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<td>Goal 1. To improve the criminal justice system understanding of, and commitment to achieving racial equity within the Criminal Justice System</td>
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| All community members benefit from fair and equitable policies practices and results. | Provide education, training, dialogue and other learning opportunities among criminal justice professionals to increase understanding in critical race analysis, normalizing, operationalizing and organizing to eliminate racial disparities in communities | • PD Office  
• COA Office of Equity and Inclusion  
• United States Defenders Office  
• BC Public Health | October 2019 – September 2020 | Trainings attended Educational opportunities provided | % of groups represented  
# of activities | Milestones: Held # of trainings  
Average # of attendance  
# agencies represented |
| Use a race equity tool to guide the development, implementation, evaluation of policies, initiatives, programs, and budget issues to address racial disparities | • PD Office  
• COA Office of Equity and Inclusion  
• United States Defenders Office  
• BC Public Health | August 2019 – September 2020 | Adoption of RE Tool in all workgroups | -How often the tool is used | Milestones: Racial Equity Tool drafted |
<p>| Next Steps: Host large REI Phase 1 training for key stakeholders, Develop Racial Equity Training |
| Next Steps: SJC Case Processing group to use tool |</p>
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| Define systems that impact the criminal justice system       | City of Asheville Office of Equity and Inclusion  
District Attorney Office  
28th Judicial Superior Court  
Pretrial Services  
Housing Authority | August 2019  
Clear Understanding of systems impacting the criminal justice system through documentation | January 2020  
-regular meetings  
-shared data and analysis  
-understanding the data reported | -Majority representation systems identified are represented | Documentation and adoption of document by workgroup | Milestones: Stakeholders defined local systems to include education, Public Health, DSS, CPS, Criminal Justice, Superintendents, School Boards, Education (Special & early Education, UNCA, ABITECH), Business / Chamber, Health Care System (Mission, MAHEC), Juvenile Justice, City, Economic Development, Housing (MHO, HACA, City, County Land Use, etc.), DEC |
| Create collaborative space for systems that impact criminal justice systems to be solution-focused and share data across systems | City of Asheville Office of Equity and Inclusion  
District Attorney Office  
28th Judicial Superior Court  
Pretrial Services  
Housing Authority | January 2020  
-regular meetings  
-shared data and analysis  
-understanding the data reported | -Majority representation systems identified are represented | -Completion of task  
-Majority of analysis of systems | Next Steps: Convene cross sector group | Next Steps: In progress |
| Develop a shared analysis of qualitative and quantitative data to determine root causes for institutional racism in local community | City of Asheville Office of Equity and Inclusion  
District Attorney Office  
28th Judicial Superior Court  
Pretrial Services  
Housing Authority | August 2020  
-Established shared definition  
-Define measures of developments (RRI) | -Completion of task  
-Majority of analysis of systems | -Completion of task  
-Majority of analysis of systems | Next Steps: Not started | Next Steps: Drafting Invite and save the date |

Safety + Justice Challenge Racial Equity Action Plan
| Develop and implementation strategies to reduce disparities based on root causes | City of Asheville Office of Equity and Inclusion  
District Attorney Office  
28th Judicial Superior Court  
Pretrial Services  
Housing Authority | January 2021 | Brainstorm  
Pilot  
Control Strategic plan form | Completion of task | Milestones: Not Started  
Next Steps: |
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| Goal 3: To reduce racial and ethnic disparities in our local detention facility | Develop understanding of qualitative and quantitative data (to include information learned through SJC community engagement activities) | • Buncombe County Performance Management  
• District Court  
• District Attorney’s Office  
• Public Defender’s Office  
• Sheriff Office  
• RHA | August 2019 | -Develop Relative Rate index through a Decision Point Analysis  
-Completion of task | | Milestones: In progress  
Next Steps: Presentation to workgroup related to decision point analysis and relative rate index |
| Jail disparities decrease between people of color and whites. | Develop a shared analysis of qualitative and quantitative data to determine root causes for jail disparities | • Buncombe County Performance Management  
• District Court  
• District Attorney’s Office  
• Public Defender’s Office  
• Sheriff Office  
• RHA | November 2019 | -Identification of potential causes through brainstorming techniques  
-Completion of task | | Milestones: Not started  
Next Steps: |
| | Develop and implementation strategies to reduce disparities based on root causes | • Buncombe County Performance Management  
• District Court  
• District Attorney’s Office  
• Public Defender’s Office  
• Sheriff Office  
• RHA | February 2020 | -Develop prioritize list through impact and effort technique  
-Completion of task | | Milestones: Not started  
Next Steps: |
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| All members of the community can benefit from diversionary and supportive programs that holistically address the needs of an individual | Develop understanding of service adopt in the communities of color (to include information learned through SJC community engagement activities) | • Sunrise  
• US Attorney’s Office  
• Superior Court  
• Asheville Police Department  
• Buncombe County Health and Human Services | March 2019-September 2020 | -Data collection through quantitative analysis | -Completion of task | Milestones:  
- Completed task for Felony Drug Diversion Program of BC, via other sub-goals for GOAL 4 of this action plan.  

Next Steps:  
- Waiting on consolidated information (informative data) from CE Workgroup’s listening sessions/events  
- Utilize CE Workgroup’s data from listening sessions and events to inform content of RE 101 training (goal 1’s task), AND BRAINSTORM action item for this goal as it relates to diversion and supportive services. |
| Develop understanding of current state of program, including data analysis of referral, service adoption, program enrollment, and program completion (if applicable) | • Sunrise  
• US Attorney’s Office  
• Superior Court  
• Asheville Police Department  
• Justice Resource Center Buncombe County Health and Human Services | March 2019-September 2020 | -Data collection through quantitative analysis | -Completion of task | Milestones:  
- Completed for the Felony Drug Diversion Program of BC.  
- Presented Process, findings, and actions (program changes) of Felony Diversion to 6 other Diversion and supportive services of the county.  
- Received 5 commitments to help facilitate the same RE Lens process/analytics from diversion and supportive services team leads. |
| Develop understanding of current criteria for entrance, access to services, and barriers that exist for communities of color | • Sunrise  
• US Attorney’s Office  
• Superior Court  
• Asheville Police Department  
• Buncombe County Health and Human Services | March 2019-September 2020 | -Identification of potential causes through brainstorming techniques | -Completion of task |
| Conduct educational opportunities, especially in communities most impacted by disparities | • Sunrise  
• US Attorney’s Office  
• Superior Court  
• Asheville Police Department  
• Buncombe County Health and Human Services | March 2019-September 2020 | -Educational activities held with most impacted communities | -Completion of task |

**Next Steps:**
- wait for GOAL-1 to complete RE 101 training and utilize.
- Replicate Process of Felony Diversion analysis and change (beginning with RE 101 training) in other diversion and supportive services in BC. One program/service at a time.

**Milestones:**
- Completed for Felony Diversion Program

**Next Steps:**
- Select ONE (one at a time) Diversion or Supportive service from those who already signed “commit” form, train them in RE 101.
- Meet with program for program data gather and RE lens analysis PRIOR to brainstorm.
- Brainstorm causes of inequity for program selected.

**Milestones:**
- Created RE Presentation to show diversion program and services team leads.
- Presented RE PowerPoint to diversion program/services team leads and gained commitments for further RE work in those programs.

**Next Steps:**
- Partner with Community Engagement Workgroup to inform the community of the RE changes in the county diversion programs AND to
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<td>All residents have access and opportunities to engage in public decision-making</td>
<td>Partner with SJC Community Engagement Workgroup to receive feedback regarding the community experience of the justice system, especially those most impacted by disparities. • Buncombe County Community Engagement • 2 Community Members • Dept. of Juvenile Justice</td>
<td>• Buncombe County Community Engagement • 2 Community Members • Dept. of Juvenile Justice</td>
<td>September 2019 - September 2020</td>
<td>Community Engagement Sessions: -Community Surveys -Listening Sessions -Focus groups -Community Meetings Next measure: -Most impacted</td>
<td>-Percentage of responses, both pre &amp; post survey -Changes in perception pre &amp; post survey</td>
<td>Milestones: Hosted 1 listening session and 1 community meeting. # individuals attended listening session # individuals attended community session</td>
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