

Extended Executive Summary

EXCERPTS FROM LOS ANGELES COUNTY DEPARTMENT OF YOUTH DEVELOPMENT
DIVERSION PROGRAM OUTCOME, EQUITY, AND COST BENEFIT EVALUATION

This evaluation was developed by RDA Consulting under contract with the Los Angeles County Department of Youth Development. For the full report, see: bit.ly/diveval

Section 1: Overview

The Outcome & Equity Evaluation of the Los Angeles County Department of Youth Development's (DYD) Youth Diversion & Development (YDD) Program, coupled with a Cost-Benefit Analysis, illuminates the intricate dynamics and significant impacts associated with youth diversion initiatives in LA County. These analyses, conducted by RDA Consulting, assesses the inaugural cohort of DYD's Youth Diversion Program, from April 2019 to June 2022. Employing a mixed-methods approach, the evaluation assesses fidelity of the diversion model, program efficacy, and equity considerations. The following provides a summary of each section, including key findings and recommendations for DYD and LA County to consider, when appropriate.

Executive Summary

In 2017, the LA County Board of Supervisors called for a countywide effort to divert youth from the juvenile justice system. The approval of this motion established an ad hoc committee within the Countywide Criminal Justice Coordination Committee tasked with the creation of a youth diversion model for LA County.

This approach evolved out of concern for youth and in recognition of the collateral consequences they may experience due to arrest and/or incarceration (e.g., increased likelihood to drop out of high school, engaging in substance use, negative life outcomes). Additionally, given the disparate rates of contact youth of color in the County face in terms of law enforcement contact, arrest, incarceration, and probation supervision, equity was a critical factor considered in developing the model.

The committee developed recommendations for a coordinated approach that would connect youth to existing resources within their community to facilitate their growth and development with attention to their overall wellbeing. The recommendations were unanimously approved, leading to the Division of Youth Diversion and Development's establishment with the following purpose:

1

Create a county network of diversion services that utilize a health-centered approach to addressing youths' needs

2**Develop partnerships between law enforcement agencies and local youth-serving providers****3****Facilitate youth growth and provide youth with the ability to complete programming without a documented arrest (and a sealed record)****4****Reduce the overall number of youth arrests, probation referrals, and petitions filed**

In 2019, YDD awarded an initial cohort of eight community-based organizations (providers) throughout LA County with contracts to provide case management services to youth referred to diversion. In July 2022, YDD was transitioned to a new Department of Youth Development (DYD) established to advance the vision for youth justice transformation and the County's efforts to equitably reduce youth justice system involvement.

This Outcome and Equity Assessment Evaluation Report is an evaluation of the first cohort of programs that contracted with DYD and the youth that were served by those programs, focusing on the time frame from April 2019 to June 2022. The goal of this report is to examine the effect of the program on various outcomes and compliment the previously published process and implementation report that sought to illustrate how DYD's diversion program was implemented.

This report describes an overview of the program, evaluation methods, findings from stakeholder interviews and client focus groups, and analysis of program data. Qualitative interviews and focus groups revealed key strengths and challenges of the program before, during, and after the 2019 coronavirus disease (COVID-19) pandemic. Analyses of quantitative data describe the youth who are being referred to diversion services, the needs of that population, and the services provided.

The outcome evaluation is not a randomized control trial that would be able to test whether all youth who were eligible had access to positive youth development services. However, the research team performed sufficient robustness checks for the recidivism analysis to state that diversion caused the observed reduction in recidivism. Elsewhere, statistical analysis could only identify a correlation between program participation and impact. In these cases, qualitative findings were incorporated following a mixed methods approach to deepen our understanding of the observed effect.

Together, these findings provide a pathway to program improvements and policy recommendations for sustainability of the DYD diversion model.

The diversion program has demonstrated significant positive outcomes for participants in terms of youth development and reduced justice contacts, underscoring the urgency of ensuring more young people have access to the program's benefits with equitable diversion referrals and enrollments.



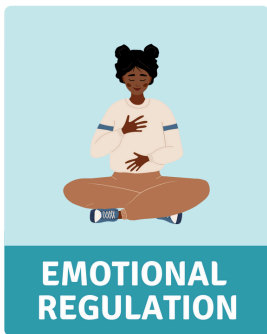
DYD's Youth Diversion Program has demonstrated significant positive outcomes for participants in terms of youth development and reduced justice contacts, underscoring the urgency of ensuring more young people have access to the program's benefits with equitable diversion referrals and enrollments.

As part of its continuous commitment to improvement, DYD is already pursuing intentional interventions to address service access disparities. A multifaceted approach, considering demographic nuances, spatial accessibility, cultural inclusivity, as well as law enforcement and provider dynamics, remains crucial for fostering an effective and equitable juvenile justice system in LA County.

Summary of Key Findings

Diversion Program Impacts/Outcomes

- Youth protective factors as well as emotional management, communication, and decision-making skills improved, aligning with program goals of addressing youth needs and promoting social-emotional growth.



- Showcasing the program's success in mitigating further justice involvement, 95% of formally enrolled in diversion did not recidivate after one year.

Only 5% of youth who enroll in diversion had a petition filed within 12 months *

Compared to around 20% of youth who did not enroll in the program

* This result is statistically significant and equitable by race and ethnicity, gender, and age. Enrolling in diversion has the greatest impact on reduced recidivism for youth referred for alleged felonies.

- Among the 27 informally referred youth who were referred to services more than once (from 1,229 distinct informally referred youth), 81% were referred again for less serious alleged offenses.

Diversion Service Delivery Successes

- Most youth had at least one of their goals incorporated into their diversion care plan, emphasizing alignment with essential priorities like education and mental health.



“It was a useful program to help me get through my decision and amend and bring back the relationships I had damaged, especially through the restorative justice circle, that was helpful.” - Youth Participant

- Providers were respectful, considerate, and shared identities with the diversion youth served that helped them relate to and understand participants. Provider’s inclusivity efforts and cultural considerations contribute to positive outcomes.

Disparity and Equity

- Analysis of Racial Identity & Profiling Act (RIPA) data for LASD, LAPD, and LBPB found that Black youth are stopped at disproportionately high rates but are eligible for diversion at lower rates than their White counterparts. Although limited by available data, these findings emphasize the need for systemic change that minimizes the role of bias and discretion in diversion referral behavior.
- Disparities in enrollment for Black youth relative to their White counterparts further raise concerns about the equitable access to diversion programs. Additionally, gender variations in enrollment noted at specific providers highlight the need for nuanced and intersectional considerations.
- After participating in diversion, racial/ethnic disparities observed at earlier diversion touchpoints are eliminated. About 82% of youth substantially completed diversion, with no major differences detected for different racial/ethnic groups or gender identities.



Policing practices at law enforcement agencies and/or individual officer discretion may contribute to racial and ethnic disparities in youth contact with law enforcement and, upon contact, whether officers refer youth to diversion for legally eligible alleged offenses.



“It was a good program because when we sent them (youth) to that program, we would follow up on that...if they didn’t finish it was because they moved or something, but we’d always follow up. Instead of getting citations and discipline, they’d get support. Yeah, it was good.” - Law Enforcement



“Offense is a big part of the decision. Certain crimes that whoever is referring may not feel comfortable with. Some we’re not allowed to – homicides, violent crimes. But there’s some we are allowed to, but you just may not feel comfortable with.” - Law Enforcement

Cost Benefit

- DYD’s Diversion program model generates approximately \$40,000 in net savings per youth served, with total program savings of about \$300 million (in 2022 dollars) between 2017 and 2026.
 - Savings from future juvenile justice system contacts that are avoided:
 1. Savings from Diverted Arrests: \$49,096 per diverted arrest
 2. Savings from Future Avoided Arrests: \$65,016 per arrest

3. Savings from Future Avoided Adjudications: \$61,501 per adjudication



- Diversion generates large program savings and is cost-effective from a financial perspective. These findings are consistent regardless of the key parameter estimates used.
 - Qualitative data indicates the program has produced additional non-monetary benefits while generating significant changes in participants' lives that further enhance the program's value.
 - Youth and their family members shared the program has helped youth to make better decisions, manage their emotions, handle conflict, and communicate with others.
 - Youth have also increased their engagement at school and improved their grades because of participating in diversion.

Section 2: Additional Detail by Program Touchpoint

Touchpoint 1: Referral

Key Findings:

- LAPD, LASD, and LBPD made 37,586 total youth stops between April 2019 and December 2022. Latinx youth (57%) and Black youth (28%) comprised most of these stops, an overrepresentation compared to their share of the LA County population, while White youth constituted 11%.
- Although findings are limited by available data, they indicate that Black youth are stopped at disproportionately higher rates and for offenses that make them less likely to be eligible for diversion. Additionally, Black youth were eligible for diversion at the lowest rate compared to their White counterparts in each agency analyzed.
- Policing practices at law enforcement agencies and/or individual officer discretion may contribute to racial/ethnic disparities in who police contact and, upon contact, whether officers decide to charge youth with an alleged offense that is eligible for diversion (i.e., allegedly committed a non-WIC § 707(b) offense). At the agency level, the difference in diversion-eligible offense rates between racial/ethnic groups is most pronounced for LAPD.

Common Alleged Offense Types from Stops by LAPD, LASD, and LBPD April 2019-Dec. 2022 (N=32,391)

Alleged Offense Type	Total Stops	Proportion of Sample
Traffic Violations	16,371	51%
Other non-traffic offenses	3,086	10%
Assault	2,327	7%
Weapons Carrying	1,760	5%
Drug Possession/Sales	1,267	4%
Vandalism	1,242	4%
Six Most Common Offenses	27,113	81% of all known offenses

Across law enforcement agencies, most of the youth stopped in LA County between 2019 and 2021 were Latinx (57%, n = 10,493), male-identifying youth (78%, n = 29,380) that were 17 years of age (42%, n = 15,873).

After Latinx youth, Black youth were the second most frequently stopped youth in the County, followed by White youth. The race/ethnicity distribution in youth stops was relatively consistent at the agency level, with Latinx youth being stopped more often than any other racial or ethnic group, albeit in similar proportion to their share of the LA County youth population. Black youth are overrepresented about four times in stop data relative to their share of the LA County population. White youth are under-represented by about one-third.

Black youth were eligible for diversion at the lowest rate compared to their White counterparts in each agency analyzed. Specifically, Black youth were eligible for diversion at rates equivalent to 93% and 97% of White youth. Latinx youth were eligible for diversion at rates equivalent to 97% and 98%. Youth with “Another Identity” such as Asian, Pacific Islander, or Native American were consistently eligible for diversion at the most similar rates to White youth.

Figure 2. Comparing Share of LA County Youth Population & Youth Stopped by LAPD, LASD, and LBPD April 2019 – December 2022

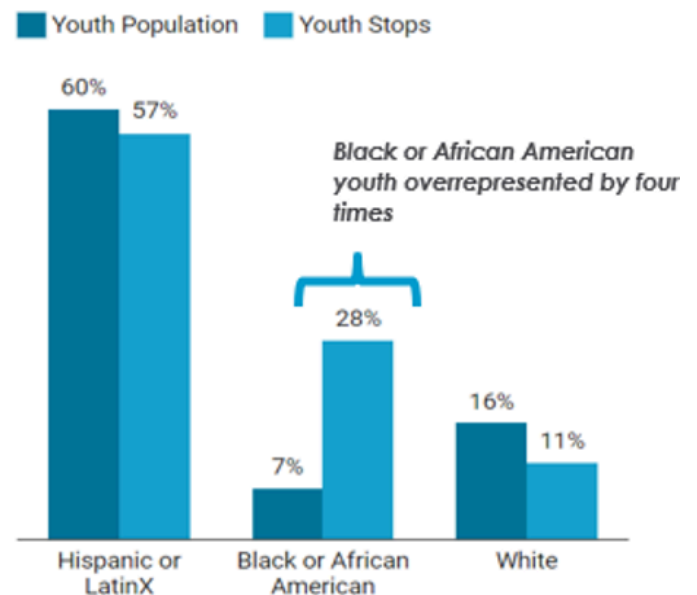


Table 5. Youth Diversion Eligibility Relative Rate Index (RRI) Results

Agency (N)	White (n)	Hispanic or LatinX	Black or African American	Another Identity
Overall (N = 33,676)	1.00 (n = 3,636)	0.97	0.93	0.99
LAPD (N = 27,880)	1.00 (n = 2,186)	0.97	0.93	1.00
LASD (N = 5, 012)	1.00 (n = 1,320)	0.98	0.93	0.98
LBPD (N = 784)	1.00 (n = 130)	1.00	0.97	0.98
Lower Eligibility Likelihood than White Youth (i.e., < 1.00)	--	1) Overall 2) LAPD 3) LASD	1) Overall 2) LAPD 3) LASD 4) LBPD	1) Overall 2) LASD 5) LBPD
Greater Eligibility Likelihood than White Youth (i.e., > 1.00)	--	--	--	--

Indicates eligibility rate is slightly lower than White youth (i.e., <1.00 & >0.80)
 Indicates eligibility rate is slightly greater than White youth (i.e., >1.00 & <1.20)

Indicates eligibility rate is a lot lower than White youth (i.e., <0.80)
 Indicates eligibility rate is a lot greater than White youth (i.e., >1.20)

Indicates eligibility rate identical to White youth (i.e., 1.00)
 Not applicable (i.e., no observations) or insufficient numbers to compare (i.e., *)

Note: Sample sizes following agency name represent the total youth stops with a known eligibility status (i.e., ineligible, or eligible for diversion, determination made based on alleged offense data or result of stop when alleged offense not available). Sample sizes in the "White" youth column represent all White youth stopped with known eligibility data.

Touchpoint 2: Enrollment

Key Findings:

- Results indicate that most formally enrolled youth identified as male (71%) and Latinx (59%). However, this "average" youth profile could vary for each provider site.
- Gender identity is not a significant factor in determining whether a youth enrolled in formal diversion. Male, female, and gender non-conforming youth were equally likely to enroll in formal diversion.
- Racial/ethnic identity is a significant factor in determining whether a youth enrolled in formal diversion. Black youth enrolled at the lowest rate compared to White youth, whereas Latinx youth and youth of "Another" identity had a greater likelihood of enrolling compared to White youth.
- DYD has made progress to address racial and ethnic disparities in justice involvement for Latinx youth and youth with "Another" identity. However, Black youth enrollment rates remained low compared to White youth.

The disparities that have been identified in policing stops are carried through youth involvement in the juvenile justice system and through youth involvement in diversion as well. The initial enrollment data findings do indicate DYD has made progress to address racial and ethnic disparities for Latinx youth and youth with "Another" identity. However, there is room to improve enrollment rates among those Black youth that are referred to diversion.

When interpreting these findings, it is important to reiterate that the RRI analysis is a comparison of frequencies and cannot prove a cause-and-effect relationship between race/ethnicity and enrollment in diversion. For example, other factors such as youth proximity to provider site may influence the relationship observed in these

findings, especially if Black youth are being referred to diversion programs outside a reasonable traveling distance from their residence at a greater rate than other racial and ethnic groups.

Table 9. Summary of Youth Diversion Eligibility & Enrollment Relative Rate Index (RRI) Results

Diversion Stage	White	Hispanic or LatinX	Black or African American	Another Identity
Diversion Eligibility (N = 33,676)	1.00 (n = 3,636)	0.97	0.93	0.99
Diversion Enrollment (N = 1,066)	1.00 (n = 60)	1.09	0.93	1.18
Lower Likelihood than White Youth (i.e., < 1.00)	--	1) Eligibility	1) Eligibility 2) Enrollment	1) Eligibility
Greater Likelihood than White Youth (i.e., > 1.00)	--	1) Enrollment	--	1) Enrollment

Indicates rate is slightly lower than White youth (i.e., <1.00 & >0.80)
 Indicates rate is slightly greater than White youth (i.e., >1.00 & <1.20)

Indicates rate is a lot lower than White youth (i.e., <0.80)
 Indicates rate is a lot greater than White youth (i.e., >1.20)

Indicates rate identical to White youth (i.e., 1.00)
 Not applicable (i.e., no observations) or insufficient numbers to compare (i.e., *)

Note: Sample sizes for diversion eligibility represent all stops with a known diversion eligibility status while sample size for diversion enrollment represents all formal referrals to diversion. The sample of White youth for each respective stage is represented in the "White" column.

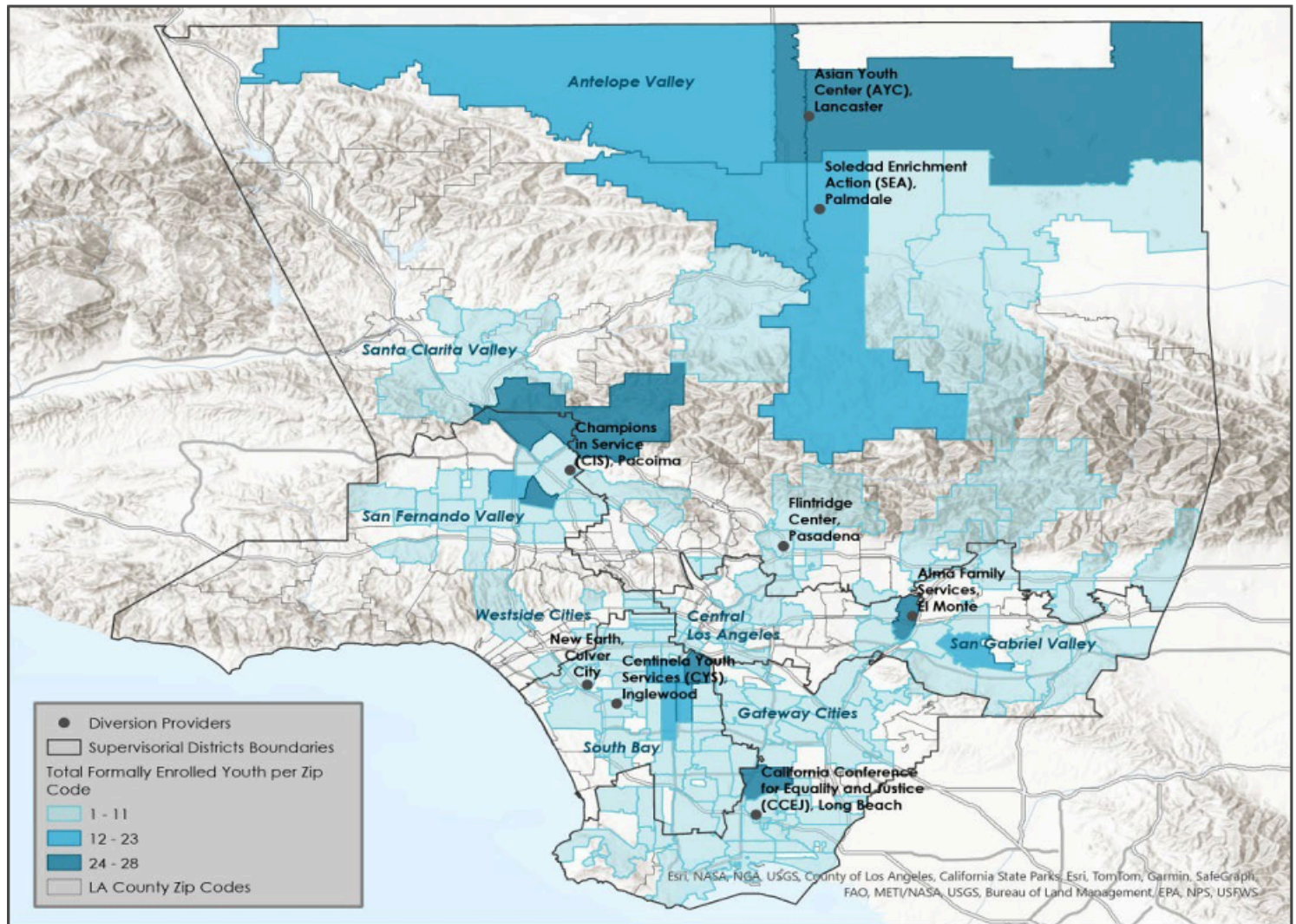
Touchpoint 3: Care Plan and Service Delivery

Key Findings:

- Most youth had at least one of their goals incorporated into their diversion care plan— typically related to education, employment, or mental health—with no disparities based on race or gender.
- Youth and families expressed in focus groups that providers were respectful, considerate, and had shared identities and experiences growing up that helped providers relate to and understand the youth they served in diversion. However, not all youth found the goalsetting process and individualized services useful, which may have implications for determining program readiness.
- Formally enrolled youth were concentrated around Antelope Valley, East San Fernando Valley, South LA, Long Beach, and East LA. About two-thirds of youth lived in a zip code within five miles of a provider site, with no major disparities in access based on youth characteristics for the program overall. Spatial accessibility did vary by provider site, coinciding with youth and provider feedback that transportation to providers was a participation barrier for youth.
- Substantial variation in diversion site accessibility at the provider level was observed among different racial/ethnic groups.

Not all youth found the goalsetting process and individualized services useful, with some focus group participants saying they did not learn a lot while participating in diversion or did not understand the purpose of setting goals. Importantly, youth who stated that they were not provided the opportunity to identify personalized goals were isolated to one diversion service provider location which does speak to the difference in treatment model approach that this one provider may take in working with youth.

Youth and families shared in focus groups that providers were respectful and considerate of their cultural identities, noting that staffs' efforts to include and welcome youth improved their engagement with the program. They also appreciated that staff could build rapport and connections with youth over a shared identity or similar experiences growing up. Family members interviewed commented that providers were understanding towards them and made efforts to accommodate family members' schedules.



For the purposes of this analysis, the Getis-Ord GI spatial statistic for hot spot analysis indicates a zip code containing a high concentration of formally enrolled youth within its own boundaries that is surrounded by other zip codes with similarly high concentrations of youth. The hot spot analysis confirms the visually apparent clusters in the figure above are formally enrolled youth hot spots with a high level of statistical significance ($p < 0.05$ and $p < 0.01$) in the Lancaster-Palmdale area, as well as South LA and Eastern San Fernando Valley (see Appendix B). An additional hot spot cluster was detected with a lower level of statistical significance in the North Long Beach area. Each hot spot identified has at least one provider site nearby, although these may not be the provider site at which youth are enrolled if they were stopped by law enforcement elsewhere.

During the focus groups, providers across the County, including in these hot spot areas, shared they struggle to find sufficient resources to support their youth, and that there are limited pro-social activities available to youth outside of school and the home.

The Conclusions and Recommendations section offers recommendations for how DYD can support greater accessibility to youth currently being served and policy recommendations to pursue at the local and state level to increase accessibility to diversion services.

Touchpoint 4: Program Completion

Key Findings:

- There were no statistically significant differences in the distributions of youth by race/ethnicities or gender identity, meaning any slight variances in substantial completion rates are likely due to chance and not associated with a youth’s race/ethnicity or gender identity.
- Black youth substantially completed their formal diversion at a rate at least equivalent to White youth in the overall diversion population and at the two provider sites included in the analysis. Latinx youth had a lower completion rate relative to White youth at one provider, but overall were comparable to White youth in their completion of diversion.
- Youth satisfaction scores indicate that satisfaction is dependent on the program that youth attended and is not due to chance alone.
- RDA cannot affirmatively conclude that all youth who substantially completed diversion have had their records sealed as legally required.

Table 11. Summary of Youth Diversion Completion Relative Rate Index (RRI) Results

	White	Hispanic or LatinX	Black or African American	Another Identity
Diversion Eligibility (N = 33,676)	1.00 (n = 3,636)	0.97	0.93	0.99
Diversion Enrollment (N = 1,066)	1.00 (n = 60)	1.09	0.93	1.18
Diversion Completion (N = 654)	1.00 (n = 33)	1.03	1.02	1.24
Lower Likelihood than White Youth (i.e., < 1.00)	--	1) Eligibility	1) Eligibility 2) Enrollment	1) Eligibility
Greater Likelihood than White Youth (i.e., > 1.00)	--	1) Enrollment 2) Completion	1) Completion	1) Enrollment 2) Completion

Indicates rate is slightly lower than White youth (i.e., <1.00 & >0.80)

Indicates rate is a lot lower than White youth (i.e., <0.80)

Indicates rate identical to White youth (i.e., 1.00)

Indicates rate is slightly greater than White youth (i.e., >1.00 & <1.20)

Indicates rate is a lot greater than White youth (i.e., >1.20)

Not applicable (i.e., no observations) or insufficient numbers to compare (i.e., *)

Note: Sample sizes for diversion eligibility represent all stops with a known diversion eligibility status, sample size for diversion enrollment represents all formal referrals to diversion, and sample size for diversion completion represents all formally enrolled youth that exited diversion. The sample of White youth for each respective stage is represented in the “White” column.

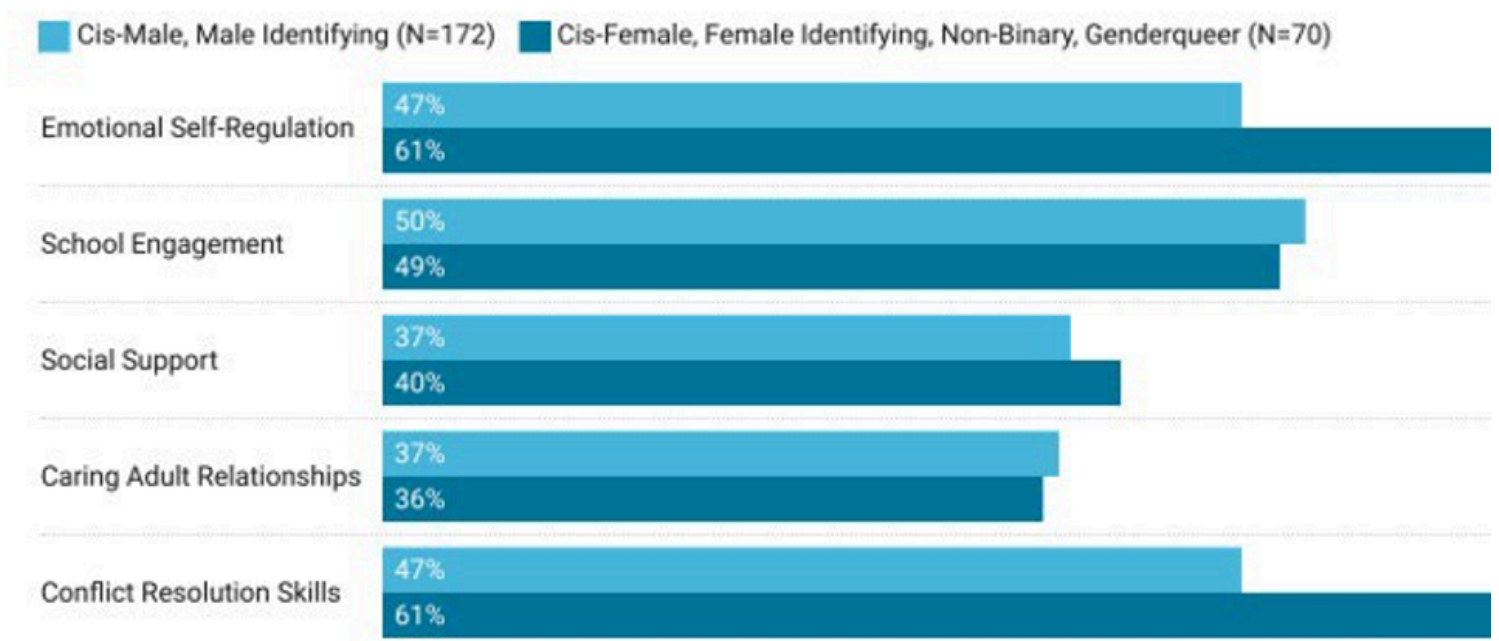
Touchpoint 5: Impact

Key Findings:

- In general, protective factor scores improved at program exit for youth who substantially completed the DYD program.
- Improvement was observed in emotional self-regulation, school engagement, social support, and conflict resolution skills.
- Youth reported better emotional management and decision-making skills. Parents noticed improvements in communication and reduced anger in their children.
- Informally referred youth who were referred again typically had future contacts for less serious alleged offenses and showed greater success in completing program requirements.
- Formal referral recidivism analysis showed positive effects for formally enrolled youth, with a significant reduction in recidivism at 12 months.
- Recidivism rates were relatively stable across different provider sites.
- Youth who substantially completed diversion had a lower recidivism rate than those who did not complete.

The share of substantially completed and formally enrolled youth with protective score improvements was consistent across gender identities, except for emotional self-regulation and conflict resolution skills: Female, non-binary, and genderqueer youth improvement was 14% points greater than male youth for those development goals. Average differences between groups did vary with strong statistical significance for emotional self-regulation ($p = 0.02$) meaning there is only a small likelihood that observed differences in absolute frequencies for this protective factor score are due to chance alone and not associated with gender identity.

Figure 20. Youth Protective Factor Scores by Gender Identity



A particular area of interest for any diversion program is the impact the program may have on reducing youths' future contact with law enforcement. For youth that participated in DYD-funded diversion programs, just 3% (n = 83) of distinct youth referred to diversion (N = 2,406) were referred multiple times. This includes both formally and informally referred youth. Youth referred multiple times were typically referred just twice (93%, n = 77).

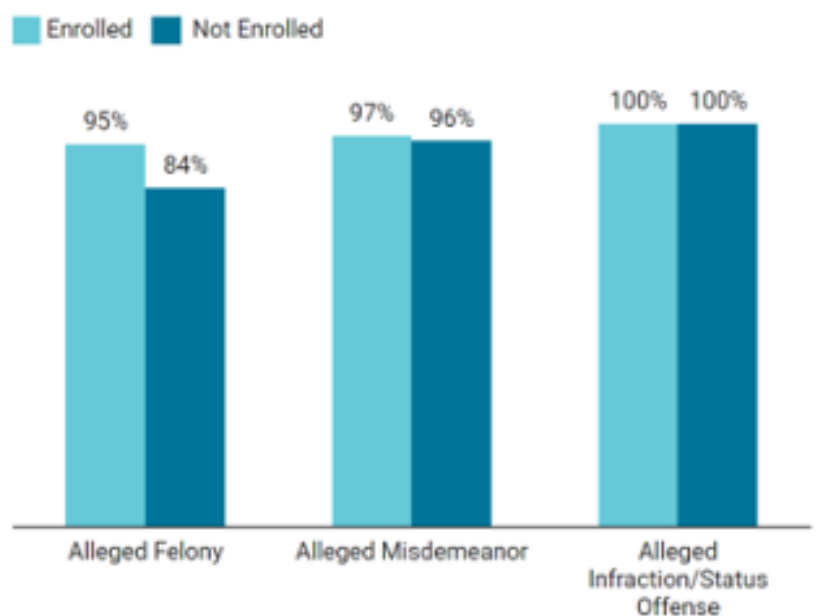
The results of the recidivism analysis show positive effects for those who enrolled and completed diversion successfully. The following discusses recidivism in a way not typically seen in literature or in research reports. Normally, recidivism is framed as a rate of recidivism, or how many people committed recidivism within a timeframe. This analysis frames the conversation differently. Recidivism is discussed as the percentage of youth that did NOT recidivate. This choice was purposeful to shine a positive light on the majority of youth who did not recidivate. Within six months from when a youth completed their diversion program, nearly all formally enrolled youth did not have a petition filed (95%, n = 379) or sustained (96%, n = 384). Additionally, the absolute difference in petitions filed and sustained between youth enrolled/non-enrolled is small (6%) and is not statistically significant.

Similarly, within 12 months of the calculated end of the program, nearly all formally enrolled youth enrolled in diversion still did not have a petition filed (94%, n = 226) or sustained (95%, n = 230). After 12 months, the gap between outcomes for youth enrolled in diversion versus youth who did not enroll diverges more substantially. Specifically, youth who chose not to enroll in diversion were more likely to have petitions filed (18% difference) and to have petitions sustained (14% difference). Statistical analysis confirms there is a statistically significant reduction in recidivism at 12 months for formally enrolled youth.

The rate of no petitions sustained within six months differed most substantially for enrolled versus not enrolled youth that were referred to DYD for an alleged felony offense (95% vs. 84%). This finding speaks to the greater service needs for youth referred for alleged felonies.

Otherwise, enrolled and not enrolled youth referred for alleged misdemeanors had a nearly identical rate of no petitions sustained within six months (97% vs. 96%) while youth referred for alleged infractions/status offenses had none.

Figure 28. Percent of Youth Who Did Not Recidivate - Six Months Post-Diversion Program Exit by Referral Reason



Section 3: Summary of Cost-Benefit Analysis

The average annual cost to operate the DYD diversion program is approximately \$10.3 million in 2022 dollars. DYD diversion program expenditures include all operation costs (i.e., staffing, software, consulting services, etc.) and service payments to community-based organizations contracted to provide diversion program services. Over a ten-year period (i.e., 2017-2026), estimated program cost is \$13,646 per youth enrolled.

Program benefits for the DYD diversion program include future savings generated from reduced interactions with the traditional juvenile justice system (i.e., reduced arrests and adjudications) and program savings associated with diverting youth. These cost savings estimates were calculated using LA County data sources following the process outlined in the Methodology section.

Figure 8. Diversion Cost & Benefit Comparison per Youth – Reduced Arrests

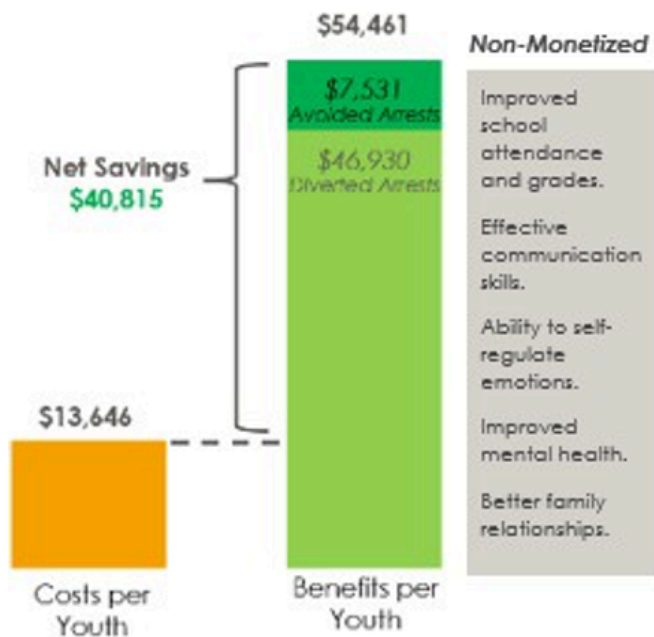
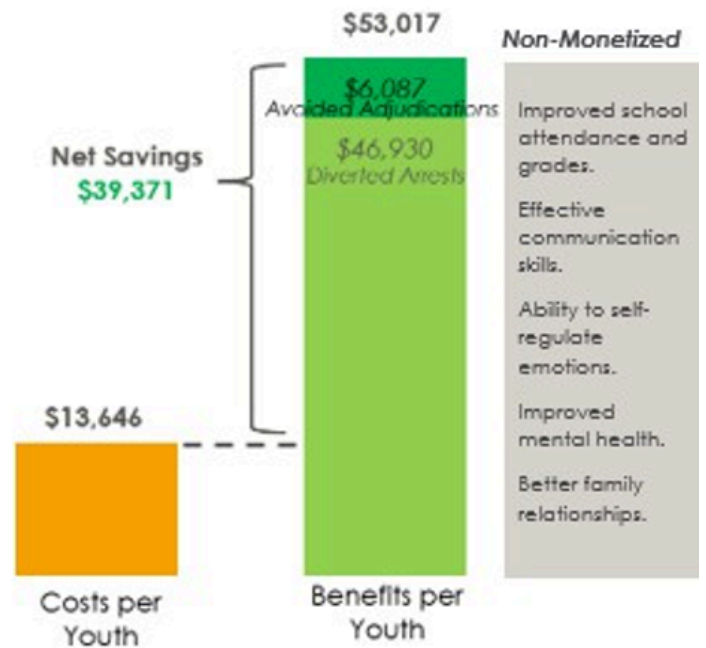


Figure 9. Diversion Cost & Benefit Comparison per Youth – Reduced Adjudications



YDD is an economically efficient program that generates cost savings while serving LA County youth outside the traditional justice system. These net savings findings are robust, retaining economic efficiency regardless of the parameter estimates used. Diversion creates cost savings over the ten-year analysis period for this study because it is much less expensive to address youths' needs in the community relative to processing youth through the court system and beyond.

Results from this study are consistent with previous studies finding diversion programs generate cost savings in other jurisdictions. The RDA research team ultimately estimates that YDD generates about \$40,000 in savings per youth served, higher than the estimated cost savings generated in other jurisdictions. Looking across the ten-year analysis period, this adds up to approximately \$300 million in total net savings generated by YDD between 2017 and 2026.

These large cost saving are an underestimate of the program's true value. In focus groups and interviews, youth and their family members shared that YDD generated program benefits in terms of improved social- emotional skills, protective factors, well-being, and record sealing. Additionally, evidence suggests youth diversion improves school engagement, high school graduation, and therefore lifetime employment and economic outcomes.

Even though YDD is a relatively new program that only began serving a substantial number of youths in 2019, it has created real value for LA County. As the program becomes increasingly established and expands, this value is only expected to grow. By continuing to fund DYD, LA County can demonstrate an investment in the wellbeing of youth, families, and communities while simultaneously generating financial and social benefits.

Section 4: Summary of Recommendations

Recommendation Category	Summary of More Detailed Recommendations
<p>Address Racial Disparities in Stops and Enrollment to Equitably Improve Access to Diversion</p>	<ul style="list-style-type: none"> ● Coordinate record keeping for eligibility decisions ● Pursue structural and policy solutions to bias resulting from discretion ● Identify root causes of disparities in enrollment and help community-based providers reduce barriers to enrollment informed by root causes
<p>Improve Law Enforcement Partner Compliance with Record Sealing After Program Completion</p>	<ul style="list-style-type: none"> ● Develop process to track record sealing communication from community-based providers to law enforcement agencies ● Explore other solutions to ensure law enforcement compliance with existing record sealing requirements
<p>Increase Training & Coordination for Providers, Partners, and Other Youth-Serving Agencies</p>	<ul style="list-style-type: none"> ● Training for law enforcement agencies improve shared understanding and equitable access ● Regular meetings with law enforcement agencies to improve systematic problem-solving ● Training for community-based providers to address variations by provider ● Expand connections to resources, both local community and County resources, especially in hot spot areas
<p>Update Assessment Processes to Respond to Populations with Unique and Intersectional Needs</p>	<ul style="list-style-type: none"> ● Explore update of validated assessment and protective factor scale ● Explore priorities for future research to build on this evaluation's findings ● Support community-based providers with resources and tools needed to better respond to populations with unique needs ● Improve data system to allow for flexibility, adaptability, and improved data completeness

For more information about any of the analyses summarized above, please see the full Evaluation Report here:
bit.ly/diveval

