

## Request for Legislative Action

Ord. #5813  
Sponsor: Venessa Huskey  
Date: November 6, 2023

### Completed by County Counselor's Office

Action Requested:	Ordinance	Res.Ord No.:	5813
Sponsor(s):	Venessa Huskey	Legislature Meeting Date:	11/6/2023

### Introduction

**Action Items:** ['Appropriate']

**Project/Title:**

Racial and Equity Diversity Manager

### Request Summary

This is a request to extend the usage of funds previously appropriated for this project and to appropriate an additional \$65,111 from the undesignated 2023 Grant fund balance in acceptance of a one year extension with additional funds awarded to the Family Court Division by the Missouri Department of Public Safety. The project is named "Racial and Equity Disparity Manager". The goal of the program remains the same and is to fund a DMC Coordinator position who will oversee the Jackson County DMC initiative to examine potential disproportionate minority disparities in the justice continuum and implement data-based prevention and system improvement strategies to reduce identified disparities in treatment of system-involved youth. The project began October 1, 2021 and with the extension will continue through September 30, 2024. The grant project for the current grant period is \$65,111 and there is no match requirement.

### Contact Information

<b>Department:</b>	Circuit Court	<b>Submitted Date:</b>	10/23/2023
<b>Name:</b>	carl.bayless@courts.mo.gov	<b>Email:</b>	carl.bayless@courts.mo.gov
<b>Title:</b>	Grant Coordinator	<b>Phone:</b>	816-435-4775

### Budget Information

Amount authorized by this legislation this fiscal year:			\$65,111
Amount previously authorized this fiscal year:			\$65,111
Total amount authorized after this legislative action:			\$130,222
Is it transferring fund?			Yes
Transferring Fund From:			
Fund:	Department:	Line Item Account:	Amount:
010 (Grant Fund)	9999 (*)	32810 (Undesignated Fund Balance)	\$65,111

## Request for Legislative Action

Transferring Fund To:			
Fund:	Department:	Line Item Account:	Amount:
010 (Grant Fund)	2155 (Racial and Ethnic Disparity Manager)	55010 (Regular Salaries)	\$65,111

<b>Prior Legislation</b>	
<b>Prior Ordinances</b>	
Ordinance:	Ordinance date:
5618	April 11, 2022
5724	March 7, 2023
<b>Prior Resolution</b>	
Resolution:	Resolution date:

<b>Purchasing</b>	
Does this RLA include the purchase or lease of supplies, materials, equipment or services?	No
Chapter 10 Justification:	
Core 4 Tax Clearance Completed:	
Certificate of Foreign Corporation Received:	
Have all required attachments been included in this RLA?	

<b>Compliance</b>	
<b>Certificate of Compliance</b>	
Not Applicable	
<b>Minority, Women and Veteran Owned Business Program</b>	
Goals Not Applicable for following reason: Contract is with another government agency	
MBE:	.00%
WBE:	.00%
VBE:	.00%
<b>Prevailing Wage</b>	
Not Applicable	

<b>Fiscal Information</b>	
<ul style="list-style-type: none"> <li>Funds sufficient for this appropriation and/or transfer are available from the source indicated on the budget information tab.</li> </ul>	

## Request for Legislative Action

### History

Submitted by Circuit Court requestor: carl.bayless@courts.mo.gov on 10/23/2023. Comments:

Approved by Department Approver Theresa Byrd on 10/23/2023 4:48:51 PM. Comments:

Not applicable by Purchasing Office Approver Barbara J. Casamento on 10/24/2023 12:19:28 PM. Comments:

Approved by Compliance Office Approver Ikeela Alford on 10/24/2023 12:27:17 PM. Comments:

Approved by Budget Office Approver Sarah L. Matthes on 10/26/2023 9:54:05 AM. Comments: Fiscal Note Attached

Approved by Executive Office Approver Sylvia Stevenson on 10/27/2023 9:25:25 AM. Comments:

Approved by Counselor's Office Approver Jamesia Manning on 11/2/2023 10:43:10 AM. Comments:

# Supplemental Appropriation Request

## Jackson County, Missouri

Funds sufficient for this appropriation are available from the source indicated below.

Date: October 26, 2023

ORD # 5813  
eRLA # 1,141

Department / Division	Character/Description	From	To
<b>Grant Fund - 010</b>			
2155 - Racial & Ethnic Disparity Mgr	45614 - Increase Revenues	65,111	
9999 - Non Specific	32810 - Undesignated Fund Balance		65,111
9999 - Non Specific	32810 - Undesignated Fund Balance	65,111	
2155 - Racial & Ethnic Disparity Mgr	55010 - Regular Salaries		65,111
<div> <b>APPROVED</b>  By Sarah Matthes at 9:52 am, Oct 26, 2023 </div>		\$ 130,222	\$ 130,222
Budgeting			



## Subaward Adjustment

### ***2020-TitleII-021-Racial and Ethnic Disparity (RED) Manager***

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#### **Title II Formula Grant**

<b>Subaward Adjustment ID:</b>	02	<b>Submitted By:</b>	
<b>Subaward Adjustment Type:</b>	Budget Revision	<b>Submitted Date:</b>	09/14/2023
<b>Status:</b>	Approved		
<b>Organization:</b>	Jackson County, Family Court		

### ***Justification***

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#### **Justification\***

*Please explain the reason for the requested adjustment and include the effective date. State the need for the change and how the requested revision will further the objectives of the project.*

We are requesting an extension of grant funding for the Racial and Ethnic Disparity (RED) Manager position for the 2023-2024 grant year. The budgeted amount covers a portion of the salary for the RED Program Manager, which will not change for the coming year.

The attached Racial and Ethnic Disparities Work Plan and the descriptions below outline the Court's initiatives and projects related to RED and the status of those projects. The activities for the coming year will continue and build on the accomplishments of the RED Initiative in the current grant cycle.

#### **Data Collection and Research**

Over the past year, the Court's Research & Development Department has been conducting a racial equity evaluation of the Missouri Risk Assessment Instrument—our primary tool for making dispositional recommendations and decisions about whether to divert or formally file on a delinquency referral. This analysis compares assessment scores by race and examines interrater reliability as well as accuracy at predicting recidivism. It tests modifications to the assessment and reviews current literature on racial equity in risk assessment. Research & Development staff have discussed initial findings with the RED Program Manager and talked about next steps, including considering changes to the assessment itself, improving training for officers on completing the assessment, and using this research to further the discussion of racial equity in assessments at the Court. Further research and discussion is needed to determine the approach we want to take, and we plan for that work to occur in the next grant year.

In the next year, the RED Program Manager will convene a RED Work Task Force to conduct deeper data dives into decision points where the Court has seen racial disparities. Additionally,

the DEIB (Diversity, Equity, Inclusion, and Belonging) Committee has submitted a proposal to the Deputy Court Administrator to establish a multi-disciplinary, cross-functional team that would review policies and make recommendations to the Court regarding policy modifications it could consider to reduce racial disparities.

### Personnel Development

The Court's Training Department offers training opportunities for professional development in areas such as leadership and personal career growth for staff at all levels and in all departments. In the next year, they will continue to develop and make available training on diversity, bias, and cultural awareness as well as offer more opportunities for cross-departmental training and discussion. Multiple staff members of the Training Department are involved with the Court's DEIB Committee and have expressed their commitment to fostering these efforts through the Court's training opportunities.

The Human Resources Department is undergoing a review of its recruitment, hiring, and promotion practices with consideration to diversity, equity, inclusion, and belonging. In the next year, they will work to develop a strategy to assure consistency of these practices throughout the Family Court. Additionally, the DEIB Committee is in the process of establishing a multi-disciplinary, cross-functional team to address employee concerns related to diversity and inclusion, such as acts of retaliation, macro- and micro-aggressions, and lack of accountability for those who display such behaviors. This team will work with Human Resources and Court administrators to review and revise policies and practices in ways that will reduce concerns about these issues. The team will also review the Court's employee performance review form and process (the EPPR) to make suggestions for improvement, including the addition of goals for growth and advancement.

### Community Relations

The RED Program Manager meets monthly with a small delegation of Court staff and outside partners who form a committee called Shifting Power for Equitable Results (SPER). The group consults on issues of racial equity and aims to empower the community to provide interventions to meet the needs of youth and deflect them from traditional encounters with the juvenile justice system. Phase I of the SPER initiative is ongoing and involves linking referrals from the Kansas City Police Department (KCPD) and the Kansas City Public Schools (KCPS) directly to the Kansas City Youth Court (KCYC). The initiative has made progress with both the KCPD and KCPS in this effort.

Phase II of the initiative is to involve more community partners in efforts to provide additional diversion opportunities to deflect low-level youth from being referred to the Juvenile Court. In the past year, the Community Diversion Program sub-committee has been meeting with community agencies to strategize how to do this. The Family Court recently received an OSCA grant that will allow the Committee to hold community meetings to both to inform the community about the SPER initiative and recruit other potential partners.

The RED Program Manager participates in MJJA RED meetings and meetings of community groups such as COMBAT STRIVIN', Urban Summit, and the UMKC Division of Diversity and Inclusion. Participation in these groups will continue in the next grant year.

### Creating a Diverse, Equitable, and Inclusive Workplace

The Court's Diversity, Equity, Inclusion, and Belonging (DEIB) Committee remains active within the Family Court. The DEIB Committee plans and executes monthly cultural awareness events and events that recognize staff. It will continue to communicate to all levels of Court personnel about activities, progress, and opportunities for involvement related to the RED and DEIB initiatives. The DEIB Committee has established a commitment statement for the Court to

adopt to establish its dedication to DEIB. In this grant year, the Committee will recommend a strategy for how the Court can use this statement to drive the culture of the Family Court.

Recently, a sub-committee of the DEIB Committee presented a proposal to the Deputy Court Administrator for a multi-disciplinary, cross-functional team to address equity in policies, procedures, and staff development. This concept was initially recommended by the consulting firm that conducted the Court's equity audit in 2022. If this proposal is approved, the RED Program Manager will work on establishing this team in the next grant year.

The first DEIB-sponsored Courageous Conversation on Emotional Intelligence was held in July. This was a small group discussion with staff members from all around the Family Court that was intended to promote open dialogue and cross-cultural awareness. More sessions are planned on a variety of other topics, starting after a Court-wide DEI and Implicit Bias training facilitated by MJJA on September 22, 2023.

## ***Budget***

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Row	Current Budget	Revised Amount	Net Change
Personnel	\$130,223.60	\$195,335.40	\$65,111.80
Personnel Benefits	\$0.00	\$0.00	\$0.00
Personnel Overtime	\$0.00	\$0.00	\$0.00
Personnel Overtime Benefits	\$0.00	\$0.00	\$0.00
PRN Time	\$0.00	\$0.00	\$0.00
PRN Benefits	\$0.00	\$0.00	\$0.00
Volunteer Match	\$0.00	\$0.00	\$0.00
Travel/Training	\$0.00	\$0.00	\$0.00
Equipment	\$0.00	\$0.00	\$0.00
Supplies/Operations	\$0.00	\$0.00	\$0.00
Contractual	\$0.00	\$0.00	\$0.00
Renovation/Construction	\$0.00	\$0.00	\$0.00
Indirect Costs	\$0.00	\$0.00	\$0.00
Totals	\$130,223.60	\$195,335.40	\$65,111.80

## ***Federal/State and Local Match Share***

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Row	Current Budget	Current Percent	Revised Amount	Revised Percent	Net Change
Total Federal/State Share	\$130,223.60	100.0%	\$195,335.40	100.0%	\$65,111.80
Total Local Match Share	\$0.00	0%	\$0.00	0%	\$0.00

## ***Confirmation***

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*Your typed name as the applicant authorized official, in lieu of signature, represents your legally binding acceptance of the terms of this subaward adjustment and your statement of the veracity of the representations made in this subaward adjustment. You must include your title, full legal name, and the current date.*

**Authorized Official**  
**Name:\*** Theresa L. Byrd

**Title:\*** Deputy Court Administrator - Family Court

**Date:\*** 09/14/2023

## Attachments

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Description	File Name	File Size
Jackson County RED Work Plan 2023	Jackson County RED 2023 Work Plan.pdf	81 KB