



| Community Indicator: What we hope to see in the community | Outcomes and Actions: What actions we will take and what we aim to achieve with these actions | Accountability: Who is involved in the actions. Who is responsible for completion? | Timeline: When we hope to see changes | Performance Measures: What data we use to demonstrate if changes are working | Metric | Progress Report Quarterly check-in on actions and outcomes |
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| Goal 1. To improve the criminal justice system understanding of, and commitment to achieving racial equity within the Criminal Justice System | | | | | | |
| 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 | <ul style="list-style-type: none"> • 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 Next Steps: Host large REI Phase 1 training for key stakeholders, Develop Racial Equity Training |
| | Use a race equity tool to guide the development, implementation, evaluation of policies, initiatives, programs, and budget issues to address racial disparities | <ul style="list-style-type: none"> • 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 Next Steps: SJC Case Processing group to use tool |

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| Goal 2: To improve collaboration among systems that impact the racial and ethnic disparities in the criminal justice system | | | | | | |
| Local systems/institutions work together to address race-based disparities that impact our communities | Define systems that impact the criminal justice system | <ul style="list-style-type: none"> • City of Asheville Office of Equity and Inclusion • District Attorney Office • 28th Judicial Superior Court <ul style="list-style-type: none"> • Pretrial Services • Housing Authority | August 2019 | Clear Understanding of systems impacting the criminal justice system through documentation | Documentation and adoption of document by workgroup | <p>Milestones: Stakeholders defined local systems to include education, Public Health, DSS, CPS, Criminal Justice, Superintendents, School Boards, Education (Special & early Education, UNCA, ABTECH), Business / Chamber, Health Care System (Mission, MAHEC), Juvenile Justice, City, Economic Development, Housing (MHO, HACA, City, County Land Use, etc.), DEC</p> <p>Next Steps: Convene cross sector group</p> |
| | Create collaborative space for systems that impact criminal justice systems to be solution-focused and share data across systems | <ul style="list-style-type: none"> • City of Asheville Office of Equity and Inclusion • District Attorney Office • 28th Judicial Superior Court • Pretrial Services • Housing Authority | January 2020 | <ul style="list-style-type: none"> -regular meetings -shared data and analysis -understanding the data reported | -Majority representation systems identified are represented | <p>Milestones: In progress</p> <p>Next Steps: Drafting Invite and save the date</p> |
| | Develop a shared analysis of qualitative and quantitative data to determine root causes for institutional racism in local community | <ul style="list-style-type: none"> • City of Asheville Office of Equity and Inclusion • District Attorney Office • 28th Judicial Superior Court • Pretrial Services • Housing Authority | August 2020 | <ul style="list-style-type: none"> -Established shared definition -Define measures of developments (RRI) | <ul style="list-style-type: none"> -Completion of task -Majority of analysis of systems | <p>Milestones: Not started</p> <p>Next Steps:</p> |

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| | <p>Develop and implementation strategies to reduce disparities based on root causes</p> | <ul style="list-style-type: none"> • City of Asheville Office of Equity and Inclusion • District Attorney Office • 28th Judicial Superior Court • Pretrial Services • Housing Authority | <p>January 2021</p> | <ul style="list-style-type: none"> -Brainstorm -Pilot -Control Strategic plan form | <p>-Completion of task</p> | <p>Milestones: Not Started</p> <hr/> <p>Next Steps:</p> |
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| Goal 3: To reduce racial and ethnic disparities in our local detention facility | | | | | | |
| Jail disparities decrease between people of color and whites. | Develop understanding of qualitative and quantitative data (to include information learned through SJC community engagement activities) | <ul style="list-style-type: none"> • 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 |
| | Develop a shared analysis of qualitative and quantitative data to determine root causes for jail disparities | <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • 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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| Goal 4: To increase access and referral opportunities for people of color into criminal justice diversionary and supportive programs offered in Buncombe County | | | | | | |
| 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) | <ul style="list-style-type: none"> • 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) | <ul style="list-style-type: none"> • 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. |

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| | | | | | <p>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.</p> |
| Develop understanding of current criteria for entrance, access to services, and barriers that exist for communities of color | <ul style="list-style-type: none"> • 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 | <p>Milestones: *Completed for Felony Diversion Program</p> <p>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.</p> |
| Conduct educational opportunities, especially in communities most impacted by disparities | <ul style="list-style-type: none"> • 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 | <p>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.</p> <p>Next Steps: *Partner with Community Engagement Workgroup to inform the community of the RE changes in the county diversion programs AND to</p> |

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| | | | | | | train community members on diversion and supportive services offered by the county. |
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| Goal 5: To ensure the community, including those most impacted by disparities, are engaged in community change discussion and decision making | | | | | | |
| All residents have access and opportunities to engage in public decision-making | Partner with SJC Community Engagement Workgroup to receive feedback regarding the community experience of the justice system, especially those most impacted by disparities. | <ul style="list-style-type: none"> Buncombe County Community Engagement 2 Community Members Dept. of Juvenile Justice | September 2019- September 2020 | Community Engagement Sessions: <ul style="list-style-type: none"> -Community Surveys -Listening Sessions -Focus groups -Community Meetings Next measure: <ul style="list-style-type: none"> -Most impacted | -Percentage of responses, both pre & post survey -Changes in perception pre & post survey | Milestones: Hosted 1 listening session and 1 community meeting. # individuals attended listening session # individuals attended community session Next Steps: launch of Criminal Justice 101, launch of survey, listening session in Pisgah View Apartments |
| | Status | Not Started | At Risk | In Progress | Completed | |
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| | Priority | High | Medium | Low | | |