House Bill 3064 (2019) Report

September 15, 2020

Oregon Criminal Justice Commission

Ken Sanchagrin, JD PhD
Interim Executive Director

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EXECUTIVE SUMMARY OF ADVISORY COMMITTEE RECOMMENDATIONS

In 2019, the Oregon Legislature directed the Criminal Justice Commission to establish an advisory committee to evaluate and report on how funds are distributed under the Justice Reinvestment Grant Program (JRI) and make recommendations for legislative changes to the program "so that funds are effectively serving: (A) Racial and ethnic minorities; (B) Women; (C) Lesbian, gay, bisexual, transgender, queer and other minority gender identity communities; and (D) Other historically underserved communities."[1] The Oregon Legislature also directed the CJC to report to the Governor and Legislature recommendations from the advisory committee on how the Commission can increase equity in the allocation of public safety funds with a particular focus on JRI. Recommendations may include but are not limited to changes to grant review criteria, changes to data collection and reporting requirements, and technical assistance needed.[2]

As detailed in this report, following an evaluation based on analyses of JRI administrative materials and county applications, data available to the CJC, and interviews with representatives of 19 counties and 16 community partners, the Equity Advisory Committee recommends that the Oregon Legislature and CJC:

- *Revise the statutory goals of JRI and grant application to clearly incorporate the concept of equity.*

- *Modify the grant application process to support county efforts to achieve equity by:*
  - *Requiring use of culturally responsive practices and partnering with culturally specific organizations where possible and allowing time necessary to establish the practices and cultivate necessary relationships with organizations to do so,*
  - *Encouraging and supporting long-term equity-related initiatives and collaborative arrangements within and between counties, and*
  - *Supporting coordinated, ongoing examination and evaluation of the impacts of Oregon's criminal justice system on historically underserved communities.*

- *Revise the grant application and review process to provide the CJC and Grant Review Committee with a meaningful opportunity to evaluate county efforts to meet equity goals.*

- *Work towards establishing reliable data systems that support system-level analysis of inequity in Oregon's criminal justice system and the effectiveness of JRI-funded services and other efforts to address inequity for historically underserved communities where it is found.*

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[1] ORS § 137.658(3)(b) (2019).
[2] ORS § 137.658(3)(d) (2019).

BACKGROUND

I.   Overview of the Justice Reinvestment Grant Program

Faced with unsustainable increases in its carceral population, Oregon legislators passed HB 3194, The Justice Reinvestment Act, in 2013. In addition to sentencing reform, the Justice Reinvestment Act created the Justice Reinvestment Grant Program (JRI) to control prison growth and invest in the state's local public safety system. JRI is a grant program administered by the Criminal Justice Commission (CJC)[3] that provides funds to Oregon counties to implement programs that meet four goals: (1) reduce recidivism through evidence-based practices; (2) reduce prison populations for property, drug, and driving offenses; (3) increase public safety; and (4) hold offenders accountable.[4] More specifically, under the Justice Reinvestment Act,

> …the Commission shall award grants to counties that establish a process to assess offenders and provide a continuum of community-based sanctions, services and programs that are designed to reduce recidivism and decrease the county's utilization of imprisonment in a Department of Corrections institution while protecting public safety and holding offenders accountable.[5]

Evidence-based practices lie at the core of JRI. Programs funded by JRI must rely on existing research and adopt data-driven approaches to analyzing criminal justice trends, implementing program initiatives, and assessing the impact of reinvestment resources.

II.   JRI Funds

JRI supports two pools of funds. The primary grant, the *Formula Grant*, funds qualifying programs up to a designated amount per county. The eligible amount for each county is determined by a formula for baseline funding[6], as applied to the general legislative allocation to the program for the biennium. At minimum, counties are eligible for $100,000. Over the last four biennia, the Oregon Legislature has increased funding for the JRI Formula Grant almost threefold (2013-15: $15 million; 2015-17: $38.7 million; 2017-19: $40.1 million[7]; 2019-21: $41.6 million[8]).

By statute, 10% of Formula Grant funds are reserved for community-based nonprofit victim services providers (VSPs).[9] VSPs provide services such as emergency shelter, crisis counseling,

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[3] The term "Criminal Justice Commission" applies both to the state agency and the nine-member volunteer commission. For clarity, we refer to the agency as the "CJC" and the commission as the "Commission."
[4] Oregon Criminal Justice Commission, 2019-21 Request for Grant Proposals (https://www.oregon.gov/cjc/jri/Documents/Final_2019-21_JR_RFGP.pdf) (hereinafter, 2019-21 RFGP).
[5] Section 54, amending Section 53 of the Justice Reinvestment Act (https://olis.leg.state.or.us/liz/2013R1/Downloads/MeasureDocument/HB3194/Enrolled).
[6] ORS 423.483; 2019-21 Justice Reinvestment Formula Disbursement (https://www.oregon.gov/cjc/jri/Documents/19_21_JR_Funding_Table.pdf).
[7] 2017-19 Justice Reinvestment Formula Disbursement; (https://www.oregon.gov/cjc/jri/Documents/17-19_JR_Funding_Table.pdf).
[8] 2019-21 Justice Reinvestment Formula Disbursement; (https://www.oregon.gov/cjc/jri/Documents/19_21_JR_Funding_Table.pdf).
[9] Section 53(1)(b), Chapter 649, 2013 Oregon Laws.

court and medical accompaniment, safety planning, obtaining protective orders, and benefits assistance.[10] To qualify as a victim services provider, a nonprofit must show (1) a documented history of effectively providing direct services to victims of crime; (2) a mission that is primarily focused on providing direct services to victims of crime; and (3) the capacity and specific training to effectively deliver direct services to victims of crime.

In addition, 3% of Formula Grant funds are reserved to fund randomized control trials or other rigorous research evaluations of programs. If a county is not planning to conduct its own research, counties may choose to remit these funds to the CJC's statewide evaluation budget. Applicants choosing to retain funds must submit a detailed plan describing the use of research funds.

The second pool of funds, established in 2017, is the *Supplemental Grant*. Supplemental Grant funds are awarded to counties through a competitive process for downward departure prison diversion programs. In 2017-19 and 2019-21, the Legislature allocated approximately $7 million for this portion of the program. Ten percent of Supplemental Grant funds are also reserved for victim services.

III. Applications

Applications for JRI are submitted biennially. Because JRI is funded by the Legislature, the timing of the application is driven by the state budget cycle. The exact amount of funding allocated to JRI is unknown until its budget is finalized—which typically occurs in the last week of the legislative session.

Prior to the finalization of the JRI budget, the CJC releases a preliminary Request for Grant Proposals (RFGP) to enable applicants to begin gathering information for the JRI application. The RFGP is subject to change if legislative modifications take effect. However, in previous cycles, the preliminary RFGP has remained substantially unchanged from the final version authorized by the CJC.

For the 2019-2021 biennium, the preliminary RFGP was released in June, and the final application became available for submission through an online portal on July 18, 2019. The application deadline was August 28, 2019—giving applicants approximately five weeks to complete and submit the application.

Applications for JRI grants are submitted by counties' Local Public Safety Coordinating Councils (LPSCCs).[11] LPSCCs are statutory bodies convened by a county's board of county commissioners. [12] Each LPSCC must include: a police chief, a sheriff, a district attorney, a state court judge, a public defender or defense attorney, a director of community corrections, a county commissioner, a juvenile department director, a health director, a mental health director, a representative of community-based nonprofit organizations that provide services to victims of

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[10] Justice Reinvestment Funds, 10% for Community-based Victim Services, Frequently Asked Questions, https://www.oregon.gov/cjc/jri/Documents/Victims_10_FAQ.pdf.
[11] Oregon CJC, 2019-21 RFGP; *see also*, CJC webpage, LPSCCs description (https://www.oregon.gov/cjc/jri/Pages/LPSCC.aspx)
[12] ORS § 423.560

crime and at least one lay citizen, a city councilor or mayor, a city manager or other city representative, a representative of the Oregon State Police, and a representative of the Oregon Youth Authority, the latter two of which are non-voting members.[13] LPSCC members collaborate in the development, submission, and monitoring of the county's JRI grant. LPSCCs may submit a multi-county application on behalf of a consortium of government and non-government partners to support regional JRI efforts.[14]

A. Program Narrative

While the particular requirements of the applications have evolved over time, the core of the JRI applications involve narrative descriptions of proposed grant-funded programs, how the proposed grant-funded programs will advance the goals of JRI, proposed collaborations across agencies and with community partners to achieve those goals, and evidence-based practices to be implemented. JRI applications must also include a biennial budget describing all program-related costs.

B. Goals of Justice Reinvestment

For Formula Grants, LPSCCs must also include a discussion of data provided by the CJC in the form of data dashboards. The data dashboards describe the county's progress towards reducing prison utilization for property, drug, and driving offenses and recidivism through evidence-based practices while increasing public safety and holding offenders accountable.[15] The CJC constructs dashboards corresponding to the goals of JRI from data provided by the State Police from its LEDS data system and the Department of Corrections from its DOC400 system.[16]

With respect to the goal of decreased prison utilization, the dashboards provide counties with information such as trends in convictions for Property and Drug offenses and the total convictions and population-adjusted rate of months to which individuals from their county are sentenced to prison. *Figure 1* and *Figure 2* are examples, displaying prison utilization information for Marion County. Dashboards for prison utilization may be displayed separately by offender Sex (Male, Female). Applicants are asked to review and respond to dashboard data regarding county prison usage generally. In addition, they are specifically directed to consider property, drug, and driving offenses committed by females as well as efforts to address the needs of the female prison population.

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[13] ORS § 423.560
[14] Oregon CJC, 2019-21 RFGP.
[15] Oregon CJC, 2019-21 RFGP.
[16] CJC webpage, https://www.oregon.gov/CJC/SAC/Pages/jri-prison.aspx

Figure 1: Convictions by Sentence Type in Marion County
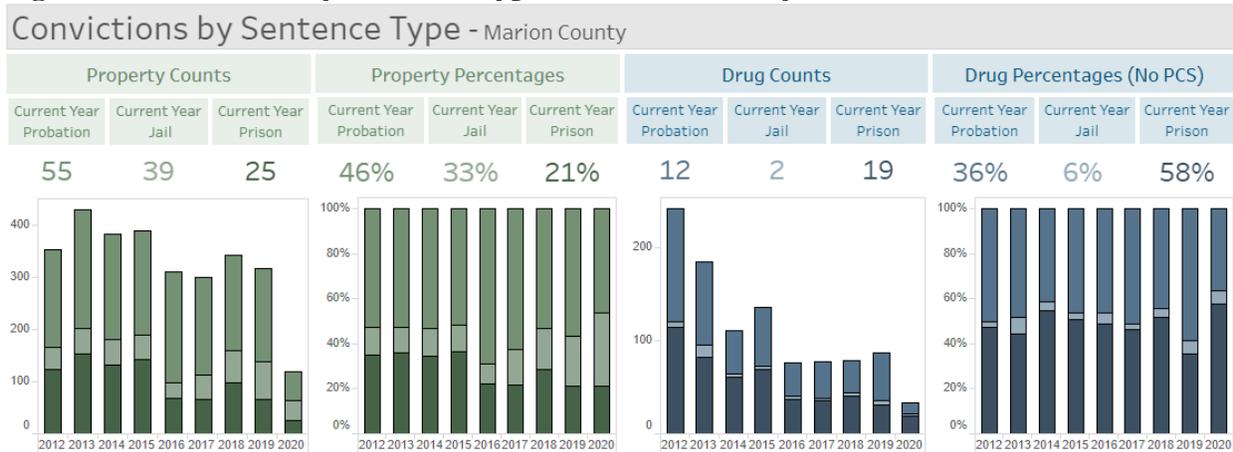
Figure 2: Prison Usage Rates (Months of Prison per 100,000 people) for Marion County
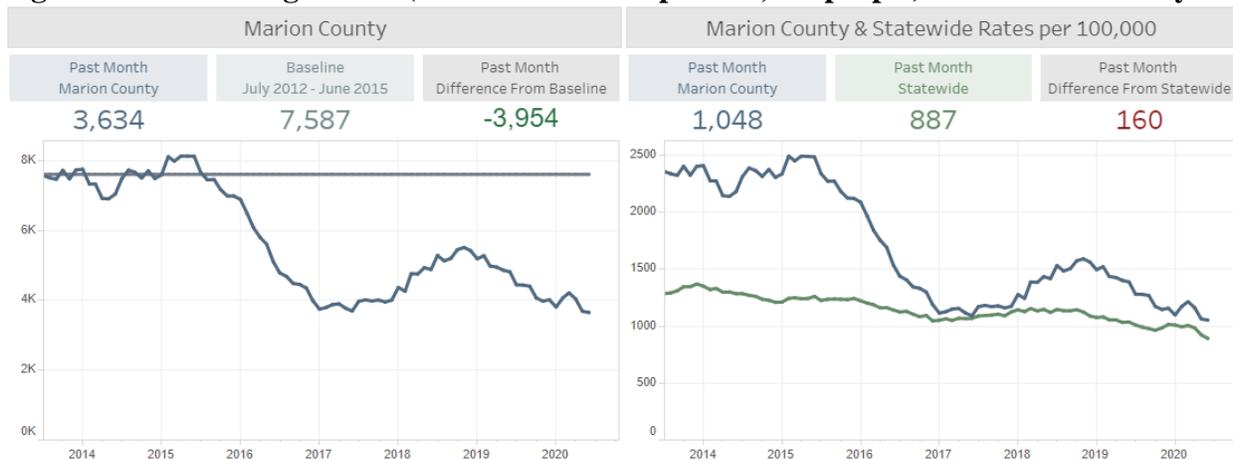
Similarly, for the goal of reduced recidivism, the dashboards provide counties with trends in one-year and three-year recidivism rates calculated based on arrests, convictions, or incarceration, as well as average risks of recidivism and other related measures.[17] *Figure 3* is an example showing the three-year recidivism rates in Marion County as compared to the metro region and state.

Dashboards for recidivism may be displayed separately by offender Sex (Male, Female, Unknown) or Race/Ethnicity (White, African American, Other Races, Hispanic, and Unknown).

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[17]Oregon CJC, https://www.oregon.gov/CJC/SAC/Pages/Recidivism-dashboard.aspx

Figure 3: Three-Year Recidivism Rates for Marion County
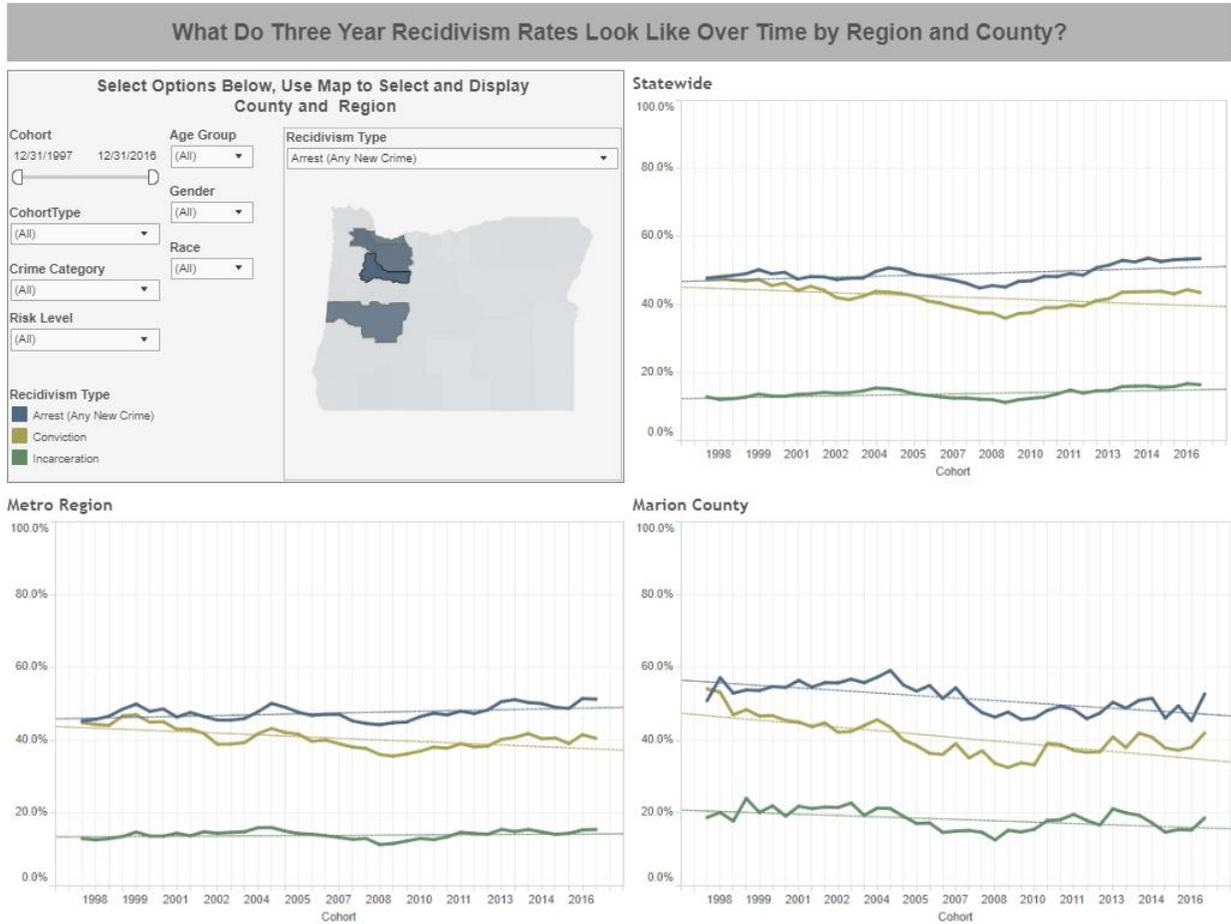
Finally, with respect to protecting public safety, dashboards provide counties with counts and rates of crime incidents from the Uniform Crime Report. *Figure 4* is an example for Marion County. The Uniform Crime Report dashboard cannot be filtered by demographic characteristics.

Figure 4: Uniform Crime Report Information for Marion County

Oregon Uniform Crime Report Incidents

Category	Year	Select Count/Rate
(All) ▼	2018 ▼	Rate ▼

Select a county on the map to display county specific chart.

OUCR 2018 Rate of All Crimes

*OUCR Statewide Rates

Year	Property	Behavior	Person
2018	4,071	3,009	910
2017	4,270	2,877	999
2016	4,748	3,262	1,055
2014	4,362	3,080	844
2013	4,652	3,258	851
2012	4,761	3,695	945
2011	4,662	3,723	966
2010	4,595	3,683	955
2009	4,610	3,648	956
2008	5,272	3,770	1,067
2007	5,469	4,069	1,080
2006	5,802	4,219	1,112
2005	6,450	4,324	1,142
2004	6,655	4,277	1,154
2003	6,953	4,179	1,162
2002	6,751	4,019	1,167
2001	6,969	4,137	1,202

OUCR 2018 Rates

County	Behavior	(rank)	Person	(rank)	Property	(rank)
Baker	2,322	23	973	18	3,218	19
Benton	4,777	3	1,121	10	4,588	6
Clackamas	2,048	27	304	32	2,207	25
Clatsop	5,513	2	1,716	1	5,155	4
Columbia	2,026	28	388	30	878	33
Coos	4,251	4	1,134	9	3,557	15
Crook	1,407	32	448	29	1,181	30
Curry	952	35	823	26	1,285	29
Deschutes	2,778	18	1,008	15	3,436	16
Douglas	3,705	7	1,407	4	4,510	7
Gilliam	1,053	34	150	34	251	35
Grant	1,875	29	256	33	526	34
Harney	2,568	20	340	31	1,698	28
Hood River	2,342	22	485	28	1,738	26
Jackson	5,529	1	1,316	5	6,150	2
Jefferson	2,911	17	1,194	7	2,855	20
Josephine	3,451	12	1,047	13	3,914	11
Klamath	1,719	30	683	25	1,705	27
Lake	3,116	15	825	24	1,170	31
Lane	3,274	14	1,142	8	4,119	9
Lincoln	4,237	5	1,466	3	4,700	5
Linn	3,678	9	851	23	3,666	13
Malheur	2,305	24	901	20	3,404	17
Marion	4,064	6	991	17	6,412	1
Morrow	1,354	33	1,085	11	2,826	21
Multnomah	2,622	19	1,074	12	6,019	3
Polk	3,410	13	854	22	2,635	23
Sherman	3,111	16	1,222	6	4,222	8
Tillamook	3,507	11	1,666	2	3,561	14
Umatilla	3,554	10	973	19	3,796	12
Union	2,558	21	859	21	2,810	22
Wallowa	153	36	56	36	83	36
Wasco	3,705	8	1,011	14	3,926	10
Washington	2,132	25	565	27	2,324	24
Wheeler	1,689	31	135	35	1,014	32
Yamhill	2,123	26	993	16	3,282	18

*OUCR Statewide Rates

OUCR Marion County Rates

Legend: ■ Behavior ■ Person ■ Property

* Due to missing data in 2015 statewide numbers are not reported. Use caution when interpreting numbers in counties that did not fully report (see prior tab for county reporting numbers).

C. Victim Services 10% Narrative and Budget

LPSCCs solicit community-based nonprofit victim services providers (VSPs) to join the county's JRI application. Each VSP completes a narrative describing its eligibility to provide direct services to victims of crime. Each organization also describes its proposed services, and how the proposed services meet the following criteria:

- Need for the proposed services in the community targeting marginalized and underserved populations in the community;
- Access barriers, such as, but not limited to: language, literacy, disability, transportation, and cultural practices;
- Capacity increases for areas where services are difficult to access, limited, or nonexistent; and
- Trauma-informed interventions and services.[18]

Each VSP prepares a biennial budget describing proposed program costs. If multiple organizations are selected to provide victim services for a county, the LPSCC appropriates the 10% of grant funds to each VSP at its discretion.

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[18] Oregon CJC, 2019-21 RFGP.

D. Evaluation Plan

If a county chooses to retain 3% of its JRI award to fund randomized control trials (RCTs) or other rigorous evaluations, it must submit an evaluation plan describing how:
- The proposed program is promising and has the capability of being reproduced in other counties;
- The proposed program is capable of being evaluated through RCTs when taking into account sample size and other practical requirements;
- The proposed RCT will meet the requirements of the institutional review board process;
- Studying the program will benefit the state and more broadly the field of criminal justice by adding to the body of knowledge available.[19]

Funds for evaluation purposes are released on a reimbursement basis. A substantial majority of counties opt to remit the 3% of awarded funds to the CJC's statewide evaluation budget. For example, in the 2019-2021 biennium, 34 out of 36 counties chose to remit 3% of awarded funds to the CJC's statewide evaluation budget.

E. Racial and Ethnic Impact Statement

JRI applications must include a Racial and Ethnic Impact Statement. State law mandates that all agencies making grant awards require a statement containing: "(a) *Any disproportionate or unique impact* of proposed policies or programs on minority persons in the state; (b) A *rationale* for the existence of policies or programs having a disproportionate or unique impact on minority persons in this state; and (c) *Evidence of consultation* with representatives of minority persons in cases in which a proposed policy or program has a disproportionate or unique impact on minority persons in this state."[20] For the purposes of the Racial and Ethnic Impact Statement, "minority persons" are interpreted as "individuals who are women, persons with disabilities, African-Americans, Hispanics, Asian or Pacific Islanders, American Indians and Alaskan Natives."[21]

F. Letters of Support

Historically, to prompt inter-agency collaboration, Formula Grant applicants were given the option to include signed letters of support from the county board of commissioners, the director of community corrections, the district attorney, the defense attorney serving on the LPSCC, the presiding judge of the local circuit court, and the LPSCC chair. With the enrollment of House Bill 3064, Formula Grant applicants are now *required* to submit a statement of commitment from relevant stakeholders.[22] Letters of support are also required for Supplemental Grant applications.

IV. Grant Application Evaluation and Review

A. Grant Review Committee Composition

The Justice Reinvestment Grant Review Committee (GRC) convenes to evaluate JRI grant applications. The Governor appoints seven voting members of the GRC, including a district

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[19] Oregon CJC, 2019-21 RFP.

[20] Section 4, Chapter 600, Oregon Laws 2013 at §4(1)(a)-(c) (emphasis added).

[21] *Id*. at §4(5)(a).

[22] H.B. 3064.

attorney, a county sheriff, a chief of police, a county commissioner, a community corrections director who is not a sheriff, and two members of community-based organizations that provide services for underserved racial, ethnic or minority communities.[23] The Chief Justice of the Supreme Court appoints one nonvoting member who is a judge. The President of the Senate appoints two nonvoting members from among members of the Senate. The Speaker of the House of Representatives appoints two nonvoting members from among members of the House of Representatives.[24] GRC members are not subject to fixed terms.

Community Based Victim Services Advisory Panel is comprised of up to nine representatives of organizations that provide direct services to victims of crime. Members of the panel are appointed by the Commission, taking into account regional representation, knowledge in the delivery of victim services, and diversity of experience in types of victim services.[25] The panel reviews and evaluates the victim services component of the JRI application, and it makes recommendations regarding allocations of the minimum of 10% of Formula Grant funds to VSPs.

B. Grant Review Process

Once the applications are submitted, the CJC conducts a preliminary review. The CJC regularly communicates directly with applicants to clarify the intent of an application or to recommend modifications to advance the purpose of JRI, as permitted by Administrative Rule.[26] The CJC distributes the applications to the GRC in advance, and the GRC subsequently convenes to conduct its review. Applicants are instructed to remain available during the review period, in case of a need for further inquiry. The GRC considers the "four corners" of the application documents, data provided by the CJC, testimony from applicants, and anecdotal insights. For the 2019-2021 biennium, the GRC deliberation process took place in one day.

Historically, the GRC has determined its recommendations by consensus vote. GRC recommendations are then submitted to the Commission for approval. The CJC must make award notifications to counties within 90 days following the expiration of the grant application deadline.[27]

C. Grant Review Criteria

The Grant Review Committee and the Commission evaluates each grant application based on the following criteria:[28]
- Whether the applicant's program is designed to reduce recidivism of offenders;
- The extent to which the applicant's county has historically reduced the utilization of imprisonment in Department of Correction facilities by offenders convicted of felonies described in ORS 137.717, 475.752 to 475.935, 811.182, 813.010, or 813.011;

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[23] HB 3064.
[24] HB 3064.
[25] OAR 213-060-0095.
[26] OAR 213-060-0050(5).
[27] OAR 213-060-0050(7).
[28] OAR 213-060-0060(1)-(5).

- Whether the applicant's program is designed to reduce utilization of imprisonment by offenders convicted of felonies described in ORS 137.717, 475.752 to 475.935, 811.182, 813.010, or 813.011;
- Whether the applicant's program would increase public safety; and
- Whether the applicant's program would hold offenders accountable.

For the victim services portion of the grant application, the Community Based Victim Services Advisory Panel applies the following criteria:[29]
- Demonstrated need for the proposed services in the community to be served by the applicant with emphasis on services that target marginalized, underserved populations.
- Services address access barriers, such as but not limited to: language, literacy, disability, cultural practices and transportation issues.
- Funding increases capacity for areas where services are difficult to access, limited or non-existent.
- Demonstration that the award will be invested in trauma-informed services.
- Data collection, including but not limited to, demographic information of victims served.

D. Funded Programs

JRI grants provide funding for a range of evidence-based programs that touch on nearly every aspect of Oregon's criminal justice system. *Figures 5* and *6* illustrate the categories of programs by county for Formula Grants and Supplemental Grants, respectively, in the 2017-19 biennium. Interactive versions of the figures are available with the CJC dashboards.[30]

To implement the vast range of programs, counties routinely subcontract with organizations to provide essential services such as behavioral health programs, alcohol and drug treatment, and housing. In many instances, these contracted community providers are equipped with the expertise and staff necessary to implement social services more efficiently than the counties.

Contracted community providers are selected at the discretion of the county's LPSCC. Some LPSCCs select subcontractors using competitive procurement processes. Others apply informal selection processes. To be eligible to serve as a community provider, subcontractors must accept the Oregon Health Plan. The GRC does not review LPSCC community-provider selection.

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[29] OAR 213-060-0060(6).
[30] Oregon CJC, https://www.oregon.gov/CJC/SAC/Pages/jri.aspx.

Figure 5: Categories of JRI Funding through Formula Grants by County (2017-19)

2017-2019 Justice Reinvestment Formula Grant Funding by County

Note: numbers are statewide if not filtered to a county.

Counties:
Benton, Clackamas, Clatsop, Columbia, Coos, Crook, Curry, Deschutes, Douglas, Gilliam, Grant, Harney, Hood River, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn, Malheur, Marion, Morrow, Multnomah, Polk, Sherman, Tillamook, Umatilla, Union, Wallowa, Wasco, Washington, Wheeler, Yamhill

Categories:
- Mentoring $3,129,439
- Reentry $2,456,844
- Housing $1,536,674
- Education/Employment $1,399,648
- Parenting $324,666
- Additional Services $211,414
- Restitution $142,477
- Supervision $7,190,234
- Jail Sanction Beds $1,383,878
- Other Sanction Options $302,522
- Alcohol & Drug $6,111,758
- Cognitive $1,236,004
- Mental Health $1,049,599
- Deputy District Attorneys $2,009,730
- Training, Program Management, & Administration $1,890,780
- Courts & Law Enforcement $799,494
- Local Public Safety Coordinating Council $159,420
- Data & Analysis $94,824
- Domestic Violence & Sexual Assault $2,531,281
- Child Abuse & Neglect $1,153,500
- General Victim Services $410,064
- Pretrial $3,337,996

Total Money: $38,862,248

- Services: 23.7% $9,201,163
- Supervision & Sanctions: 22.8% $8,876,634
- Treatment: 21.6% $8,397,362
- Personnel & Support: 12.7% $4,954,248
- Victim Services: 10.5% $4,094,845
- Pretrial: 8.6% $3,337,996

Figure 6: Categories of JRI Funding through Supplemental Grants by County (2017-19)

2017-2019 Justice Reinvestment Supplemental Grant Funding by County

Note: numbers are statewide if not filtered to a county.

Total Money:
$7,000,000

County	
Columbia	
Douglas	
Jackson	
Josephine	
Klamath	
Lake	
Lane	
Lincoln	
Marion	
Multnomah	
Washington	
Yamhill	

Deputy District Attorneys
$2,687,773

Supervision
$1,508,476

Law Enforcement
$1,218,014

Circuit Courts
$412,714

Public Defense Services
$290,700

Data, Analysis & Other Support
$182,323

Domestic Violence & Sexual Assault
$434,684

Child Abuse & Neglect
$188,537

General Victim Services
$76,779

Personnel & Support

90.0%
$6,300,000

Victims Services

10.0%
$700,000

EQUITY ADVISORY COMMITTEE

I. Overview

In 2019, the Oregon Legislature passed HB 3064, which amends ORS 137.658 concerning the authority of the Chairperson of the Commission. Specifically, HB 3064 requires the Chairperson to establish an advisory committee. The purpose of the advisory committee is to evaluate and report on how funds are distributed under JRI and make recommendations for legislative changes to the program "so that funds are effectively serving: (A) Racial and ethnic minorities; (B) Women; (C) Lesbian, gay, bisexual, transgender, queer and other minority gender identity communities; and (D) Other historically underserved communities."[31]

Under the amended statute, no later than September 15, 2020, the CJC is to provide a report to the Governor and Legislature "with recommendations from the advisory committee on how the commission can increase equity in the allocation of public safety funds with a particular focus on the Justice Reinvestment Program. The report may include but is not limited to: (A) Recommendations for changing grant review criteria. (B) Recommendations for changing the data collection and reporting requirements. (C) Recommendations on technical assistance needed by the commission."[32]

To facilitate the advisory committee's work, the amended statute provides that it is to include members representing "geographic, racial, ethnic and gender diversity" and a range of expertise and stakeholder groups. This includes: "(A) One member with expertise in program design and evaluation and experience in data collection and analysis of racial and ethnic demographic information. (B) Two members representing community-based service providers, one of which must be a victim services provider, that serve historically underserved communities. (C) Two members who are also members of the Justice Reinvestment Grant Review Committee. (D) Two members representing historically underserved communities."[33]

II. Equity Advisory Committee Composition

Pursuant to amended statute and following appointment by Robert Ball, Chair of the Commission, in January 2020, the following people served on the advisory committee and conducted the evaluation and made the recommendations contained in this report:

- **Dr. Angela E. Addae, Assistant Professor, University of Oregon School of Law**

Dr. Addae is an Assistant Professor at the University of Oregon School of Law. She earned her J.D. and Ph.D. in Sociology at the University of Arizona, and she is a proud alumna of Fisk University. Dr. Addae specializes in the use of qualitative methodologies to explore the intersections of race, organizations, and public policy. Her current research examines how municipal redevelopment policies affect neighborhood institutions in urban settings. Prior to joining the University of Oregon, Dr. Addae practiced as a litigation attorney, advocating for Oregon's small businesses and large corporations in federal court. Dr. Addae is committed to empowering Oregon's Black communities, as reflected in her service with the Oregon Chapter of

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[31] ORS § 137.658(3)(b) (2019).
[32] ORS § 137.658(3)(d) (2019).
[33] ORS § 137.658(3)(c)(A) (2019).

the National Bar Association, the Oregon Commission on Black Affairs, and the Portland Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

- **Dr. Erik J. Girvan, Associate Professor, University of Oregon School of Law**

Dr. Girvan is an Associate Professor at the University of Oregon School of Law. He earned his J.D. at Harvard Law School and Ph.D. in Psychology at the University of Minnesota. Dr. Girvan's research examines how racial and other biases may impact decisions in the legal system and related contexts, including school discipline. Dr. Girvan is an expert on measurement of racial disparities and is a primary investigator on several funded research projects developing and empirically testing practical ways to reduce or eliminate those disparities where they are found. In addition to his research, Dr. Girvan regularly consults with public and private organizations in a variety of fields on improving diversity, equity, and inclusion. He has served on the Oregon Supreme Court Council on Inclusion and Fairness Data Analysis Subcommittee and on the Oregon State Capitol Workplace Harassment Work Group for the Oregon Law Commission.

- **Teresa (Terry) Leckron-Myers, Director of Evolve Programs, Mental Health Addiction Association of Oregon**

Terry Leckron-Myers is a longtime criminal justice reform champion, and she has served as a member of the Partnership for Safety & Justice board since 2006. She has led key initiatives that promote healing and safety though criminal justice reform practices. She formerly served as the Mentor Program Director at Bridges to Change, and in that role, she worked to empower people by strengthening individuals and families affected by addiction, mental health, poverty, and homelessness. Terry is an accomplished community organizer, and through the Recovery Association Project, she has led key initiatives to enact social change for people with substance use disorders and mental health needs. As Director of Central City Concern Portland Metro Worksource, she created pathways to employment and community integration for formerly incarcerated people. In both her professional and volunteer careers, she's driven by the belief that all people deserve to live their lives with dignity and grace.

- **Justice Adrienne C. Nelson, Associate Justice, Oregon Supreme Court**

Justice Adrienne Nelson was appointed to the Oregon Supreme Court on January 2, 2018, making her the first African American to sit on the state's highest court and on any appellate state court. Her election to a six-year term in November 2018 made her the first African American woman elected statewide in Oregon. In 2006, she was appointed as a trial judge on the Multnomah County Circuit Court in Portland, Oregon, making her the second African American female judge in the state of Oregon. Justice Nelson is a sought-after speaker on a variety of topics including diversity, inclusion, equity, community engagement, leadership and professional development.

Throughout her career, Justice Nelson has been involved in many national, state, local, and specialty bar associations, often serving in a leadership capacity. She is currently the Chair of the

Oregon Supreme Court Council on Inclusion and Fairness, the American Bar Association (ABA) Diversity and Inclusion Center and the Diversity and Inclusion Advisory Council.

In the community, she sits on the Oregon Historical Society Board, the Literary Arts Board, the Reed College Board of Trustees and the Oregon Community Foundation Portland Leadership Council where she chairs the Connection to the Black Communities committee. She also sits on the Girl Scouts Beyond the Bars (GSBB) Advisory Board of which she formerly chaired.

In addition, Justice Nelson serves as a mentor to many people. She is often recognized by a wide variety of community and professional organizations for her service and mentorship to others. Justice Nelson is a connector and encourager, helping people succeed by living their best lives.

- **Chief Matt Scales, Chief of Police, City of McMinnville, Oregon**

Chief Matt Scales is the Chief of Police for the City of McMinnville. He has been with the City of McMinnville Police Department for over 27 years, and he is passionate about protecting the community and providing a safe city to live, work, and play. He is active in numerous professional and civic organizations, including the Oregon Accreditation Alliance, the International Association of Chiefs of Police, and the Oregon Association of Chiefs of Police. He also serves on the Justice Reinvestment Grant Review Committee.

- **Sarah M. Stewart, Executive Director, KIDS First**

Sarah M. Stewart is the Executive Director of Kids FIRST, Lane County's nonprofit Children's Advocacy Center. She has been serving child victims of abuse and their families since 2011 and is a CVAN-certified victim advocate. Ms. Stewart was born and raised in rural Lane County, Oregon and is passionate about reducing the barriers that rural victims of crime face. Ms. Stewart holds a Master in Nonprofit Management from the University of Oregon.

III.   Committee Meetings

The advisory committee convened on the following dates:[34]

- February 26, 2020 (in person at CJC)
- March 23, 2020 (remote via Zoom)
- May 7, 2020 (remote via Zoom)
- June 29, 2020 (remote via Zoom)
- July 14, 2020 (remote via Microsoft Teams)
- July 20, 2020 (remote via Microsoft Teams)
- July 27, 2020 (remote via Microsoft Teams)
- August 12, 2020 (remote via Microsoft Teams)

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[34] The Equity Advisory Committee was created and convened prior to the COVID-19 pandemic and related executive orders by the Governor. Accordingly, while the Equity Advisory Committee expressed a goal of in-person meetings at the outset, this became impossible. The impacts of and additional responsibilities related to the pandemic and other events, including the nation-wide responses to the murder of George Floyd, also undoubtedly impacted the ability of some members to participate as fully as they intended.

IV.   Additional Resources

In addition to drawing on their own experiences and expertise, in conducting the evaluation and making the recommendations, members of the Advisory Committee gathered and considered information from the following sources:

- Justice Reinvestment Program Request for Grant Proposals from 2015-16, 2017-19, and 2019-21, and related JRI administrative documents
- 36 County JRI Grant Applications for 2015-17, 2017-19, and 2019-21
- Informational Interviews with:
  - The Deputy Director and Research Director of the CJC, Justice Reinvestment Program Manager for the CJC, and a Senior Research Analyst at the CJC;
  - Chair and two other members of the JRI Grant Review Committee;
  - Representatives of 19 counties;
  - Representatives of 16 contracted community providers and VSPs (together, "community partners")
- Review of Department of Corrections sentencing data maintained by the CJC for analysis

Methodological appendices detailing qualitative and quantitative data sources and analyses are provided in Appendices A through C.

Monica Cox of Ten02 Consulting led the Committee in the process of synthesizing the data collected and collectively drawing upon the information learned to make recommendations.

V.   Acknowledgements

The work of the Equity Advisory Committee would not have been possible without the support and cooperation of the CJC, county officials, and community partners who gave their time to provide administrative support, resources, and information. We would also like to thank Monica Cox, Data and Research Strategist at Ten02 Consulting, for her assistance in facilitating Committee conversations about our findings, helping to translate the findings into recommendations, and for assistance drafting this report.

BRIEF METHODOLOGY

I.   Evaluation Goals

The primary goals of the Equity Advisory Committee are to assess the extent to which funds distributed under JRI are or are not effectively serving historically underserved communities in Oregon and to make recommendations for changes to the structure or administration of JRI so that the funds can more effectively advance equity in the program, criminal justice system, and community.[35]

ORS 137.658(3)(b) defines historically underserved communities, the primary beneficiaries of HB 3064, as "(A) Racial and ethnic minorities; (B) Women; (C) Lesbian, gay, bisexual, transgender, queer and other minority gender identity communities; and (D) Other historically underserved communities." Following this definition, the committee adopted an inclusive approach, conceptualizing "other historically underserved communities" to include rural populations, individuals with lower socioeconomic status, persons with disabilities, and English language learners.

II.   Key Areas of Inquiry

The advisory committee structured their evaluation based on the following key areas of inquiry.

1. Scope and breadth of JRI

    1.1. How does pre-trial incarceration and/or jail more generally relate to the goals of JRI?

    1.2. What are the direct and indirect financial and social costs and benefits of pre-trial incarceration and/or jail more generally for the state and members of historically underserved populations?

2. Equitable provision and end use of services

    2.1. Which programs funded through the JRI process have efficiently and effectively served historically underserved populations?

    2.2. What are the primary systemic and institutional barriers to provision of services through JRI to historically underserved populations?

    2.2.1.   Do grant recipients and community partners have a culture that emphasizes equity and values and rewards work to overcome unique challenges associated with providing services to historically underserved populations? If not, are there efficient and effective mechanisms for providing education and support to recipients and community partners to cultivate such a culture?

    2.2.2.   Is there adequate existing expertise among recipients and community partners regarding provision of services related to historically underserved populations? If not, are there efficient and effective mechanisms for providing technical assistance to and building the capacity of grant recipients and community partners?

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[35] ORS § 137.658(3)(b) (2019).

2.2.3. Are there barriers to equitable selection of community partners? If so, how might these be efficiently and effectively mitigated through application and evaluation requirements?

2.3. How do the answers to these questions differ geographically within the state and how might the application and review process take into account the unique challenges of urban and rural areas?

3. <u>Accountability and transparency in the grant application and review process</u>

3.1. Are grant recipients and community partners held accountable for providing services to historically underserved populations and the impacts of those services?

3.1.1. Is the importance of providing services to historically underserved populations clearly communicated in the goals of JRI? If not, how might that information be conveyed?

3.1.2. Does the current application process involve information necessary to assess impacts of specific programs on historically underserved populations? Does the current review process consider information relevant to provision of services historically underserved populations? If not, how might recipients and community partners provide information in the application and review process on services related to historically underserved populations (e.g., equity audits)?

4. <u>Evaluation needs</u>

4.1. What data and other information are currently available to examine the key areas of inquiry? What is the quality of that data and information? What is missing? How might the data and information be efficiently and effectively gathered?

III.   Data Collection and Analysis

A. Related Initiatives

Key Areas 1.1 and 1.2 concerned understanding whether the charge of the Equity Advisory Committee extended to evaluation of inequity in incarceration in jail generally and pre-trial incarceration in particular. Evaluation of the areas was based on discussions with the CJC regarding the scope of the project and information about other complementary initiatives.

B. Quantitative Analysis

Examination of Key Areas of Inquiry 2.1 and 4.1 involve understanding what existing sources of quantitative data are currently available to assess whether programs funded by JRI are serving historically underserved communities, evaluating their limitations, and, if possible, analyzing them to assess program efficacy. To do this, the CJC provided data files regarding county demographic information, prison usage, and JRI funded programs. The CJC also provided information in interviews about the sources of the data and their use of it in analyses. In addition, Drs. Addae and Girvan conducted semi-structured interviews to collect information from counties and community partners about the data systems they used and the adequacy of the systems for evaluating the impacts of programs on historically underserved communities.

Review of the existing data sources showed that (1) indicators of whether served individuals belonged to certain historically underserved communities were limited and (2) the data sources from the Oregon State Police (LEDS), the Department of Corrections (DOC400), and counties or community partners could not be readily integrated. The fragmented structure precluded a comprehensive, system-level analysis of which programs are or are not effectively serving historically underserved communities (*see* Findings and Recommendations, below). Further, given time and resource constraints, a program-level evaluation was necessarily beyond the scope of work that the Committee could achieve. Accordingly, to examine ways in which existing state-wide data sources could be used to assess whether programs funded by JRI are serving historically underserved communities, Dr. Girvan conducted an example of the type of basic descriptive analysis of disparities that is currently possible using (1) the existing dashboards and (2) data available to the CJC from the state Department of Corrections. The example descriptive analyses are in Appendices B and C.

C. Qualitative Analysis

Examination of Key Areas of Inquiry 2.2, 2.3, and 3.1 were based on semi-structured interviews and content analyses of textual data. The Equity Advisory Committee considered a number of factors, including geographical diversity, county demographics, programmatic initiatives, grant status, and timing constraints for data collection and dissemination. The committee placed special emphasis on counties that represent the state's geographical diversity and the state's racial and ethnic diversity.   As such, interview data stems in part from representatives from the following counties:

- Benton
- Clackamas
- Coos
- Crook
- Deschutes
- Jackson
- Jefferson
- Klamath
- Lane
- Lincoln
- Linn
- Malheur
- Marion
- Morrow
- Multnomah
- Polk
- Umatilla
- Washington
- Yamhill

From May 2020 through July 2020, Dr. Addae facilitated semi-structured interviews with approximately 64 grant recipients consisting of county officials and community partners representing 19 Counties, the Justice Reinvestment Grant Review Committee, and the Criminal Justice Commission. Appendix A provides specific details about the interview participants. To promote efficiency and leverage shared experiences, county representatives, contracted community providers, and victim service providers often participated in joint interviews. The nature of the joint interview format may have a 'chilling' effect for representatives that experience intra-county conflicts. The committee recognizes that JRI combines multiple community elements, and the implementation of such may not necessarily lend itself to a uniform county experience.

Upon request, the CJC provided the research team with JRI-related documents for the 2013-2015, 2015-2017, 2017-2019, and 2019-21 biennia. For the 2019-2021 biennium, the CJC provided the county primary and secondary contacts, the contracted community providers, the victim service providers, and JRI administrative documents such as the Request for Grant

Proposals, Grants Management Handbook, sample Award Letter, and sample Reporting Reminder.

EVALUATION FINDINGS AND RECOMMENDATIONS

I.   Scope and Breadth of the Justice Reinvestment Program

1.1.   How does pre-trial incarceration and/or jail more generally relate to the goals of JRI?

1.2.   What are the direct and indirect financial and social costs and benefits of pre-trial incarceration and/or jail more generally for the state and members of historically underserved populations?

The goals of JRI are to reduce prison utilization and recidivism while protecting the public safety and holding offenders accountable. With respect to incarceration, the goals are framed in terms of prison. Even so, the Equity Advisory Committee recognized that the potential for inequity in the Oregon criminal justice system extends beyond prison to include jail and local control options, probation, and pretrial incarceration. Further, given the inherent interrelationship between various components of the Oregon criminal justice system and as the illustration of JRI-funded programs in *Figure 5* shows, pretrial incarceration, jail, and associated services and diversion programs are opportunities for interventions that directly or indirectly reduce prison populations and influence individual trajectories.

The first area of inquiry for the Equity Advisory Committee was whether an equity evaluation of programs funded by JRI should extend to inequity in incarceration in jail, particularly pre-trial, more broadly. Given independent efforts, outlined below, the Equity Advisory Committee ultimately determined that an evaluation of jail systems was outside of the scope of this report. Given the interdependence of the different aspects of the local and state components of the criminal justice system, however, the Equity Advisory Committee recommends that these initial efforts continue with a longer term, coordinated analysis.

A. Findings

In 2017, the Oregon Legislature reconvened the Public Safety Task Force (PSTF).[36] At that time, the PSTF was charged with studying "security release in Oregon, focusing on reducing racial and ethnic disparity in pretrial incarceration." The PSTF issued a preliminary report of its findings on September 15, 2018.[37] A subsequent report is expected in September 2020. Separately, pursuant to HB 3289[38] the CJC is also expected to issue a legislative report on September 15, 2020, reviewing data on jails in Oregon.

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[36] HB 2238 (https://olis.leg.state.or.us/liz/2017R1/Downloads/MeasureDocument/HB2238/Enrolled). The official name for the PSTF is the Task Force on Public Safety; however, it is commonly referred to as the Public Safety Task Force.

[37] https://www.oregonlegislature.gov/citizen_engagement/Reports/OCJC2018_09_15_PublicSafetyTaskForceReport.pdf

[38] https://olis.oregonlegislature.gov/liz/2019R1/Downloads/MeasureDocument/HB3289/Enrolled

B. Recommendations

The Equity Advisory Committee recommends that the Legislature:

Support coordinated, ongoing examination and evaluation of the impacts of Oregon's criminal justice system on historically underserved communities.

1. In order to achieve equity in prison utilization, recidivism, public safety, and offender accountability it is necessary to understanding and address sources of inequity in all parts of Oregon's criminal justice system. The legislative, executive, and judicial branches have initiated several independent efforts that are specifically targeted towards examining portions of this system. To ensure complete coverage and avoid duplication of effort, the efforts would benefit from a coordinated, long-term equity evaluation of Oregon's criminal justice system as a whole.

II. Equitable Provision and End Use of Services

2.1. Which programs funded through the JRI process have efficiently and effectively served historically underserved populations?

2.2. What are the primary systemic and institutional barriers to provision of services through JRI to historically underserved populations?

2.2.1. Do grant recipients and community partners have a culture that emphasizes equity and values and rewards work to overcome unique challenges associated with providing services to historically underserved populations? If not, are there efficient and effective mechanisms for providing education and support to recipients and community partners to cultivate such a culture?

2.2.2. Is there adequate existing expertise among recipients and community partners regarding provision of services related to historically underserved populations? If not, are there efficient and effective mechanisms for providing technical assistance to and building the capacity of grant recipients and community partners?

1.2.3. Are there barriers to equitable selection of community partners? If so, how might these be efficiently and effectively mitigated through application and evaluation requirements?

2.3. How do the answers to these questions differ geographically within the state and how might the application and review process take into account the unique challenges of urban and rural areas?

With the passage of HB 3064, the Legislature affirmed its commitment to promoting fairness and inclusion within JRI, while also combatting systemic injustice and institutional racism. To advance these goals, programs funded by JRI must apply equity-based frameworks to the

provision and end use of services. A commitment to equity requires the fair and just distribution of resources and access to opportunities for historically underserved communities, including meaningful engagement of historically underserved communities in program planning, design, decision-making, implementation, and evaluation.[39] With the goal of improving participation and access for historically underserved communities, the committee sought to (1) understand the current state of existing programs and equity-based frameworks within JRI, (2) identify challenges to servicing historically underserved communities within JRI, and (3) examine the barriers to JRI participation for culturally-specific community partners.

Central to the integration of equity-based frameworks is the notion that funding allocation and programmatic efforts must address individual and community needs. This requires a combination of (1) universal cultural competency; (2) general use of culturally responsive services; and (3) adoption of culturally specific services.

Cultural competency is "a set of behaviors, attitudes and policies that enable an individual, agency or institution to work effectively in diverse and cross-cultural situations."[40] *Culturally responsive services* are "general services that have been adapted to honor and align with the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities whose members identify as having particular cultural or linguistic affiliations by virtue of their place of birth, ancestry or ethnic origin, religion, preferred language or language spoken at home."[41] *Culturally specific services* are those "provided for specific populations based on their particular needs, where the majority of members/clients are reflective of that community, and use language, structures and settings familiar to the culture of the target population to create an environment of belonging and safety in which services are delivered."[42] Typically, culturally specific organizations have a reputation for and demonstrated experience with addressing the needs of the community served.

Cultural competency, culturally responsive services, and culturally specific services can be viewed on a continuum, with cultural competency as a necessary precursor to the provision of culturally responsive and culturally specific services. Notably, cultural competence does not eliminate racial and cultural disparities. Rather, cultural competence mitigates the infliction of additional harms (e.g., microaggressions) against historically underserved communities.[43] Cultural competence also empowers agents to recognize diverse needs and direct individuals to culturally appropriate resources.

Culturally specific services are the preferred service delivery model for historically underserved communities, as they have been shown to eliminate structural barriers and lead to better

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[39] "Contracting and Procurement for Culturally Specific and Responsive Services," Multnomah County Office of Diversity and Equity, October 2017, https://multco.us/file/67650/download at p. 4; National Center for Cultural Competence (NCCC), Georgetown University; https://nccc.georgetown.edu/foundations/framework.php.

[40] "Contracting and Procurement for Culturally Specific and Responsive Services," Multnomah County Office of Diversity and Equity, October 2017, https://multco.us/file/67650/download at p. 4.

[41] "Contracting and Procurement for Culturally Specific and Responsive Services," Multnomah County Office of Diversity and Equity, October 2017, https://multco.us/file/67650/download at p. 5.

[42] "Contracting and Procurement for Culturally Specific and Responsive Services," Multnomah County Office of Diversity and Equity, October 2017, https://multco.us/file/67650/download at p. 5.

[43] Curry-Stevens, A., Deloney, G., & Morton, M. (2019). Rethinking Services with Communities of Color: Why Culturally Specific Organizations Are the Preferred Service Delivery Model. *Sociology Mind*, 9, 183-206.

outcomes.[44] To the extent practicable, members of historically underserved communities should have access to service delivery by culturally specific providers. If culturally specific services are not available, at minimum, all agencies and organizations funded by JRI should offer culturally responsive services.

A. Findings

i. Cultural competency

The data revealed a broad variation in cultural competency across the state. Cultural competency ranged from limited to sophisticated, and it varied across county size and demographics. On the one hand, some counties with proficient cultural competence have taken measures to incorporate equity-based frameworks in their JRI initiatives. For example, Multnomah County conducted a study to identify the impact of JRI initiatives on historically underserved communities:

> *"About a year in, we did a pretty big study on the impact of the implementation year and found that, unsurprisingly, White defendants benefited more from the prison diversion than any population of color, particularly Black and African-Americans. And also, an interesting carve-out was Latino defendants charged with drug delivery. And so there were discussions about, 'Well, we should explore that more.'" –Multnomah County*

As a result of their equity-informed study, Multnomah County structured their JRI initiatives in a manner that ensures that historically underserved communities equally benefit from JRI reform efforts. Though other counties may possess similar levels of cultural competency, small or rural counties are more likely to lack the resources necessary to develop and implement frameworks that align with their understandings. For example, representatives of Linn County recognized the needs of their diverse population, but they expressed frustration with challenges in coordinating and streamlining their limited resources:

> *"Linn County is pretty White, with Latino being the predominant nonwhite culture, then Native American, and Black…and then Asian. There aren't any specific programs for Spanish-speaking folks. We've developed more resources, but it's usually not that many at one time. So [the challenge is] trying to train staff to be aware of the needs for those individuals. As well as LGBTQ folks, we do have had a few corrections clients that are either in the process of transitioning or have transitioned. We have worked with staff to develop protocols for how observed UAs are done so that it's left to the individual's determination of what's comfortable for them." –Linn County*

On the other hand, some counties have yet to achieve strong cultural competence, and consequently, they lack prior experience in implementing equity-based frameworks. County representatives often acknowledged that equity was a "missing" component in their programs, they "don't know what they don't know," yet they were eager to learn. These counties recognized that, without existing cultural competency, cultivating a culture around equitable provision of services would require dedication of substantial resources for support, training, self-assessment, and evaluation. Insights from representatives of Yamhill County, Deschutes

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[44] Curry-Stevens, A., Deloney, G., & Morton, M. (2019). Rethinking Services with Communities of Color: Why Culturally Specific Organizations Are the Preferred Service Delivery Model. *Sociology Mind*, 9, 183-206.

County, and Clackamas County exemplify the desire for education and support in institutionalizing cultural knowledge:

> *"Yamhill County is not the most diverse area, so I think training and education in these issues is always valuable. Because of our location, we're just not as privy to it." – Yamhill County*

> *"There's not a lot of really good recent research for those [historically underserved] populations. What works for those populations may be very different than what works for other populations. Having access to research and curriculums that are culturally designed for specific groups . . . [is] a barrier for us." –Deschutes County*

> *"[We need help] looking at [historically underserved] populations and better identifying and better connecting with those communities, how we can address the needs they may have, see where those gaps are and what we're missing . . . Clackamas County's demographic makeup is pretty one sided, so we need to find out how we can better be culturally responsive to populations, to people of color coming out of prison to our community . . . and help them transition back into the community more successfully. I don't believe it's something we have looked at, and I know we've crossed it from time to time and have challenges, but just because we don't see it often doesn't mean that it's not there . . . What are we missing that we don't know that we're missing? . . . I think the first things that we need to do is identify the problems and figure out what we need. When a county is as White as we are, it's very easy for everything to look fine. We just look broad based, and so [a challenge is] finding the resources to be able to take the time to dig in and find out what the problems are for the communities that are not broadly in the 98% or whatever it is." – Clackamas County*

Though some counties currently have limited cultural competence, they all emphasized a need for equitable provision of services. All county representatives interviewed were receptive to resources and support that would assist in the development of cultural competency—for both the county agencies and their associated community partners.

ii.   Culturally responsive services

While cultural competency varied *between* counties, the provision of culturally responsive services varied widely *within* counties. These were identified as services provided by dominant culture organizations that adapted existing services to accommodate the cultural or social norms of the individuals they serve. Typically, contracted community providers and victims service providers delivered culturally responsive services such as access to bilingual/bicultural staff, translation services, transportation services for residents of rural populations, vouchers for individuals experiencing food insecurity, and designated case managers for veterans. Multicultural and linguistic services were the most common types of culturally responsive services available, as nonprofit providers from Linn County and Umatilla County describe:

> *"Our treatment program has a bilingual, bicultural, Hispanic counselor that is the main drug court counselor, but she's also available for other folks either that are Spanish-speaking or would benefit from a bicultural counselor." – Linn County*

"I have had three people at a time that were bilingual, bicultural, of Spanish and of Mexican heritage. . . We provide support groups and individual sessions in Spanish and English . . . We help people with restraining orders in Spanish and English. All of our life skills classes, everything we have, is translated into Spanish as well as English . . . We've also hired for the deaf community. Not that long ago, we hired an interpreter to come in and do a parenting class."—Umatilla County

Except for the provision of gender-specific services, counties generally had less experience providing culturally responsive services. A majority of the counties were well-versed in gender-responsive practices, and they could readily identify the specific needs and disparities associated with the female prison population. As representatives of Linn County and Jefferson County suggest, the provision of evidence-based gender-responsive services has led to positive outcomes for the female prison population:

"We have a lot resources that go toward the special needs of women in terms of evidence-based practices that are used in the assessment tools that Parole and Probation uses. Where we've shown the most improvement in terms of prison usage is in the female population." –Linn County

"Our 'Thinking for Change' curriculum that we use with the medium and high-risk female offenders has a lot of different topics and areas that they cover for women. They are [based on] research that has shown issues that those target populations really grapple with." –Jefferson County

Though counties and community partners have adopted some culturally responsive practices, the universal use of culturally-responsive practices should be the standard across all entities that receive JRI funds.

iii.   Culturally specific providers

Culturally specific providers are the preferred delivery model for servicing historically underserved communities. Currently, however, the use of culturally specific providers within JRI is rare. Culturally-specific providers traditionally have been excluded from consideration for JRI treatment subcontracts and victim services allocations—a reflection of institutional and systemic barriers. For the 2019-2021 biennium, none of the contracted community providers offered culturally specific services. Similarly, of the victim service providers represented, many provided culturally specific women and children's services, but other historically underserved communities were not represented.

Though culturally specific providers do not formally receive contracts under JRI, a demand exists for their services—as suggested by relationships with local organizations. For example, community providers in Lane County and Coos County describe experiences with culturally specific providers Centro Latino Americano and Circles of Healing:

"SASS partners with Centro Latino Americano to provide culturally and linguistically appropriate counseling, support groups, and advocacy services to Latinx survivors in [Lane County] to help increase access."—Lane County, '19-21 application

"[O]rganizations in our town like Centro Latino Americano could definitely use some help. [We should] use funding to be a better resource for everyone and to build that capacity. [Collecting and tracking data] those are challenges for groups. It just is. And when people ebb and flow that get services, it just gets tricky."—Lane County

"We also work really closely with our sister program with our tribal nation, Circles of Healing, here locally. They'll refer their clients to us for court accompaniment or assistance with temporary protection orders. So we definitely have work that we can be doing better, but we have made an effort to reach out to those traditionally underserved and marginalized communities."—Coos County

The exclusion of culturally specific providers is the result, at least in part, of barriers inherent in the community provider selection process. Because LPSCCs are independently responsible for selecting contracted community providers and victim service providers, each LPSCC adopts a unique process. Though some LPSCCs adopt a formal process by publishing a Request for Proposals, the term lengths and frequency of review vary substantially. Some LPSCCs revisit their community provider contracts on a biennial basis, while others had never revisited community provider contracts after the initial competitive process. Similarly, other LPSCCs adopt an informal provider selection process that relies on convenience, limited options, or existing relationships—often to the exclusion of culturally specific providers. Outside of ensuring that providers meet minimum programmatic requirements, little oversight exists for provider selection.

Moreover, LPSCCs must compile and submit JRI applications on a truncated timeline which operates as a substantial barrier to formation of new community partnerships. The truncated timeline suppresses opportunities for formal Requests for Proposals, and it encourages LPSCCs to rely on expedient selection processes for community providers.   Culturally specific providers that lack existing relationships, sufficient data systems, or practices that conform with existing JRI initiatives are routinely excluded from consideration.

B. Recommendations

The Equity Advisory Committee recommends that the Legislature and CJC:

Encourage and support collaborative arrangements within and between counties.

1. Though JRI is a statewide program, counties primarily work independently to implement initiatives. Because JRI stakeholders are equipped with varying knowledge and resources, meaningful collaborations between counties and within counties can facilitate creative approaches that enhance equity. Counties are eager to implement equitable provision of services, but those with limited experience or resources may seek to engage in shared knowledge, peer guidance, and collaboration opportunities.

2. The CJC can facilitate peer-to-peer information exchange on the basis of shared challenges. This may include mutual technical assistance, professional development learning communities, or incentives for joint proposals for equity-based initiatives. A regional focus through the use of shared data collection systems, providers, or other resources should also be encouraged.

3. Counties should leverage the cultural competence of community partners. Due to external funding requirements, community partners often collect informative data regarding historically underserved communities, efficacy of organizational services, and opportunities for additional service. The CJC can encourage community providers to share data regarding historically underserved communities with their local LPSCCs, either through JRI application or subsequent reporting periods. The facilitation of data sharing should be requested in a standard reporting format that is convenient, accessible, and does not impose additional burdens on community partners.

Encourage and support long-term initiatives.

1. JRI emphasizes the reduction of prison utilization and recidivism over a two-year period, which encourages counties to focus on short-term decline. However, servicing historically underserved communities may require upstream services or other initiatives that do not have immediate effects on prison utilization and recidivism. To ensure the equitable provision and end use of services, JRI evaluations should accommodate long-term initiatives such as education, job training programs, and upstream services for historically underserved communities.

2. The Legislature should allocate funds for long term equity development. These funds may be specifically designated to promote equity through long-term initiatives, pilot programs, equity training, or supporting culturally-specific providers.

Require culturally responsive practices and support culturally specific organizations.

1. The CJC should support the incubation of culturally specific service providers. By supporting culturally specific service providers with tools, resources, and training, the CJC helps providers avoid exclusion and equips them to meaningfully participate in JRI programs.

2. Require that counties, community partners, and state agents affirmatively adopt cultural competencies and integrate culturally responsive practices relevant to the populations served. Such requirements should extend to all agencies and entities that engage with the criminal justice system, including law enforcement, judicial officers, behavioral health providers, legal counsel, LPSCCs, and related partners.

3. Define equity, cultural competence, culturally specific organizations, and culturally responsive services by administrative rule or statute.[45]

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[45] *See, e.g.,* HB 2897 creating the Early Childhood Equity Fund to "promote the capacity of culturally specific organizations to deliver [culturally specific early learning, early childhood and parent support programs]," defining "culturally specific methods," "culturally specific organization," and "culturally specific early learning program" in OAR 414-575-0005; *see also*, OAR 581-017-0550 (defining "culturally responsive" and "culturally specific organization"); OAR 309-019-0175 (defining criteria for culturally specific programs for substance use disorders treatment and recovery services); OAR 309-018-0105 (defining "cultural competence" and "culturally specific program"); OAR 137-087-0055 (declaring "Culturally-specific services shall be offered to the extent practicable; however, if culturally-specific services are not available, [batterer intervention programs] shall offer culturally informed services.").

4. The Legislature should carve out direct funding for culturally specific organizations.

5. The CJC should introduce collaborative applicants that enable counties and community partners to formalize existing advisory relationships and engage with culturally specific organizations on a contractual basis.

6. The CJC should require identification of disparities for historically underserved communities as well as an action plan for reducing disparities.

III. Accountability and Transparency within the Grant Review Process

3.1. Are grant recipients and community partners held accountable for providing services to historically underserved populations and the impacts of those services?

3.1.1. Is the importance of providing services to historically underserved populations clearly communicated in the goals of JRI? If not, how might that information be conveyed?

3.1.2. Does the current application process involve information necessary to assess impacts of specific programs on historically underserved populations? Does the current review process consider information relevant to provision of services historically underserved populations? If not, how might recipients and community partners provide information in the application and review process on services related to historically underserved populations (e.g., equity audits)?

The committee evaluated the procedural components of JRI for accountability and transparency. The goal of this inquiry is to ensure that the application, evaluation, and reporting processes are implemented in alignment with JRI equity goals. The committee reviewed public-facing materials such as the Request for Grant Proposals, the JRI application form, and the CJC website. The committee also considered insights from CJC personnel, members of the JRI Grant Review Committee, County representatives, and community partners.

A. Findings

i. Lack of clear equity emphasis

The findings indicate that JRI does not currently adopt a clear equity emphasis. This is most evident in applicants' responses to the "Racial and Ethnic Impact Statement."

Without a clear equity emphasis within JRI, applicants are uncertain about how to respond to the Racial and Ethnic Impact Statement. For the 2019-2021 grant cycle, approximately 86% of applicants indicated that their proposed programs have no positive or negative disproportionate impact on minority persons in Oregon. Yet, many of the proposed programs do have components that directly impact minority persons, and the applicants indicated those direct positive impacts on minority populations elsewhere in the application. Some counties understood "no disproportionate impact" as programs that have universal application and do not cater to the needs of any specific demographic. For others, "no disproportionate impact" was

interpreted as "no negative impact," as they would describe equity initiatives in the sections dedicated to victim services programs or efforts for the female prison population. There was no consensus among counties regarding how to complete the Racial and Ethnic Impact Statement.

Notably, when asked to explain how the proposed services would address marginalized populations and barriers to access, VSPs identified existing equity initiatives and challenges to servicing historically underserved communities. In contrast to the county's narratives, the VSPs frequently included detailed descriptions of equity concerns and challenges to servicing historically underserved communities. Similarly, many counties have prior experience in adapting gender-responsive practices to address the needs of the female prison population. Those efforts were likely to be described in the "female prison usage" portion of the application rather than in the Race and Ethnic Impact Statement.

ii. Truncated timeline challenges

The current timing constraints have significant implications for both applicants and the JRI Grant Review Committee (GRC). For the 2019-2021 biennium, applicants had about 40 calendar days from the opening of the application portal to the application deadline. This truncated timeline encourages counties to adopt application processes that promote efficiency over equity. For example, when selecting community partners, counties under severe time constraints are more likely to forego formal selection processes, and they select community organizations with which they have existing relationships.

The truncated timeline also affects the GRC. For the 2019-2021 biennium, the GRC deliberated over all JRI applications within a single day. The condensed period precludes a detailed review of the applications and encourages over-reliance on CJC staff recommendations. Some applications receive a cursory overview, while others are examined more closely to determine whether the proposals meet JRI goals. Even so, multi-day processes may also not be feasible, as the GRC is comprised of unpaid volunteers who may be unable to commit additional time to a review process.

B. Recommendations

The Equity Advisory Committee recommends that the Legislature and CJC:

Revise the goals of JRI and grant application to clearly incorporate the concept of equity.

1. Revise the Race and Ethnic Impact Statement. Though statutorily mandated, the Racial and Ethnic Impact Statement does not have to appear on the JRI application in its current form. The title "Race and Ethnic Impact Statement" also creates confusion because it requests information about racial and ethnic minorities, women, and people with disabilities. The revised version of the statement should embrace the expanded definition of equity to include sexual orientation, gender identity, rural populations, and other historically underserved communities. In doing so, all counties, community providers, and VSPs should report on and be held to the same equity-related criteria.

2. Update statutory language and administrative rules to reflect equity goals. The renewed emphasis on the equity goals of JRI must be reflected in program definitions,

descriptions, and benchmarks. By describing the statutory goals of JRI as reducing recidivism and decreasing prison use *in an equitable manner*, and protecting the public and holding offenders accountable *in an equitable manner*, the equity emphasis of JRI is integrated into the program's core values.

Revise the grant review process to provide counties with a meaningful opportunity to pursue provision of culturally responsive practices and collaboration with culturally specific providers and to provide the GRC a meaningful opportunity to evaluate and support these efforts.

3. Create a multi-tiered system of review. The GRC should adopt a formal triage process that engages multi-tiered systems of support. Doing so would promote efficient use of limited time and resources by directing attention to county applications in most need of support. For example, the CJC can create a rubric with clear cut metrics for evaluating outcomes and for provisional status intervention. Applications successfully meeting objective baseline criteria can be voted upon as "administrative recommended items." For applications needing a more nuanced review, the GRC can direct focused attention and rely on information supplemental to the application itself, such as information provided to CJC staff, testimony from grant applicants, and anecdotal support. To the extent that CJC staff need additional training and technical support to conduct equity-related reviews, they should be provided with the resources to develop that expertise.

4. Establish a system for the GRC to assess applicants' efforts to provide services to historically underserved communities, including LPSCC community partner selection. For example, to preserve local-level flexibility to address unique challenges, in its initial stages this could take the form of a requirement that applicants:

   a. Describe their efforts to assess progress towards JRI goals for relevant historically underserved communities through examination of data disaggregated by available indicators of membership in a historically underserved community (e.g., sex, race/ethnicity, and others where available) and discussions with community partners about areas of potential inequity.

   b. Explain which funded programs target areas of potential inequity and the nature of the services provided (i.e., culturally competent, culturally responsive, culturally specific).

   c. Where community partners and programs are not available to target areas of need in the county, describe efforts to address that gap (e.g., locate potential partners outside of the county, help support local development of those services, collaborate with or seek technical assistance from state or county agencies with well-developed equity initiatives[46]).

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[46] Illustrative examples include the State Office of Diversity, Equity, and Inclusion (https://www.oregon.gov/gov/policy/Pages/DEI_AA.aspx); The Public Safety Training and Standards Task Force; (https://www.oregon.gov/newsroom/Pages/NewsDetail.aspx?newsid=37005); The Oregon Supreme Court Council

The Grant Review Committee could then review this information for consistency and evidence reasonable progress towards achieving the goals of JRI in a way that is equitable for members of all communities.

5. Leverage technology to facilitate grant review processes. The Grant Review Committee should leverage technology to conduct portions of the grant review process remotely. Allowing for remote participation would encourage geographic diversity, and it may alleviate costs and challenges to participating in multi-day review processes.

IV. Evaluation Needs

4.1. What data and other information are currently available to examine the key areas of inquiry? What is the quality of that data and information? What is missing? How might the data and information be efficiently and effectively gathered?

This is the first evaluation of equity association with JRI. Consistent with this, throughout its examination of the other key areas of inquiry, the Equity Advisory Committee assessed barriers it faced to conducting a more comprehensive analysis. The fourth Key Area of Inquiry thus covers findings and recommendations related to what efforts might be taken now to support and improve future evaluations of equity in use of JRI funds.

A. Findings

The systems that collect and store statewide data regarding the Oregon criminal justice system are not easily integrated in a way that would facilitate a comprehensive empirical analysis regarding, or an evaluation of, the extent to which JRI funds are adequately serving historically underserved communities. The systems also contain a limited amount of information that could be used to identify members of historically underserved communities and what it collected is not necessarily consistent across the systems. At the county level, the nature and adequacy of the data systems for an equity analysis vary widely from comprehensive, nearly fully integrated systems capable of supporting real-time operational decisions regarding program efficacy to basic retrospective data collection stored and analyzed in Excel or a similar general application. Counties with the latter systems often rely more heavily on the CJC dashboards for internal evaluation. Community partners' data systems also vary considerably in sophistication, with some designed to easily generate reports about program use and effectiveness and others having only basic, general systems for data collection and analysis. Even so, community partners tend to collect more comprehensive demographic information regarding the individuals that use their services than do counties or the statewide systems.

At the statewide level, the major criminal justice data systems are the Law Enforcement Data System (LEDS),[47] Odyssey,[48] and the DOC400 system. LEDS, maintained by the Oregon State

on Inclusion and Fairness (https://www.courts.oregon.gov/programs/inclusion/Pages/default.aspx); and The Multnomah County Racial and Ethnic Disparities Subcommittee (https://multco.us/lpscc/racial-and-ethnic-disparities-red-subcommittee).

[47] https://www.oregon.gov/osp/programs/cjis/Pages/Law-Enforcement-Data-Systems.aspx
[48] https://www.courts.oregon.gov/programs/ecourt/Pages/default.aspx

Police, is a database for law enforcement records. Among other things, it captures arrest data used by the CJC to calculate recidivism rates. The LEDS system has fields for sex and race, but not Hispanic ethnicity. These characteristics can be entered inconsistently and may be entered based on observation rather than self-report by the involved individuals (see discussion of DOC400, below).

Odyssey is the Oregon Judicial Department's electronic filing system. It contains records regarding filing and disposition of criminal cases, including judgments that are ultimately issued for those convicted of committing crimes. Demographic information for criminal defendants in Odyssey, where it exists, is often inherited from the LEDS system. The Oregon Supreme Court Council on Inclusion & Fairness has a Data Analysis Subcommittee that is focused on reforms for improving collection of reliable demographic information of those who use the court system.[49]

Finally, DOC400 is the state Department of Corrections' data system on individuals under the custody of the Department of Corrections, including those under local control, parole or probation, and incarcerated in state prison. Data in the DOC400 system comes from various sources, including prison intake, Community Corrections, and entry of court records (e.g., judgments). It is relied upon by the CJC and counties to determine supervision numbers, including prison utilization. Even so, it has several shortcomings. First, the system is described regularly as being an old-fashioned or antiquated DOS-style green screen system that often cannot be used without making a specific query to the Department of Corrections and waiting for a report. Further, reliability of demographic information in the DOC400 system may depend on where and how it was collected and entered into the system. A CJC analysis of race/ethnicity data in the DOC400 system found that, as compared to self-reported information, the system erroneously labeled a significant proportion of people who identify as Hispanic, Native American, or Asian as White, resulting in overestimates of the number of White individuals by 15% and corresponding underestimates of Hispanic, Native American, and Asian individuals.[50] At least with respect to Hispanic individuals, a portion of the error may be attributable to the absence of a field for Hispanic ethnicity in LEDS. The remainder is likely a combination of mistaken identifications from visual inspection or hesitancy in self-identification by an arrested or incarcerated individual as a member of one of the groups.

While it is theoretically possible to merge data from LEDS, Odyssey, and DOC400, the systems are not set up to do so. Accordingly, it is very labor intensive and frequently involves the individuals doing so to make decisions about how to match fields that do not contain the exact same information with necessarily imperfect results. Finally, none of the databases contain consistent or reliable information about what programs or services someone might have used. As such, it is not currently possible, without considerable effort, to use the systems to conduct a statewide analysis of whether particular types of programs that are being funded by JRI are effectively serving particular groups of people.

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[49] https://www.courts.oregon.gov/programs/inclusion/about/Pages/default.aspx
[50] https://www.oregon.gov/cjc/CJC%20Document%20Library/RaceCorrectionTechDocFinal-8-6-18.pdf

At the county level, one of the most integrated and sophisticated data system in the state is Multnomah County's Decision Support System-Justice (DSS-J).[51] Up until 2014, the system incorporated data from the police department, sheriff's office, district attorneys, courts, and corrections in one place, including incidents, arrests, bookings, charges, court type, case dispositions, sentencing information, and release dates. Accordingly, it was possible to examine whether individuals from different racial or ethnic backgrounds with the same charges had different outcomes, and, if so, whether that depended on differences in pretrial detention or diversion. Since 2014, the Portland Police Bureau's data has been stored separately. Accordingly, the system now has everything from bookings to final disposition. Multnomah county also has invested, and obtained grant funding, to develop its own dashboard system for displaying and analyzing data.

Some other counties, e.g., Washington and Umatilla Counties, interested in the same capabilities as Multnomah County have entered into agreements with Multnomah County to use Multnomah County's system for displaying and analyzing their own data. Other counties who were using Excel or other basic, general platforms at the inception of JRI, e.g., Klamath County, have embraced data-based decision-making and recently invested in the systems necessary to do so more effectively on their own.

Like counties, data systems of community partners vary in their capability. On the whole, however, the community partners tend to have more comprehensive systems in place for collecting demographic information of the people they serve and more sophisticated data systems for tracking services and assessing the effectiveness of their programing. It is not unusual, for example, for providers to collect information about race, ethnicity, age, sex, sexual orientation, gender identity, education, income, and languages spoken. In addition to use for internal evaluation, many of these organizations do so to satisfy the requirements of other agencies or institutions from whom they receive grant funding. The other granting agencies or intuitions also frequently require the community partners to submit reports about the services they provided to members of these groups. Data collected from these systems does not, however, appear to regularly be integrated with county or statewide data systems.

B. Recommendations

The Equity Advisory Committee recommends that the Legislature and CJC:

Work towards establishing reliable data systems that support system-level analysis of potential inequity in Oregon's criminal justice system and the effectiveness of JRI-funded services and other efforts to address inequity for historically underserved communities where it is found.

1. Support efforts to improve the accuracy of demographic information collected by or incorporated into statewide data systems, to develop minimum standards for collection of demographic information related to identifying historically underserved communities, and to explore ways to allow for efficient merging of data generated by various systems related to the criminal justice system and related programming across the state.

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[51] https://multco.us/lpscc/dss-j

2. Direct additional funds towards addressing data collection system needs (*e.g.*, licensing software, training, or data integration programs) or expand qualified uses of the 3% of funds designated for research evaluation under JRI so that they may be used for coordinated efforts to address them. Funds allocated towards this purpose should include a requirement that the grant recipient coordinate with the CJC to ensure that the data collection systems meet appropriate standards for reliability necessary to support use in research and establish data-sharing agreements for use of the data collected in research and evaluation.

CONCLUSION

Since its introduction in 2013, the Justice Reinvestment Grant Program has made great strides in reducing prison populations, reducing recidivism, increasing public safety, and holding offenders accountable across Oregon. Now, more than ever, it is urgent that the State pursues these goals while also addressing the needs of its most vulnerable citizens. Racism and discrimination create insurmountable structural barriers—leading to poor outcomes and inhibiting individual and community success. By centering equity within the Justice Reinvestment Grant Program, the State takes a step further in creating a better Oregon for *all* Oregonians.

Appendix A: Qualitative Interview Schedule

	Organization	Interview Date	Interviewees
1.	Jackson Co.	06/03/20	• Marie Curren, Program Manager, Jackson Co. Community Justice • Eric Guyer, Director, Jackson Co. Community Justice • Stephen Mullins, Finance Coordinator, Jackson Co. Community Justice • Tammi Pitzen, Executive Director, Children's Advocacy Center • Barbara Johnson, Executive Director, Community Work
2.	Linn Co.	06/09/20	• Tony Howell, Alcohol & Drug Program Manager, Linn Co. Dept. of Health Services • Maureen Robb, Director, Linn Co. Community Corrections Parole & Probation
3.	Lincoln Co.	06/11/20	Lincoln: • Angela Hoak, Office Manager, Lincoln Co. Community Corrections Parole and Probation • Tony Campa, Director, Lincoln Co. Community Corrections Parole & Probation
	Benton Co.		Benton: • Capt. Justin Carley, Director, Community Corrections Parole and Probation
	Benton Co./Linn Co.		Linn/ Benton: • Jennifer Gilmore-Robinson, Executive Director, ABC House
4.	Deschutes Co./ Crook Co./ Jefferson Co.	**06/09/20**	• Tara Feurtado, Program Manager, Bethlehem Inn • Jenna App, Executive Director, CASA of Central Oregon
5.	Deschutes Co.	**06/11/20**	• Trevor Stephens, Management Analyst/ JRI Grant Manager, Deschutes Co. Adult Parole & Probation • Robin Antonson, Director of Development & Marketing, KidsCenter • Gail Bartley, Progam Manager, Mary's Place Supervised Visitation Program and Saving Grace • Deevy Holcombe, Management Analyst/ Program Manager for JRI Supplemental Funds, Deschutes Co. Community Justice
6.	Clackamas Co.	**06/10/20**	• Nora Jones, Program Supervisor, Clackamas Co. Dept. of Community Corrections

			• Jackie Vargas, Health Navigation Department Manager, Northwest Family Services • Capt. Malcolm McDonald, Director, Clackamas Co. Dept. of Community Corrections • Valerie Adrian, Policy, Performance, and Research Analyst, Clackamas Co. Dept. of Community Corrections
7.	Klamath Co.	**06/11/20**	• Stan Gilbert, Director, Klamath Co. Community Mental Health • Aaron Hartman, Director, Klamath Co. Community Corrections • Alicia Robinson, Grant Coordinator, Klamath Co. Community Corrections • Lt. Brian Bryson, Jail Commander, Klamath Co. Sheriff's Office
8.	Lane Co.	**06/17/20**	• Susan Sowards, Principal Criminal Justice Planner, Lane Council of Governments • Denise Walters, Senior Planner, Lane Council of Governments • Julie Weisman, Chief Executive Officer, Womenspace
9.	Marion Co./ Polk Co.	**06/10/20**	• Commander Kevin Karvandi, Community Corrections • Lt. Matt Meier, Community Corrections • Jayne Downing, Executive Director, Center for Hope and Safety • Allison Kelley, Chief Executive Officer, Liberty House
10.		**06/16/20**	• Jeff Wood, Undersheriff, Marion Co. Sheriff's Office
11.	Multnomah Co.	**06/16/20**	• Abbey Stamp, Executive Director, Multnomah Co. LPSCC
12.		**06/15/20**	• Lily Yamamoto, JRI Project Manager • Rosemary Brewer, Executive Director, Oregon Crime Victims Law Center • Julie Houston, Director, Early Childhood and Family Services of Impact NW • Mindy Johnston, Community Director, Lutheran Community Services NW
13.	Umatilla Co.	**06/15/20**	• Susan McHenry, LPSCC Chair • Mark Royal, LPSCC Coordinator • Dale Primmer, Director, Umatilla Co. Community Justice
14.	Umatilla Co./ Morrow Co.	**06/03/20**	• Kathryn Chaney, Executive Director, Domestic Violence Services, Inc.

15.	Washington Co.	**06/26/20**	• Dawn Montes, JRI Parole Officer, Washington Co. Community Corrections • Jay Auslander, Jail Diversion Systems Coordinator, Washington Co. Behavioral Health • Shawn Bibb, Peer Services Associate Director, Bridges for Change • Robert Colpean, 370 Progam Coordinator, Washington Co. Mental Health
16.	Yamhill Co.	**06/30/20**	• Jessica Beach, Director, Yamhill Co. Dept. of Community Justice • Brian Rucker, Probation Officer, Yamhill Co. • Judge John Collins, Circuit Judge, Yamhill Co. Circuit Court
17.	Jefferson Co.	**06/25/20**	• Chief Tanner Stanfill, Chief of Police, Madras Police Dept. • Heather Crow-Martinez, Jefferson Co. CMHP, Program Director • Kurt Symons, Director of Jefferson Co. Adult Community Corrections
18.	Coos Co.	**06/30/20**	• Mike Crim, Director, Coos Co. Community Corrections • Jennifer (Jenny) Mahlum, Corrections Secretary, Coos Co. Community Corrections • Kelly Church, Business Manager, Coos Co. Community Corrections • Rachael Espy, Executive Director, The SAFE Project
19.	Malheur Co.	**07/06/20**	• Dave Goldthorpe, District Attorney, Malheur Co. • Lt. Jim St. Michell, Director, Malheur Co. Probation and Parole
20.	Criminal Justice Commission	**05/13/20**	• Ian Davidson, Justice Reinvestment Program Manager, Criminal Justice Commission
21.		**06/22/20**	• Ken Sanchagrin, Research Director, Criminal Justice Commission • Kelly Officer, Research Analyst, Criminal Justice Commission
22.	Justice Reinvestment Grant Review Committee	**05/18/20**	• Justice Adrienne Nelson, Associate Justice, Oregon Supreme Court • Dale Primmer, Director, Umatilla Co. Community Justice
23.		**05/19/20**	• Senator Floyd Prozanski, District 4 Senator, Oregon State Senate

Appendix B: Evaluating Equity in JRI Descriptive Quantitative Analysis

Appendix B describes the available resources for conducting a basic descriptive analysis of equity in outcomes related to the JRI goals and some recommendations about how these might be expanded using avialable statewide data.

Background

The legislative charge to the Equity Evaluation Committee is to evaluate whether the JRI is effectively serving historically underserved communities. A critical component of any such evalution is the ability to examine components of the Oregon criminal justice system served by JRI-funded programs for potential differences related to someone's status as a member of a historically underserved community. As discussed in the report (pp. 20-21 & 33-35), lack of integration of data platforms across the criminal justice system and the lack of reliable data about many historically underserved communities in that system make a comprehensive, program level analysis extremely difficult if not impossible.

It is possible, however, to do a descriptive examination of data regarding the broader criminal justice system outcomes related to the goals of the JRI (e.g., reduced prison utilization) for potential inequity for some historically underserved communities. In the absence of more robust, integrated data systems, counties could also use such descriptive analyses to help identify potential inequities. And, to the extent that increasing equity becomes a goal of the JRI, they could be used by the JRI Grant Review Committee as one way to evaluate an applicant's progress towards addressing inequities where they are found.

Dashboards

As part of the goal of furthering evidence-based decisionmaking, counties applying for JRI grants must support their applications with information from the data dashboards regarding prison utilization, recidivism, and public safety. As currently constructed, the dashboards for prison utilization can be disaggregated by sex, and recidivism can be disaggregated sex and race/ethnicity. Accordingly, they can be used for a basic descriptive analysis of potential inequity in these outcomes based on members of these groups.

For example, Figures B.1A and B.1B are Dashboard graphs depicting the monthly rates of prison utilization (measured in prison months per 100,000 people) for males and females convicted of JRI crimes in Marion, Multnomah, and Malheur counties. Comparisons of the graphs show that, in the last month of coverage, overall men consistently account for and experience far more prison time for violations of JRI crimes than women.[52] Even so, while men and women in Marion County are imprisoned at close to the statewide average rate for JRI crimes, men and women in Multnomah County have consistently lower, and Malheur County higher, rates than the state. Finally, while prison utilization for Marion County is generally declining with respect to the the state average, those in Malheur County have been increasing. The graphs thus suggest the potential need to address inequity in efficacy of services provided to individuals based on sex and rural as compared to urban areas.

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[52] Rate ratios calculated based on the last month indicated in the graph indicate that, as a whole, men account for and experience approximately 4.5 to 6 times the amount of incarceration in prison as do women: Malheur, 2448/540 = 4.5; Marion, 1797/303 = 5.9; Multnomah, 885/152 = 5.8.

Figure B.1A: Monthly rate (per 100,000) of prison months for Males in Marion, Multnomah, and Malheur Counties
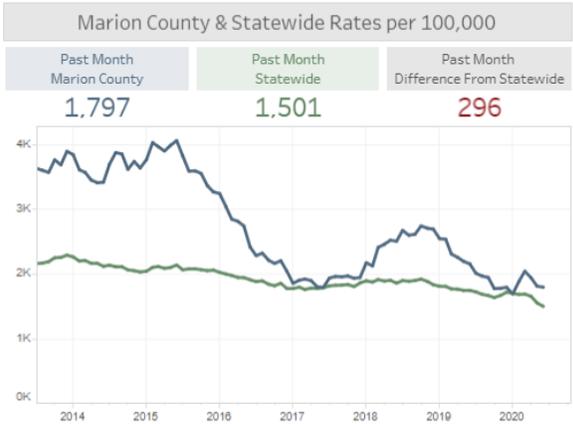
Figure B.1B: Monthly rate (per 100,000) of prison months for Females in Marion, Multnomah, and Malheur Counties
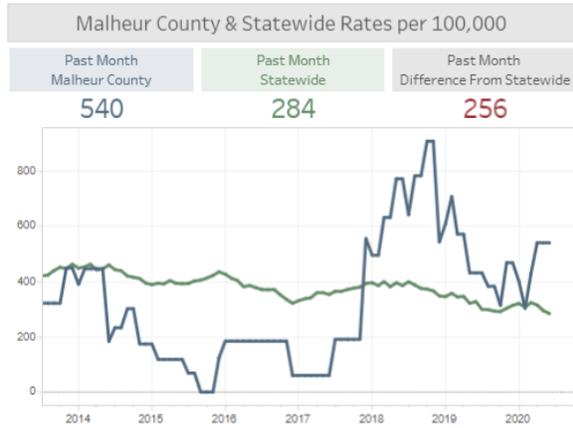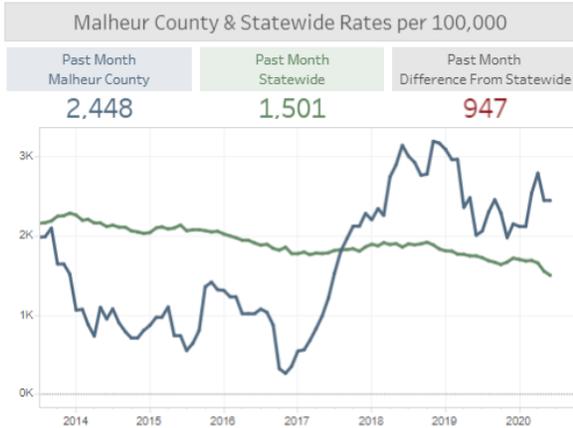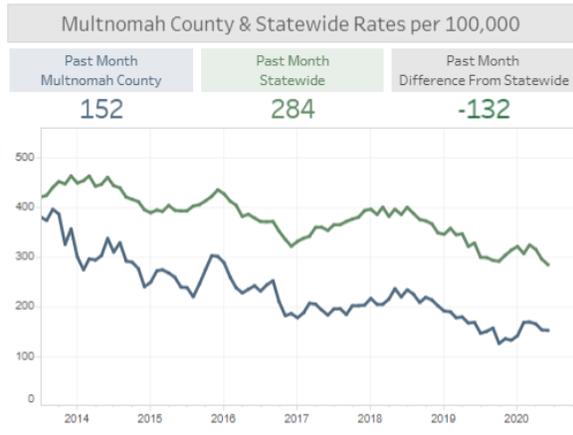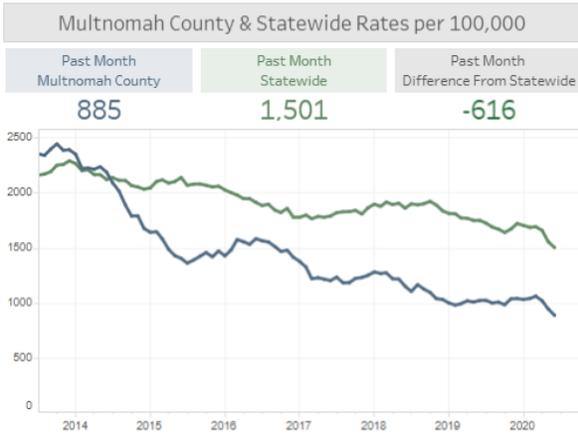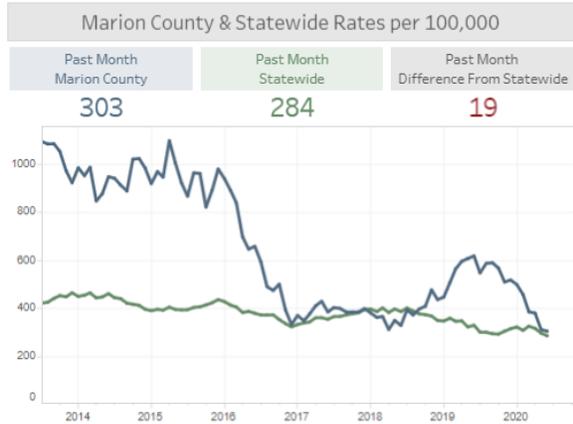
The Dashboards can be used for a similar descriptive analysis of potential differences by race/ethnicity and sex in need for or services provided by JRI-funded programs targeting recidivism. Figures B.2A through B.2F, for example, are Dashboard graphs depicting the one year recidivism rates for White and

Hispanic men in Marion, Multnomah, and Malheur Counties. Comparisons of the graphs suggest overall similar rates of recidivism for White and Hispanic men. Even so, while recidivism rates are generally stable or declining for White men, they appear to be increasing for Hispanic men in Multnomah and Malheur Counties suggesting a potential need to examine equity in need for and provision of programs in those areas.

Figure B.2A: One year recidivism rate (percent) for White Males in Marion, Multnomah, and Malheur Counties
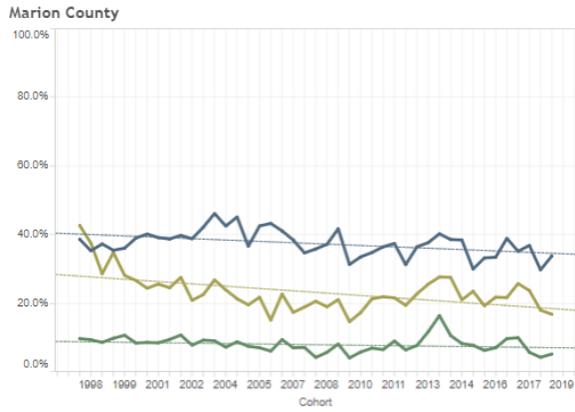
Figure B.2B: One year recidivism rate (percent) for Hispanic Males in Marion, Multnomah, and Malheur Counties

Marion County

Multnomah County

Malheur County

Marion County

Multnomah County

Malheur County
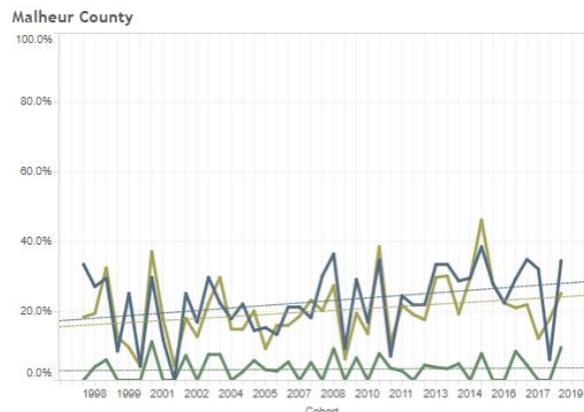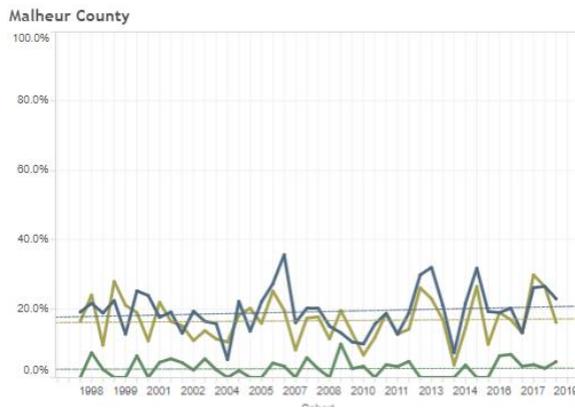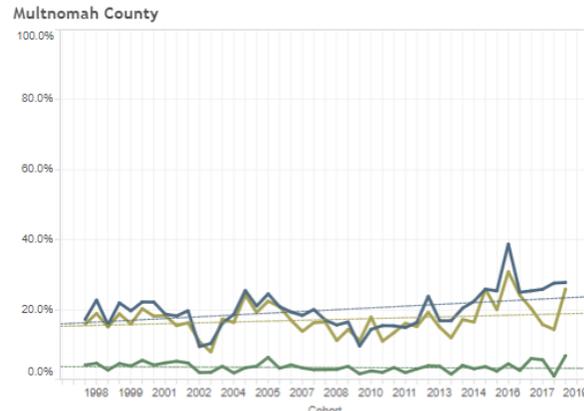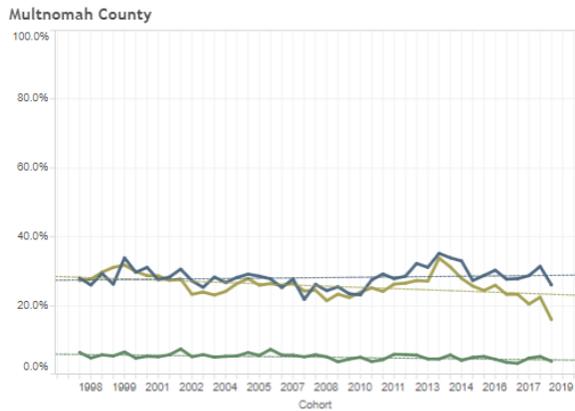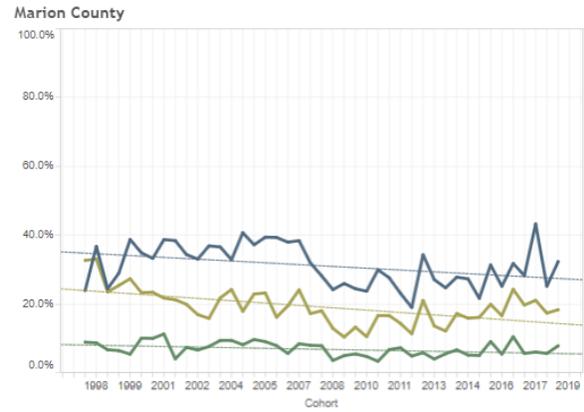
Note: Blue = Arrest (Any New Crime), Tan = Conviction, Green = Incarceration

Expanded Descriptive Information

As the examples illustrate, it is possible for counties and JRI Grant Review Committee to use the data Dashboards to do a basic descriptive analysis of differences in prison utilization and recidivism for members of some categories historically underserved communities. However, the dashboards were not necessarily designed for that purpose. Accordingly, in addition to being limited by the available data systems, conducting even this type of analysis involves comparing graphs that cannot be viewed simultaneously and computation of separate measures of differences between members of historically underserved communities, and thus can be unwieldy.

To the extent that the goals of the JRI are expanded to include equitable provision of services, as a practical matter, it will be necessary to provide counties with additional information regarding differences between the experiences and outcomes for members of different historically underserved communities.

There are numerous ways to measure group differences, each with its own advantages and disadvantages. This section uses prison utilization data provided by the CJC from the DOC400 system to suggest and illustrate three complementary approaches: Rates per Person in a historically underserved community, Rate Ratios, and Raw Differential Representation.

The Rate per Person in a historically underserved community is similar to what is available in the current dashboards. It is the total number of events (e.g., months sentenced to prison) experienced by members of the historically underserved community (e.g., Black men) during a defined time period (e.g., a calendar year) divided by the the total number people in that group during the same period. For example, DOC400 data indicates that, in 2019, Black men in Oregon were collectively sentenced to 2,976 months in prison for commission of JRI crimes. The population of Black men in Oregon in 2019 was estimated at 44,988. Accordingly, the rate of prison sentence months for JRI crimes for Black men in 2019 was 2,976/44,988 = .066. By comparison, the rate of prison sentence months for JRI crimes for White men in that year was 29,603/1,562,252 = .019.

Rate per person are most useful for simple visual comparisons between different groups. They also can be used to help understand whether differences between groups captured by the other measures are the result of relatively high rates among members of the historically underserved community of interest or relatively low rates among members of the comparision groups. However, they do not themselves capture differences between groups.

The most common way to capture groups differences are rate ratios. Rate ratios are simply the rate per person for one group divided by the rate per person for a comparison group.[53] Using the two groups, above, the rate ratio for months sentence to prison for JRI crimes in 2019 for Black men compared to White men is .066/.019 = 3.491. This indicates that Black men collectively were sentenced to about 3.5 times the amount of months in prison for committing JRI crimes as were White men in 2019. A rate ratio of 1 indicates no difference between the rates for members of the group. Rate ratios lower than 1 are interpreted as the amount of times less member of a group experienced the event than member of the reference group.

Rate ratios are adjusted for the number of people in each group, so they are very useful for capturing differences between groups of different sizes. They are easy to interpret and intuitively related to concepts of equity. The disadvantage of rate ratios is that they are very unstable when the number of the events for one of the groups, or the number of people in that group, are low. In addition, rate ratios do not provide

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[53] Rates per person can also be subtracted to create a rate difference.

information about the magnitude of the differences between the groups: Comparisons of two groups with very low rates or very high rates can yield the same rate ratios (.006/.002 = 3; .6/.2 = 3). Similarly, because they are adjusted for populations, rate ratios do not provide information about the practical extent of the difference. These disadvantages are addressed by the raw differential representation.

Raw differential representation is the actual amount of the event being examined that was experienced by members of the main group of interest that would not have occurred if members of that group experienced the event at the same rate per person as did members of the comparison group. It can be calculated in several ways, but the easiest and most robust is the difference in rates per person times the population of the group of interest. Returning to the comparison of prison months for JRI crimes for Black and White men in 2019, this is approximately (.066 – .019) x 44,988 = 2,114 prison months. This indicates that Black men were sentenced to about 2,100 more months in prison in 2019 for committing JRI crimes than we would expect if they had the same rate per person as White men.

As an illustration, Figures B.3A through B.3C show comparisons of the three measures by race/ethnicity separately by sex and JRI crimes and non-JRI crimes for the state of Oregon from 2010 to 2019 (Rates per person, Rate Ratios, and Raw Differential Represention for each subgroup by county in 2012 and 2019 are given in Appendix C[54]). Examination of the Rates per Person and Rate Ratios indicates that, as a group, Black and Native American individuals are sentenced to and experience substantially more prison time than members of other racial and ethnic groups. Raw Differential Representation indicates that the discreprancy between Black and White men and Native American and White men in 2019 sentences alone is the equivalent of over 12,000 and 1,800 prison months, respectively.

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[54] Values in Appendix C: County (designated by first four letters); Year (2012, 2019); Race (White, Black, Asian, American Indian Alaska Native, Native Hawaiian Pacific Islander, Hispanic); Sex (Male, Female); JRI (Justice Reinvestment crimes (1 = Yes, 0 = No); Unique Sent (number of non-concurrent sentences); Sentence Months (cumulative lengths of sentences in number of months of non-concurrent sentences of individuals in indicated group in the indicated county for indicated crime types in the indicated year); Group Population (estimated total number of people in the indicated group in the indicated county in the indicated year); SentMon Rate Per Person (Sentence Months/Group Population); SentMon Rate Ratio (SentMon Rate Per Person for indicated group/SentMon Rate Per Person for White, NA if Unique Sent < 10); SentMon RDR (SentMon Rate Per Person for indicated group - SentMon Rate Per Person for White * Group Population; NA if SentMon Rate Ratio is undefined or < .50).

Figure B.3A: Rates per Person of Months Men and Women were Sentenced to Prison in Oregon for JRI/Non-JRI Crimes by Race/Ethnicity (2010-2019)
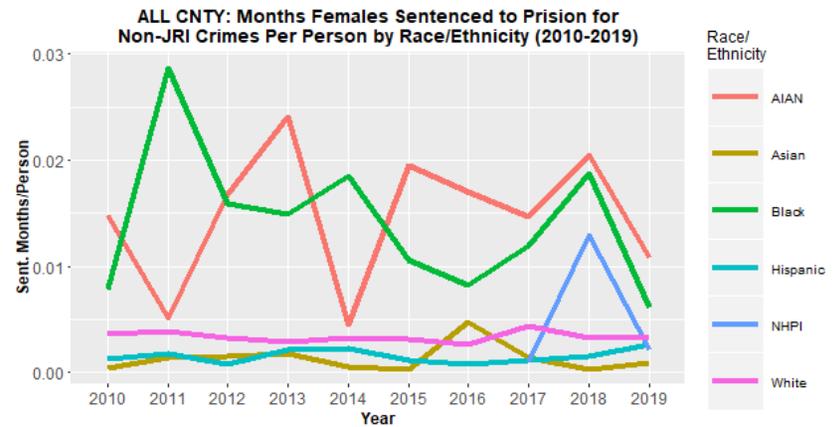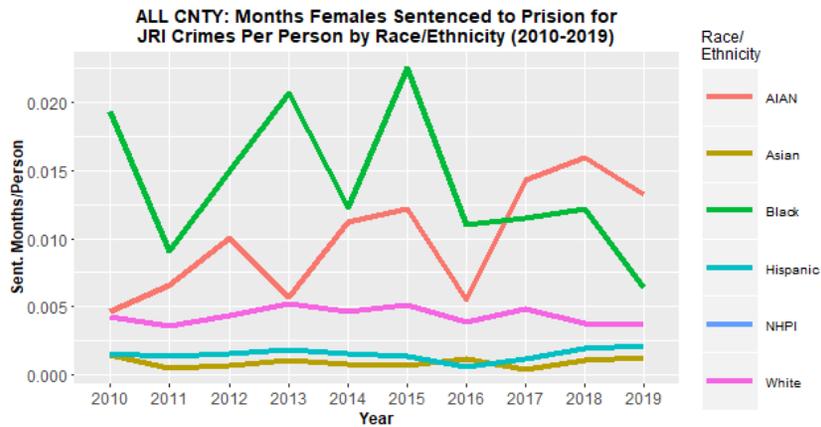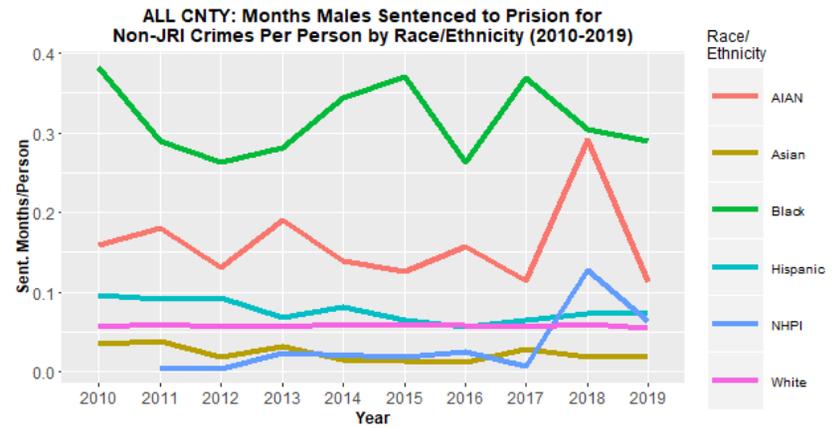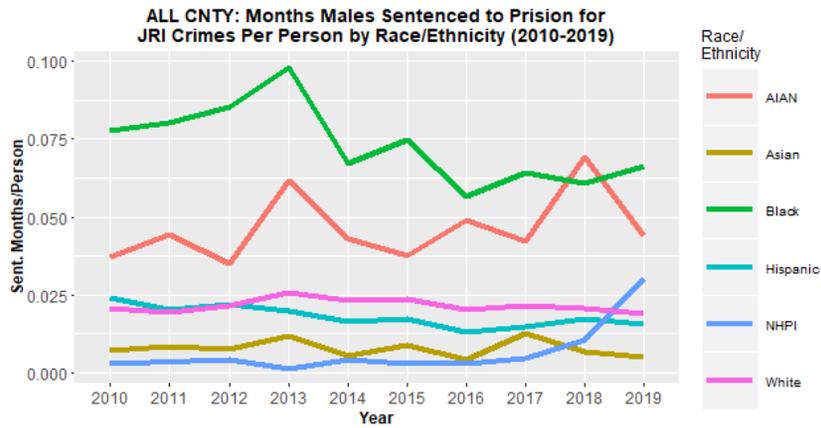
Figure B.3B: Rate Ratios of Months Men and Women were Sentenced to Prison in Oregon for JRI/Non-JRI Crimes by Race/Ethnicity, as Compared to Rate for White Individuals (2010-2019)
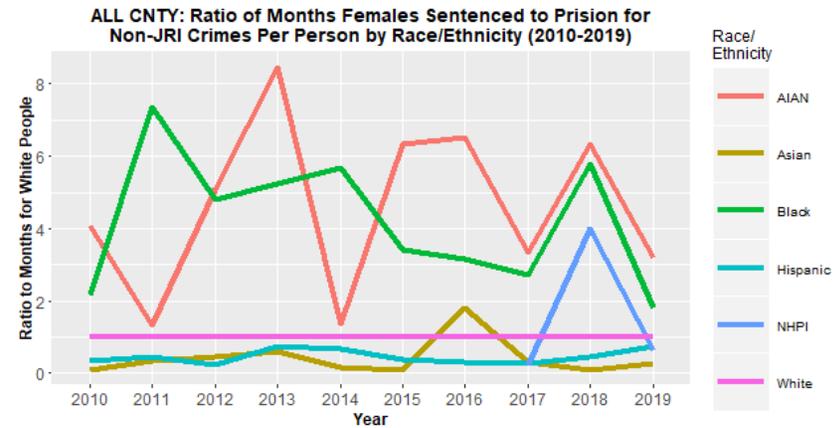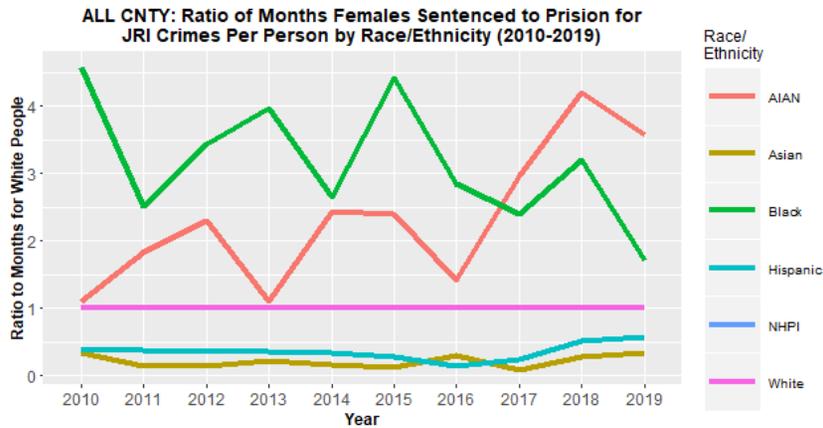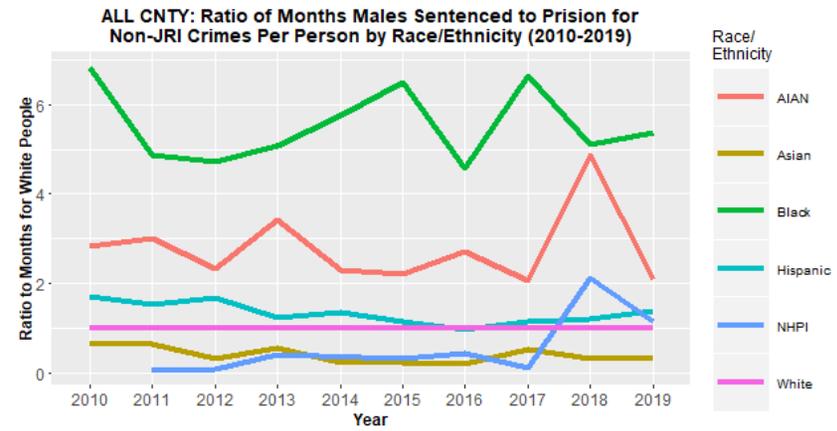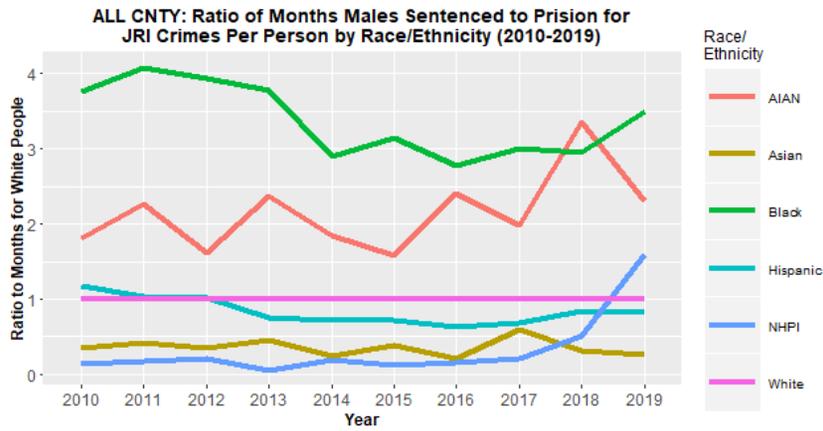
Figure B.3C: Raw Differential Representation in Months Men and Women were Sentenced to Prison in Oregon for JRI/Non-JRI Crimes by Race/Ethnicity, as Compared to White Individuals (2010-2019)
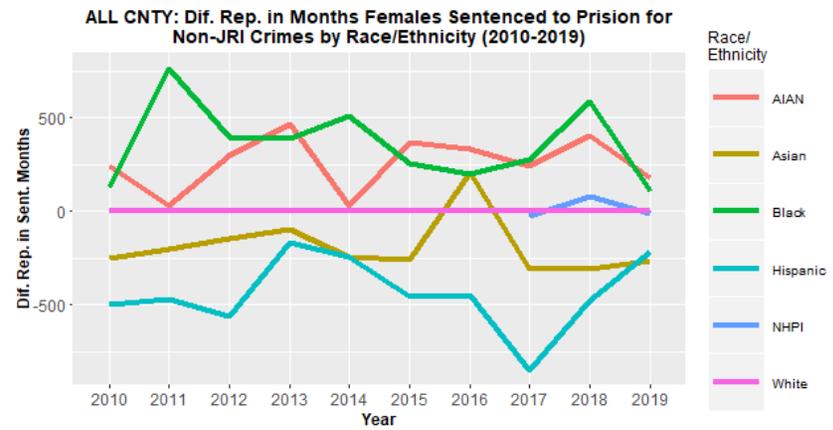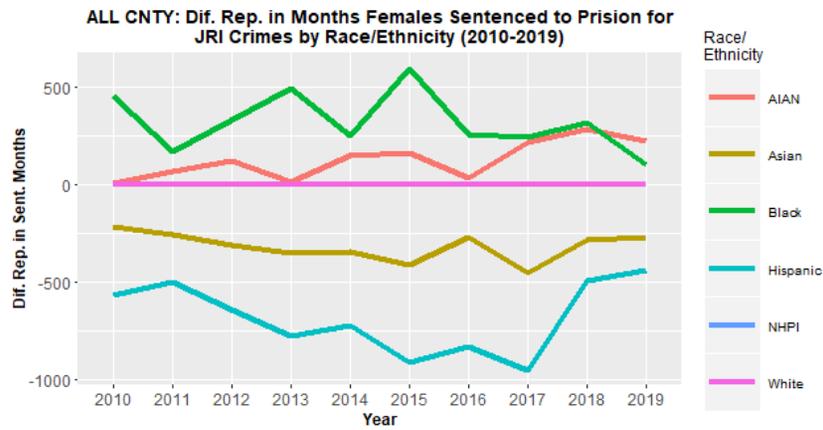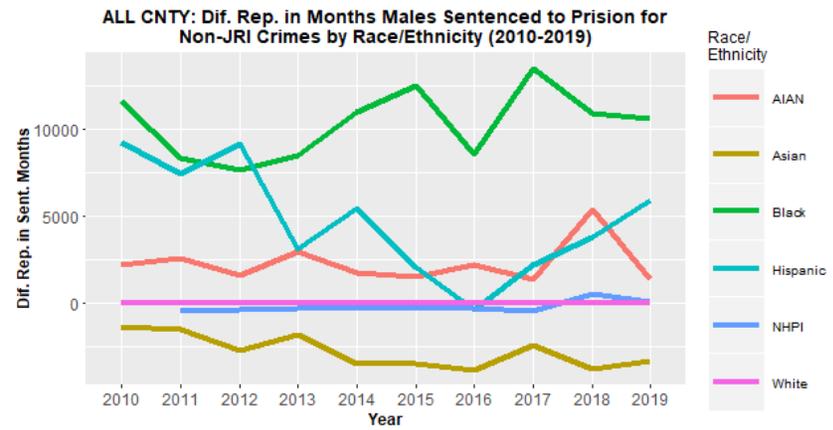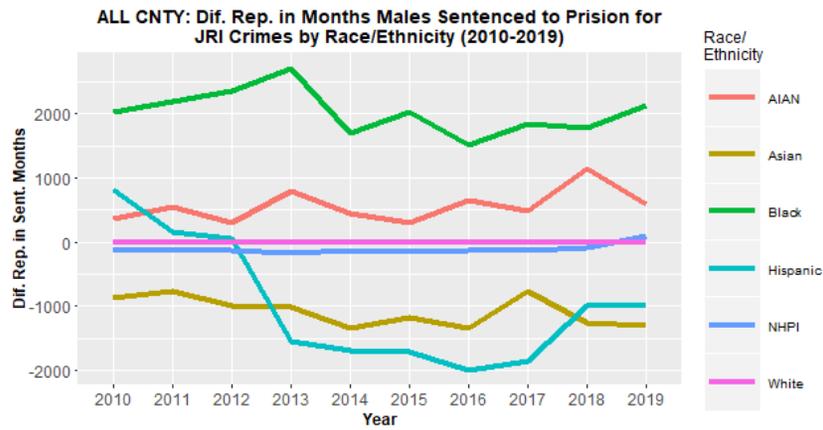
Appendix C

COUNTY	YEAR	RACE	SEX	JRI	UNIQUE SENTENCES	SENTENCE MONTHS	GROUP POPULATION	SENTENCE MONTHS PER PERSON	GROUP-WHITE DIFFERENCE IN SENTENCE MONTHS PER PERSON	GROUP/WHITE RATIO OF SENTENCE MONTHS PER PERSON	GROUP-WHITE RDR IN SENTENCE MONTHS
ALL	2012	WHITE	MALE	1	1501	32348	1491949	0.022	0.000	1.00	0
ALL	2019	WHITE	MALE	1	1387	29603	1562252	0.019	0.000	1.00	0
ALL	2012	WHITE	MALE	0	1626	83335	1491949	0.056	0.000	1.00	0
ALL	2019	WHITE	MALE	0	1549	84163	1562252	0.054	0.000	1.00	0
ALL	2012	WHITE	FEMALE	1	373	6721	1541957	0.004	0.000	1.00	0
ALL	2019	WHITE	FEMALE	1	316	5974	1605644	0.004	0.000	1.00	0
ALL	2012	WHITE	FEMALE	0	159	5088	1541957	0.003	0.000	1.00	0
ALL	2019	WHITE	FEMALE	0	157	5431	1605644	0.003	0.000	1.00	0
ALL	2012	NHPI	MALE	1	1	31	7120	0.004	-0.017	NA	NA
ALL	2019	NHPI	MALE	1	13	267	8786	0.030	0.011	1.60	100
ALL	2012	NHPI	MALE	0	1	28	7120	0.004	-0.052	NA	NA
ALL	2019	NHPI	MALE	0	9	546	8786	0.062	0.008	NA	NA
ALL	2019	NHPI	FEMALE	0	1	18	8465	0.002	-0.001	NA	NA
ALL	2012	HISPANIC	MALE	1	219	5372	245620	0.022	0.000	1.01	46
ALL	2019	HISPANIC	MALE	1	189	4503	290619	0.015	-0.003	0.82	-1004
ALL	2012	HISPANIC	MALE	0	320	22923	245620	0.093	0.037	1.67	9203
ALL	2019	HISPANIC	MALE	0	302	21595	290619	0.074	0.020	1.38	5939
ALL	2012	HISPANIC	FEMALE	1	15	343	226104	0.002	-0.003	0.35	-643
ALL	2019	HISPANIC	FEMALE	1	19	577	272706	0.002	-0.002	0.57	-437
ALL	2012	HISPANIC	FEMALE	0	8	181	226104	0.001	-0.002	NA	NA
ALL	2019	HISPANIC	FEMALE	0	20	704	272706	0.003	-0.001	0.76	-219
ALL	2012	BLACK	MALE	1	160	3143	36876	0.085	0.064	3.93	2344
ALL	2019	BLACK	MALE	1	139	2976	44988	0.066	0.047	3.49	2123
ALL	2012	BLACK	MALE	0	217	9703	36876	0.263	0.207	4.71	7643
ALL	2019	BLACK	MALE	0	247	13013	44988	0.289	0.235	5.37	10589
ALL	2012	BLACK	FEMALE	1	27	471	31431	0.015	0.011	3.44	334
ALL	2019	BLACK	FEMALE	1	18	244	38435	0.006	0.003	1.70	101
ALL	2012	BLACK	FEMALE	0	19	498	31431	0.016	0.013	4.80	395

ALL	2019	BLACK	FEMALE	0	7	235	38435	0.006	0.003	NA	NA
ALL	2012	ASIAN	MALE	1	31	531	70828	0.007	-0.014	0.35	NA
ALL	2019	ASIAN	MALE	1	22	473	93352	0.005	-0.014	0.27	NA
ALL	2012	ASIAN	MALE	0	24	1286	70828	0.018	-0.038	0.32	NA
ALL	2019	ASIAN	MALE	0	32	1708	93352	0.018	-0.036	0.34	NA
ALL	2012	ASIAN	FEMALE	1	4	54	83429	0.001	-0.004	NA	NA
ALL	2019	ASIAN	FEMALE	1	8	134	108472	0.001	-0.002	NA	NA
ALL	2012	ASIAN	FEMALE	0	4	128	83429	0.002	-0.002	NA	NA
ALL	2019	ASIAN	FEMALE	0	1	99	108472	0.001	-0.002	NA	NA
ALL	2012	AIAN	MALE	1	46	764	21735	0.035	0.013	1.62	293
ALL	2019	AIAN	MALE	1	45	1027	23470	0.044	0.025	2.31	582
ALL	2012	AIAN	MALE	0	57	2826	21735	0.130	0.074	2.33	1612
ALL	2019	AIAN	MALE	0	70	2637	23470	0.112	0.058	2.09	1372
ALL	2012	AIAN	FEMALE	1	8	221	22059	0.010	0.006	NA	NA
ALL	2019	AIAN	FEMALE	1	18	312	23553	0.013	0.010	3.56	225
ALL	2012	AIAN	FEMALE	0	12	371	22059	0.017	0.014	5.09	298
ALL	2019	AIAN	FEMALE	0	8	254	23553	0.011	0.007	NA	NA
BENT	2012	WHITE	MALE	1	19	341	35783	0.010	0.000	1.00	0
BENT	2019	WHITE	MALE	1	18	327	36810	0.009	0.000	1.00	0
BENT	2012	WHITE	MALE	0	22	712	35783	0.020	0.000	1.00	0
BENT	2019	WHITE	MALE	0	21	620	36810	0.017	0.000	1.00	0
BENT	2012	WHITE	FEMALE	1	4	43	35869	0.001	0.000	NA	NA
BENT	2019	WHITE	FEMALE	1	3	80	36578	0.002	0.000	NA	NA
BENT	2012	WHITE	FEMALE	0	1	26	35869	0.001	0.000	NA	NA
BENT	2019	NHPI	MALE	1	1	17	111	0.152	0.144	NA	NA
BENT	2012	HISPANIC	MALE	1	1	14	2933	0.005	-0.005	NA	NA
BENT	2019	HISPANIC	MALE	1	2	51	3533	0.014	0.005	NA	NA
BENT	2012	HISPANIC	MALE	0	7	642	2933	0.219	0.199	NA	NA
BENT	2019	HISPANIC	MALE	0	6	641	3533	0.182	0.165	NA	NA
BENT	2012	HISPANIC	FEMALE	1	1	25	2842	0.009	0.008	NA	NA
BENT	2012	BLACK	MALE	1	2	29	479	0.061	0.052	NA	NA

BENT	2019	ASIAN	MALE	1	1	18	3527	0.005	-0.004	NA	NA
BENT	2019	ASIAN	FEMALE	1	1	11	3280	0.003	0.001	NA	NA
BENT	2012	AIAN	MALE	0	1	70	258	0.271	0.252	NA	NA
BENT	2019	AIAN	MALE	0	1	68	222	0.307	0.290	NA	NA
CLAC	2012	WHITE	MALE	1	101	1541	157857	0.010	0.000	1.00	0
CLAC	2019	WHITE	MALE	1	137	3130	168595	0.019	0.000	1.00	0
CLAC	2012	WHITE	MALE	0	109	4732	157857	0.030	0.000	1.00	0
CLAC	2019	WHITE	MALE	0	132	6983	168595	0.041	0.000	1.00	0
CLAC	2012	WHITE	FEMALE	1	15	206	163649	0.001	0.000	1.00	0
CLAC	2019	WHITE	FEMALE	1	28	603	174456	0.003	0.000	1.00	0
CLAC	2012	WHITE	FEMALE	0	3	43	163649	0.000	0.000	NA	NA
CLAC	2019	WHITE	FEMALE	0	18	892	174456	0.005	0.000	1.00	0
CLAC	2019	NHPI	MALE	1	1	22	557	0.039	0.021	NA	NA
CLAC	2012	HISPANIC	MALE	1	14	210	15836	0.013	0.003	1.36	55
CLAC	2019	HISPANIC	MALE	1	9	211	19185	0.011	-0.008	NA	NA
CLAC	2012	HISPANIC	MALE	0	12	920	15836	0.058	0.028	1.94	445
CLAC	2019	HISPANIC	MALE	0	21	686	19185	0.036	-0.006	0.86	-108
CLAC	2019	HISPANIC	FEMALE	1	2	25	18336	0.001	-0.002	NA	NA
CLAC	2019	HISPANIC	FEMALE	0	1	15	18336	0.001	-0.004	NA	NA
CLAC	2012	BLACK	MALE	1	6	62	1664	0.038	0.028	NA	NA
CLAC	2019	BLACK	MALE	1	13	192	2393	0.080	0.062	4.33	148
CLAC	2012	BLACK	MALE	0	8	827	1664	0.497	0.467	NA	NA
CLAC	2019	BLACK	MALE	0	13	607	2393	0.254	0.212	6.13	508
CLAC	2019	BLACK	FEMALE	1	3	37	1828	0.020	0.017	NA	NA
CLAC	2019	BLACK	FEMALE	0	1	82	1828	0.045	0.040	NA	NA
CLAC	2012	ASIAN	MALE	1	4	52	6586	0.008	-0.002	NA	NA
CLAC	2012	ASIAN	MALE	0	1	57	6586	0.009	-0.021	NA	NA
CLAC	2019	ASIAN	MALE	0	3	185	9048	0.020	-0.021	NA	NA
CLAC	2012	AIAN	MALE	1	1	20	1155	0.017	0.007	NA	NA
CLAC	2019	AIAN	MALE	1	4	63	1359	0.047	0.028	NA	NA
CLAC	2012	AIAN	MALE	0	2	179	1155	0.155	0.125	NA	NA

CLAC	2019	AIAN	MALE	0	4	182	1359	0.134	0.092	NA	NA
CLAC	2019	AIAN	FEMALE	1	4	77	1430	0.054	0.050	NA	NA
CLAT	2012	WHITE	MALE	1	28	533	16100	0.033	0.000	1.00	0
CLAT	2019	WHITE	MALE	1	16	369	16588	0.022	0.000	1.00	0
CLAT	2012	WHITE	MALE	0	24	1570	16100	0.098	0.000	1.00	0
CLAT	2019	WHITE	MALE	0	21	1794	16588	0.108	0.000	1.00	0
CLAT	2012	WHITE	FEMALE	1	4	73	16360	0.004	0.000	NA	NA
CLAT	2019	WHITE	FEMALE	1	5	203	17049	0.012	0.000	NA	NA
CLAT	2019	WHITE	FEMALE	0	2	71	17049	0.004	0.000	NA	NA
CLAT	2012	HISPANIC	MALE	1	1	30	1530	0.020	-0.013	NA	NA
CLAT	2019	HISPANIC	MALE	1	1	30	1740	0.017	-0.005	NA	NA
CLAT	2012	HISPANIC	MALE	0	1	10	1530	0.006	-0.091	NA	NA
CLAT	2019	BLACK	MALE	0	1	9	145	0.063	-0.046	NA	NA
CLAT	2019	ASIAN	MALE	1	1	17	306	0.057	0.035	NA	NA
CLAT	2012	AIAN	MALE	1	1	15	173	0.086	0.053	NA	NA
COLU	2012	WHITE	MALE	1	14	460	22203	0.021	0.000	1.00	0
COLU	2019	WHITE	MALE	1	14	381	22975	0.017	0.000	1.00	0
COLU	2012	WHITE	MALE	0	16	835	22203	0.038	0.000	1.00	0
COLU	2019	WHITE	MALE	0	22	643	22975	0.028	0.000	1.00	0
COLU	2012	WHITE	FEMALE	1	4	54	22048	0.002	0.000	NA	NA
COLU	2019	WHITE	FEMALE	1	1	12	22904	0.001	0.000	NA	NA
COLU	2012	WHITE	FEMALE	0	1	51	22048	0.002	0.000	NA	NA
COLU	2019	WHITE	FEMALE	0	1	17	22904	0.001	0.000	NA	NA
COLU	2019	NHPI	MALE	0	1	16	54	0.297	0.269	NA	NA
COLU	2012	HISPANIC	MALE	0	1	31	1114	0.028	-0.010	NA	NA
COLU	2019	HISPANIC	MALE	0	1	96	1472	0.065	0.037	NA	NA
COLU	2012	BLACK	MALE	1	1	24	117	0.204	0.183	NA	NA
COLU	2019	BLACK	MALE	0	1	9	173	0.053	0.025	NA	NA
COLU	2012	ASIAN	MALE	1	1	15	150	0.098	0.077	NA	NA
COLU	2012	AIAN	MALE	0	1	8	308	0.026	-0.012	NA	NA
COOS	2012	WHITE	MALE	1	23	615	26789	0.023	0.000	1.00	0

COOS	2019	WHITE	MALE	1	25	860	26825	0.032	0.000	1.00	0
COOS	2012	WHITE	MALE	0	28	1172	26789	0.044	0.000	1.00	0
COOS	2019	WHITE	MALE	0	41	1268	26825	0.047	0.000	1.00	0
COOS	2012	WHITE	FEMALE	1	5	48	27442	0.002	0.000	NA	NA
COOS	2019	WHITE	FEMALE	1	6	118	27341	0.004	0.000	NA	NA
COOS	2012	WHITE	FEMALE	0	4	99	27442	0.004	0.000	NA	NA
COOS	2019	WHITE	FEMALE	0	5	120	27341	0.004	0.000	NA	NA
COOS	2012	HISPANIC	MALE	1	3	44	1815	0.024	0.001	NA	NA
COOS	2012	HISPANIC	MALE	0	2	289	1815	0.159	0.116	NA	NA
COOS	2019	HISPANIC	MALE	0	1	26	2141	0.012	-0.035	NA	NA
COOS	2019	BLACK	MALE	1	1	60	179	0.338	0.306	NA	NA
COOS	2012	BLACK	MALE	0	1	219	154	1.424	1.380	NA	NA
COOS	2012	AIAN	MALE	0	2	42	693	0.060	0.016	NA	NA
COOS	2019	AIAN	MALE	0	3	95	738	0.129	0.082	NA	NA
COOS	2019	AIAN	FEMALE	0	1	80	816	0.098	0.093	NA	NA
CROO	2012	WHITE	MALE	1	8	141	9067	0.016	0.000	NA	NA
CROO	2019	WHITE	MALE	1	22	473	10281	0.046	0.000	1.00	0
CROO	2012	WHITE	MALE	0	5	215	9067	0.024	0.000	NA	NA
CROO	2019	WHITE	MALE	0	13	568	10281	0.055	0.000	1.00	0
CROO	2012	WHITE	FEMALE	1	1	16	9289	0.002	0.000	NA	NA
CROO	2019	WHITE	FEMALE	1	8	110	10416	0.011	0.000	NA	NA
CROO	2012	WHITE	FEMALE	0	2	20	9289	0.002	0.000	NA	NA
CROO	2019	WHITE	FEMALE	0	4	153	10416	0.015	0.000	NA	NA
CROO	2012	HISPANIC	MALE	1	1	15	791	0.018	0.003	NA	NA
CROO	2019	HISPANIC	MALE	1	2	37	961	0.038	-0.008	NA	NA
CROO	2019	HISPANIC	MALE	0	1	24	961	0.025	-0.030	NA	NA
CROO	2019	BLACK	MALE	0	1	5	46	0.104	0.049	NA	NA
CURR	2012	WHITE	MALE	1	10	250	9611	0.026	0.000	1.00	0
CURR	2019	WHITE	MALE	1	14	232	9471	0.024	0.000	1.00	0
CURR	2012	WHITE	MALE	0	9	388	9611	0.040	0.000	NA	NA
CURR	2019	WHITE	MALE	0	7	154	9471	0.016	0.000	NA	NA

CURR	2012	WHITE	FEMALE	1	2	40	9990	0.004	0.000	NA	NA
CURR	2019	WHITE	FEMALE	1	1	14	9917	0.001	0.000	NA	NA
CURR	2019	HISPANIC	MALE	1	1	51	931	0.054	0.030	NA	NA
CURR	2012	AIAN	MALE	1	2	49	202	0.243	0.217	NA	NA
CURR	2012	AIAN	MALE	0	1	8	202	0.042	0.002	NA	NA
CURR	2012	AIAN	FEMALE	0	1	9	208	0.044	NA	NA	NA
DESC	2012	WHITE	MALE	1	66	984	70363	0.014	0.000	1.00	0
DESC	2019	WHITE	MALE	1	64	911	83580	0.011	0.000	1.00	0
DESC	2012	WHITE	MALE	0	79	3072	70363	0.044	0.000	1.00	0
DESC	2019	WHITE	MALE	0	82	2413	83580	0.029	0.000	1.00	0
DESC	2012	WHITE	FEMALE	1	18	329	72182	0.005	0.000	1.00	0
DESC	2019	WHITE	FEMALE	1	15	174	85572	0.002	0.000	1.00	0
DESC	2012	WHITE	FEMALE	0	5	153	72182	0.002	0.000	NA	NA
DESC	2019	WHITE	FEMALE	0	5	156	85572	0.002	0.000	NA	NA
DESC	2012	NHPI	MALE	1	1	31	90	0.346	0.332	NA	NA
DESC	2019	NHPI	MALE	1	1	13	123	0.103	0.092	NA	NA
DESC	2012	HISPANIC	MALE	1	6	108	5979	0.018	0.004	NA	NA
DESC	2019	HISPANIC	MALE	1	7	59	7825	0.008	-0.003	NA	NA
DESC	2012	HISPANIC	MALE	0	5	129	5979	0.022	-0.022	NA	NA
DESC	2019	HISPANIC	MALE	0	4	154	7825	0.020	-0.009	NA	NA
DESC	2012	BLACK	MALE	1	2	21	333	0.062	0.048	NA	NA
DESC	2019	BLACK	MALE	1	1	19	562	0.034	0.023	NA	NA
DESC	2012	BLACK	MALE	0	1	15	333	0.044	0.000	NA	NA
DESC	2019	BLACK	MALE	0	7	250	562	0.446	0.417	NA	NA
DESC	2012	ASIAN	MALE	1	1	23	559	0.041	0.027	NA	NA
DESC	2019	ASIAN	MALE	0	1	10	906	0.011	-0.018	NA	NA
DESC	2012	AIAN	MALE	1	1	15	597	0.026	0.012	NA	NA
DESC	2019	AIAN	MALE	1	2	11	741	0.015	0.004	NA	NA
DESC	2012	AIAN	MALE	0	1	13	597	0.022	-0.022	NA	NA
DESC	2019	AIAN	MALE	0	1	66	741	0.089	0.061	NA	NA
DOUG	2012	WHITE	MALE	1	70	1856	47096	0.039	0.000	1.00	0

DOUG	2019	WHITE	MALE	1	74	1642	47225	0.035	0.000	1.00	0
DOUG	2012	WHITE	MALE	0	46	1784	47096	0.038	0.000	1.00	0
DOUG	2019	WHITE	MALE	0	52	2598	47225	0.055	0.000	1.00	0
DOUG	2012	WHITE	FEMALE	1	15	273	48266	0.006	0.000	1.00	0
DOUG	2019	WHITE	FEMALE	1	14	194	48388	0.004	0.000	1.00	0
DOUG	2012	WHITE	FEMALE	0	5	177	48266	0.004	0.000	NA	NA
DOUG	2019	WHITE	FEMALE	0	8	217	48388	0.004	0.000	NA	NA
DOUG	2012	HISPANIC	MALE	1	3	83	2674	0.031	-0.008	NA	NA
DOUG	2019	HISPANIC	MALE	1	3	27	3314	0.008	-0.027	NA	NA
DOUG	2012	HISPANIC	MALE	0	1	387	2674	0.145	0.107	NA	NA
DOUG	2012	BLACK	MALE	1	1	8	208	0.036	-0.003	NA	NA
DOUG	2019	BLACK	MALE	1	5	54	285	0.189	0.154	NA	NA
DOUG	2019	ASIAN	MALE	0	1	6	397	0.016	-0.039	NA	NA
DOUG	2012	AIAN	MALE	1	2	24	907	0.027	-0.013	NA	NA
DOUG	2019	AIAN	MALE	1	3	46	981	0.046	0.012	NA	NA
DOUG	2019	AIAN	MALE	0	1	10	981	0.010	-0.045	NA	NA
GILL	2012	WHITE	MALE	1	1	9	895	0.010	0.000	NA	NA
GILL	2012	WHITE	MALE	0	1	12	895	0.013	0.000	NA	NA
GILL	2019	WHITE	MALE	0	1	7	818	0.009	0.000	NA	NA
GILL	2019	HISPANIC	MALE	0	1	106	69	1.537	1.529	NA	NA
GRAN	2012	WHITE	MALE	1	3	45	3386	0.013	0.000	NA	NA
GRAN	2019	WHITE	MALE	1	1	24	3250	0.007	0.000	NA	NA
GRAN	2012	WHITE	MALE	0	4	355	3386	0.105	0.000	NA	NA
GRAN	2019	WHITE	MALE	0	1	25	3250	0.008	0.000	NA	NA
GRAN	2012	WHITE	FEMALE	1	1	13	3387	0.004	0.000	NA	NA
GRAN	2019	WHITE	FEMALE	1	2	31	3173	0.010	0.000	NA	NA
GRAN	2019	BLACK	MALE	0	1	39	16	2.420	2.413	NA	NA
HARN	2012	WHITE	MALE	1	6	97	3264	0.030	0.000	NA	NA
HARN	2019	WHITE	MALE	1	6	84	3123	0.027	0.000	NA	NA
HARN	2012	WHITE	MALE	0	2	19	3264	0.006	0.000	NA	NA
HARN	2019	WHITE	MALE	0	1	13	3123	0.004	0.000	NA	NA

HARN	2012	WHITE	FEMALE	1	1	28	3149	0.009	0.000	NA	NA
HARN	2019	ASIAN	MALE	1	1	15	16	0.896	0.869	NA	NA
HARN	2019	AIAN	MALE	1	1	26	130	0.198	0.171	NA	NA
HOOD	2012	WHITE	MALE	1	2	61	7172	0.009	0.000	NA	NA
HOOD	2019	WHITE	MALE	1	4	97	7266	0.013	0.000	NA	NA
HOOD	2012	WHITE	MALE	0	1	85	7172	0.012	0.000	NA	NA
HOOD	2019	WHITE	MALE	0	5	159	7266	0.022	0.000	NA	NA
HOOD	2012	WHITE	FEMALE	1	1	15	7487	0.002	0.000	NA	NA
HOOD	2019	WHITE	FEMALE	1	1	30	7540	0.004	0.000	NA	NA
HOOD	2012	HISPANIC	MALE	1	1	14	3649	0.004	-0.005	NA	NA
HOOD	2019	HISPANIC	MALE	1	2	42	3965	0.011	-0.003	NA	NA
HOOD	2012	HISPANIC	MALE	0	4	117	3649	0.032	0.020	NA	NA
HOOD	2019	HISPANIC	MALE	0	2	587	3965	0.148	0.126	NA	NA
HOOD	2012	HISPANIC	FEMALE	0	1	18	3221	0.006	NA	NA	NA
HOOD	2019	ASIAN	FEMALE	1	1	30	188	0.161	0.157	NA	NA
HOOD	2012	AIAN	MALE	1	1	19	82	0.227	0.219	NA	NA
JACK	2012	WHITE	MALE	1	67	1299	82620	0.016	0.000	1.00	0
JACK	2019	WHITE	MALE	1	117	2488	85609	0.029	0.000	1.00	0
JACK	2012	WHITE	MALE	0	76	4024	82620	0.049	0.000	1.00	0
JACK	2019	WHITE	MALE	0	76	3563	85609	0.042	0.000	1.00	0
JACK	2012	WHITE	FEMALE	1	10	197	88410	0.002	0.000	1.00	0
JACK	2019	WHITE	FEMALE	1	21	434	91363	0.005	0.000	1.00	0
JACK	2012	WHITE	FEMALE	0	4	151	88410	0.002	0.000	NA	NA
JACK	2019	WHITE	FEMALE	0	10	534	91363	0.006	0.000	1.00	0
JACK	2012	HISPANIC	MALE	1	11	229	12168	0.019	0.003	1.20	37
JACK	2019	HISPANIC	MALE	1	13	283	15267	0.019	-0.011	0.64	-160
JACK	2012	HISPANIC	MALE	0	9	592	12168	0.049	0.000	NA	NA
JACK	2019	HISPANIC	MALE	0	4	315	15267	0.021	-0.021	NA	NA
JACK	2019	HISPANIC	FEMALE	1	2	52	14288	0.004	-0.001	NA	NA
JACK	2019	HISPANIC	FEMALE	0	1	16	14288	0.001	-0.005	NA	NA
JACK	2012	BLACK	MALE	1	3	73	841	0.087	0.072	NA	NA

JACK	2019	BLACK	MALE	1	10	299	1052	0.284	0.255	9.78	268
JACK	2012	BLACK	MALE	0	7	288	841	0.342	0.293	NA	NA
JACK	2019	BLACK	MALE	0	18	514	1052	0.488	0.447	11.73	470
JACK	2019	BLACK	FEMALE	1	1	12	630	0.019	0.014	NA	NA
JACK	2012	BLACK	FEMALE	0	1	24	421	0.057	0.055	NA	NA
JACK	2012	ASIAN	MALE	1	1	15	951	0.016	0.000	NA	NA
JACK	2012	ASIAN	MALE	0	2	85	951	0.090	0.041	NA	NA
JACK	2019	AIAN	MALE	0	3	60	1028	0.059	0.017	NA	NA
JACK	2019	AIAN	FEMALE	1	2	50	1034	0.049	0.044	NA	NA
JACK	2019	AIAN	FEMALE	0	1	6	1034	0.006	0.000	NA	NA
JEFF	2012	WHITE	MALE	1	7	85	6900	0.012	0.000	NA	NA
JEFF	2019	WHITE	MALE	1	5	69	7436	0.009	0.000	NA	NA
JEFF	2012	WHITE	MALE	0	12	976	6900	0.141	0.000	1.00	0
JEFF	2019	WHITE	MALE	0	16	700	7436	0.094	0.000	1.00	0
JEFF	2012	WHITE	FEMALE	1	3	42	6384	0.007	0.000	NA	NA
JEFF	2012	WHITE	FEMALE	0	4	117	6384	0.018	0.000	NA	NA
JEFF	2012	HISPANIC	MALE	1	2	31	2227	0.014	0.002	NA	NA
JEFF	2019	HISPANIC	MALE	1	1	14	2584	0.005	-0.004	NA	NA
JEFF	2012	HISPANIC	MALE	0	6	788	2227	0.354	0.212	NA	NA
JEFF	2019	HISPANIC	MALE	0	9	504	2584	0.195	0.101	NA	NA
JEFF	2019	HISPANIC	FEMALE	0	1	28	2303	0.012	NA	NA	NA
JEFF	2019	BLACK	FEMALE	1	1	5	120	0.039	NA	NA	NA
JEFF	2012	AIAN	MALE	1	2	27	1810	0.015	0.003	NA	NA
JEFF	2019	AIAN	MALE	1	2	18	1937	0.009	0.000	NA	NA
JEFF	2012	AIAN	MALE	0	5	125	1810	0.069	-0.073	NA	NA
JEFF	2019	AIAN	MALE	0	7	230	1937	0.119	0.024	NA	NA
JEFF	2012	AIAN	FEMALE	1	1	18	1703	0.010	0.004	NA	NA
JEFF	2019	AIAN	FEMALE	1	2	29	1850	0.016	NA	NA	NA
JEFF	2012	AIAN	FEMALE	0	2	38	1703	0.022	0.004	NA	NA
JEFF	2019	AIAN	FEMALE	0	1	30	1850	0.016	NA	NA	NA
JOSE	2012	WHITE	MALE	1	48	1377	35585	0.039	0.000	1.00	0

JOSE	2019	WHITE	MALE	1	82	1897	36759	0.052	0.000	1.00	0
JOSE	2012	WHITE	MALE	0	58	3292	35585	0.092	0.000	1.00	0
JOSE	2019	WHITE	MALE	0	76	2907	36759	0.079	0.000	1.00	0
JOSE	2012	WHITE	FEMALE	1	9	162	37514	0.004	0.000	NA	NA
JOSE	2019	WHITE	FEMALE	1	14	300	38822	0.008	0.000	1.00	0
JOSE	2012	WHITE	FEMALE	0	6	251	37514	0.007	0.000	NA	NA
JOSE	2019	WHITE	FEMALE	0	12	346	38822	0.009	0.000	1.00	0
JOSE	2012	HISPANIC	MALE	1	1	28	2805	0.010	-0.029	NA	NA
JOSE	2019	HISPANIC	MALE	1	4	142	3501	0.041	-0.011	NA	NA
JOSE	2012	HISPANIC	MALE	0	2	183	2805	0.065	-0.027	NA	NA
JOSE	2019	HISPANIC	MALE	0	3	93	3501	0.027	-0.053	NA	NA
JOSE	2012	BLACK	MALE	1	1	15	182	0.084	0.045	NA	NA
JOSE	2019	BLACK	MALE	1	1	37	250	0.150	0.098	NA	NA
JOSE	2012	BLACK	MALE	0	2	85	182	0.469	0.377	NA	NA
JOSE	2019	ASIAN	MALE	0	4	192	325	0.592	0.513	NA	NA
JOSE	2019	AIAN	MALE	1	5	116	564	0.205	0.154	NA	NA
JOSE	2012	AIAN	MALE	0	1	10	508	0.020	-0.073	NA	NA
JOSE	2019	AIAN	MALE	0	1	86	564	0.152	0.073	NA	NA
KLAM	2012	WHITE	MALE	1	24	525	26265	0.020	0.000	1.00	0
KLAM	2019	WHITE	MALE	1	17	355	25526	0.014	0.000	1.00	0
KLAM	2012	WHITE	MALE	0	44	2222	26265	0.085	0.000	1.00	0
KLAM	2019	WHITE	MALE	0	45	2662	25526	0.104	0.000	1.00	0
KLAM	2012	WHITE	FEMALE	1	3	39	26700	0.001	0.000	NA	NA
KLAM	2019	WHITE	FEMALE	1	6	82	25899	0.003	0.000	NA	NA
KLAM	2012	WHITE	FEMALE	0	4	92	26700	0.003	0.000	NA	NA
KLAM	2019	WHITE	FEMALE	0	5	366	25899	0.014	0.000	NA	NA
KLAM	2012	HISPANIC	MALE	1	3	138	3834	0.036	0.016	NA	NA
KLAM	2019	HISPANIC	MALE	1	3	78	4821	0.016	0.002	NA	NA
KLAM	2012	HISPANIC	MALE	0	7	1614	3834	0.421	0.336	NA	NA
KLAM	2019	HISPANIC	MALE	0	4	453	4821	0.094	-0.010	NA	NA
KLAM	2019	HISPANIC	FEMALE	0	1	20	4397	0.005	-0.010	NA	NA

KLAM	2012	BLACK	MALE	0	4	171	232	0.738	0.654	NA	NA
KLAM	2019	BLACK	MALE	0	3	107	293	0.365	0.261	NA	NA
KLAM	2019	BLACK	FEMALE	1	1	10	231	0.045	0.042	NA	NA
KLAM	2019	ASIAN	FEMALE	1	1	14	376	0.037	0.034	NA	NA
KLAM	2012	AIAN	MALE	1	2	24	1162	0.021	0.001	NA	NA
KLAM	2019	AIAN	MALE	1	1	18	1244	0.015	0.001	NA	NA
KLAM	2012	AIAN	MALE	0	11	642	1162	0.553	0.468	6.54	544
KLAM	2019	AIAN	MALE	0	11	533	1244	0.428	0.324	4.11	403
KLAM	2012	AIAN	FEMALE	1	1	10	1229	0.008	0.007	NA	NA
KLAM	2012	AIAN	FEMALE	0	5	162	1229	0.132	0.129	NA	NA
LAKE	2012	WHITE	MALE	1	10	129	3599	0.036	0.000	1.00	0
LAKE	2019	WHITE	MALE	1	3	88	3546	0.025	0.000	NA	NA
LAKE	2012	WHITE	MALE	0	5	105	3599	0.029	0.000	NA	NA
LAKE	2019	WHITE	MALE	0	1	284	3546	0.080	0.000	NA	NA
LAKE	2012	WHITE	FEMALE	1	2	38	3148	0.012	0.000	NA	NA
LAKE	2019	WHITE	FEMALE	1	2	61	3048	0.020	0.000	NA	NA
LAKE	2012	AIAN	MALE	0	1	18	90	0.197	0.167	NA	NA
LAKE	2019	AIAN	MALE	0	1	17	97	0.176	0.096	NA	NA
LANE	2012	WHITE	MALE	1	182	5177	146302	0.035	0.000	1.00	0
LANE	2019	WHITE	MALE	1	119	3085	151418	0.020	0.000	1.00	0
LANE	2012	WHITE	MALE	0	220	10151	146302	0.069	0.000	1.00	0
LANE	2019	WHITE	MALE	0	160	8789	151418	0.058	0.000	1.00	0
LANE	2012	WHITE	FEMALE	1	47	984	151832	0.006	0.000	1.00	0
LANE	2019	WHITE	FEMALE	1	30	621	156988	0.004	0.000	1.00	0
LANE	2012	WHITE	FEMALE	0	20	737	151832	0.005	0.000	1.00	0
LANE	2019	WHITE	FEMALE	0	10	297	156988	0.002	0.000	1.00	0
LANE	2019	NHPI	MALE	1	1	19	460	0.042	0.021	NA	NA
LANE	2019	NHPI	MALE	0	1	16	460	0.036	-0.022	NA	NA
LANE	2012	HISPANIC	MALE	1	11	316	14084	0.022	-0.013	0.63	-182
LANE	2019	HISPANIC	MALE	1	8	116	18087	0.006	-0.014	NA	NA
LANE	2012	HISPANIC	MALE	0	19	1287	14084	0.091	0.022	1.32	310

LANE	2019	HISPANIC	MALE	0	13	1319	18087	0.073	0.015	1.26	270
LANE	2012	BLACK	MALE	1	12	286	1906	0.150	0.115	4.24	218
LANE	2019	BLACK	MALE	1	12	406	2382	0.170	0.150	8.37	357
LANE	2012	BLACK	MALE	0	22	652	1906	0.342	0.273	4.93	520
LANE	2019	BLACK	MALE	0	14	409	2382	0.172	0.114	2.96	271
LANE	2012	ASIAN	MALE	1	3	91	4174	0.022	-0.014	NA	NA
LANE	2019	ASIAN	MALE	1	2	62	5381	0.012	-0.009	NA	NA
LANE	2019	ASIAN	MALE	0	1	14	5381	0.003	-0.055	NA	NA
LANE	2012	ASIAN	FEMALE	0	1	37	5261	0.007	0.002	NA	NA
LANE	2012	AIAN	MALE	1	5	109	1765	0.062	0.026	NA	NA
LANE	2019	AIAN	MALE	1	3	278	1986	0.140	0.120	NA	NA
LANE	2012	AIAN	MALE	0	5	148	1765	0.084	0.015	NA	NA
LANE	2019	AIAN	MALE	0	9	426	1986	0.214	0.156	NA	NA
LANE	2012	AIAN	FEMALE	1	1	70	1819	0.039	0.032	NA	NA
LANE	2012	AIAN	FEMALE	0	1	17	1819	0.009	0.005	NA	NA
LANE	2019	AIAN	FEMALE	0	1	20	2115	0.009	0.007	NA	NA
LINC	2012	WHITE	MALE	1	23	511	18654	0.027	0.000	1.00	0
LINC	2019	WHITE	MALE	1	33	660	19435	0.034	0.000	1.00	0
LINC	2012	WHITE	MALE	0	31	1956	18654	0.105	0.000	1.00	0
LINC	2019	WHITE	MALE	0	45	5439	19435	0.280	0.000	1.00	0
LINC	2012	WHITE	FEMALE	1	7	151	19976	0.008	0.000	NA	NA
LINC	2019	WHITE	FEMALE	1	10	196	20932	0.009	0.000	1.00	0
LINC	2012	WHITE	FEMALE	0	3	121	19976	0.006	0.000	NA	NA
LINC	2019	WHITE	FEMALE	0	7	229	20932	0.011	0.000	NA	NA
LINC	2019	HISPANIC	MALE	1	3	60	2346	0.025	-0.008	NA	NA
LINC	2012	HISPANIC	MALE	0	2	120	2011	0.060	-0.045	NA	NA
LINC	2019	HISPANIC	MALE	0	3	234	2346	0.100	-0.180	NA	NA
LINC	2012	BLACK	MALE	1	1	14	139	0.103	0.075	NA	NA
LINC	2019	BLACK	MALE	0	1	70	207	0.338	0.058	NA	NA
LINC	2019	AIAN	MALE	1	3	49	722	0.068	0.034	NA	NA
LINC	2012	AIAN	MALE	0	2	46	732	0.063	-0.042	NA	NA

LINC	2019	AIAN	MALE	0	4	180	722	0.249	-0.030	NA	NA
LINC	2019	AIAN	FEMALE	1	1	8	825	0.010	0.001	NA	NA
LINC	2012	AIAN	FEMALE	0	1	10	762	0.012	0.006	NA	NA
LINN	2012	WHITE	MALE	1	89	1889	50436	0.037	0.000	1.00	0
LINN	2019	WHITE	MALE	1	87	1595	52715	0.030	0.000	1.00	0
LINN	2012	WHITE	MALE	0	88	3796	50436	0.075	0.000	1.00	0
LINN	2019	WHITE	MALE	0	68	2448	52715	0.046	0.000	1.00	0
LINN	2012	WHITE	FEMALE	1	25	520	52191	0.010	0.000	1.00	0
LINN	2019	WHITE	FEMALE	1	22	377	54552	0.007	0.000	1.00	0
LINN	2012	WHITE	FEMALE	0	6	299	52191	0.006	0.000	NA	NA
LINN	2019	WHITE	FEMALE	0	7	158	54552	0.003	0.000	NA	NA
LINN	2019	NHPI	MALE	0	1	288	130	2.222	2.175	NA	NA
LINN	2019	NHPI	FEMALE	0	1	18	114	0.161	0.158	NA	NA
LINN	2012	HISPANIC	MALE	1	5	174	4973	0.035	-0.003	NA	NA
LINN	2019	HISPANIC	MALE	1	3	63	6279	0.010	-0.020	NA	NA
LINN	2012	HISPANIC	MALE	0	8	332	4973	0.067	-0.009	NA	NA
LINN	2019	HISPANIC	MALE	0	5	415	6279	0.066	0.020	NA	NA
LINN	2019	HISPANIC	FEMALE	1	2	40	5659	0.007	0.000	NA	NA
LINN	2012	BLACK	MALE	1	5	78	302	0.257	0.219	NA	NA
LINN	2012	BLACK	MALE	0	1	71	302	0.235	0.160	NA	NA
LINN	2019	BLACK	MALE	0	4	76	476	0.160	0.114	NA	NA
LINN	2012	AIAN	MALE	1	1	18	621	0.029	-0.008	NA	NA
LINN	2019	AIAN	MALE	1	1	10	715	0.015	-0.016	NA	NA
LINN	2012	AIAN	MALE	0	1	59	621	0.096	0.020	NA	NA
LINN	2019	AIAN	FEMALE	1	1	10	754	0.014	0.007	NA	NA
MALH	2012	WHITE	MALE	1	11	176	10397	0.017	0.000	1.00	0
MALH	2019	WHITE	MALE	1	18	279	9947	0.028	0.000	1.00	0
MALH	2012	WHITE	MALE	0	19	881	10397	0.085	0.000	1.00	0
MALH	2019	WHITE	MALE	0	18	496	9947	0.050	0.000	1.00	0
MALH	2012	WHITE	FEMALE	1	1	21	8900	0.002	0.000	NA	NA
MALH	2019	WHITE	FEMALE	1	4	33	8293	0.004	0.000	NA	NA

MALH	2012	WHITE	FEMALE	0	3	211	8900	0.024	0.000	NA	NA
MALH	2019	WHITE	FEMALE	0	4	84	8293	0.010	0.000	NA	NA
MALH	2012	HISPANIC	MALE	1	3	123	5384	0.023	0.006	NA	NA
MALH	2019	HISPANIC	MALE	1	5	58	5504	0.011	-0.017	NA	NA
MALH	2012	HISPANIC	MALE	0	14	561	5384	0.104	0.020	1.23	105
MALH	2019	HISPANIC	MALE	0	13	772	5504	0.140	0.090	2.81	498
MALH	2012	HISPANIC	FEMALE	1	2	25	4574	0.005	0.003	NA	NA
MALH	2019	HISPANIC	FEMALE	1	2	22	4891	0.005	0.001	NA	NA
MALH	2019	HISPANIC	FEMALE	0	2	111	4891	0.023	0.013	NA	NA
MALH	2019	BLACK	MALE	1	3	50	333	0.149	0.121	NA	NA
MALH	2019	BLACK	FEMALE	0	1	39	70	0.563	0.553	NA	NA
MALH	2019	AIAN	MALE	0	1	11	162	0.069	0.019	NA	NA
MALH	2019	AIAN	FEMALE	1	1	14	90	0.153	0.149	NA	NA
MALH	2019	AIAN	FEMALE	0	2	55	90	0.610	0.600	NA	NA
MARI	2012	WHITE	MALE	1	174	4205	106048	0.040	0.000	1.00	0
MARI	2019	WHITE	MALE	1	86	2376	110229	0.022	0.000	1.00	0
MARI	2012	WHITE	MALE	0	200	13345	106048	0.126	0.000	1.00	0
MARI	2019	WHITE	MALE	0	177	12056	110229	0.109	0.000	1.00	0
MARI	2012	WHITE	FEMALE	1	67	1185	111179	0.011	0.000	1.00	0
MARI	2019	WHITE	FEMALE	1	29	699	114450	0.006	0.000	1.00	0
MARI	2012	WHITE	FEMALE	0	27	655	111179	0.006	0.000	1.00	0
MARI	2019	WHITE	FEMALE	0	16	469	114450	0.004	0.000	1.00	0
MARI	2019	NHPI	MALE	1	2	18	1692	0.010	-0.011	NA	NA
MARI	2019	NHPI	MALE	0	4	155	1692	0.091	-0.018	NA	NA
MARI	2012	HISPANIC	MALE	1	42	1541	41953	0.037	-0.003	0.93	-122
MARI	2019	HISPANIC	MALE	1	34	1169	48941	0.024	0.002	1.11	114
MARI	2012	HISPANIC	MALE	0	81	5791	41953	0.138	0.012	1.10	512
MARI	2019	HISPANIC	MALE	0	76	5255	48941	0.107	-0.002	0.98	-98
MARI	2012	HISPANIC	FEMALE	1	4	68	38113	0.002	-0.009	NA	NA
MARI	2019	HISPANIC	FEMALE	1	5	239	45652	0.005	-0.001	NA	NA
MARI	2012	HISPANIC	FEMALE	0	3	121	38113	0.003	-0.003	NA	NA

MARI	2019	HISPANIC	FEMALE	0	7	271	45652	0.006	0.002	NA	NA
MARI	2012	BLACK	MALE	1	9	357	2023	0.177	0.137	NA	NA
MARI	2019	BLACK	MALE	1	11	254	2449	0.104	0.082	4.81	201
MARI	2012	BLACK	MALE	0	19	695	2023	0.344	0.218	2.73	440
MARI	2019	BLACK	MALE	0	15	1053	2449	0.430	0.320	3.93	785
MARI	2012	BLACK	FEMALE	1	3	45	1034	0.043	0.033	NA	NA
MARI	2019	BLACK	FEMALE	1	3	72	1528	0.047	0.041	NA	NA
MARI	2012	BLACK	FEMALE	0	2	60	1034	0.058	0.052	NA	NA
MARI	2012	ASIAN	MALE	1	2	55	2843	0.019	-0.020	NA	NA
MARI	2019	ASIAN	MALE	1	3	24	3560	0.007	-0.015	NA	NA
MARI	2012	ASIAN	MALE	0	7	554	2843	0.195	0.069	NA	NA
MARI	2019	ASIAN	MALE	0	4	278	3560	0.078	-0.031	NA	NA
MARI	2012	ASIAN	FEMALE	1	1	22	3494	0.006	-0.004	NA	NA
MARI	2012	AIAN	MALE	1	6	94	1640	0.057	0.017	NA	NA
MARI	2019	AIAN	MALE	1	1	37	1733	0.022	0.000	NA	NA
MARI	2012	AIAN	MALE	0	7	525	1640	0.320	0.195	NA	NA
MARI	2019	AIAN	MALE	0	4	175	1733	0.101	-0.008	NA	NA
MARI	2012	AIAN	FEMALE	1	3	98	1671	0.059	0.048	NA	NA
MARI	2019	AIAN	FEMALE	1	4	74	1794	0.041	0.035	NA	NA
MARI	2012	AIAN	FEMALE	0	2	135	1671	0.081	0.075	NA	NA
MARI	2019	AIAN	FEMALE	0	2	64	1794	0.036	0.032	NA	NA
MORR	2012	WHITE	MALE	1	1	24	3562	0.007	0.000	NA	NA
MORR	2019	WHITE	MALE	1	6	89	3294	0.027	0.000	NA	NA
MORR	2012	WHITE	MALE	0	5	812	3562	0.228	0.000	NA	NA
MORR	2019	WHITE	MALE	0	3	93	3294	0.028	0.000	NA	NA
MORR	2019	WHITE	FEMALE	0	1	19	3189	0.006	0.000	NA	NA
MORR	2012	HISPANIC	MALE	1	2	72	1989	0.036	0.029	NA	NA
MORR	2012	HISPANIC	MALE	0	3	48	1989	0.024	-0.204	NA	NA
MORR	2019	HISPANIC	MALE	0	1	55	2243	0.025	-0.003	NA	NA
MORR	2019	BLACK	MALE	1	1	11	55	0.195	0.168	NA	NA
MORR	2019	BLACK	MALE	0	1	55	55	0.989	0.960	NA	NA

MORR	2012	ASIAN	MALE	1	1	15	21	0.713	0.707	NA	NA
MULT	2012	WHITE	MALE	1	272	5372	268882	0.020	0.000	1.00	0
MULT	2019	WHITE	MALE	1	173	3193	283577	0.011	0.000	1.00	0
MULT	2012	WHITE	MALE	0	241	11650	268882	0.043	0.000	1.00	0
MULT	2019	WHITE	MALE	0	184	9991	283577	0.035	0.000	1.00	0
MULT	2012	WHITE	FEMALE	1	76	1254	276919	0.005	0.000	1.00	0
MULT	2019	WHITE	FEMALE	1	27	402	289226	0.001	0.000	1.00	0
MULT	2012	WHITE	FEMALE	0	22	502	276919	0.002	0.000	1.00	0
MULT	2019	WHITE	FEMALE	0	20	624	289226	0.002	0.000	1.00	0
MULT	2019	NHPI	MALE	1	1	25	2711	0.009	-0.002	NA	NA
MULT	2012	NHPI	MALE	0	1	28	2232	0.013	-0.031	NA	NA
MULT	2019	NHPI	MALE	0	1	4	2711	0.001	-0.034	NA	NA
MULT	2012	HISPANIC	MALE	1	64	1190	43594	0.027	0.007	1.37	319
MULT	2019	HISPANIC	MALE	1	23	621	50280	0.012	0.001	1.10	55
MULT	2012	HISPANIC	MALE	0	40	2815	43594	0.065	0.021	1.49	926
MULT	2019	HISPANIC	MALE	0	43	2568	50280	0.051	0.016	1.45	796
MULT	2012	HISPANIC	FEMALE	1	5	180	39471	0.005	0.000	NA	NA
MULT	2019	HISPANIC	FEMALE	1	2	53	46657	0.001	0.000	NA	NA
MULT	2012	HISPANIC	FEMALE	0	2	16	39471	0.000	-0.001	NA	NA
MULT	2019	HISPANIC	FEMALE	0	2	22	46657	0.000	-0.002	NA	NA
MULT	2012	BLACK	MALE	1	101	1881	20643	0.091	0.071	4.56	1468
MULT	2019	BLACK	MALE	1	55	1214	23498	0.052	0.040	4.59	950
MULT	2012	BLACK	MALE	0	136	6170	20643	0.299	0.256	6.90	5276
MULT	2019	BLACK	MALE	0	132	7363	23498	0.313	0.278	8.89	6535
MULT	2012	BLACK	FEMALE	1	24	426	20561	0.021	0.016	4.58	333
MULT	2019	BLACK	FEMALE	1	5	64	23176	0.003	0.001	NA	NA
MULT	2012	BLACK	FEMALE	0	13	271	20561	0.013	0.011	7.27	234
MULT	2019	BLACK	FEMALE	0	5	114	23176	0.005	0.003	NA	NA
MULT	2012	ASIAN	MALE	1	12	193	24241	0.008	-0.012	0.40	NA
MULT	2019	ASIAN	MALE	1	5	104	30740	0.003	-0.008	NA	NA
MULT	2012	ASIAN	MALE	0	7	361	24241	0.015	-0.028	NA	NA

MULT	2019	ASIAN	MALE	0	8	543	30740	0.018	-0.018	NA	NA
MULT	2012	ASIAN	FEMALE	1	3	32	28164	0.001	-0.003	NA	NA
MULT	2019	ASIAN	FEMALE	1	2	44	35948	0.001	0.000	NA	NA
MULT	2012	ASIAN	FEMALE	0	1	18	28164	0.001	-0.001	NA	NA
MULT	2019	ASIAN	FEMALE	0	1	99	35948	0.003	0.001	NA	NA
MULT	2012	AIAN	MALE	1	11	182	2842	0.064	0.044	3.21	125
MULT	2019	AIAN	MALE	1	14	237	3070	0.077	0.066	6.85	202
MULT	2012	AIAN	MALE	0	9	540	2842	0.190	0.147	NA	NA
MULT	2019	AIAN	MALE	0	11	309	3070	0.101	0.066	2.86	201
MULT	2012	AIAN	FEMALE	1	1	12	2893	0.004	0.000	NA	NA
POLK	2012	WHITE	MALE	1	10	164	29251	0.006	0.000	1.00	0
POLK	2019	WHITE	MALE	1	25	740	31905	0.023	0.000	1.00	0
POLK	2012	WHITE	MALE	0	28	2613	29251	0.089	0.000	1.00	0
POLK	2019	WHITE	MALE	0	27	2021	31905	0.063	0.000	1.00	0
POLK	2012	WHITE	FEMALE	1	2	23	31693	0.001	0.000	NA	NA
POLK	2019	WHITE	FEMALE	1	8	146	34135	0.004	0.000	NA	NA
POLK	2012	WHITE	FEMALE	0	4	57	31693	0.002	0.000	NA	NA
POLK	2019	WHITE	FEMALE	0	1	9	34135	0.000	0.000	NA	NA
POLK	2019	NHPI	MALE	1	1	11	158	0.067	0.044	NA	NA
POLK	2012	HISPANIC	MALE	1	3	175	4924	0.036	0.030	NA	NA
POLK	2019	HISPANIC	MALE	1	5	116	6390	0.018	-0.005	NA	NA
POLK	2012	HISPANIC	MALE	0	5	878	4924	0.178	0.089	NA	NA
POLK	2019	HISPANIC	MALE	0	4	121	6390	0.019	-0.044	NA	NA
POLK	2019	BLACK	MALE	1	1	29	489	0.059	0.036	NA	NA
POLK	2012	BLACK	MALE	0	1	10	296	0.033	-0.057	NA	NA
POLK	2019	BLACK	MALE	0	2	30	489	0.062	-0.001	NA	NA
POLK	2012	AIAN	MALE	1	2	15	667	0.022	0.016	NA	NA
POLK	2019	AIAN	MALE	1	1	8	707	0.012	-0.011	NA	NA
POLK	2012	AIAN	MALE	0	1	118	667	0.176	0.087	NA	NA
POLK	2019	AIAN	MALE	0	1	8	707	0.011	-0.052	NA	NA
SHER	2012	WHITE	MALE	1	1	32	785	0.040	0.000	NA	NA

SHER	2019	WHITE	MALE	1	1	10	739	0.013	0.000	NA	NA
SHER	2012	WHITE	FEMALE	1	1	10	785	0.013	0.000	NA	NA
SHER	2019	HISPANIC	MALE	1	1	16	74	0.215	0.201	NA	NA
SHER	2019	BLACK	MALE	1	1	9	3	3.333	3.319	NA	NA
SHER	2012	AIAN	MALE	1	1	10	13	0.742	0.701	NA	NA
SHER	2019	AIAN	MALE	1	1	9	21	0.425	0.412	NA	NA
TILL	2012	WHITE	MALE	1	5	98	10901	0.009	0.000	NA	NA
TILL	2019	WHITE	MALE	1	12	231	11190	0.021	0.000	1.00	0
TILL	2012	WHITE	MALE	0	17	498	10901	0.046	0.000	1.00	0
TILL	2019	WHITE	MALE	0	3	56	11190	0.005	0.000	NA	NA
TILL	2012	WHITE	FEMALE	1	3	74	10875	0.007	0.000	NA	NA
TILL	2019	WHITE	FEMALE	1	2	33	11088	0.003	0.000	NA	NA
TILL	2012	WHITE	FEMALE	0	2	91	10875	0.008	0.000	NA	NA
TILL	2019	WHITE	FEMALE	0	1	88	11088	0.008	0.000	NA	NA
TILL	2019	NHPI	MALE	1	1	14	35	0.412	0.392	NA	NA
TILL	2019	HISPANIC	MALE	1	1	41	1516	0.027	0.006	NA	NA
TILL	2019	HISPANIC	MALE	0	1	12	1516	0.008	0.003	NA	NA
TILL	2012	AIAN	MALE	0	1	50	149	0.334	0.289	NA	NA
UMAT	2012	WHITE	MALE	1	27	736	27104	0.027	0.000	1.00	0
UMAT	2019	WHITE	MALE	1	46	1037	25923	0.040	0.000	1.00	0
UMAT	2012	WHITE	MALE	0	26	1262	27104	0.047	0.000	1.00	0
UMAT	2019	WHITE	MALE	0	43	1429	25923	0.055	0.000	1.00	0
UMAT	2012	WHITE	FEMALE	1	4	67	25595	0.003	0.000	NA	NA
UMAT	2019	WHITE	FEMALE	1	6	124	24367	0.005	0.000	NA	NA
UMAT	2012	WHITE	FEMALE	0	4	291	25595	0.011	0.000	NA	NA
UMAT	2019	WHITE	FEMALE	0	1	22	24367	0.001	0.000	NA	NA
UMAT	2012	HISPANIC	MALE	1	4	77	10296	0.007	-0.020	NA	NA
UMAT	2019	HISPANIC	MALE	1	12	287	11432	0.025	-0.015	0.63	-170
UMAT	2012	HISPANIC	MALE	0	9	421	10296	0.041	-0.006	NA	NA
UMAT	2019	HISPANIC	MALE	0	13	500	11432	0.044	-0.011	0.79	-130
UMAT	2012	HISPANIC	FEMALE	1	1	21	8782	0.002	0.000	NA	NA

UMAT	2019	HISPANIC	FEMALE	1	1	32	9900	0.003	-0.002	NA	NA
UMAT	2012	BLACK	MALE	1	3	55	478	0.115	0.088	NA	NA
UMAT	2019	BLACK	MALE	1	1	8	548	0.015	-0.025	NA	NA
UMAT	2012	BLACK	MALE	0	1	28	478	0.058	0.011	NA	NA
UMAT	2019	BLACK	MALE	0	1	16	548	0.029	-0.027	NA	NA
UMAT	2019	ASIAN	MALE	1	2	86	337	0.256	0.216	NA	NA
UMAT	2012	AIAN	MALE	1	2	25	1208	0.021	-0.007	NA	NA
UMAT	2019	AIAN	MALE	1	2	55	1212	0.045	0.005	NA	NA
UMAT	2012	AIAN	MALE	0	2	48	1208	0.039	-0.007	NA	NA
UMAT	2012	AIAN	FEMALE	1	1	13	1237	0.010	0.008	NA	NA
UMAT	2019	AIAN	FEMALE	1	2	45	1289	0.035	0.030	NA	NA
UNIO	2012	WHITE	MALE	1	12	275	11398	0.024	0.000	1.00	0
UNIO	2019	WHITE	MALE	1	9	232	11469	0.020	0.000	NA	NA
UNIO	2012	WHITE	MALE	0	11	254	11398	0.022	0.000	1.00	0
UNIO	2019	WHITE	MALE	0	17	883	11469	0.077	0.000	1.00	0
UNIO	2012	WHITE	FEMALE	1	1	9	11886	0.001	0.000	NA	NA
UNIO	2019	WHITE	FEMALE	1	2	70	11696	0.006	0.000	NA	NA
UNIO	2012	WHITE	FEMALE	0	1	65	11886	0.005	0.000	NA	NA
UNIO	2019	WHITE	FEMALE	0	1	29	11696	0.003	0.000	NA	NA
UNIO	2019	NHPI	MALE	1	1	13	196	0.065	0.045	NA	NA
UNIO	2012	HISPANIC	MALE	1	1	9	556	0.016	-0.008	NA	NA
UNIO	2019	HISPANIC	MALE	1	1	18	677	0.027	0.006	NA	NA
UNIO	2012	BLACK	MALE	0	1	18	89	0.197	0.174	NA	NA
WALL	2012	WHITE	MALE	1	2	21	3153	0.007	0.000	NA	NA
WALL	2012	WHITE	MALE	0	3	174	3153	0.055	0.000	NA	NA
WALL	2019	WHITE	MALE	0	2	53	3172	0.017	0.000	NA	NA
WALL	2019	WHITE	FEMALE	1	1	12	3283	0.004	0.000	NA	NA
WALL	2019	AIAN	MALE	0	1	18	34	0.533	0.516	NA	NA
WASC	2012	WHITE	MALE	1	9	146	9475	0.015	0.000	NA	NA
WASC	2019	WHITE	MALE	1	9	163	9677	0.017	0.000	NA	NA
WASC	2012	WHITE	MALE	0	14	585	9475	0.062	0.000	1.00	0

WASC	2019	WHITE	MALE	0	11	442	9677	0.046	0.000	1.00	0
WASC	2012	WHITE	FEMALE	1	2	19	9941	0.002	0.000	NA	NA
WASC	2012	WHITE	FEMALE	0	1	34	9941	0.003	0.000	NA	NA
WASC	2019	HISPANIC	MALE	0	2	19	2636	0.007	-0.038	NA	NA
WASC	2019	BLACK	MALE	1	1	10	88	0.111	0.094	NA	NA
WASC	2019	BLACK	MALE	0	1	43	88	0.489	0.443	NA	NA
WASC	2012	ASIAN	MALE	0	1	21	90	0.232	0.171	NA	NA
WASC	2019	ASIAN	MALE	0	1	23	113	0.205	0.159	NA	NA
WASC	2019	ASIAN	FEMALE	1	1	8	182	0.046	NA	NA	NA
WASC	2012	AIAN	MALE	1	3	59	457	0.128	0.113	NA	NA
WASC	2012	AIAN	MALE	0	1	82	457	0.179	0.117	NA	NA
WASH	2012	WHITE	MALE	1	135	2311	184464	0.013	0.000	1.00	0
WASH	2019	WHITE	MALE	1	106	1771	193815	0.009	0.000	1.00	0
WASH	2012	WHITE	MALE	0	143	7967	184464	0.043	0.000	1.00	0
WASH	2019	WHITE	MALE	0	134	10325	193815	0.053	0.000	1.00	0
WASH	2012	WHITE	FEMALE	1	31	576	193268	0.003	0.000	1.00	0
WASH	2019	WHITE	FEMALE	1	39	616	200233	0.003	0.000	1.00	0
WASH	2012	WHITE	FEMALE	0	23	665	193268	0.003	0.000	1.00	0
WASH	2019	WHITE	FEMALE	0	12	314	200233	0.002	0.000	1.00	0
WASH	2019	NHPI	MALE	1	3	116	1446	0.080	0.071	NA	NA
WASH	2019	NHPI	MALE	0	1	66	1446	0.046	-0.007	NA	NA
WASH	2012	HISPANIC	MALE	1	33	698	44973	0.016	0.003	1.24	135
WASH	2019	HISPANIC	MALE	1	41	828	52418	0.016	0.007	1.73	349
WASH	2012	HISPANIC	MALE	0	75	4386	44973	0.098	0.054	2.26	2444
WASH	2019	HISPANIC	MALE	0	66	6062	52418	0.116	0.062	2.17	3269
WASH	2012	HISPANIC	FEMALE	1	2	24	42753	0.001	-0.002	NA	NA
WASH	2019	HISPANIC	FEMALE	1	2	60	50469	0.001	-0.002	NA	NA
WASH	2012	HISPANIC	FEMALE	0	2	26	42753	0.001	-0.003	NA	NA
WASH	2019	HISPANIC	FEMALE	0	4	190	50469	0.004	0.002	NA	NA
WASH	2012	BLACK	MALE	1	12	190	5312	0.036	0.023	2.85	123
WASH	2019	BLACK	MALE	1	21	307	7123	0.043	0.034	4.72	242

WASH	2012	BLACK	MALE	0	9	188	5312	0.035	-0.008	NA	NA
WASH	2019	BLACK	MALE	0	27	1868	7123	0.262	0.209	4.92	1488
WASH	2019	BLACK	FEMALE	1	3	27	5778	0.005	0.002	NA	NA
WASH	2012	BLACK	FEMALE	0	3	144	4241	0.034	0.030	NA	NA
WASH	2012	ASIAN	MALE	1	5	49	24051	0.002	-0.010	NA	NA
WASH	2019	ASIAN	MALE	1	6	135	33151	0.004	-0.005	NA	NA
WASH	2012	ASIAN	MALE	0	6	207	24051	0.009	-0.035	NA	NA
WASH	2019	ASIAN	MALE	0	9	456	33151	0.014	-0.040	NA	NA
WASH	2019	ASIAN	FEMALE	1	2	26	35812	0.001	-0.002	NA	NA
WASH	2012	ASIAN	FEMALE	0	2	73	26769	0.003	-0.001	NA	NA
WASH	2012	AIAN	MALE	1	3	60	1274	0.047	0.035	NA	NA
WASH	2019	AIAN	MALE	1	1	45	1428	0.031	0.022	NA	NA
WASH	2012	AIAN	MALE	0	1	82	1274	0.064	0.021	NA	NA
WASH	2019	AIAN	MALE	0	6	161	1428	0.113	0.060	NA	NA
WASH	2019	AIAN	FEMALE	1	1	5	1480	0.003	0.000	NA	NA
WHEE	2012	WHITE	MALE	0	2	29	625	0.046	0.000	NA	NA
YAMH	2012	WHITE	MALE	1	37	791	38500	0.021	0.000	1.00	0
YAMH	2019	WHITE	MALE	1	35	655	40163	0.016	0.000	1.00	0
YAMH	2012	WHITE	MALE	0	28	1445	38500	0.038	0.000	1.00	0
YAMH	2019	WHITE	MALE	0	39	2070	40163	0.052	0.000	1.00	0
YAMH	2012	WHITE	FEMALE	1	6	171	40052	0.004	0.000	NA	NA
YAMH	2019	WHITE	FEMALE	1	6	131	41741	0.003	0.000	NA	NA
YAMH	2012	WHITE	FEMALE	0	4	182	40052	0.005	0.000	NA	NA
YAMH	2019	WHITE	FEMALE	0	3	92	41741	0.002	0.000	NA	NA
YAMH	2012	HISPANIC	MALE	1	4	52	8279	0.006	-0.014	NA	NA
YAMH	2019	HISPANIC	MALE	1	3	83	9263	0.009	-0.007	NA	NA
YAMH	2012	HISPANIC	MALE	0	7	582	8279	0.070	0.033	NA	NA
YAMH	2019	HISPANIC	MALE	0	5	576	9263	0.062	0.011	NA	NA
YAMH	2019	HISPANIC	FEMALE	1	1	54	8174	0.007	0.003	NA	NA
YAMH	2019	HISPANIC	FEMALE	0	1	29	8174	0.004	0.001	NA	NA
YAMH	2012	BLACK	MALE	1	1	51	580	0.088	0.067	NA	NA

County	Year	Race	Sex	JRI	Unique Sent	Sentence Months	Group Population	Sentence Months Per Person	Group-White Difference in Sentence Months Per Person	Group/White Ratio of Sentence Months Per Person	Group-White RDR in Sentence Months
YAMH	2019	BLACK	MALE	1	1	16	692	0.023	0.007	NA	NA
YAMH	2012	BLACK	MALE	0	3	202	580	0.348	0.311	NA	NA
YAMH	2019	BLACK	MALE	0	4	490	692	0.709	0.657	NA	NA
YAMH	2019	BLACK	FEMALE	1	1	16	349	0.045	0.042	NA	NA
YAMH	2012	ASIAN	MALE	1	1	24	697	0.034	0.013	NA	NA
YAMH	2019	ASIAN	MALE	1	1	11	987	0.011	-0.006	NA	NA
YAMH	2012	AIAN	MALE	0	1	14	704	0.019	-0.018	NA	NA

Notes: Values: County (designated by first four letters); Year (2012, 2019); Race (White, Black, Asian, American Indian Alaska Native, Native Hawaiian Pacific Islander, Hispanic); Sex (Male, Female); JRI (Justice Reinvestment crimes (1 = Yes, 0 = No); Unique Sent (number of non-concurrent sentences); Sentence Months (cumulative lengths of non-concurrent sentences in number of months for individuals in indicated group in the indicated county for indicated crime types in the indicated year); Group Population (estimated total number of people in the indicated group in the indicated county in the indicated year); Sentence Months Per Person (Sentence Months/Group Population); Group-White Difference in Sentence Months Per Person (Sent Mon Per Person for indicated group - Sent Mon Per Person for White); Group/White Ratio of Sentence Months Per Person (Sent Mon Per Person for indicated group/Sent Mon Per Person for White, NA if Unique Sent < 10); Group-White RDR in Sentence Months ([Sent Mon Per Person for indicated group – Sent Mon Per Person for White] * Group Population; NA if Group/White Sent Mon Ratio is NA or < .50).