onset of Phase 1. Successful partnerships allow for greater involvement in necessary assessments, data-mining, and defining work plans during each grant phase.

The R.E.D. Grant goals are to: **reduce** the number of boys and girls of color in contact with the juvenile justice system, and **reduce** implicit bias in policies, practice, and decision-making. To successfully accomplish this, agencies must:

1. Actively collaborate with education, child welfare, law enforcement, mental health, and other systems that intersect with the juvenile justice system to reduce the connections;
2. Actively engage community in the development and implementation of the strategies and partnerships to reduce disparities to reduce the number of youth;
3. Utilize evidence-based principles and innovative, promising approaches that focus on effectiveness, efficiency, and equity (e.g., culturally competent and gender-responsive programming) toward the reduction of disparity; and
4. Evaluate and refine internal structures and policies that disparately impact boys and girls of color.

Definitions

Community Engagement:

Community engagement is a process involving the participation of members of a community in assessing, planning, implementing, and evaluating solutions to problems that affect them.

- As such, it entails early and ongoing engagement activities that involve interpersonal trust, communication, and collaboration.

Community engagement acknowledges the importance of having the family and communities of youth most affected by the juvenile justice system working in partnership with juvenile justice system staff and community-based organizations throughout the reform process if measurable sustainable reductions in disparities are to occur. This engagement should include parents, guardians, and other family members of justice-involved youth, community leaders, victims, and system-involved youth. The community engagement process can be illustrated by:

- shared decision-making;
- sharing of data;
- shared planning process; and
- transparency.

Partners play different roles in the process, such as:

- **Traditional** non-government community leaders (e.g., faith-based leaders, community-based organizations) tend to see the big picture, understand the importance of compromise, are capable of leveraging own power to keep things moving, and often have respect for system stakeholders.

Service providers can serve as alternatives to detention/system involvement, and often have community and system connections; however, they may not be in a position to push too hard for change.

Advocacy groups possess specific knowledge and expertise of local policy, practice and legislative issues, and can also assist in providing strategies.

Grassroots Organizations are focused on the community and the individual needs of their members; they lean toward the people involved rather than the efficiency of the system. In addition to raising urgency, they often highlight issues that are seen beyond the scope of traditional reform.

Consumers: Youth and Parents. As people who have directly experienced the system, the discussion of reform is very personal and often painful. They may raise the level of intensity within the meeting or the process and are often motivated by the need to see some concrete changes to the system.²

Evidence-Based Practices (EBP), Approaches, and Strategies:

The utilization of evidence-based principles and innovative, promising approaches that focus on effectiveness, efficiency, and equity (e.g., culturally competent and gender-responsive programming) have demonstrated success toward the reduction of disparity. It places an emphasis on achieving measurable outcomes and making sure services provided and resources used are effective.

Successful implementation of EBP includes:

- organizational development to create and sustain a culture accepting of best practices and evidence-based approaches, including a commitment to initial and ongoing professional development and training;
- use of validated risk/needs assessment tools;
- data collection and analysis;
- use of programs and practices known to produce positive criminal justice outcomes;
- quality assurance assessments to ensure program/principle fidelity;
- performance management to improve programs and policies;
- a “systems change approach” to develop collaborations so tasks, functions and sub-units work effectively together and not at cross-purposes; and
- a focus on sustainability.

Implicit Bias:

This is defined as biases all individuals carry without awareness or conscious direction. “Even the most well-meaning, youth-oriented professionals can discriminate in subtle-yet-consequential ways – ways that significantly impact the lives of children, families, and individuals in public agency settings. These hidden biases can be expressed, quite unintentionally, through language, attitude, and actions. When used by those in positions of decision-making power, these expressions – however slight – can influence the interpretation and application of policies, procedures, and the law, and contribute to ongoing racial disparity.”³

Project Description

It is well established that youth of color are significantly overrepresented in the juvenile justice system in California. For example, in 2011, Black youth were four (4) times as likely to be arrested as White youth, nearly seven (7) times more likely to be securely detained and six (6) times as likely to be committed to a correctional facility. Likewise, Latino youth are nearly twice as likely to be detained and securely detained and are almost three (3) times as likely to be committed to a correctional facility. These disparities are the result of numerous inter-related factors, some of which exist within the structures of current juvenile justice policies and practices, and some of which are influenced by unconscious and implicit biases.

Multi-step Plan: Along with engaging the community to assist in reducing disparities within the system, we must also look at how existing structures within the justice system contribute to

²Juvenile Detention Alternatives Initiative (JDAI)

³Dr. Cameron Wedding - Moving Beyond the Influence of Hidden Biases

disparities. Juvenile justice system stakeholders must examine whether current policies and practices are a factor that, intentionally or not, contributes to higher numbers of youth of color becoming involved in (or penetrating more deeply into) the juvenile justice system. Additionally, research clearly indicates that implicit biases impact justice decision-making. According to Mahzarin Banaji⁴, one of the Harvard researchers who studies implicit bias, most people judge according to unconscious stereotypes and attitudes, or implicit prejudice. Decision-making in all youth-serving systems is highly susceptible to bias.

To that end, it is imperative the efforts to reduce disparity address both the system AND the individual.

Organizations must prioritize funding to obtain the specific expertise to effectively reduce racial and ethnic disparities. This requires a very specific skill set, education, and expertise. The funding is meant to support the blending of data-driven decision making with the implicit bias framework, understanding that changing the dynamic of racial disparity requires both system reform and individual/staff behavior change. It is anticipated the majority of grant funds for the R.E.D. initiative will be allocated to that purpose.

Expertise must meet the minimum standards as provided in the original solicitation and outlined again below.

The expert consultant(s) is vital to ensure a successful R.E.D. initiative; their crucial work is two-fold and is based upon lessons learned:

- Data driven decision-making and structural bias
- Individual decision-making and implicit bias

Data driven decision-making and structural bias expert consultant requirements should, at a minimum, include the following:

- Demonstrated effectiveness in conducting training(s) specific to reducing racial and ethnic disparity and structural racism within governmental agencies serving youth;
- An understanding of California's juvenile justice delinquency, dependency, and education systems' policies and practices;
- Demonstrated effectiveness in facilitating cross-agency collaboration and working partnerships;
- Demonstrated effectiveness in facilitating community-engagement; and
- Demonstrated effectiveness in data analysis as it related to racial and ethnic disparity.

Individual decision-making and implicit bias expert consultant requirements should, at a minimum, include the following:

- Demonstrated knowledge of implicit bias and corresponding implications;
- Demonstrated effectiveness in conducting training(s) specific to reducing racial and ethnic disparity through implicit bias training;
- Demonstrated understanding of California's juvenile justice delinquency, dependency, and education systems' policies and practices;
- Demonstrated effectiveness in the ability to design and develop curriculum for the purposes of training; and
- Demonstrated experience working to address racial disparity in the youth serving system disciplines and organizations.

⁴ Mahzarin R. Banaji – Blind Spot

Phase 1 – Assessment

The purpose of the first phase was to assist counties in a thorough evaluation of the local jurisdiction's overall commitment and capacity to effectively address racial and ethnic disparities (with probation departments taking the role as lead agency). The assessment should include an evaluation of the following internal and external factors that impact a local jurisdiction's "readiness" to positively impact racial and ethnic disparities in its system:

- Purpose of detention and detention utilization;
- Relevant and impacted youth and families of color previously involved with the juvenile justice system;
- Community engagement and collaboration;
- System stakeholders' engagement and collaboration;
- Current juvenile justice policies and practices; and
- Data collection and analysis capacity. Data items include but not limited to:
 - Number and percent of program & non-program staff trained;
 - Number of hours of program staff training provided;
 - Number of data improvements projects implemented;
 - Number of local agencies reporting improved data collections systems;
 - Number and percent of non-program personnel with increased knowledge of R.E.D.;
 - Number and percent of program staff with increased knowledge of R.E.D.; and
 - Number of minority staff hired.

Phase 1 should have been considered similar to a planning grant whereby future funding is contingent upon the outcome of the assessment and compliance with grant requirements. Also in Phase 1, the individual who will be the R.E.D. Project Coordinator should have been identified.

Phases 2, 3, and 4 will all be based upon assessment outcomes and should be viewed not as timeframes, but benchmarks for success. Each of these phases will include the following components:

- Implicit Bias and Understanding Disparities
- Data Capacity
- Community Engagement and Partnerships
- Policies and Practices: "Best Practices in reducing R.E.D."
- Collaboration (County-Government agencies and Community)
- Governance Structure/Leadership

Phase 2 - R.E.D. Infrastructure and Education

As grantees move into Phase 2, it should be a deliberate shift framed by Phase 1 findings. It should include plans to capitalize on those areas identified in the assessment as strengths but also plans to eliminate those areas in the assessment identified as challenges or barriers. This process, with the assistance of expert consultants, should result in ensuring a strong infrastructure for the purposes of Phase 3. Grant funds are earmarked for identified infrastructure needs within the probation department and pertinent collaborative partners (e.g., R.E.D. staff and/or resources needed to implement/improve data collection and analysis efforts), and for contracting with expert consultants to conduct probation staff training sessions both

individually and structurally, as well as the engagement of other county youth-serving agencies (e.g., Education, Social Services, Child Welfare, Mental Health, Courts) in these trainings.

Phase 3 – Community Engagement (i.e., relationships with families and community partners)

The purpose of this phase is to support the education of stakeholders (e.g., community, families, youth, law enforcement, judges, district attorneys, public defenders, youth/community serving agencies, commissions and juvenile justice councils) about the probation department's R.E.D. efforts and to engage all stakeholders in the development of a comprehensive, county-specific, long-term R.E.D. reduction plan. Grant funds are earmarked for contracting with expert consultants to facilitate stakeholder collaboration and assist in developing reduction strategies. Funds are also available for continued support of R.E.D. staff within the probation department, appropriate system partners, community partners and advocates including families of system-involved youth.

Phase 4 - Implementation of R.E.D. Reduction Plan

The purpose of this phase is to support implementation and monitoring of the R.E.D. plan developed in Phase 3. Grant funds are earmarked for specific activities outlined in the reduction plan (e.g., implementation of a risk assessment tool, implementation or expansion of prevention and/or diversion programs for at-risk youth, training and sustainability efforts, etc.). Grant funds are also earmarked for contracting with expert consultants to facilitate stakeholder collaboration with implementing reduction strategies within the county. In addition, funds are available for continued support of R.E.D. staff within the probation department, appropriate system partners, community partners and advocates including families of system-involved youth.

The activities outlined in this RFA for each phase of the R.E.D. grant may be modified, as warranted, in the grantee's contract with the BSCC.

Grant Requirements

Eligibility: Only the four (4) counties awarded a grant for Phase 1 of the R.E.D. Grant are eligible to apply for second-phase funding (Mono, San Joaquin, Santa Barbara, and Stanislaus County Probation Departments). These counties must demonstrate that they successfully completed Phase 1 and have a sound plan for using funds in Phase 2 to receive the continued funding. BSCC staff will review this application and the Phase 1 Quarterly Progress Reports submitted by current grantees in determining second-phase funding eligibility.

Board of Supervisors' Resolution: A resolution from the county Board of Supervisors addressing specific grant-related issues must be submitted with the grant reapplication. In some cases, circumstances may preclude the submission of the resolution by the grant reapplication due date. However, applicants must submit the resolution before the BSCC can reimburse for expenditures. If your county's previous resolution from the Board provided for acknowledgement of subsequent years of R.E.D. funding and scope of work, a copy of that original resolution may be submitted in lieu of a new one.

Letters of Support/Memorandum of Understanding (MOU): As part of the necessary commitment to community collaboration and justice system partners that must occur at every phase of this grant for the R.E.D. initiative to be successful, applicants must engage a wide range of stakeholders. To demonstrate a level of commitment from a multiple disciplines, applicants must submit Letters of Support or an MOU from relevant juvenile justice stakeholders including but not limited to:

- Chief of Probation

- Presiding Juvenile Court Judge
- Law Enforcement
- District Attorneys
- Public Defenders
- Social Services
- Mental Health
- School Districts
- Youth/Community Serving Agencies
- Commissions and Juvenile Justice Councils

Letters and/or MOUs due as part of the grant reapplication should include a description of the agencies commitment to (1) participate in local R.E.D. Committee meetings, (2) share of data, (3) contribute resources, and (4) be open to policy and practice change within their respective departments to demonstrate their commitment. Additionally, the R.E.D. Committee, established in Phase 1, must continue to meet and work toward the county's R.E.D. goals and objectives, and consist of the above key stakeholders or their designees along with any other pertinent and relevant partners identified by the applicant, including **at least one (1) youth and one (1) family member** having been involved with the juvenile justice system.

Data Collection/Progress Reports: Grantees must collect specified data on federally required performance measures and submit these data to the BSCC in quarterly progress reports. Progress Reports for Phase 2 will be provided subsequent to the receipt of the reapplication.

Invoices: Disbursement of grant funds occurs on a reimbursement basis for costs incurred during a reporting period. Grantees must submit invoices on-line to the BSCC on a quarterly basis, within 45 days following the end of the reporting period. Grantees must maintain adequate supporting documentation for all claimed costs. For additional information, refer to the BSCC's Grant Administration and Audit Guide for Federal Juvenile Justice Grants at: http://www.bscc.ca.gov/s_cppresources.

Audit: Grantees must submit an audit of expenditures (either grant-specific or as part of a city/county single audit) within 120 days of the end of each funded grant period. Reasonable and necessary extensions to the timeframe may be granted if requested.

Application Due Date and Submission Requirements

Grant applications for Phase 2 funding are due by September 25, 2015. The original signed application **must** be mailed to:

Board of State and Community Corrections
Helene Zentner, Field Representative
2590 Venture Oaks Way, Suite 200
Sacramento, CA 95833.

In addition, an e-copy of the reapplication **must** be emailed to Ms. Zentner at: helene.zentner@bscc.ca.gov.

Application Instructions

Section I: Applicant Information (Items A-G)

- A. **Applicant Agency:** Only units of local government may be awarded these federal Formula Grant Program funds. Although this project focuses on probation, the eligible unit of local government is the county. Complete the required information (including federal identification number) for the county submitting the grant application.
- B. **Amount of Funds Requested:** The amount of grant funds requested for Phase 2 may not exceed the amount awarded in Phase 1.
- C. **Implementing Agency:** Federal law allows a county to designate an agency to implement the project. For this grant, the implementing agency is the probation department. Complete the required sections.
- D. **Day-to-Day Contact Person:** Provide the required information for the individual with whom BSCC staff would work on a daily basis during the project grant period.
- E. **Designated Financial Officer:** Provide the required information for the individual who would approve invoices before the county submits them to the BSCC and be responsible for the overall fiscal management of the grant. Reimbursement checks are mailed to the Designated Financial Officer.
- F. **Applicant's Agreement:** The person authorized by the County Board of Supervisors to sign for the unit of local government must read the assurances in this section, then sign and date the application. Typically, this would be the Chief Probation Officer.

Sections II – IX

The instructions for each of these sections are outlined in the application. Please be as concise as possible in your responses.



**BOARD OF STATE AND COMMUNITY CORRECTIONS
FEDERAL TITLE II FORMULA GRANT PROGRAM
REDUCING RACIAL AND ETHNIC DISPARITY**

SECTION I: APPLICANT INFORMATION

A. UNIT OF LOCAL GOVERNMENT

CFDA #16.540

COUNTY	DUNS AND BRADSTREET NUMBER	FEDERAL EMPLOYER ID #
PROBATION DEPARTMENT MAILING ADDRESS	CITY	ZIP CODE

B. SUMMARY OF PROPOSAL (3-4 sentences)

C. FUNDS REQUESTED \$

D. PROJECT DIRECTOR

NAME AND TITLE OF PROJECT DIRECTOR	TELEPHONE NUMBER	
STREET ADDRESS	CITY	ZIP CODE
E-MAIL ADDRESS		

E. DAY-TO-DAY CONTACT PERSON

NAME AND TITLE	TELEPHONE NUMBER	
STREET ADDRESS	CITY	ZIP CODE
E-MAIL ADDRESS		

F. DESIGNATED FINANCIAL OFFICER

NAME AND TITLE	TELEPHONE NUMBER	
STREET ADDRESS	CITY	ZIP CODE
E-MAIL ADDRESS		

G. APPLICANT AGREEMENT By signing this application, the applicant assures that it will abide by the laws, policies, and procedures governing this funding.

NAME AND TITLE OF AUTHORIZED OFFICER (PERSON WITH LEGAL AUTHORITY TO SIGN)	
APPLICANT SIGNATURE	DATE

SECTION II: DATA ANALYSIS AND ISSUE IDENTIFICATION

Data Analysis

Provide the R.E.D.-related data requested in the following tables. Use the data sources and/or definitions outlined below each table.

Table 1: County Juvenile Hall-Rated Capacity (RC)

Report the name of each Juvenile Hall in the county and its corresponding Rated Capacity (RC).

	Name	RC
Juvenile Hall:		
Juvenile Hall:		

Table 2: Critical Juvenile Justice Decision Making- Percentage Breakout by Race/Ethnicity and Gender

Data for year:

	Total	White	%	Black	%	Hispanic	%	Asian	%	Pacific Islander	%	Native American	%	Other	%
Youth Population (Age 10-17)															
Arrests															
Juvenile Hall Bookings															
In-custody Holds for Detention Hearings															
Petitions-Filed															
Petitions-Sustained															
Institutional Commitments															

Table 2: In the above table, report the number and percentage of county youth, age 10-17, by race/ethnicity in the “Youth Population” row per Appendix A (pages 20-21). The California Department of Finance (DOF) publishes population projections by county, age and ethnicity; DOF source is from the U.S. Census Bureau, Census 2010 of Population and Housing.

In addition, for each decision-making category, report the number of events for the identified year (a continuous 12 month period within the last 3 years), not the number of individual youth, as a single youth may have multiple events over the course of one year. For percentages (race/ethnicity variable divided by the corresponding category total times 100), round to the nearest whole number.

- Arrests: Report the total number of juvenile arrests made by local law enforcement officers, the corresponding totals by race/ethnicity and percentages for the identified year.
- Juvenile Hall Bookings: Report the total number of bookings into the juvenile hall(s), the corresponding totals by race/ethnicity and percentages for the identified year.
- In-custody Holds for Detention Hearings: Report the total number of juveniles held in-custody awaiting detention hearings (pre-disposition), the corresponding totals by race/ethnicity and percentages for the identified year.
- Petitions- Filed: Report the total number of petitions that were filed by the District Attorney, the corresponding totals by race/ethnicity and percentages for the identified year.
- Petitions- Sustained: Report the total number of petitions that were sustained, the corresponding totals by race/ethnicity and percentages for the identified year.
- Institutional Commitments: Report the total number of juveniles committed to a juvenile detention facility (juvenile hall or camp) by the Court (post-disposition), the corresponding totals by race/ethnicity and percentages for the identified year.

Issue Identification

1. Using the data provided in this section, and any additional data deemed pertinent, identify and discuss potential issues related to race/ethnicity disparity and disproportionality (R.E.D.) in the county, particularly those of interest and/or concern to the probation department.
2. Using the data provided in this section and any additional data deemed pertinent, identify and discuss any changes, or points of interest since commencement of the R.E.D. grant in 2014.

SECTION III: ASSESSMENT OF PHASE 1 ACTIVITIES

- A. Describe how Phase 1 funds were used to address the Probation Department's staffing and/or other infrastructure needs. If expenditures differed from what was outlined in the original grant application, explain why.
- B. Describe the services provided by the expert consultants during Phase 1. If those services differed from the work plan of the original grant application, explain why.
- C. Were activities undertaken in Phase 1 according to the timeline in the original grant application?
Yes No
If no, explain which activities and why.
- D. Were all leadership activities described in Phase 1 completed? Yes No
If no, explain which activities were not completed and why.
- E. Were all training activities described in Phase 1 completed? Yes No
If no, explain which activities were not completed and why.

SECTION IV: DESCRIPTION OF INFRASTRUCTURE NEEDS

Phase 2 - R.E.D. Infrastructure and Education

As grantees move into Phase 2, it should be a deliberate shift framed by Phase 1 findings. It should include plans to capitalize on those areas identified in the assessment as strengths and include plans to eliminate those areas in the assessment identified as challenges or barriers. This process, with the assistance of expert consultants, should result in ensuring a strong infrastructure for the purposes Phase 3. Grant funds are earmarked for identified infrastructure needs within the probation department and pertinent collaborative partners (e.g., R.E.D. staff and/or resources needed to implement/improve data collection and analysis efforts), and for contracting with expert consultants to conduct probation staff training sessions both individually and structurally as well as the engagement of other county youth-serving agencies (e.g., Education, Social Services, Child Welfare, Mental Health, Courts) in these trainings. **This section must be no more than five (5) pages in length, including the BSCC narrative.**

A. Overall Plan - Assessment

1. Describe both the assessment findings and the recommendations as they relate to factors that impact a local jurisdiction's "readiness" to positively impact racial and ethnic disparities in its system.
2. Based upon Phase 1 findings, describe the challenges faced in implementing the recommendations.
3. Describe the implementation plan for the recommendations; describe any challenges that will be faced and how the Department will overcome those challenges.

B. Training - The implicit bias trainings should be considered the mechanism for initiating engagement and buy-in from departmental staff and stakeholders as well as 'quality assurance' at pertinent points throughout the grant.

Based upon the requirements for the implicit bias training (4 trainings per year as required in 2014 solicitation), describe:

- The outcomes of Phase 1 training.
- Approach for ensuring the implicit bias training is strategically coordinated so it supports the recommendations from the assessment in Phase 2.

SECTION V: COMMUNITY ENGAGEMENT

Community Engagement is a priority in reducing disparity. You must include a description of each of the bulleted points in your response to this section. **This section must be no more than two (2) pages in length, including the BSCC narrative.**

Describe:

- The department's level of engagement in reducing racial and ethnic disparity in Phase 1.
- The department's current level and type of community engagement and collaboration, system stakeholders' engagement and collaboration, and any local champions that may have evolved during Phase 1; and
- How your current efforts will be strengthened in Phase 2.

SECTION VI: EXPERT CONSULTANT SELECTION AND WORK PLAN

Describe the process and criteria that will be used to select and contract with the required expert consultants for the purpose of assisting department staff in understanding and reducing racial disparity within the system. Outline a preliminary work plan the applicant and consultants will undertake together to achieve the goals of the grant. The implicit bias trainings should be considered the mechanism for initiating engagement and buy-in from departmental staff and employed outward to include stakeholders at pertinent points throughout the grant. For planning purposes, a minimum of four (4) implicit bias trainings is required for Phase 2. **This section must be no more than two (2) pages in length, including the BSCC narrative.**

A. Selection Process/Criteria

B. Work Plan

SECTION VII: LEADERSHIP ACTIVITIES

R.E.D. leadership is essential for the success of ensuring a fair and equitable justice system for all youth. Describe activities to be undertaken by the applicant's Chief of Probation and management team for Phase 2 of the project and the nexus between these identified activities and goals of the grant. **This section must be no more than one (1) page in length, including the BSCC narrative.**

SECTION VIII: PROPOSED BUDGET

A. **BUDGET LINE ITEM TOTALS:** Complete the following table for the grant funds being requested in Phase 2; funds requested shall not exceed the amount of grant funding awarded in Phase 1. While recognizing that counties may use different line items in the budget process, these are the ones used by the BSCC on its invoices.

Please check your total as figures in the table do not auto-calculate.

Proposed Budget Line Items	Grant Funds
Salaries and Benefits	\$
Services and Supplies	\$
Professional Services	\$
CBO Contracts	\$
Indirect Costs (may not exceed 10% of grant award)	\$
Fixed Assets/Equipment	\$
Other	\$
Total	\$

B. **BUDGET LINE ITEM DETAILS:** Provide sufficient detail in each category to explain how the grant funds will be used. In the "Other" category, funds should be budgeted for travel purposes for one (1) mandatory project director's meeting (to be held in Sacramento) as well as setting aside funds for possible R.E.D. education travel.

1. SALARIES AND BENEFITS (e.g., number of staff, classification, salary and benefits)

2. SERVICES AND SUPPLIES (e.g., office supplies and training costs)

3. PROFESSIONAL SERVICES: (e.g., contract with an expert consultant)

4. COMMUNITY-BASED ORGANIZATIONS (e.g., contract with a CBO for expert consultant services)

5. INDIRECT COSTS: Indicate percentage and methodology for calculation. This total may not exceed 10% of the grant funds.

6. **FIXED ASSETS** (e.g., computers and other office equipment necessary to perform project activities)

7. **OTHER** (e.g., travel expenses)

SECTION IX: PROPOSED TIMELINE

Provide a timeline for activities that will be undertaken in Phase 2 of the project (e.g., recruiting and hiring staff, selecting and contracting with an expert consultant, analyzing data, conducting training sessions, etc.).

Activity	Timeframe

APPENDIX A

PROJECTIONS BY COUNTY, AGE AND ETHNICITY*

County	Race	Total 10-17 yr. olds	Total 10 yr. olds	Total 11 yr. olds	Total 12 yr. olds	Total 13 yr. olds	Total 14 yr. olds	Total 15 yr. olds	Total 16 yr. olds	Total 17 yr. olds
Mono County	Total	1258	128	153	157	164	168	145	187	156
	White	904	98	106	104	116	124	98	144	114
	Black	5	0	2	0	2	1	0	0	0
	Hispanic	519	58	68	71	64	69	63	66	60
	Native American	41	4	3	8	3	4	7	7	5
	Asian	22	3	2	5	1	5	2	2	2
	Pacific Islander	0	0	0	0	0	0	0	0	0
	Other	286	23	40	40	42	34	38	34	35
San Joaquin County	Total	91686	11094	11167	11173	11270	11461	11662	12087	11772
	White	39810	4690	4837	4843	4815	5027	5131	5337	5130
	Black	7835	890	918	939	1016	918	1004	1069	1081
	Hispanic	43510	5568	5488	5417	5390	5410	5487	5427	5323
	Native American	1026	112	132	121	118	136	124	148	135
	Asian	12872	1557	1519	1563	1560	1615	1637	1713	1708
	Pacific Islander	521	53	70	67	59	64	59	88	61

	Other	29622	3792	3691	3640	3702	3701	3707	3732	3657
Santa Barbara County	Total	44394	5245	5338	5189	5245	5609	5571	6020	6177
	White	27541	3266	3331	3175	3283	3551	3392	3735	3808
	Black	841	109	99	99	87	111	113	111	112
	Hispanic	26161	3178	3234	3142	3087	3313	3219	3453	3535
	Native American	652	85	71	71	86	76	76	95	92
	Asian	1607	188	168	192	203	174	205	233	244
	Pacific Islander	94	13	13	11	11	10	16	11	9
	Other	13659	1584	1656	1641	1575	1687	1769	1835	1912
Stanislaus County	Total	67366	8117	8065	8159	8355	8580	8549	8841	8700
	White	39458	4683	4686	4740	4887	5088	5008	5237	5129
	Black	2355	239	274	279	285	322	326	302	328
	Hispanic	35575	4560	4348	4452	4421	4460	4406	4528	4400
	Native American	776	100	106	77	98	98	94	106	97
	Asian	3236	377	384	392	413	398	415	415	442
	Pacific Islander	459	51	43	49	52	70	55	70	69
	Other	21082	2667	2572	2622	2620	2604	2651	2711	2635

*U.S. Census Bureau, Census 2010 of Population and Housing

AGREEMENT NUMBER BSCC 397-15
REGISTRATION NUMBER

1. This Agreement is entered into between the State Agency and the Contractor named below:

STATE AGENCY'S NAME

BOARD OF STATE AND COMMUNITY CORRECTIONS

CONTRACTOR'S NAME

STANISLAUS COUNTY

The term of this

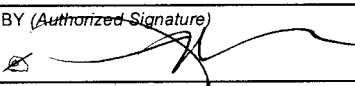
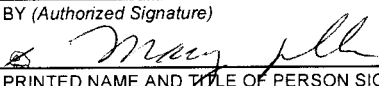
Agreement is: **October 1, 2015 through September 30, 2016**

3. The maximum **\$200,000.00**
 of this Agreement is: **Two hundred thousand dollars and zero cents**

4. The parties agree to comply with the terms and conditions of the following exhibits which are by this reference made a part of the Agreement.

Exhibit A:	Scope of Work	3 pages
Exhibit B:	Budget Detail and Payment Provisions	2 pages
Exhibit C:	GTC 610, General Terms and Conditions	3 pages
Exhibit D:	Special Terms and Conditions	4 pages
Exhibit E:	Federal Assurances for Title II	2 pages
Attachment 1:	Application for Funding/Grant Proposal <i>(by reference)</i>	
Attachment 2:	R.E.D. Grant Application - Phase 2	19 pages

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR		<i>California Department of General Services Use Only</i>
CONTRACTOR'S NAME (if other than an individual, state whether a corporation, partnership, etc.) STANISLAUS COUNTY		
BY (Authorized Signature) 	DATE SIGNED (Do not type) 11-12-15	
PRINTED NAME AND TITLE OF PERSON SIGNING JILL SILVA, Chief Probation Officer		
ADDRESS 2215 Blue Gum Avenue Modesto CA 95358		
STATE OF CALIFORNIA		
AGENCY NAME BOARD OF STATE AND COMMUNITY CORRECTIONS		<input checked="" type="checkbox"/> Exempt per: SCM 1, 4.06
BY (Authorized Signature) 	DATE SIGNED (Do not type) 1/20/15	
PRINTED NAME AND TITLE OF PERSON SIGNING MARY JOLLS, Deputy Director		
ADDRESS 2590 Venture Oaks Way, Suite 200 Sacramento CA 95833		

**EXHIBIT A
SCOPE OF WORK**

1. GRANT AGREEMENT – TITLE II FORMULA BLOCK GRANTS PROGRAM

This Grant Agreement is between the State of California Board of State and Community Corrections, hereafter referred to as BSCC and **Stanislaus County** hereafter referred to as Grantee or Contractor.

2. PROJECT SUMMARY AND ADMINISTRATION

- A. The Stanislaus County Probation Department is reapplying for Phase 2 of the Reducing Racial and Ethnic Disparity (R.E.D.) Grant. The department is prepared to build upon strengths identified in the Phase 1 Readiness Assessment and reduce or eliminate those areas in the assessment identified as challenges. With the assistance of R.E.D. Stakeholders, community leaders and expert consultants the R.E.D. Project in Stanislaus County will achieve its goal of ensuring a strong infrastructure going forward into Phase 3.
- B. Grantee agrees to administer the project in accordance with Attachment 1: Application for Funding/Grant Proposal (by reference) and Attachment 2: R.E.D. Grant Application - Phase 2 , which is attached and hereto made part of this agreement.

3. PROJECT OFFICIALS

- A. The BSCC's Executive Director or designee shall be the BSCC's representative for administration of the Grant Agreement and shall have authority to make determinations relating to any controversies that may arise under or in connection with the interpretation, performance, or payment for work performed under this Grant Agreement.
- B. The Grantee's project officials shall be those identified as follows and as specified in Section I of Attachment 2: R.E.D. Grant Application - Phase 2.

Authorized Officer with legal authority to sign:

Name: Jill Silva
Title: Chief Probation Officer
Address: 2215 Blue Gum Avenue, Modesto CA 95358
Phone: (209) 525-4503

Designated Financial Officer authorized to receive warrants:

Name: Karen Curci
Title: Administrative Services Manager
Address: 2215 Blue Gum Avenue, Modesto CA 95358
Phone: (209) 525-4556
Fax: (209) 525-4588
Email: curcik@stancounty.com

Project Director authorized to administer the project:

Name: Mike Hamasaki
Title: Assistant Chief Probation Officer
Address: 2215 Blue Gum Avenue, Modesto CA 95358
Phone: (209) 525-4504
Fax: (209) 525-5486
Email: hmskim@stancounty.com

- C. Either party may change its project representatives upon written notice to the other party.
- D. By signing this Grant Agreement, the Authorized Officer listed above warrants that he or she has full legal authority to bind the entity for which he or she signs.

**EXHIBIT A
SCOPE OF WORK**

4. DATA COLLECTION

Grantees will be required to participate in the collection of data on a common set of variables (and using one or more common data collection instruments). These common variables will be identified collaboratively by the BSCC and the grantees during the grantee orientation meeting. It is anticipated that grantees will be required to submit this common set of variables on a quarterly basis. Data elements may include demographic and other background information, program status information, level and intensity of program services information, and short-term and intermediate-term outcome information.

5. PROGRESS REPORTS AND EVALUATIONS

A. Grantee will submit quarterly progress reports, including results for the Federal performance indicators, in a format prescribed by the BSCC. These reports, which will describe progress made on program objectives and include required data, shall be submitted according to the following schedule:

Progress Report Periods	Due Date
1) October 1 through December 31, 2015	February 15, 2016
2) January 1 through March 31, 2016	May 15, 2016
3) April 1 through June 30, 2016	August 15, 2016
4) July 1 through September 30, 2016	November 15, 2016

B. Grantees shall submit all other reports and data as required by the BSCC.

6. PROJECT RECORDS

- A. The Grantee shall establish an official file for the project. The file shall contain adequate documentation of all actions taken with respect to the project, including copies of this Grant Agreement, approved program/budget modifications, financial records, and required reports.
- B. The Grantee shall establish separate accounting records and maintain documents and other evidence sufficient to properly reflect the amount, receipt, and disposition of all project funds, including grant funds, any matching funds by the Grantee, and the total cost of the project. Source documentation includes copies of all awards, applications, approved modifications, financial records, and narrative reports.
- C. Personnel and payroll records shall include the time and attendance reports for all individuals reimbursed under the grant, whether they are employed full-time or part-time. Time and effort reports are required for consultants (subcontractors).
- D. The grantee shall maintain documentation of donated goods and/or services, including the basis for valuation.
- E. Grantee agrees to protect records adequately from fire or other damage. When records are stored away from the Grantee's principal office, a written index of the location of records stored must be on hand and ready access must be assured.
- F. All Grantee records relevant to the project must be preserved a minimum of three (3) years after closeout of the grant project and shall be subject at all reasonable times to inspection, examination, monitoring, copying, excerpting, transcribing, and auditing by the BSCC or designees. If any litigation, claim, negotiation, audit, or other action involving the records has been started before the expiration of the three-year period, the records must be retained until the completion of the action and resolution of all issues which arise from it or until the end of the regular three-year period, whichever is later.

EXHIBIT A
SCOPE OF WORK

7. AUDIT

Grantee must submit an audit of expenditures within 120 days following the end of the grant period. Grantees may choose either a program-specific audit or a single federal audit. Federal guidelines allow grantees receiving \$500,000 or more in federal funds in a fiscal year to use their federal justice assistance grant funds to pay for the cost of the audit. Grantees falling below the \$500,000 threshold must use non-federal funds (i.e., match funds) to pay for audit costs. For purposes of this grant award, please check one of the boxes below to indicate the grantee's choice for meeting the audit requirement.

- In conformance with Federal OMB Circular #A-133, and the California State Controller's Accounting Standards and Procedures, Chapter 23, Grant Accounting Index, the identified grant will be included in the City/County Single Federal Audit Report, which will be submitted to the BSCC within the required timeframe of 120 days from the end of the grant period. NOTE: Should an extension be needed, please provide in advance of the deadline a written justification that indicates the reason(s) for the extension and the timeframe needed.

OR

- In conformance with Federal OMB Circular #A-133, and the California State Controller's Accounting Standards and Procedures Chapter 23, Grant Accounting Index, the grantee will provide a Program-Specific Final Audit Report to the BSCC within the required timeframe of 120 days from the end of the grant period.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

1. INVOICING AND PAYMENTS

- A. The Grantee shall be paid quarterly in arrears by submitting an invoice (Form 201) to the BSCC that outlines actual expenditures claimed for the invoicing period.

Invoicing Periods	Invoice Due Date
1) October 1 through December 31, 2015	February 15, 2016
2) January 1 through March 31, 2016	May 16, 2016
3) April 1 through June 30, 2016	August 15, 2016
4) July 1 through September 30, 2016	November 15, 2016

- B. The Grantee shall submit an invoice to the BSCC each invoicing period, even if grant funds are not expended or requested during the invoicing period.

2. GRANT AMOUNT AND LIMITATION

- A. In no event shall the BSCC be obligated to pay any amount in excess of the grant award. Grantee waives any and all claims against the BSCC and the State of California and the Federal Government on account of project costs that may exceed the sum of the grant award.
- B. Under no circumstance will a budget item change be authorized that would cause the project to exceed the amount of the grant award identified in this Grant Agreement. In no event shall changes be authorized for the Indirect Costs/Administrative Overhead line item that would result in that item exceeding ten percent (10%) of the grant award.

3. BUDGET CONTINGENCY CLAUSE

- A. It is mutually agreed that if the Budget Act of the current year and/or any subsequent year covered under this Grant Agreement does not appropriate funds for the purposes of this program, this Grant Agreement shall be of no further force and effect. In this event, the BSCC shall have no liability to pay any funds whatsoever to Grantee or to furnish any other considerations under this Agreement and Grantee shall not be obligated to perform any provisions of this Grant Agreement.
- B. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the BSCC shall have the option to either cancel this Grant Agreement with no liability occurring to the BSCC or offer an agreement amendment to Grantee to reflect the reduced amount.
- C. This Grant Agreement is valid and enforceable only if sufficient funds are made available by the United States Congress and California Legislature. Grantee agrees that the BSCC's obligation to pay any sum to the Grantee under any provision of this agreement is contingent upon the availability of sufficient funds.

4. PROJECT COSTS

- A. Grantee is responsible for ensuring that invoices submitted to the BSCC claim actual expenditures for eligible project costs. The BSCC Grant Administration and Audit Guide outlines eligible and ineligible project costs.
- B. Grantee shall, upon demand, remit to the BSCC any grant funds not expended for eligible project costs or an amount equal to any grant funds expended by the Grantee in violation of the terms, provisions, conditions or commitments of this Grant Agreement.
- C. Grant funds must be used to supplement existing funds for program activities and may not replace (supplant) non-state/state grant funds that have been appropriated for the same purpose. Potential supplanting will be the subject of grant monitoring. Violations can result in a range of penalties (e.g., recoupment of monies provided under this grant, suspension of future program funding through BSCC grants, and civil/criminal penalties).

**EXHIBIT B
 BUDGET DETAIL AND PAYMENT PROVISIONS**

5. PROMPT PAYMENT CLAUSE

Payment will be made in accordance with, and within the time specified in, Government Code Chapter 4.5, commencing with Section 927.

6. WITHHOLDING OF GRANT DISBURSEMENTS

- A. The BSCC may withhold all or any portion of the grant funds provided by this Grant Agreement in the event the Grantee has materially and substantially breached the terms and conditions of this Grant Agreement.
- B. At such time as the balance of state funds allocated to the Grantee reaches five percent (5%), the BSCC shall withhold that amount as security, to be released to the Grantee upon compliance with all grant provisions, including:
 - 1) submittal and approval of the final invoice;
 - 2) submittal and approval of the final progress report;
 - 3) submittal and approval of any additional required reports; and
 - 4) submittal and approval of the final audit of expenditures.
- C. The BSCC will not reimburse Grantee for costs identified as ineligible for grant funding. If grant funds have been provided for costs subsequently deemed ineligible, the BSCC may either withhold an equal amount from future payments to the Grantee or require repayment of an equal amount to the State by the Grantee.
- D. In the event that grant funds are withheld from the Grantee, the BSCC's Executive Director or designee shall notify the Grantee of the reasons for withholding and advise the Grantee of the time within which the Grantee may remedy the failure or violation leading to the withholding.

7. PROJECT BUDGET

LINE ITEM	GRANT FUNDS	CASH MATCH	IN-KIND MATCH	TOTAL
1. Salaries and Benefits	\$7,000	\$0	\$0	\$7,000
2. Services and Supplies	\$0	\$0	\$0	\$0
3. Professional Services	\$143,000	\$0	\$0	\$143,000
4. Community-Based Organization Contracts	\$50,000	\$0	\$0	\$50,000
5. Indirect Costs / Administrative Overhead <i>(may not exceed 10% of grant award)</i>	\$0	\$0	\$0	\$0
6. Fixed Assets / Equipment	\$0	\$0	\$0	\$0
7. Data Collection / Enhancement	\$0	\$0	\$0	\$0
8. Program Evaluation	\$0	\$0	\$0	\$0
9. Sustainability Planning	\$0	\$0	\$0	\$0
10. Other <i>(include travel costs)</i>	\$0	\$0	\$0	\$0
TOTAL	\$200,000	\$0	\$0	\$200,000

EXHIBIT C
GENERAL TERMS AND CONDITIONS

GTC 610: GENERAL TERMS AND CONDITIONS

1. **APPROVAL:** This Agreement is of no force or effect until signed by both parties and approved by the Department of General Services, if required. Contractor may not commence performance until such approval has been obtained.
2. **AMENDMENT:** No amendment or variation of the terms of this Agreement shall be valid unless made in writing, signed by the parties and approved as required. No oral understanding or Agreement not incorporated in the Agreement is binding on any of the parties.
3. **ASSIGNMENT:** This Agreement is not assignable by the Contractor, either in whole or in part, without the consent of the State in the form of a formal written amendment.
4. **AUDIT:** Contractor agrees that the awarding department, the Department of General Services, the Bureau of State Audits, or their designated representative shall have the right to review and to copy any records and supporting documentation pertaining to the performance of this Agreement. Contractor agrees to maintain such records for possible audit for a minimum of three (3) years after final payment, unless a longer period of records retention is stipulated. Contractor agrees to allow the auditor(s) access to such records during normal business hours and to allow interviews of any employees who might reasonably have information related to such records. Further, Contractor agrees to include a similar right of the State to audit records and interview staff in any subcontract related to performance of this Agreement. (Gov. Code §8546.7, Pub. Contract Code §10115 et seq., CCR Title 2, Section 1896).
5. **INDEMNIFICATION:** Contractor agrees to indemnify, defend and save harmless the State, its officers, agents and employees from any and all claims and losses accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by Contractor in the performance of this Agreement.
6. **DISPUTES:** Contractor shall continue with the responsibilities under this Agreement during any dispute.
7. **TERMINATION FOR CAUSE:** The State may terminate this Agreement and be relieved of any payments should the Contractor fail to perform the requirements of this Agreement at the time and in the manner herein provided. In the event of such termination the State may proceed with the work in any manner deemed proper by the State. All costs to the State shall be deducted from any sum due the Contractor under this Agreement and the balance, if any, shall be paid to the Contractor upon demand.
8. **INDEPENDENT CONTRACTOR:** Contractor, and the agents and employees of Contractor, in the performance of this Agreement, shall act in an independent capacity and not as officers or employees or agents of the State.
9. **RECYCLING CERTIFICATION:** The Contractor shall certify in writing under penalty of perjury, the minimum, if not exact, percentage of post consumer material as defined in the Public Contract Code Section 12200, in products, materials, goods, or supplies offered or sold to the State regardless of whether the product meets the requirements of Public Contract Code Section 12209. With respect to printer or duplication cartridges that comply with the requirements of Section 12156(e), the certification required by this subdivision shall specify that the cartridges so comply (Pub. Contract Code §12205).
10. **NON-DISCRIMINATION CLAUSE:** During the performance of this Agreement, Contractor and its subcontractors shall not unlawfully discriminate, harass, or allow harassment against any employee or applicant for employment because of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation. Contractor and subcontractors shall insure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment. Contractor and subcontractors shall comply with the provisions of the Fair Employment and Housing Act [Gov. Code

EXHIBIT C
GENERAL TERMS AND CONDITIONS

§12990 (a-f) et seq.] and the applicable regulations promulgated thereunder (California Code of Regulations, Title 2, Section 7285 et seq.). The applicable regulations of the Fair Employment and Housing Commission implementing Government Code Section 12990 (a-f), set forth in Chapter 5 of Division 4 of Title 2 of the California Code of Regulations, are incorporated into this Agreement by reference and made a part hereof as if set forth in full. Contractor and its subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other Agreement.

Contractor shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under the Agreement.

11. **CERTIFICATION CLAUSES:** The CONTRACTOR CERTIFICATION CLAUSES contained in the document CCC 307 are hereby incorporated by reference and made a part of this Agreement by this reference as if attached hereto.
12. **TIMELINESS:** Time is of the essence in this Agreement.
13. **COMPENSATION:** The consideration to be paid Contractor, as provided herein, shall be in compensation for all of Contractor's expenses incurred in the performance hereof, including travel, per diem, and taxes, unless otherwise expressly so provided.
14. **GOVERNING LAW:** This contract is governed by and shall be interpreted in accordance with the laws of the State of California.
15. **ANTITRUST CLAIMS:** The Contractor by signing this agreement hereby certifies that if these services or goods are obtained by means of a competitive bid, the Contractor shall comply with the requirements of the Government Codes Sections set out below.
 - A. The Government Code Chapter on Antitrust claims contains the following definitions:
 - 1) "Public purchase" means a purchase by means of competitive bids of goods, services, or materials by the State or any of its political subdivisions or public agencies on whose behalf the Attorney General may bring an action pursuant to subdivision (c) of Section 16750 of the Business and Professions Code.
 - 2) "Public purchasing body" means the State or the subdivision or agency making a public purchase. Government Code Section 4550.
 - B. In submitting a bid to a public purchasing body, the bidder offers and agrees that if the bid is accepted, it will assign to the purchasing body all rights, title, and interest in and to all causes of action it may have under Section 4 of the Clayton Act (15 U.S.C. Sec. 15) or under the Cartwright Act [Chapter 2 (commencing with Section 16700) of Part 2 of Division 7 of the Business and Professions Code], arising from purchases of goods, materials, or services by the bidder for sale to the purchasing body pursuant to the bid. Such assignment shall be made and become effective at the time the purchasing body tenders final payment to the bidder. Government Code Section 4552.
 - C. If an awarding body or public purchasing body receives, either through judgment or settlement, a monetary recovery for a cause of action assigned under this chapter, the assignor shall be entitled to receive reimbursement for actual legal costs incurred and may, upon demand, recover from the public body any portion of the recovery, including treble damages, attributable to overcharges that were paid by the assignor but were not paid by the public body as part of the bid price, less the expenses incurred in obtaining that portion of the recovery. Government Code Section 4553.
 - D. Upon demand in writing by the assignor, the assignee shall, within one year from such demand, reassign the cause of action assigned under this part if the assignor has been or may have been injured by the violation of law for which the cause of action arose and (a) the assignee has not been injured thereby, or (b) the assignee declines to file a court action for the cause of action. See Government Code Section 4554.

EXHIBIT C
GENERAL TERMS AND CONDITIONS

- 16. CHILD SUPPORT COMPLIANCE ACT:** For any Agreement in excess of \$100,000, the contractor acknowledges in accordance with Public Contract Code 7110, that:
- A. The contractor recognizes the importance of child and family support obligations and shall fully comply with all applicable state and federal laws relating to child and family support enforcement including, but not limited to, disclosure of information and compliance with earnings assignment orders, as provided in Chapter 8 (commencing with Section 5200) of Part 5 of Division 9 of the Family Code; and
 - B. The contractor, to the best of its knowledge is fully complying with the earnings assignment orders of all employees and is providing the names of all new employees to the New Hire Registry maintained by the California Employment Development Department.
- 17. UNENFORCEABLE PROVISION:** In the event that any provision of this Agreement is unenforceable or held to be unenforceable, then the parties agree that all other provisions of this Agreement have force and effect and shall not be affected thereby.
- 18. PRIORITY HIRING CONSIDERATIONS:** If this Contract includes services in excess of \$200,000, the Contractor shall give priority consideration in filling vacancies in positions funded by the Contract to qualified recipients of aid under Welfare and Institutions Code Section 11200 in accordance with Pub. Contract Code §10353.
- 19. SMALL BUSINESS PARTICIPATION AND DVBE PARTICIPATION REPORTING REQUIREMENTS:**
- A. If for this Contract Contractor made a commitment to achieve small business participation, then Contractor must within 60 days of receiving final payment under this Contract (or within such other time period as may be specified elsewhere in this Contract) report to the awarding department the actual percentage of small business participation that was achieved. (Govt. Code §14841.)
 - B. If for this Contract Contractor made a commitment to achieve disabled veteran business enterprise (DVBE) participation, then Contractor must within 60 days of receiving final payment under this Contract (or within such other time period as may be specified elsewhere in this Contract) certify in a report to the awarding department: (1) the total amount the prime Contractor received under the Contract; (2) the name and address of the DVBE(s) that participated in the performance of the Contract; (3) the amount each DVBE received from the prime Contractor; (4) that all payments under the Contract have been made to the DVBE; and (5) the actual percentage of DVBE participation that was achieved. A person or entity that knowingly provides false information shall be subject to a civil penalty for each violation. [Mil. & Vets. Code §999.5(d); Govt. Code §14841.]
- 20. LOSS LEADER:** If this contract involves the furnishing of equipment, materials, or supplies then the following statement is incorporated: It is unlawful for any person engaged in business within this state to sell or use any article or product as a "loss leader" as defined in Section 17030 of the Business and Professions Code. [PCC 10344(e).]

**EXHIBIT D
SPECIAL TERMS AND CONDITIONS**

1. GRANTEE'S GENERAL RESPONSIBILITY

Grantee is responsible for the project activities identified in Attachment 1: Application for Funding/Grant Proposal and Attachment 2: R.E.D. Grant Application - Phase 2. Review and approval by the BSCC is solely for the purpose of proper administration of grant funds, and shall not be deemed to relieve or restrict the Grantee's responsibility. Grantee shall immediately advise the BSCC of any significant problems or changes that arise during the course of the project.

2. CONFLICTS BETWEEN DOCUMENT TERMS

In the event of any inconsistency in the Grant Agreement, except as otherwise provided herein, the inconsistency shall be resolved by giving precedence in the following order:

- 1) Exhibits A & B: Scope of Work, Budget Detail and Payment Provisions
- 2) Exhibit E: Federal Assurances
- 3) Exhibit D: Special Terms and Conditions
- 4) Exhibit C: GTC 610, General Terms and Conditions

3. GRANTEE ASSURANCES AND COMMITMENTS

A. Compliance with Laws and Regulations

This Grant Agreement is governed by and shall be interpreted in accordance with the laws of the State of California. Grantee shall at all times comply with all applicable state laws, rules and regulations, and all applicable local ordinances.

B. Fulfillment of Assurances and Declarations

Grantee shall fulfill all assurances, declarations, representations, and statements made by the Grantee in Attachment 1: Application for Funding/Grant Proposal and Attachment 2: R.E.D. Grant Application - Phase 2, documents, amendments, approved modifications, and communications filed in support of its request for grant funds.

C. Permits and Licenses

Grantee agrees to procure all permits and licenses necessary to complete the project, pay all charges and fees, and give all notices necessary or incidental to the due and lawful proceeding of the project work.

4. POTENTIAL SUBCONTRACTORS

A. In accordance with the provisions of this Grant Agreement, the Grantee may subcontract with consultants for services needed to implement and/or support program activities. Grantee agrees that in the event of any inconsistency between this Grant Agreement and Grantee's agreement with a subcontractor, the language of this Grant Agreement will prevail.

B. Nothing contained in this Grant Agreement, or otherwise, shall create any contractual relation between the BSCC and any subcontractors, and no subcontract shall relieve the Grantee of its responsibilities and obligations hereunder. The Grantee agrees to be as fully responsible to the BSCC for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by the Grantee. The Grantee's obligation to pay its subcontractors is an independent obligation from the BSCC's obligation to make payments to the Grantee. As a result, the BSCC shall have no obligation to pay or to enforce the payment of any monies to any subcontractor.

C. Grantee shall ensure that all subcontractors comply with all requirements of this Grant Agreement.

EXHIBIT D
SPECIAL TERMS AND CONDITIONS

- D. Grantee assures that for any subcontract awarded by the Grantee, such as insurance and fidelity bonds, as is customary and appropriate, will be obtained.
- E. Grantee agrees to place appropriate language in all subcontracts for work on the project requiring the Grantee's subcontractors to:

- 1) Books and Records

Maintain adequate fiscal and project books, records, documents, and other evidence pertinent to the subcontractor's work on the project in accordance with generally accepted accounting principles. Adequate supporting documentation shall be maintained in such detail so as to permit tracing transactions from the invoices, to the accounting records, to the supporting documentation. These records shall be maintained for a minimum of three (3) years after the acceptance of the project's final audit of expenditures under the Grant Agreement, and shall be subject to examination and/or audit by the BSCC or designees, state government auditors or designees, or by federal government auditors or designees.

- 2) Access to Books and Records

Make such books, records, supporting documentations, and other evidence available to the BSCC or designee, the Department of General Services, the Department of Finance, the Bureau of State Audits, and their designated representatives during the course of the project and for a minimum of three (3) years after acceptance of the project's final audit of expenditures. The Subcontractor shall provide suitable facilities for access, monitoring, inspection, and copying of books and records related to the grant-funded project.

5. PROJECT ACCESS

Grantee shall ensure that the BSCC, or any authorized representative, will have suitable access to project activities, sites, staff, and documents at all reasonable times during the grant period.

6. ACCOUNTING AND AUDIT REQUIREMENTS

All funds received by the Grantee shall be deposited into separate fund accounts which identify the funds and clearly show the manner of their disposition. Grantee agrees that the audit and accounting procedures shall be in accordance with generally accepted government accounting principles and practices (see Accounting Standards and Procedures for Counties, California State Controller, Division of Local Government Fiscal Affairs) and adequate supporting documentation shall be maintained in such detail so as to provide an audit trail which will permit tracing transactions from support documentation to the accounting records to the financial reports and invoices. The Grantee further agrees to the following audit requirements:

- A. Federal Single Audit Act

If the Grantee expends \$500,000 or more in a year in federal funds, Grantee agrees to comply with the provisions pursuant to the Federal Office of Management and Budget Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations." Circular No. A-133 requires non-federal entities that meet the expenditure criteria to have either a single or program-specific audit conducted for that expenditure year.

- B. Interim Audit

The BSCC reserves the right to call for a program audit or a system audit at any time between the execution of this Grant Agreement and the completion or termination of the project. At any time, the BSCC may disallow all or part of the cost of the activity or action determined to not be in compliance with the terms and conditions of this Grant Agreement, or take other remedies legally available.

EXHIBIT D
SPECIAL TERMS AND CONDITIONS

C. Annual Audit

- 1) Within 120 calendar days of this Grant Agreement end date, all Grantees must obtain and submit an annual program audit to the BSCC. Only Grantees expending \$500,000 or more in a year are authorized to use federal funds to pay the costs associated with performing the audit. Should the federal single audit report include this grant project, the Grantee may submit the federal single audit to satisfy the annual audit requirement. The audit shall be prepared in accordance with generally accepted auditing standards and government auditing standards for financial and compliance audits.
- 2) Since the audit function must maintain organizational independence, the Grantee's financial officer for this project shall not perform the annual audit. If the Grantee's internal auditor performs the audit, the auditor must be organizationally independent from the Grantee's accounting and project management functions. Additionally, Grantee's internal auditors who report to the financial officer, or to whom the financial officer reports, shall not perform the audit. The person conducting the audit shall be a certified public accountant, unless a Grantee auditor completes the audit.

7. MODIFICATIONS

No change or modification in the project will be permitted without prior written approval from the BSCC. Changes may include modification to project scope, changes to performance measures, compliance with collection of data elements, and other significant changes in the budget or program components contained in the Application for Funding/Grant Proposal. Changes shall not be implemented by the project until authorized by the BSCC.

8. TERMINATION

- A. This Grant Agreement may be terminated by the BSCC at any time after grant award and prior to completion of project upon action or inaction by the Grantee that constitutes a material and substantial breach of this Grant Agreement. Such action or inaction includes, but is not limited to:
 - 1) substantial alteration of the scope of the grant project without prior written approval of the BSCC;
 - 2) refusal or inability to complete the grant project in a manner consistent with Attachment 1: Application for Funding/Grant Proposal and Attachment 2: R.E.D. Grant Application - Phase 2, or approved modifications;
 - 3) failure to provide the required local match share of the total project costs; and
 - 4) failure to meet prescribed assurances, commitments, recording, accounting, auditing, and reporting requirements of the Grant Agreement.
- B. Prior to terminating the Grant Agreement under this provision, the BSCC shall provide the Grantee at least 30 calendar days written notice stating the reasons for termination and effective date thereof. The Grantee may appeal the termination decision in accordance with the instructions listed in Exhibit D: Special Terms and Conditions, Number 9. Settlement of Disputes.

9. SETTLEMENT OF DISPUTES

- A. In the event of a dispute, Grantee shall file a "Notice of Dispute" with the BSCC Corrections Planning and Programs Division Deputy Director. Within 30 days, the Deputy Director shall meet with the Grantee and the designated BSCC Field Representative for purposes of resolving the dispute.

The appeal shall be in writing and shall:

- 1) state the basis for the appeal;
- 2) state the action being requested of the Deputy Director; and

EXHIBIT D
SPECIAL TERMS AND CONDITIONS

- 3) include any correspondence/documentation related to the cause for dissatisfaction.
- B. The Deputy Director will review the appeal and render a decision on the appeal within 30 calendar days. The decision of the Deputy Director shall be in writing and shall provide rationale for the decision.
- C. If dissatisfied with the decision, the Grantee may file for a review by the BSCC Executive Director. Such request shall be in writing and contain all the elements listed above in Item A.
- D. The decision of the Executive Director shall be final. Notice of the decision shall be mailed to the Grantee.
- E. The procedural time requirement may be waived with written mutual consent of both Grantee and Deputy Director. Grantee shall continue with the responsibilities under this Agreement during any dispute.

10. WAIVER

The parties hereto may waive any of their rights under this Grant Agreement unless such waiver is contrary to law, provided that any such waiver shall be in writing and signed by the party making such waiver.

EXHIBIT E
FEDERAL ASSURANCES FOR TITLE II

1. The grantee agrees to comply with the financial and administrative requirements set forth in the current edition of the Office of Justice Programs (*OJP*) Financial Guide.
2. The grantee acknowledges that failure to submit an acceptable Equal Employment Opportunity Plan (if recipient is required to submit one pursuant to 28 C.F.R. Section 42.302), that is approved by the Office for Civil Rights, is a violation of its Certified Assurances and may result in suspension or termination of funding, until which time as the recipient is in compliance.
3. The grantee agrees to comply with the organizational audit requirements of OMB Circular A-133, Audits of States, Local Governments, and Non-Profit Organizations, and further understands and agrees that funds may be withheld, or other related requirements may be imposed, if outstanding audit issues (if any) from OMB Circular A-133 audits (and any other audits of OJP grant funds) are not satisfactorily and promptly addressed as further described in the current edition of the OJP Financial Guide.
4. Grantee understands and agrees that it cannot use any federal funds, either directly or indirectly, in support of the enactment, repeal, modification or adoption of any law, regulation or policy at any level of government, without the express prior written approval.
5. Grantee understands and agrees that it cannot use any federal funds, either directly or indirectly, in support of any contract or subaward to either the Association of Community Organizations for Reform Now (ACORN) or its subsidiaries, without express prior written approval.
6. The grantee agrees to comply with any additional requirements that may be imposed during the grant performance period if the agency determines that the recipient is a high-risk grantee. Cf. 28 C.F.R. parts 66, 70.
7. Pursuant to Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," 74 Fed. Reg. 51225 (October 1, 2009), the BSCC encourages grantees and sub-contractors to adopt and enforce policies banning employees from text messaging while driving any vehicle during the course of performing work funded by this grant, and to establish workplace safety policies and conduct education, awareness, and other outreach to decrease crashes caused by distracted drivers.
8. The grantee agrees to comply with all applicable laws, regulations, policies, and guidance (including specific cost limits, prior approval and reporting requirements, where applicable) governing the use of federal funds for expenses related to conferences, meetings, trainings, and other events, including the provision of food and/or beverages at such events, and costs of attendance at such events. Information on pertinent laws, regulations, policies, and guidance is available in the OJP Financial Guide Conference Cost Chapter.
9. The grantee understands and agrees that any training or training materials developed or delivered with funding provided under this award must adhere to the OJP Training Guiding Principles for Grantees and Subgrantee, available at <http://www.ojp.usdoj.gov/funding/ojptrainingguidingprinciples.htm>.
10. The grantee agrees that if it currently has an open award of federal funds or if it receives an award of federal funds other than this OJP award, and those award funds have been, are being, or are to be used, in whole or in part, for one or more of the identical cost items for which funds are being provided under this OJP award, the recipient will promptly notify, in writing, the BSCC grant manager for this award, and, if so requested, seek a modification to eliminate any inappropriate duplication of funding.
11. The grantee understands and agrees that award funds may not be used to discriminate against or denigrate the religious or moral beliefs of students who participate in programs for which financial assistance is provided from those funds, or of the parents or legal guardians of such students.

EXHIBIT E
FEDERAL ASSURANCES FOR TITLE II

12. The grantee understands and agrees that - (a) No award funds may be used to maintain or establish a computer network unless such network blocks the viewing, downloading, and exchanging of pornography, and (b) Nothing in subsection (a) limits the use of funds necessary for any Federal, State, tribal, or local law enforcement agency or any other entity carrying out criminal investigations, prosecution, or adjudication activities.
13. The grantee agrees to comply with all Formula Grants Program requirements as outlined in the Juvenile Justice and Delinquency Prevention Act of 2002, the applicable guidelines, the Certified Assurances; and the most recent OJJDP Formula Grants Consolidated Regulation (28 CFR Part 31), to the extent that those regulations are not in conflict with the above.
14. Grantee agrees to comply with all confidentiality requirements (If 42 U.S.C. section 3789g and 28 C.F.R. Part 22 that are applicable to collection, use, and revelation of data or information. Grantee further agrees, as a condition of grant approval, to submit a Privacy Certificate that is in accord with requirements of 28 C.F.R. Part 22 and in particular, section 22.23.
15. The grantee acknowledges that the Office of Justice Programs (OJP) reserves a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use, and authorize others to use (in whole or in part, including in connection with derivative works), for Federal purposes: (1) any work subject to copyright developed under an award or subaward; and (2) any rights of copyright to which a recipient or subrecipient purchases ownership with Federal support.

The grantee acknowledges that OJP has the right to (1) obtain, reproduce, publish, or otherwise use the data first produced under an award or subaward; and (2) authorize others to receive, reproduce, publish, or otherwise use such data for Federal purposes. "Data" includes data as defined in Federal Acquisition Regulation (FAR) provision 52.227-14 (Rights in Data - General).

It is the responsibility of the grantee (and of each subcontractor, if applicable) to ensure that this condition is included in any subaward under this award.

The grantee has the responsibility to obtain from subcontractors (if any) all rights and data necessary to fulfill the grantee's obligations to the Government under this award. If a proposed subcontractor refuses to accept terms affording the Government such rights, the grantee shall promptly bring such refusal to the attention of the BSCC and not proceed with the agreement in question without further authorization.

16. Grantee agrees to comply with the requirements of 28 C.F.R. Part 46 and all Office of Justice Programs policies and procedures regarding the protection of human research subjects, including obtainment of Institutional Review Board approval, if appropriate, and subject informed consent.
17. Any Web site that is funded in whole or in part under this award must include the following statement on the home page, on all major entry pages (i.e., pages (exclusive of documents) whose primary purpose is to navigate the user to interior content), and on any pages from which a visitor may access or use a Web-based service, including any pages that provide results or outputs from the service:

"This Web site is funded [insert "in part," if applicable through a grant from the [insert name of OJP component], Office of Justice Programs, U.S. Department of Justice. Neither the U.S. Department of Justice nor any of its components operate, control, are responsible for, or necessarily endorse, this Web site (including, without limitation, its content, technical infrastructure, and policies, and any services or tools provided)."

The full text of the foregoing statement must be clearly visible on the home page. On other pages, the statement may be included through a link, entitled "Notice of Federal Funding and Federal Disclaimer," to the full text of the statement.

18. No grant funds received under this award may be used to fund the operation of temporary or permanent juvenile correction, detention, or community corrections facilities unless the recipient obtains prior written approval



**BOARD OF STATE AND COMMUNITY CORRECTIONS
FEDERAL TITLE II FORMULA GRANT PROGRAM
REDUCING RACIAL AND ETHNIC DISPARITY**

SECTION I: APPLICANT INFORMATION**A. UNIT OF LOCAL GOVERNMENT**

CFDA #16.540

COUNTY	DUNS AND BRADSTREET NUMBER	FEDERAL EMPLOYER ID #
Stanislaus County	073136772	
PROBATION DEPARTMENT MAILING ADDRESS	CITY	ZIP CODE
2215 Blue Gum Ave.	Modesto	95358

B. SUMMARY OF PROPOSAL (3-4 sentences)**C. FUNDS REQUESTED** \$200,000

The Stanislaus County Probation Department is reapplying for Phase 2 of the Reducing Racial and Ethnic Disparity (R.E.D.) Grant. The department is prepared to build upon strengths identified in the Phase 1 Readiness Assessment and reduce or eliminate those areas in the assessment identified as challenges. With the assistance of RED stakeholders, community leaders and expert consultants the RED Project in Stanislaus County will achieve it's goal of ensuring a strong infrastructure going forward into Phase 3.

D. PROJECT DIRECTOR

NAME AND TITLE OF PROJECT DIRECTOR	TELEPHONE NUMBER	
Mike Hamasaki, Assistant Chief Probation Officer	(209) 525-4504	
STREET ADDRESS	CITY	ZIP CODE
2215 Blue Gum Ave.	Modesto	95358
E-MAIL ADDRESS	hmskim@stancounty.com	

E. DAY-TO-DAY CONTACT PERSON

NAME AND TITLE	TELEPHONE NUMBER	
Mike Hamasaki, Assistant Chief Probation Officer	(209) 525-4504	
STREET ADDRESS	CITY	ZIP CODE
2215 Blue Gum Ave.	Modesto	95358
E-MAIL ADDRESS	hmskim@stancounty.com	

F. DESIGNATED FINANCIAL OFFICER

NAME AND TITLE	TELEPHONE NUMBER	
Karen Curci, Administrative Services Manager	(209) 525-4556	
STREET ADDRESS	CITY	ZIP CODE
2258 Blue Gum Ave.	Modesto	95358
E-MAIL ADDRESS	curcik@stancounty.com	

G. APPLICANT AGREEMENT By signing this application, the applicant assures that it will abide by the laws, policies, and procedures governing this funding.

NAME AND TITLE OF AUTHORIZED OFFICER (PERSON WITH LEGAL AUTHORITY TO SIGN)

Jill Silva, Chief Probation Officer

APPLICANT SIGNATURE	DATE
	9-25-15

SECTION II: DATA ANALYSIS AND ISSUE IDENTIFICATION

Data Analysis

Provide the R.E.D.-related data requested in the following tables. Use the data sources and/or definitions outlined below each table.

Table 1: County Juvenile Hall-Rated Capacity (RC)

Report the name of each Juvenile Hall in the county and its corresponding Rated Capacity (RC).

	Name	RC
Juvenile Hall:	Stanislaus County Juvenile Hall	158
Juvenile Hall:	Stanislaus County Juvenile Commitment Facility	60

Table 2: Critical Juvenile Justice Decision Making- Percentage Breakout by Race/Ethnicity and Gender

Data for year: 2010, 2014

	Total	White	%	Black	%	Hispanic	%	Asian	%	Pacific Islander	%	Native American	%	Other	%
Youth Population (Age 10-17)	67366	39458	59%	2355	4%	**	42%	3236	5%	459	1%	776	1%	21082	31%
Arrests	2169	625	29%	309	14%	1148	53%	38	2%	7	0%	3	0%	39	2%
Juvenile Hall Bookings	763	161	21%	104	14%	472	62%	14	2%	2	0%	0	0%	10	1%
In-custody Holds for Detention Hearings	446	98	22%	69	16%	265	59%	7	2%	1	0%	0	0%	6	1%
Petitions-Filed	947	206	22%	134	14%	569	60%	16	2%	1	0%	0	0%	21	2%
Petitions-Sustained	850	194	23%	121	14%	504	59%	13	2%	1	0%	0	0%	17	2%
Institutional Commitments	555	114	21%	77	14%	346	62%	12	2%	0	0%	0	0%	6	1%

397-15: Stanislaus County

Attachment 2: Page 2

****Hispanic is not included in the 2010 census population total because it is an ethnicity, not a race. However, the County currently treats Hispanic as a race. Based on Census 2010 data, Hispanic/Latino make up 41.9% of population, so we used this number as our youth population number for comparison with the Probation data.**

Table 2: In the above table, report the number and percentage of county youth, age 10-17, by race/ethnicity in the "Youth Population" row per Appendix A (pages 20-21). The California Department of Finance (DOF) publishes population projections by county, age and ethnicity; DOF source is from the U.S. Census Bureau, Census 2010 of Population and Housing.

In addition, for each decision-making category, report the number of events for the identified year (a continuous 12 month period within the last 3 years), not the number of individual youth, as a single youth may have multiple events over the course of one year. For percentages (race/ethnicity variable divided by the corresponding category total times 100), round to the nearest whole number.

- **Arrests:** Report the total number of juvenile arrests made by local law enforcement officers, the corresponding totals by race/ethnicity and percentages for the identified year.
- **Juvenile Hall Bookings:** Report the total number of bookings into the juvenile hall(s), the corresponding totals by race/ethnicity and percentages for the identified year.
- **In-custody Holds for Detention Hearings:** Report the total number of juveniles held in-custody awaiting detention hearings (pre-disposition), the corresponding totals by race/ethnicity and percentages for the identified year.
- **Petitions- Filed:** Report the total number of petitions that were filed by the District Attorney, the corresponding totals by race/ethnicity and percentages for the identified year.
- **Petitions- Sustained:** Report the total number of petitions that were sustained, the corresponding totals by race/ethnicity and percentages for the identified year.
- **Institutional Commitments:** Report the total number of juveniles committed to a juvenile detention facility (juvenile hall or camp) by the Court (post-disposition), the corresponding totals by race/ethnicity and percentages for the identified year.

Issue Identification

1. Using the data provided in this section, and any additional data deemed pertinent, identify and discuss potential issues related to race/ethnicity disparity and disproportionality (R.E.D.) in the county, particularly those of interest and/or concern to the probation department.

There are clearly disparities (see attached graph) at every point in the juvenile justice system in Stanislaus County. We have already taken steps to begin digging deeper to determine the causes for these disparities. Efforts to address the role implicit bias plays in leading to these disparities are underway and will continue. Probation leadership is already planning to examine how the detention risk assessment instrument is used and how to improve it to reduce disparities. Juvenile Hall and Commitment Facility Staff have also begun looking at policies that are racially neutral, but may have a disparate impact on particular groups of young people. It will be up to the R.E.D. Committee as a whole to determine which other decision points we should examine in Phase 2 and to establish priorities.

2. Using the data provided in this section and any additional data deemed pertinent, identify and discuss any changes, or points of interest since commencement of the R.E.D. grant in 2014.

Because some agencies treat "Hispanic" as a race instead of an ethnicity, some comparisons aren't accurate. For example, in the comparison between population and justice-involvement this year, the disparities for Hispanics are much greater than last year when Hispanic was treated as a race, but this could be because the percent of the population is actually higher than was reported to the Census, which treats Hispanic as an ethnicity. Consequently, it's unclear what the real disparity is. Probation will investigate whether or not to begin asking about race

and ethnicity as two separate questions in order to better identify the magnitude of disparities among this population.

SECTION III: ASSESSMENT OF PHASE 1 ACTIVITIES

- A. Describe how Phase 1 funds were used to address the Probation Department's staffing and/or other infrastructure needs. If expenditures differed from what was outlined in the original grant application, explain why.

During the last three quarters of Phase 1, the Probation Department IT Manager and Software Developer researched multidisciplinary databases and queried several data elements to gather information related to the R.E.D. Project.

The IT Manager worked closely with staff from the W. Haywood Burns Institute to gather the following data elements: arrests by most serious offense, arrests By arresting agency, police diversions by most serious offense, probation diversions by most serious offense, admissions to secure detention by most serious offense, admissions to secure detention by residence zip codes, DA filing decisions, detention - average daily population (pre and post adjudication), detention - average length of stay, detention - median length of stay, alternatives to secure detention enrollments and exits, number of youth on formal probation, dispositions, out of home placements, violations of probation in and out of custody.

The IT staff also provided Geographic Information Systems (GIS) support in preparing, collecting, and mapping data to identify areas most affected by racial and ethnic disparities in the county. IT staff created tables to hold addresses from external sources (Modesto Police Department, Schools, and Community Services Agency) and also created master external address table to hold the geocoded addresses returned by Public Works. IT staff will continue to query the data necessary and work in supporting the GIS mapping moving forward into Phase 2.

- B. Describe the services provided by the expert consultants during Phase 1. If those services differed from the work plan of the original grant application, explain why.

In the first quarter of Phase 1, the Stanislaus County Probation Department contracted with the W. Haywood Burns Institute to conduct a Comprehensive Readiness Assessment Consultation (RAC) to assess the nature and extent of disparities as well as the effectiveness of ongoing efforts to reduce disparities in the county.

On April 14-15, 2015, BI staff conducted interviews with Stanislaus County stakeholders. Key stakeholders included representatives from the judiciary, juvenile probation, the public defender's office, the district attorney's office, education, community-based service providers, and formerly system-involved youth. A total of 21 stakeholders were interviewed and the interviews ranged from 50-75 minutes in length. In an effort to ensure that the assessment took into account a wide range of perspectives, BI developed an online survey that was administered to system and community stakeholders between March 30th and April 10th, 2015. A total of 71 surveys were completed with 38 percent (27) of the respondents representing the Probation Department. Other survey respondents included representatives from the courts, the district attorney's office, education, behavioral health, law enforcement, and community and faith-based organizations.

On March 4, 2015, BI staff provided an overview of the R.E.D.-T.A.P. grant to approximately 40 Stanislaus County stakeholders. The stakeholders were engaged and were looking forward to participating in the local disparities reduction initiative.

On August 19, 2015, BI staff met with county R.E.D. stakeholders and provided a R.E.D. update along with information and discussion regarding the Phase 1 Assessment Report. The Burns Institute completed the RAC in quarter four which identified strengths, areas of improvement, assets, and challenges moving forward into Phase 2.

On September 8, 2015, BI staff facilitated a meeting with R.E.D. stakeholders to develop a workplan to guide the work that will begin in Phase 2.

In addition to contracting with the Burns Institute, the Probation Department has incorporated the expertise of Dr. Rita Cameron Wedding, Professor of Women's and Ethnic Studies at Sacramento State University, in the field of implicit bias. Dr. Cameron Wedding's nationally recognized work focuses on racial, gender, and social class disparities in institutions such as child welfare, juvenile justice, and education. The curriculum Cameron Wedding customized for the Stanislaus County R.E.D. Grant project consisted of two introductory sessions as well as three "Training for Trainers" sessions for a group of stakeholders who expressed interest in training other colleagues. Participants from Probation, Education, Mental Health, Courts, and other community/faith-based organizations, discussed in small groups how biases come into play in their decision-making process, policies, and rules/regulations.

The Department also contracted with Leap and Associates for program evaluation purposes. Leap and Associates developed evaluation tools as needed throughout Phase 1, conducted interviews, and completed an evaluation report which included an overview of progress from the Burns Institute, Implicit Bias Training, and the Juvenile Justice System in Stanislaus County.

- C. Were activities undertaken in Phase 1 according to the timeline in the original grant application? Yes No

If no, explain which activities and why.

The Stanislaus County R.E.D. Grant application for Phase 1 stated the project would be releasing a Request for Proposal (RFP) in November 2014 for a Youth/Family Advisory Council. Due to the delay in our project start, a RFP was not released in the timeframe listed. During Phase 1 we learned that the Behavioral Health and Recovery Services (BHRS) in our county facilitated neighborhood based youth leadership group(s) and collaborated and partnered with South Modesto Youth Leadership and Stanislaus County Youth Leadership Network. They also convened and facilitated a Youth/Family Advisory Council comprised of young people of color and their families that are connected (directly or indirectly) to the juvenile justice system. BHRS was willing to locate a partner/partners to begin a newly formed neighborhood based youth leadership group specifically for the R.E.D. Project of Stanislaus County. This would have eliminated the need for a formal RFP and the department would have contracted directly with BHRS for this service. A modification was submitted to the BSCC in August 2015 requesting to drop the need for a RFP and contract directly with BHRS for the service. In August 2015, the BSCC approved the modification request. Due to the limited time remaining in Phase 1, contracts for the Youth/Family advisors were not secured. The Probation Department plans on securing Youth/Family Advisors early in Quarter 1 Phase 2.

- D. Were all leadership activities described in Phase 1 completed? Yes No

If no, explain which activities were not completed and why.

- E. Were all training activities described in Phase 1 completed? Yes No

If no, explain which activities were not completed and why.

SECTION IV: DESCRIPTION OF INFRASTRUCTURE NEEDS

Phase 2 - R.E.D. Infrastructure and Education

As grantees move into Phase 2, it should be a deliberate shift framed by Phase 1 findings. It should include plans to capitalize on those areas identified in the assessment as strengths and include plans to eliminate those areas in the assessment identified as challenges or barriers. This process, with the assistance of expert consultants, should result in ensuring a strong infrastructure for the purposes Phase 3. Grant funds are earmarked for identified infrastructure needs within the probation department and pertinent collaborative partners (e.g., R.E.D. staff and/or resources needed to implement/improve data collection and analysis efforts), and for contracting with expert consultants to conduct probation staff training sessions both individually and structurally as well as the engagement of other county youth-serving agencies (e.g., Education, Social Services, Child Welfare, Mental Health, Courts) in these trainings. **This section must be no more than five (5) pages in length, including the BSCC narrative.**

A. Overall Plan - Assessment

1. Describe both the assessment findings and the recommendations as they relate to factors that impact a local jurisdiction's "readiness" to positively impact racial and ethnic disparities in its system.

According to the Burns Institute Phase 1 Assessment, Stanislaus County has the potential to make significant progress with regard to their disparities reduction effort. Stakeholder interviews, survey and review of local documents revealed strong leadership within key justice agencies. The assessment revealed that the Probation Department has a robust capacity to collect, extract and analyze justice system data which is essential to this work. Additionally, the assessment revealed a sense of urgency by both system and community stakeholders to move towards action and beyond words.

While there are significant strengths, there are also growth areas the county needs to address. It will be important to be thoughtful and intentional about developing the R.E.D. Committee. There are multiple collaborative efforts taking place in the county and it will be important to prevent any overlap or duplication between the initiatives. It will also be critical to ensure equity with regard to the R.E.D. Committee's composition by involving both system stakeholders as well as community stakeholders. The committee should make a concerted effort to seek out new stakeholders with fresh ideas regarding equity reform. Stanislaus County has many of the essential components necessary to achieve success and positive outcomes for system-involved youth of color. The recommendations outlined in this report provide the R.E.D. Committee with the necessary steps to address barriers to success as well build upon the County's existing strengths. Heading into Phase 2, The Burns Institute has recommended the following:

- (1) Stanislaus County should form and regularly convene a collaborative body comprised of key system and community stakeholders who will be responsible for overseeing the local R.E.D. reduction effort. Existing data about youth involvement in the justice system should inform the initial composition of the committee, as well as future expansion.
 - a. In an effort to effectively engage all levels of the probation department, the BI recommends that line probation officers participate in the R.E.D. Committee.
- (2) The R.E.D. Committee should participate in training which will highlight essential components to successful R.E.D. reduction efforts. The training should provide participants with an understanding of key terminology. It should also address the basics of using data to explore disparities, develop strategies to reduce disparities, and track progress.

- (3) The R.E.D. Committee should formalize a process for training and orienting new R.E.D. Committee members. The orientation process should include an overview of the local youth justice system, local data, committee governance structure, and the purpose and goals of the R.E.D. Committee.
- (4) The R.E.D. Committee should participate in training which will highlight essential components to successful R.E.D. reduction efforts. The training should provide participants with an understanding of key terminology. It should also address the basics of using data to explore disparities, develop strategies to reduce disparities, and track progress.
- (5) The R.E.D. Committee should establish consensus on the purpose of secure detention in Stanislaus County.
 - (a) The R.E.D. Committee should convene a meeting to discuss how secure detention should be utilized in the County. Once a consensus is reached, the committee should draft a written statement documenting the purpose of detention in Stanislaus County.
 - (b) The committee should review data on a quarterly basis to ensure that secure detention and detention alternatives are being utilized for the stated purposes. Data on RAI outcomes and override reasons are key data that must be reviewed to understand decision making.
 - (c) If data illustrate the need, additional alternatives to secure detention should be developed and/or existing alternatives should be expanded.
- (6) The R.E.D. Committee should review the RAI tool every two years to ensure objectivity and equity in detention decision-making.
- (7) In addition to providing probation staff with the RAI User-Friendly Guide, probation leadership should ensure that all probation staff responsible for administering the RAI participate in a brief "refresher" training regarding modifications to the tool. It may not be necessary to coordinate a division-wide training. The training can take place during probation units meetings.
- (8) Ensure that useful data is being collected and that it is being collected accurately.
 - (a) Implement a two-step, two-question process for collecting data on race and ethnicity across all youth justice agencies.
 - (b) Develop and distribute a data dictionary.
 - (c) Require clerical validation when entering data.
 - (d) Distinguish source agencies for violations of probation and reasons for violations.
 - (e) Collect RAI Data, including reasons for overrides.
- (9) Develop a regular report to highlight disparities and track progress. BI can assist in developing a template and provide support to use this report to monitor disparities.
- (10) Apply the Burns Institute Process for Using Data
 - (a) Dig deeper into target populations identified by data analysis:
 - i. Target populations suggested in this report include youth detained for Violations of Probation and Warrants.
 - ii. The R.E.D. committee should review data and identify other possible target populations as well.
 - (b) Modify, pilot or implement new policies, practices or interventions
 - (c) Identify and review indicators of progress, and modify interventions as needed.
- (11) Prior to any community engagement activities, the R.E.D. Committee should participate in training focused on the importance of engaging community, identification and effective outreach strategies, the role of community in local reform (policy and planning versus family-focused programming), and examples of community engagement from other jurisdictions.

(12) The R.E.D. Committee should engage in an intentional effort to outreach and educate the community about its disparities reduction work. These outreach efforts should take place in the communities most impacted by juvenile detention.

(a) The R.E.D. Committee should consider hosting a series of community forums in targeted geographic areas. These forums should include an overview of local reform efforts and research supporting their continued implementation. Other topics should include a Juvenile Justice 101 to inform the community about how the local youth justice system operates. Due to the large number of Latinos in the county, a concerted effort should be made to ensure that monolingual Spanish speakers have access to interpreters.

(b) The R.E.D. Committee should consider outreaching to the faith-based community who have access to system-involved families. Many stakeholders indicated challenges within system-involved families. The faith-based community often provides helpful insights to the strengths and challenges of system-involved families. Additionally, families typically have trusting relationships with their faith-based communities. Lastly, these groups bring a wealth of resources to support on-going reform efforts.

2. Based upon Phase 1 findings, describe the challenges faced in implementing the recommendations.

There are a few implementation challenges the R.E.D. Project will be facing in the upcoming year. One of those challenges is to consistently get our law enforcement partners to the R.E.D. Committee Meetings and trainings for their active participation. Many agencies sent different representatives to each meeting and some failed to send any representatives. This has posed a challenge in gaining consistency throughout the R.E.D. Project. Another challenge going into Phase 2 will be reaching a consensus on the purpose of secure detention and how it should be utilized within the county. With several different stakeholders participating in the R.E.D. Committee, each with his/her own perceptions of detention, agreeing on the purpose may be a difficult task.

3. Describe the implementation plan for the recommendations; describe any challenges that will be faced and how the Department will overcome those challenges.

With assistance from BI, we have a draft R.E.D. Committee workplan (attached). We will convene another gathering of the Committee to make decisions regarding structure and priorities in order to ensure that our work moving forward is based on the needs and priorities identified by a broad stakeholder group. Once we have established this process, we will be able to move forward with making decisions as a group even if there is not complete consensus.

Because our work has both a prevention and intervention component, there will be a lot of moving parts. We plan to address this by having a subcommittee structure on the R.E.D. Committee so that small subcommittees can focus on moving a small part of the work forward so that we collectively will be able to make great progress during Phase 2.

- B. Training - The implicit bias trainings should be considered the mechanism for initiating engagement and buy-in from departmental staff and stakeholders as well as 'quality assurance' at pertinent points throughout the grant.

Based upon the requirements for the implicit bias training (4 trainings per year as required in 2014 solicitation), describe:

- The outcomes of Phase 1 training.

In Quarter 3 of Phase 1, the Stanislaus County Probation Department hosted the initial Implicit Bias Training led by Dr. Rita Cameron Wedding. Thirty-five participants from various organizations and agencies attended the four hour course. Twenty two of those individuals were representatives of the Probation Department. The course provided the foundation for

participants to gain a firm understanding of Implicit Bias and how it plays a critical role in our daily decision making. Dr. Cameron Wedding provided a similar training in Quarter 4 of Phase 1 with the goal of integrating more law enforcement representatives in the Train the Trainer course. There were 21 attendees, including one from Probation and six from other law enforcement agencies. The Probation Department set up a "Train the Trainer" course for those individuals that attended the initial training and wanted to gain advanced knowledge of the topic. In June 2015, Dr. Rita Cameron Wedding instructed the first of three Implicit Bias "Train the Trainer" courses. Nineteen participants attended the training and gained a deeper perspective of how bias affects both our personal and professional world. Team homework assignments were handed out after the first and second train the trainer courses. The homework assigned consisted of identifying issues having a racial impact, a description of the law(s) or policies that appear to be applied or enforced differentially and an overview of the potential racial impact. Teams prepared well thought out issues and detailed discussion followed each presentation. By the end of the third train the trainer session, 20 individuals had completed the Implicit Bias trainings.

- Approach for ensuring the implicit bias training is strategically coordinated so it supports the recommendations from the assessment in Phase 2.

The Stanislaus County Probation Department plans on contracting with an expert in the field of Implicit Bias to conduct Phase 2 training for R.E.D. stakeholders and committee members, community leaders, law enforcement, school personnel and other partnering agencies. A Training Institute to develop implicit bias coaches will have a longer training period than the TFT in Phase 1, giving participants more time to learn the scholarship and research in the field, include fewer participants and those with requisite experiences that demonstrate an interest, readiness and commitment to become a professional trainer/leader, more experiential training in the classroom and supervised trainings in the field. This more intensive training series will allow the participants to utilize their experience and expertise not only in the training room but also in ways that inform practice and policy issues throughout the agency.

It would be ideal to have more law enforcement participation. The Probation Department plans on conducting additional recruitment efforts in getting consistent Implicit Bias training buy in from our local law enforcement partners.

To decrease the impact of implicit bias, implicit bias training modules should be integrated into all existing and new training curricula. The participants in the redesigned Training Institute could use their implicit bias expertise to work with trainers throughout all training disciplines to help them embed implicit bias modules into their curricula. Though we have this as a goal to work toward in Phase 2, we are not planning on implementing it until Year 3 since it will take the majority of Phase 2 to get the coaches ready to engage in this.

SECTION V: COMMUNITY ENGAGEMENT

Community Engagement is a priority in reducing disparity. You must include a description of each of the bulleted points in your response to this section. **This section must be no more than two (2) pages in length, including the BSCC narrative.**

Describe:

- The department's level of engagement in reducing racial and ethnic disparity in Phase 1.
The Department is extremely engaged in reducing RED. Management, IT, and line staff have all been participating in various aspects of the work – implicit bias training, training for trainers, surveys, interviews, data collection, and mapping.
- The department's current level and type of community engagement and collaboration, system stakeholders' engagement and collaboration, and any local champions that may have evolved during Phase 1; and
We had great community engagement in Phase 1. Many community members gave feedback through interviews, surveys, and meetings conducted by Leap and Associates and the Burns Institute. Many also participated in the implicit bias trainings, both the introductory training and the training for trainers. We held several stakeholder meetings to keep community members informed of our work during phase 1 and to get their feedback as we moved forward. We developed or strengthened existing relationships with various community groups that include Promotores, King Kennedy Center, Project Uplift, Boys and Girls Club, and Communities Building Congregations.
- How your current efforts will be strengthened in Phase 2.
As we solidify the R.E.D. Committee membership, we will be able to demonstrate our intention to integrate community members and voices in our work moving forward. We will continue to be engaged with the Promotores, community based health outreach workers working primarily in Latino immigrant communities, King Kennedy Center, Project Uplift, and the Boys and Girls Club who serve the African American population, and Communities Building Congregations, an organization working with the faith based community in Stanislaus County.
The Youth Advisory councils will be based in two communities with disproportionate numbers of Latinos and African American young people and their development and participation in the R.E.D. Committee will further strengthen community engagement. The advisers for the young people will be adults from these communities.
We also plan to host community forums to educate community members about the work that we are doing and solicit their input on a quarterly basis.

SECTION VI: EXPERT CONSULTANT SELECTION AND WORK PLAN

Describe the process and criteria that will be used to select and contract with the required expert consultants for the purpose of assisting department staff in understanding and reducing racial disparity within the system. Outline a preliminary work plan the applicant and consultants will undertake together to achieve the goals of the grant. The implicit bias trainings should be considered the mechanism for initiating engagement and buy-in from departmental staff and employed outward to include stakeholders at pertinent points throughout the grant. For planning purposes, a minimum of four (4) implicit bias trainings is required for Phase 2. **This section must be no more than two (2) pages in length, including the BSCC narrative.**

A. Selection Process/Criteria

We will continue working with Dr. Rita Cameron Wedding, Leap and Associates, and the Prison Law Office. We do not need selection criteria since we worked with them in Phase 1 and value the consistency of continuing to do the work with consultants who know our county and stakeholders. We have worked with the Prison Law Office since 2009.

For the youth advisory council advisors, we will select local community leaders who have experienced working with young people and families and are based in the neighborhoods that our GIS identifies as experiencing high disparities of system involvement.

B. Work Plan

Leap and Associates

Research Design: Development and Implementation of data collection tools for all 4 phases of R.E.D. grant

- Document Review, Meetings with Stanislaus County Probation, Stakeholders, Community Partners, Ongoing Development and Implementation of Quantitative Outputs and Outcome Measures and Qualitative Process and Outcome Measures

Process Evaluation Data Collection

- Depth Interviews, Focus Groups, Follow-up Interviews, Transcription and Analysis, Landscape Analysis

Outcome Data Analysis

- Pre and Post Test Survey Data, Quantitative Outcome Measures, Data Cleaning
- Analysis, Graph and Table creation

Related Costs

- Travel, Lodging: 6-8 visits throughout the year, Office supplies, printing, information technology

Additional Data Analysis in areas identified by the R.E.D. Committee

Dr. Rita Cameron Wedding

Advanced Training – Implicit Bias Coaching

- Advanced training over about 9 months with participants who either completed Phase 1 Training for Trainers or who are selected based upon experiences that demonstrate an interest, readiness and commitment to become a professional trainer, resource leader or coach.
- This training cohort of twelve or so inter-disciplinary participants will have in-class training practice and supervised trainings in the field. This more intensive training series (compared to Phase 1 TFT) will allow the participants to utilize their experience and expertise not only in the training room but also in ways that inform practice and policy issues throughout the agency and across inter-disciplinary systems.

- The following is a description of the training sessions:
 1. Review of general curriculum and orientation to Phase 2.
 2. Review of the scholarship on implicit bias. How to apply implicit bias curriculum to specific capacities (as designated by the Probation department) such as training, supervision, human resources, policy development etc. Participants will determine the capacity in which they intend to apply the training. Participants will be trained in how to apply, write and present training presentations.
 3. Continued focus on scholarship. Participants will plan and present implicit bias formal training or activity depending upon the chosen application. Participants will present mini-modules on application such as how to: assess, integrate, and evaluate existing county training curricula for implicit bias, assessing racial impact in department policy or law enforcement practices or strategies, identifying strategies for more effective community engagement and or presenting at unit and staff meetings.

Between sessions 3 and 4 participants will make formal presentations or conduct activity that will be evaluated by the trainer.
 4. Assess and give feedback on the public training presentations. Monthly telephone/online coaching sessions would occur between each in class training session.

Introductory Trainings – Implicit Bias

- Participants in the advanced training will be conducting trainings for their coworkers and/or in the community. These will be evaluated by Dr. Cameron Wedding.
- In addition, Dr. Cameron Wedding will conduct introductory trainings as needed, including for the R.E.D. Committee to ensure that all R.E.D. Committee members are, at a minimum, familiar with the basics of implicit bias.

Prison Law Office – Project Management

- Coordinate R.E.D. Committee, including meetings and communications between meetings
- Coordinate various consultants including evaluators, youth advisory council members, implicit bias trainers
- Share best practices from other jurisdictions and brainstorm with R.E.D. Committee on how to adapt for local community
- Includes administrative and travel costs

Youth Advisory Council Advisors (2 councils in 2 neighborhoods)

- Design and provide youth leadership training modules with a focus on providing education on the different areas that affect juvenile justice involvement/system.
- Provide training and consultation for community partners on youth development efforts.
- Convene youth monthly, at a minimum, in their neighborhood to develop their knowledge on factors that affect entry into the juvenile justice system. Youth representatives will then provide suggestions and feedback to the R.E.D. Stakeholder Committee based on their knowledge and/or experience.
- Provide youth leadership development training and technical assistance as needed.
- Quarterly outings between the 2 groups to foster cross cultural relationship building
- Support and guide youth advisory council representative on R.E.D. Committee
- Youth Advisory Council members will be young people currently, formerly, or vulnerable to being involved in the juvenile justice system
- Submit quarterly plans and reports.

SECTION VII: LEADERSHIP ACTIVITIES

R.E.D. leadership is essential for the success of ensuring a fair and equitable justice system for all youth. Describe activities to be undertaken by the applicant's Chief of Probation and management team for Phase 2 of the project and the nexus between these identified activities and goals of the grant. **This section must be no more than one (1) page in length, including the BSCC narrative.**

Chief Silva and her management team is committed in meeting the R.E.D. goals of reducing the number of young people of color in contact with the juvenile justice system and reducing implicit bias in policies, practice and decision-making. One of the first steps the management team will take in Phase 2 is the forming of the R.E.D. steering committee. The steering committee will be comprised of key county decision-makers and community stakeholders. Once the steering committee is officially formed, the identified group will meet quarterly. The Chief will identify co-chairs for both the steering committee and the R.E.D. collaborative committee. Once the committees are in place, the management team will convene a meeting with key community and system stakeholders to develop a countywide consensus on the purpose of detention in our juvenile justice system. This will allow a cross section of ideas from both juvenile justice personnel and community members in determining the definition of detention in the county.

Additional Implicit Bias Training is also planned for Phase 2. The Probation Department has followed up with Dr. Rita Cameron-Wedding regarding Phase 2 training. The training will include line staff from various countywide agencies with an emphasis on law enforcement and probation officers. The training will include both basic Implicit Bias training along with a continuation course for those individuals who completed the train the trainer Implicit Bias in Phase 1.

During Phase 2, the Probation Department will begin an internal Probation Corrections Officer Core Course for new institution staff. As part of the core training, the management team will provide all new officers for the institutions with training in R.E.D and with the basics of implicit bias. This training will empower new officers in the department to identify how their biases affect decision making.

Probation staff will develop a "data dictionary" where key information fields will be defined to minimize confusion during data entry and will look at how violations of probation are entered into the system.

Another key data component that the department's IT manager will address is electronically collecting the detention risk assessment instrument information in the existing ICJIS database.

Probation management will be actively involved in community outreach during Phase 2. The R.E.D. Project Coordinator, Lynn Wu from the Prison Law Office and members of the Probation Department are planning on conducting R.E.D. 101 trainings for community members interested in learning more about the R.E.D. project. This training will be a basic overview of the R.E.D. concept and will allow the department to share out the goals of the project. The Chief will continue to update the probation staff on R.E.D. updates during supervisor meetings and through department-wide administrative meeting notes.

SECTION VIII: PROPOSED BUDGET

A. BUDGET LINE ITEM TOTALS: Complete the following table for the grant funds being requested in Phase 2; funds requested shall not exceed the amount of grant funding awarded in Phase 1. While recognizing that counties may use different line items in the budget process, these are the ones used by the BSCC on its invoices.

Please check your total as figures in the table do not auto-calculate.

Proposed Budget Line Items	Grant Funds
Salaries and Benefits	\$7,000
Services and Supplies	\$0
Professional Services	\$143,000
CBO Contracts	\$50,000
Indirect Costs (may not exceed 10% of grant award)	\$0
Fixed Assets/Equipment	\$0
Other	\$0
Total	\$200,000

B. BUDGET LINE ITEM DETAILS: Provide sufficient detail in each category to explain how the grant funds will be used. In the "Other" category, funds should be budgeted for travel purposes for one (1) mandatory project director's meeting (to be held in Sacramento) as well as setting aside funds for possible R.E.D. education travel.

1. SALARIES AND BENEFITS (e.g., number of staff, classification, salary and benefits)

IT support - \$7,000

2. SERVICES AND SUPPLIES (e.g., office supplies and training costs)

3. PROFESSIONAL SERVICES: (e.g., contract with an expert consultant)

Leap and Associates, data analysis and evaluation - \$54,000

Dr. Rita Cameron Wedding - \$19,000

Prison Law Office, project management - \$35,000

Strategic Business Technology and Public Works – GIS mapping continued from Phase 1 - \$15,000

Strategic Business Technology and Public Works – adding DRAI data to ICJIS system to facilitate validating the DRAI and addressing disparities - \$20,000

4. COMMUNITY-BASED ORGANIZATIONS (e.g., contract with a CBO for expert consultant services)

Youth Advisory Council Advisers \$50,000

5. INDIRECT COSTS: Indicate percentage and methodology for calculation. This total may not exceed 10% of the grant funds.

6. FIXED ASSETS (e.g., computers and other office equipment necessary to perform project activities)

7. OTHER (e.g., travel expenses)

SECTION IX: PROPOSED TIMELINE

Provide a timeline for activities that will be undertaken in Phase 2 of the project (e.g., recruiting and hiring staff, selecting and contracting with an expert consultant, analyzing data, conducting training sessions, etc.).

Activity	Timeframe
Submit progress report and invoices to BSCC	Quarterly
Sign contracts with consultants	Upon BSCC approval of grant funds
Consultant status calls	Monthly
RED Committee meetings	Monthly
RED Steering Committee meetings	Quarterly
Youth Advisory Council meetings	Monthly or Biweekly
Youth Advisory Council inter-council teambuilding	Quarterly
Community Forums	Quarterly
Implicit Bias monthly coaching	Monthly
Implicit Bias Trainings for coaches	January – September 2016
Introductory Implicit Bias Trainings	January, April 2016
Development of evaluation tools	Ongoing
Data analysis to track disparities	Quarterly
Add DRAI questions to ICGIS	Oct 2015 - Jan 2016

APPENDIX A
PROJECTIONS BY COUNTY, AGE AND ETHNICITY*

County	Race	Total 10-17 yr. olds	Total 10 yr. olds	Total 11 yr. olds	Total 12 yr. olds	Total 13 yr. olds	Total 14 yr. olds	Total 15 yr. olds	Total 16 yr. olds	Total 17 yr. olds
Mono County	Total	1258	128	153	157	164	168	145	187	156
	White	904	98	106	104	116	124	98	144	114
	Black	5	0	2	0	2	1	0	0	0
	Hispanic	519	58	68	71	64	69	63	66	60
	Native American	41	4	3	8	3	4	7	7	5
	Asian	22	3	2	5	1	5	2	2	2
	Pacific Islander	0	0	0	0	0	0	0	0	0
	Other	286	23	40	40	42	34	38	34	35
San Joaquin County	Total	91686	11094	11167	11173	11270	11461	11662	12087	11772
	White	39810	4690	4837	4843	4815	5027	5131	5337	5130
	Black	7835	890	918	939	1016	918	1004	1069	1081
	Hispanic	43510	5568	5488	5417	5390	5410	5487	5427	5323
	Native American	1026	112	132	121	118	136	124	148	135
	Asian	12872	1557	1519	1563	1560	1615	1637	1713	1708
	Pacific Islander	521	53	70	67	59	64	59	88	61

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	Other	29622	3792	3691	3640	3702	3701	3707	3732	3657
Santa Barbara County	Total	44394	5245	5338	5189	5245	5609	5571	6020	6177
	White	27541	3266	3331	3175	3283	3551	3392	3735	3808
	Black	841	109	99	99	87	111	113	111	112
	Hispanic	26161	3178	3234	3142	3087	3313	3219	3453	3535
	Native American	652	85	71	71	86	76	76	95	92
	Asian	1607	188	168	192	203	174	205	233	244
	Pacific Islander	94	13	13	11	11	10	16	11	9
	Other	13659	1584	1656	1641	1575	1687	1769	1835	1912
Stanislaus County	Total	67366	8117	8065	8159	8355	8580	8549	8841	8700
	White	39458	4683	4686	4740	4887	5088	5008	5237	5129
	Black	2355	239	274	279	285	322	326	302	328
	Hispanic	35575	4560	4348	4452	4421	4460	4406	4528	4400
	Native American	776	100	106	77	98	98	94	106	97
	Asian	3236	377	384	392	413	398	415	415	442
	Pacific Islander	459	51	43	49	52	70	55	70	69
	Other	21082	2667	2572	2622	2620	2604	2651	2711	2635

*U.S. Census Bureau, Census 2010 of Population and Housing