Criminal Justice and Law Enforcement Subcommittee

Elevating community voice to inform criminal justice policy and practice, with the goal of eliminating persistent racial and ethnic disparities in the criminal justice system and addressing how criminal justice practices have affected communities of color and other historically marginalized communities.

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	Priority Area	Recommended Outcomes for Salt Lake County	Next Steps
1	Community voice in criminal justice policy	Create and sustain a permanent bilateral framework for the communities most affected by criminal justice policy to inform/ influence policy and practice.	**CODA Subcommittee:** Strategic planning for the subcommittee, with an initial focus on Priority Area #2 items, in recognition of the reality that meaningful community participation relies upon data and process transparency. **County operations:** Ensure CODA representation on Salt Lake County's Criminal Justice Advisory Council and its workgroups.
2	Transparency in criminal justice process & performance	Make information about criminal justice system functioning and performance, including race and ethnicity data at each decision point in the criminal justice process, easily accessible and publicly available.	**CODA Subcommittee:** Review currently available data on race and ethnicity and make recommendations regarding additional data elements needed to evaluate disparities. Review existing system process maps and make recommendations for additional visualizations. **County operations:** Make publicly available, current data on race and ethnicity. Make publicly available, existing systems process maps that visualize each step in the criminal justice system.
3	Community Involved Policing	Ensure that policing by Unified Police Department is fair and effective, driven by community-engaged policies and practice, comprehensive community safety metrics, and guided by the values of equity, transparency, and accountability.	**CODA Subcommittee:** Review current UPD training curriculum elements, community engagement efforts, and community oversight process. Make recommendations for changes aligned with the mandate of this subcommittee. **County operations:** UPD will evaluate its currently training curriculum, with the engagement and participation of leaders from communities of color.
4	Address & account for bias	Identify and take concrete steps toward eliminating conscious and unconscious systemic racial bias within criminal justice processes and institutions. Develop and implement policies that account for the existence of bias.	**CODA Subcommittee:** Review current status of implicit bias training within SLCo's criminal justice-related agencies and make recommendations for improvements. **County operations:** Human Resources will share data, proposed curricular elements, and benchmarks regarding the development of the Inclusion, Diversity, Equity, and Access (I.D.E.A.) with the CODA Subcommittees for input.
5	Comprehensive community safety	Identify and take concrete steps toward remedying the inequities that underlie differential community safety outcomes and make appropriate public investments in the activities that promote community safety for all communities.	**CODA Subcommittee:** Identify and review the existing performance metrics that drive budget decisions for criminal justice-related entities. **County operations:** Make staff available to answer inquiries regarding related budget items, budget processes, and related performance metrics.
6	Youth and young adults	Address the experience of youth and young adults from marginalized communities with law enforcement and the justice system, both in the community and within formal justice system settings, to ensure that those experiences are harm reducing, promote positive development, and are aligned with the unique developmental needs of youth and young adults.	**CODA Subcommittee:** Identify and make recommendations for equity –centered priorities for the CJAC Youth and Young Adult Workgroup, including recommendations to ensure that programs and services are accessible and inclusive of all youth who need access. **County operations:** Create a Youth and Young Adult Workgroup under the Criminal Justice Advisory Council (CJAC)