

Racial Justice Statistics Advisory Council (RJSAC)

1-3 PM, Friday, August 23, 2024

Hybrid Location: Microsoft Teams and Pavilion Building 4th floor Conference Room, Montpelier, VT

Introductions:

1. Xusana Davis—Executive Director of the Office of Racial Equity
2. Tiffany North-Reid—Data Manager of the Division of Racial Justice Statistics
3. Laura Carter—Data Analyst in the Division of Racial Justice Statistics
4. Andrew Lang—Governor Appointee [need official title]
5. Breanna Sheehan—Representative from Vermont Commission on Native American Affairs [need official title]
6. Reverend Mark Hughes—Representative from the Racial Justice Alliance; Executive Director of the Vermont Racial Justice Alliance

Missing representation from: NAACP, VT Migrant Justice, AALV, and Outright Vermont.

Meeting Summary:

The 8/23 RJSAC meeting introduced the Division of Racial Justice Statistics (DRJS), which has been active for a year, focusing on systemic racial bias in the justice system. The ORE Executive Director outlined the DRJS's mandate to collect and analyze data, collaborate with law enforcement, conduct gap analyses, develop strategic plans, and report monthly to the advisory council and annually to the legislature. RJSAC will advise on compliance, evaluate data, and provide reports to RDAP, with diverse members from various organizations and communities, and receiving administrative, legal, and technical assistance. The DRJS is working on data governance, technology infrastructure, and equity metrics, including the Equidata project with ADS, developing a data governance council, and creating a webpage. They are also working on an interim report, engaging in interagency projects, and planning a public-facing data hub with dashboards. The council will assist in these efforts and provide recommendations, emphasizing the need for transparency, accountability, and community engagement in data governance.

Presentation:

Tiffany North-Reid and Xusana Davis co-presented to the members of the RJSAC a high-level overview of the mandates for the RJSAC, outlined in Act 142 of 2022, as well as the responsibilities of the Division of Racial Justice Statistics within the Office of Racial Equity.

Overview followed by updates on what the DRJS has been working on over the course of the last year plus. Slides are included at the end of these minutes.

Key Action Items:

- Recruiting additional RJSAC members
- Selecting RJSAC Chair
- Identifying future meeting times and cadence
- Reviewing the Data Governance Council initiative.

Adjournment



RACIAL JUSTICE STATISTICS ADVISORY COUNCIL

Inaugural Meeting

August 23, 2024

Prepared by

XUSANA, DAVIS, ESQ.
Office of Racial Equity
Executive Director

TIFFANY NORTH-REID, MPH
Division of Racial Justice Statistics
Racial Justice Data Manager

DRJS: The Basics

Defining details and other
foundational information
governing the DRJS

DRJS PURPOSE

1 “**collect and analyze data** related to systemic racial bias and disparities within the criminal and juvenile justice systems with the intent to **center racial equity** throughout these efforts.”

2 “**create, promote, and advance a system and structure that provides access** to appropriate data and information, ensuring that **privacy interests** are protected and principles of **transparency and accountability** are clearly expressed.”

3 “[The data are to be used to] **inform policy decisions** that work toward the **amelioration of racial disparities** across various systems of State government.”

DRJS DUTIES

1 “work collaboratively with, and **have the assistance of, all State and local [law enforcement] agencies** for purposes of collecting all data related to systemic racial bias and disparities in the criminal and juvenile justice systems.”

2 **collect and analyze data** related to systemic racial bias and disparities in the criminal and juvenile justice systems.

3 “conduct justice information sharing **gap analyses.**”

DRJS DUTIES

4 “maintain an inventory of justice technology assets and a data dictionary to identify elements and structure of databases and relationships, if any, to other databases.”

5 “develop a justice technology strategic plan, which shall be updated annually...include identification and prioritization of data needs and requirements to fulfill new or emerging data research proposals or operational enhancements.”

6 “develop interagency agreements and memorandums of understanding for data sharing and publish public use files.”

DRJS DUTIES

7 report monthly to RJSAC and RDAP on its data, analyses and recommendations.

8 report annually to the Legislature:

- data, analyses, and recommendations
- May include an operational assessment of DRJS structure and staffing levels and any recommendations for necessary adjustments.

9 establish, maintain, and implement a management program for its records and information with support from VSARA and ADS.

DRJS DUTIES

10

analyze collected data to:

1. **identify the stages of the justice systems** at which racial bias and disparities are most likely to occur;
2. **organize the data** so that it can be best presented and understood; and
3. **present the data to RJSAC.**

11

develop and adopt a data governance policy and establish:

1. **system(s) to standardize** data collection and retention; and
2. **methods to permit data sharing** and communication between State agencies, local agencies, and external researchers

12

recommend evidence-based practices and standards for the

collection of racial justice data to State and local agencies

DRJS DUTIES

13

develop public use data files.

14

Establish the data to be collected to carry out its duties (in consultation with RDAP & RJSAC)

15

Identify which State and local agencies and departments possess the necessary data.

DRJS AUTHORITY

DATA COLLECTION

- *Establish the data to be collected to carry out its duties (in consultation with RDAP & RJSAC).
- *Identify which State and local agencies/departments possess the necessary data.
 - The entity shall, upon request, provide the DRJS with any data the DRJS determines is relevant [provided the DGO won't have to make any disclosures that violate 1 V.S.A. § 317(c)(3).]
 - The Division may also identify non-State entities that possess necessary data and have access to those data through MOUs.

RECORDS REQUESTS

- Re-direct records requests to the record custodians (originating agencies) (except for non-identifying data used to generate the LEG report(s))

RULEMAKING

- “To carry out its duties under [3 V.S.A. Ch. 68 Subch. 2], the Division may adopt procedural and substantive rules in accordance with the provisions of chapter 25 of this title.”

DRJS DELIVERABLES

REPORTS

- Monthly: Report to RJSAC with data, analyses, and recommendations.
- Monthly: Report to RDAP with data, analyses, and recommendations.
- Jan 15 annually: Report to LEG with data, analyses, and recommendations.

DATA AND INFORMATION

- Public use data files
- Governance policy
- Justice Technology Strategic Plan
- Inventory of justice technology assets
- Data dictionary

GENERAL ADVICE AND MONITORING

- Ongoing: Recommend improvements and best practices to State and local agencies

RJSAC: The Basics

Defining details and other
foundational information
steering the RJSAC

RJSAC's PURPOSE

“Serve in an advisory capacity to the Division of Racial Justice Statistics.”

RJSAC DUTIES

1 “work with and assist the **Director** or designee to implement the requirements of [3 V.S.A. Ch. 68 Subch. 2].”

2 “advise the **Director** to ensure ongoing compliance with the purpose of [3 V.S.A. Ch. 68 Subch. 2].”

3 “evaluate the data and **analyses** received from the Division and **make recommendations to the Division** as a result of the evaluations.”

RJSAC DUTIES

4 report monthly to the **RDAP** on its findings and recommendations regarding the DRJS' Work.

5 report annually to the **Legislature**:

- a) findings on systemic racial bias and disparities in the justice system based on DRJS data and analyses; and
- b) status update on progress and recommendations to address disparities.”

RJSAC DELIVERABLES

REPORTS


- Jan 15 annually: Report to LEG with “findings & any recommendations for legislative action.”
- Monthly: Report to RDAP with “findings and recommendations regarding the work of the DRJS.”

GENERAL ADVICE AND MONITORING

- Ongoing: Advise the Director.
- Ongoing: Evaluate the DRJS’ data and analyses and return recommendations.

RJSAC RESOURCES

ADMINISTRATIVE

- “The Council shall have the administrative, legal, and technical assistance of the Agency of Administration.” * 

FINANCIAL

- “Council members are entitled to per diem compensation and reimbursement of expenses pursuant to 32 V.S.A. § 1010”

RJSAC's MEMBERSHIP

Term length:
4 years

Term Limit:
2 consecutive terms

Chair:
Elect by majority

Meeting cadence:
Monthly

RJSAC MEMBERSHIP PURSUANT TO 3 V.S.A. §5014

Person with expertise in community-based research on racial equity	Appointee of Governor
Persons with experience or knowledge of facing eviction; violence, discrimination, or criminal conduct, including law enforcement misconduct; moving to VT as an immigrant or refugee; effects of racial disparities & discipline policies in the education system; or participation in treatment programs addressing mental health, substance use, and reentry.	Appointee of NAACP
	Appointee of Racial Justice Alliance
	Appointee of Migrant Justice
	Appointee of AALV
	Appointee of VCNAA
	Appointee of Outright Vermont

“Members shall be drawn from diverse backgrounds to represent the interests of communities of color and other historically disadvantaged communities throughout the State and, to the extent possible, have experience working to implement racial justice reform and represent geographically diverse areas of the State.”

RELEVANT SOURCES

ENABLING LEGISLATION

Act 142 of 2022

VT OPEN MEETING LAW

1 V.S.A. §§ 310–314

GOVERNING STATUTE

3 V.S.A. §5014

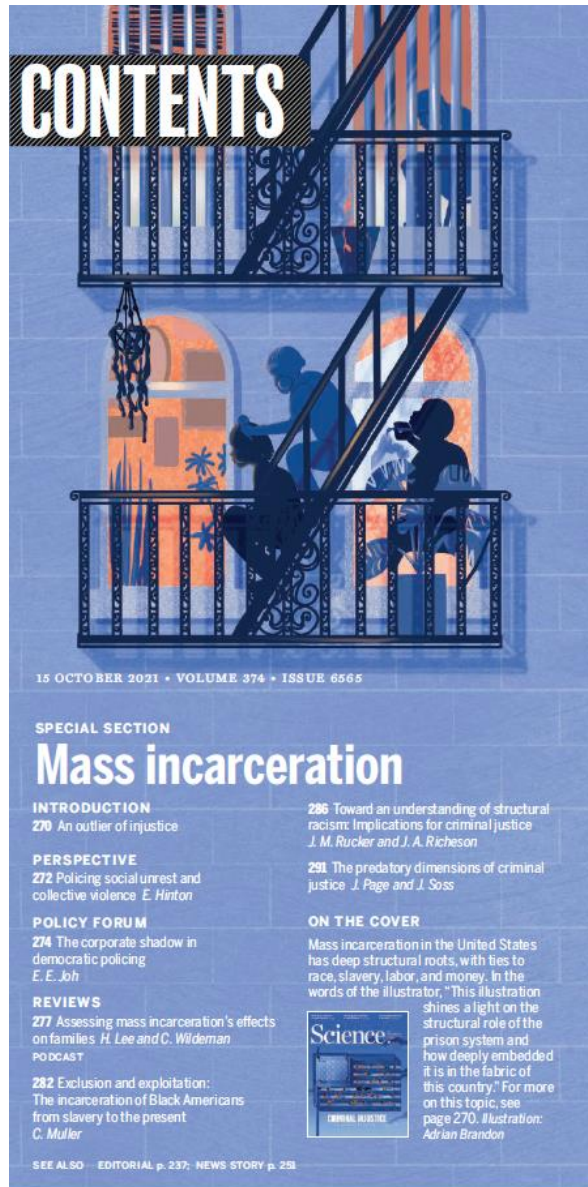
PER DIEM COMPENSATION

32 V.S.A. § 1010

DRJS ACTIVITIES

Past, current, and anticipated
projects for the Division

Spotlighting Structural Racism and Mass Incarceration



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Mass incarceration

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ON THE COVER
 Mass incarceration in the United States has deep structural roots, with ties to race, slavery, labor, and money. In the words of the illustrator, "This illustration shines a light on the structural role of the prison system and how deeply embedded it is in the fabric of this country." For more on this topic, see page 270. *Illustration: Adrian Brandon*

SEE ALSO — EDITORIAL p. 237; NEWS STORY p. 251



SPECIAL ARTICLE
 "Taking an antiracist posture in scientific publications in human genetics and genomics." *Genetics in Medicine* 23.6 (2021): 1004-1007.



SPECIAL ISSUE REVIEW
 "Toward an understanding of structural racism: Implications for criminal justice." *Science* 374.6565 (2021): 286-290.

CellPress

EDITORIAL
 "Science has a racism problem." *Cell* 181 (2020): 1443-1444.

THE LANCET

"Structural racism and health inequities in the USA: evidence and interventions." *The Lancet* 389.10077 (2017): 1453-1463.
 "Mass incarceration, public health, and widening inequality in the USA." 1464-1474.

AR ANNUAL REVIEWS

"How does structural racism operate (in) the contemporary US criminal justice system?." *Annual Review of Criminology* 7.1 (2024): 233-255.

The NEW ENGLAND JOURNAL of MEDICINE

"How structural racism works—racist policies as a root cause of US racial health inequities." *New England Journal of Medicine* 384.8 (2021): 768-773.

JAMA Network | Open™



Original Investigation | Equity, Diversity, and Inclusion
Assessment of US Federal Funding of Incarceration-Related Research, 1985 to 2022

Samantha J. Boch, PhD, RN; Aaron W. Murman, PhD, LMFT; Jordan F. Pollard, MEd, MSW; Nichole L. Nidey, PhD; Rose Y. Hardy, PhD, MPH; Iheoma U. Iruka, PhD

Low number of projects and inadequate federal funding for incarceration-related health research, considering the size, churn, and socioeconomic consequences of the US criminal legal system.

MAJOR FOCUS AREAS

- DEFINING OUR ROLE
- ADS-ORE EQUIDATA PROJECT:
 - DATA GOVERNANCE AND TECHNOLOGY INFRASTRUCTURE IMPROVEMENTS FOR TRACKING EQUITY IN THE JUVENILE AND ADULT CRIMINAL-LEGAL SYSTEMS
 - DATA GOVERNANCE COUNCIL
- DATA & POLICY RESEARCH (DPR) HUB
- PRESCHOOL DEVELOPMENT GRANT BIRTH THROUGH FIVE (PDG-B5) INTERAGENCY PROJECTS
- STAKEHOLDER SUPPORT

Role Definition:

Strengthen Data Infrastructure to Develop and Manage Systems for Tracking and Addressing Racial and Ethnic Disparities in Vermont.

Data Collection Practices

- Identify existing gaps in data collection with special attention to underrepresented demographics.
- Establish protocols for consistent, comprehensive and equitable data gathering and reporting.

Responsible Research and Reporting

- Launch and maintain data dashboards, policy and bill trackers, and reports and resources to inform stakeholders and policymakers.
- Advance solutions for reporting on small numbers and responsible reporting for stigma mitigation.

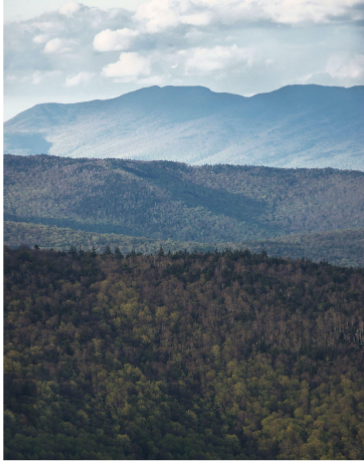
Structural Racism and the Levels of Racism

- Define race as a social construct and monitor the approaches of leading journals on this topic.
- Elevate findings and literature on the role of structural racism and the various levels of racism.
- Advance relevant data, metrics and statistics.

Life Course Perspective for Justice Involvement

- Identify sources of data on upstream risk factors, including parental incarceration, and downstream and collateral consequences.
- Explore protective factors for desistance as well as resilience among children facing parental incarceration.

Organizational Development



2024 INTERIM REPORT
Advancing Data, Metrics, and Statistics for Racial Equity in Vermont: Challenges and Opportunities in Centering Data Equity and Life Course Perspectives. Office of Racial Equity (ORE), Division of Racial Justice Statistics (DRJS) and Partners. Tiffany North Reid, MPH; Laura Carter, MLIS; Xusana Davis, JD; Jay Greene, MPH; Anthony Miller; Shalini Suryanarayana, MBA.
September 2024



Acknowledgements to all our partners, including but not limited to the Agency for Digital Services (ADS), Vermont State Archives & Records Administration (VSARA), Building Bright Futures (BBF), Chief Performance Office, and the Crime Research Group (CRG)/Vermont Statistical Analysis Center (SAC).

ABOUT US

Established by Act 142 of 2022, the Division of Racial Justice Statistics (DRJS) within the Office of Racial Equity (ORE) focuses on strengthening Vermont's data infrastructure and ecosystem. Our primary goal is to advance racial equity and accountability within the criminal-legal, juvenile justice, and early childhood systems, emphasizing data equity and life course perspectives. We work closely with state partners on these core areas to understand systemic disparities across Vermont and inform targeted interventions. Committed to transparency and data-driven decision-making, we aim to provide critical data and insights that empower policy and advocacy efforts, toward positively impacting diverse populations and communities statewide.

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- Detailed Overview
- Establishment and Legislative Framework

Part I: Strengthening Our Data Landscape for Responsible Research and Reporting

- Guiding Principles, Vision, and Mission
- Population Indicators of Interest
- Deliverables and First Year Review
- Sidebar: Understanding the Crosswalk Initiative
- Sidebar: About Act 40

PART II: Evidence and Initiatives Guiding Our Work

- Addressing Discrimination and Lifecourse Challenges
- Significance of the Vermont National Criminal Justice Reform Project (NCJRP) Data Integration Report and Racial Disparities in the Criminal and Juvenile Justice Systems Advisory Panel (RDAP) Reports
- Enhancing Transparency and Equity: Juvenile and Criminal Justice Dashboards
- Utilization of Stakeholder Reports and Dashboards
- National Efforts and Limitations: Criminal Justice Administrative Records System (CJARS) and Measures for Justice (MFJ)

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- Centering "Data Equity" and "Lifecourse" Concepts
- Developing an Interactive Resource Hub for Stakeholder Engagement
- Leveraging Collaboration Network: Key Partnerships and Opportunities

Part IV: Toward Informing the Policy Landscape and Stakeholder Efforts

- Establishing a Framework for Progress in Criminal Justice Reforms
- Considering Restorative Justice within the Reform Framework

Conclusion and Next Steps: Navigating Complexities as a New and Growing Division: Embracing Nimbleness, Creativity, and Core Responsibilities

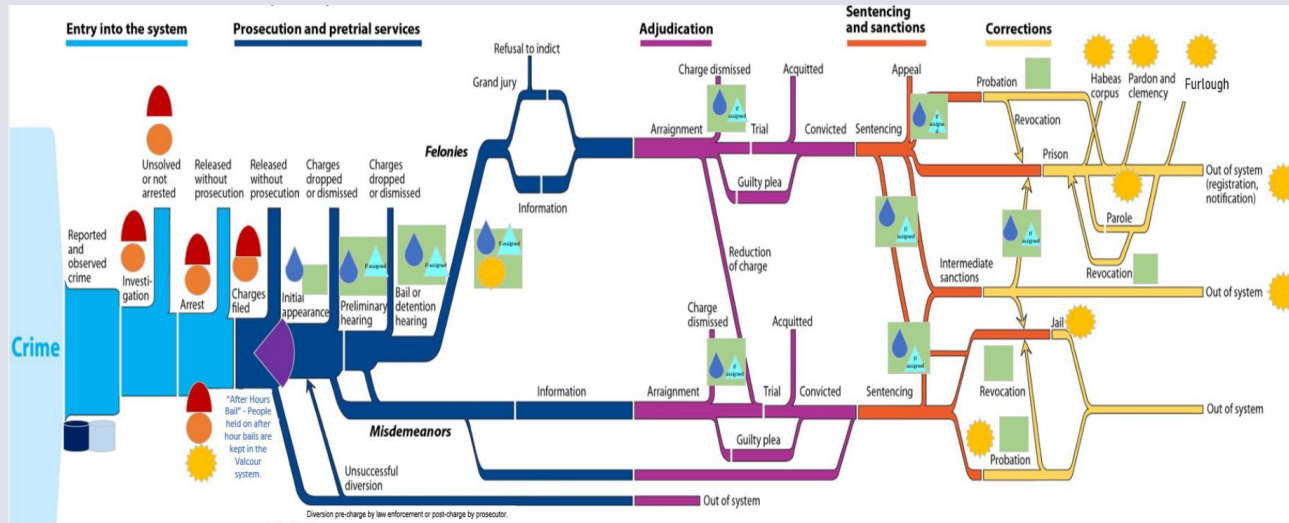
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VT EquiData Project



VERMONT NATIONAL CRIMINAL JUSTICE REFORM PROJECT (crgvt.org)

Priorities

1. Consistent Data Collection Practices and Standards
2. Concept Mapping and Measurement Domains
3. Data Equity and Life Course Perspectives
4. Lived Experience
5. Responsible Research and Reporting

DATA GOVERNANCE COUNCIL

SOV Agencies and Departments

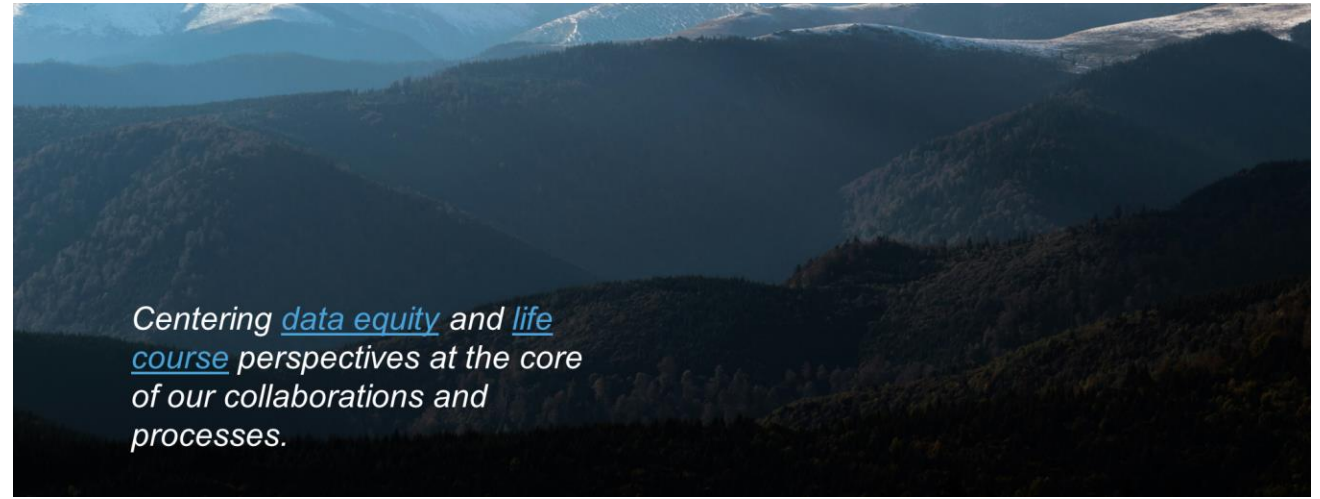
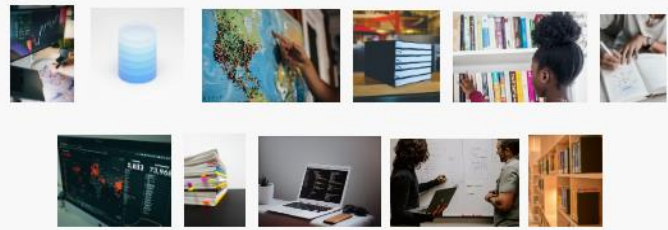
DGC Advisory Board:

- Office of Racial Equity (ORE)
- Vermont State Archives & Records Administration (VSARA)
- Crime Research Group (CRG) Statistical Analysis Center (SAC)
- Racial Disparities in the Criminal and Juvenile Justice Systems Advisory Panel (RDAP)
- Racial Justice Statistics Advisory Council (RJSAC)
- Building Bright Futures (BBF) Representative
- Preschool Development Grant Birth Through 5 (PDG-B5) Representative

Planners & Conveners:

- ORE Division of Racial Justice Statistics (DRJS)
- Agency of Digital Services (ADS)

Data & Policy Research Hub



Data Hub & Dashboard

Reports & Resources

Policy & Bill Tracker

Intro to the Data & Policy Research (DPR) Hub Providing Insight on Racial Equity through Data and Research

The Data & Policy Research (DPR) Hub, hosted by the Division of Racial Justice Statistics (DRJS) within the Office of Racial Equity (ORE), is dedicated to advancing racial equity in Vermont. Our focus areas include **criminal justice, juvenile justice, and early childhood systems** -- sectors where thoughtful data collection and research can inform meaningful change. We aim to leverage data and evidence-based policies to support the development of innovative solutions for disproportionality in criminal-legal outcomes and other disparities.

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The Preschool Development Grant

PDG B-5 PARTNERS

- Department of Health, Family and Child Health Division
- Agency of Education
- Department of Mental Health
- Building Bright Futures State Advisory Council

Funded by the US Department of Health & Human Services, Administration for Children and Families' Office of Early Childhood Development with joint administration of PDG B-5 by this Office and by the Office of Innovation and Early Learning, Office of Elementary and Secondary Education, U.S. Department of Education. GSA Contract Number: 47QTCA1800KV

Planned PDG Activities

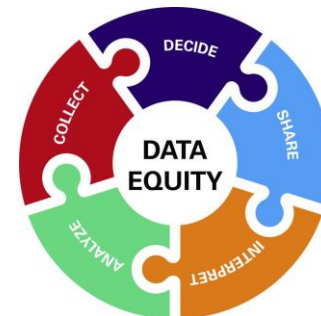
1. Maximize Parent and Family Engagement
2. Support the Workforce and Disseminate Best Practices
3. Support Program Quality Improvement
4. Subgrants to Enhance Quality and Expand Access to Existing and New Programs

Our Contribution

1. Support improved and **equitable data collection and reporting** practices
2. Incorporate **life course** perspectives, centering parental incarceration and upstream risk and protective factors.



[Preschool Development Grant Overview \(youtube.com\)](https://www.youtube.com/watch?v=...)



<https://digitalpromise.org/2021/10/18/how-districts-are-using-data-equity-to-drive-decisions-and-improvements/>

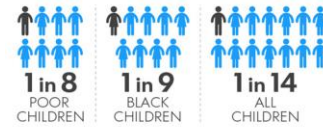
Centering a Life Course Perspective

Main Insights

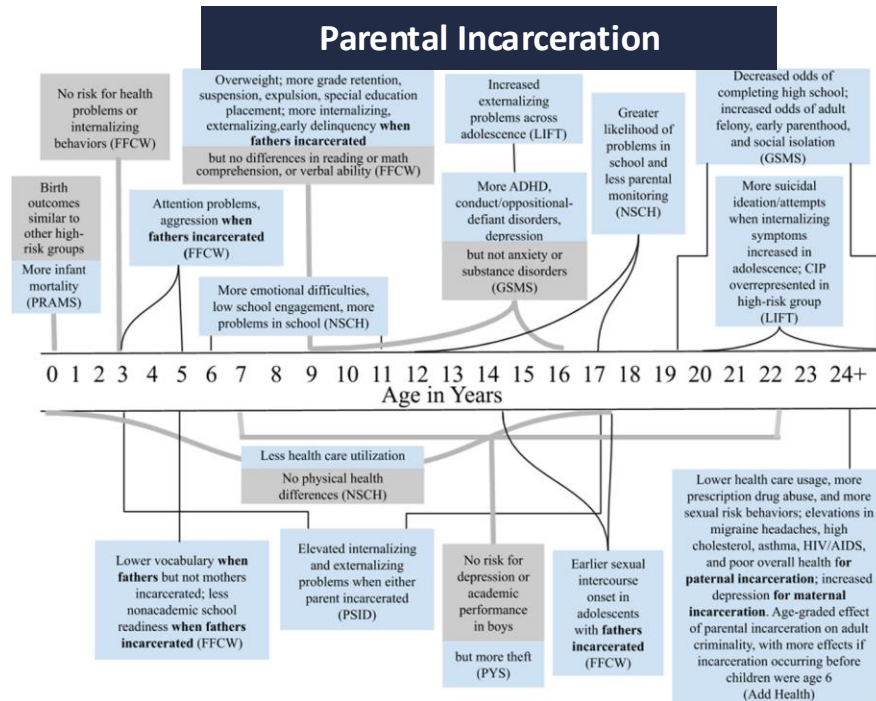
1. Breaking Intergenerational Cycles
2. Collateral Consequences

PARENTAL INCARCERATION

More than 5 million U.S. children have an incarcerated parent.



SOURCE: Child Trends' analysis of the National Survey of Children's Health
Janet Loeberle, USA TODAY
USA TODAY



Racial/Ethnic Discrimination

	<i>k</i>	<i>N</i>	Mean ES		95% CI	Z	Mean Correlation	Homogeneity (<i>Q</i>)	<i>I</i> ²
<i>Socioemotional</i>	144	69,966	.24	***	[.22, .26]	23.05	.24	828.87 ***	83%
Depression	87	46,143	.27	***	[.24, .29]	18.43	.26	659.47 ***	87%
Internalizing symptoms	64	22,098	.27	***	[.24, .30]	16.99	.26	297.76 ***	79%
Positive well-being	33	19,795	-.14	***	[-.18, -.09]	-6.13	-.14	213.11 ***	85%
Self-esteem	55	22,665	-.17	***	[-.19, -.14]	-13.16	-.17	136.33 **	60%
<i>Academic</i>	89	35,873	-.10	***	[-.12, -.07]	-7.66	-.10	379.38 ***	77%
Achievement	56	26,566	-.09	***	[-.13, -.05]	-4.37	-.09	458.77 ***	88%
School engagement	25	19,243	-.14	***	[-.19, -.09]	-5.66	-.14	205.44 ***	88%
Motivation	51	26,566	-.11	***	[-.14, -.08]	-6.89	-.11	149.99 ***	67%
<i>Behavioral</i>	81	52,502	.20	***	[.17, .22]	15.62	.20	510.82 ***	84%
Externalizing behaviors	63	37,495	.24	***	[.21, .27]	16.28	.24	369.99 ***	83%
Risky sex behaviors	8	6,511	.16	*	[.04, .29]	2.55	.16	96.96 ***	93%
Substance use	33	33,470	.13	***	[.10, .16]	9.49	.13	139.19 ***	77%
Deviant peer affiliations	14	6,514	.15	***	[.08, .22]	3.98	.15	97.34 ***	87%

Note. ES = effect size. CI = confidence interval. *k* = number of studies. *N* = number of participants in all studies. While effect sizes were used in the actual met-analysis, we transformed effect sizes back to correlation for interpretation.

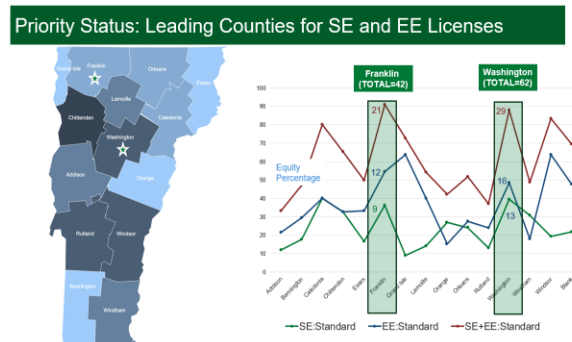
* *p* < .05. ** *p* < .01. *** *p* < .001.

Summary of Effect Sizes for Racial/Ethnic Discrimination and Adolescent Well-being. Benner, Aprile D., et al. "Racial/ethnic discrimination and well-being during adolescence: A meta-analytic review." *American psychologist* 73.7 (2018): 855.

Developmental timeline of findings from longitudinal population-based studies focusing on children with incarcerated parents. Poehlmann-Tynan, Julie, and Kristin Turney. "A developmental perspective on children with incarcerated parents." *Child Development Perspectives* 15.1 (2021): 3-11.

Stakeholder Support and Resource Development

- 2024 INTERIM REPORT
- 2024 ANNUAL REPORT
- 3-YEAR STRATEGIC PLAN
- DATA AND RESEARCH POLICY (DPR) REPORTS
- LITERATURE REVIEWS
- REPORT ON ACCESS TO CARCERAL RECORDS OF ONESELF
- DATA HUB
- POLICY & BILL TRACKER
- LEGISLATIVE TRACING/FUNCTIONAL ANALYSIS OF CRIMINAL LEGAL AGENCIES WITH VSARA
- AGO DISPARITY ANALYSIS GUIDANCE
- ACT 40 ADVISORY COUNCIL SYSTEMIC ASSESSMENT OF THE STATE'S JUSTICE REINVESTMENT AND JUSTICE REFORM EFFORTS
- CANNABIS SOCIAL EQUITY ADVISORY COUNCIL
- SOV PAY PARITY PILOT STUDY WITH DHR
- PRESCHOOL DEVELOPMENT GRANT (PDG) INTERAGENCY PROJECTS
- BBF VERMONT EARLY CHILDHOOD FUND (VECAP) GRANT REVIEWER - \$1.6 MILLION GRANTED FOR RECIPIENTS
- JRI/THE NETWORK DATA RECOMMENDATIONS
- GRANT WRITING SUPPORT
- CROSSWALK INITIATIVE
- LEGISLATIVE TESTIMONY & REPORTING



Data Collection

Assessment Finding: *Varying DV data collection practices within and across agencies create gaps in understanding and responding to DV.*

Recommendation 10: Track racial disparities in criminal justice responses to DV to address possible disproportionalities in arrests and/or sentencing of DV cases.

Process	Models	Key Stakeholders
<ul style="list-style-type: none">✓ Examine demographics of a cohort from arrest through sentencing.<ul style="list-style-type: none">○ Create an interdisciplinary group with data representatives from DPS, the judiciary, and DOC.○ Gather demographics of a cohort of individuals arrested for DV.○ Track the trajectory of this cohort through prosecution and sentencing.✓ Integrate findings to inform arrest, sentencing, and carceral responses to DV.<ul style="list-style-type: none">○ Analyze data to determine any racial disparities.○ Create recommendations based on analysis findings.	<p>VERMONT Vermont recently engaged in a Racial Equity in Sentencing Analysis with The Council of State Governments Justice Center to investigate racial disparities in Vermont's sentencing practices over time and investigate drivers of these inequities.</p> <p>NATIONAL The National Conference of State Legislatures' recent report, <i>Racial and Ethnic Disparities in the Criminal Justice System</i>, presents national data highlighting disparities faced by Black, Indigenous, and People of Color in law enforcement, pretrial services and sentencing, and incarceration. Prosecutorial Performance Indicators also presents national data on racial and ethnic disparities in the criminal justice system from 2017 to 2020. The Relative Rate Index (RRI) calculation provides an opportunity to compare differing experiences of individuals based on individual characteristics, such as race or ethnicity. When both groups are treated equally, both will have an RRI that equals one.</p>	<ul style="list-style-type: none">⇒ DOC⇒ DPS⇒ Judiciary⇒ Office of Racial Equity⇒ Vermont Council on Domestic Violence

Recent and Pending Deliverables

JUL '24

- Website Content Strategy Workshop
- Bill Tracker
- Boards and Commissions

AUG '24

- Webpage Launch
- Interim Report
- Reform Tracker and Global View

SEP '24

- DPR Report: Clean Slate and H655/Act 174
- Pay Equity Study Pilot (DHR)
- Priorities Map

OCT '24

- Launch of Data Governance Council
- FIP Webinar/Hybrid
- Demographics "Crosswalk" (HEAC, JRI/Network, BBF)

NOV '24

- DPR Report: Bail Reform and Cash Bail Bill Lookback
- Annual Report

DEC '24

- Concept Map/Measurement Domains (Data Governance Council)

Winter '24/
Spring '25

- Data Equity Bootcamp
- DPR Report: Vermont Data Landscape (Governance Council)
- Life Course Approach (BBF)
- Recruit for Insight Circles

REFLECTIONS ON CRIMINAL LEGAL DATA SYSTEMS IN VERMONT

REFLECTIONS ON VT'S CRIMINAL LEGAL DATA LANDSCAPE

WHAT HAS **CHANGED**? WHAT HAS **NOT CHANGED**?

WHAT DOES **SUCCESS** LOOK LIKE FOR THIS COUNCIL?

HOW DO WE MOST EFFECTIVELY **SUPPORT THE DRJS**?

WHAT PITFALLS SHOULD WE **AVOID**?

HOW HAS **INTERSECTIONALITY** SHOWN ITSELF IN VT'S DATA/LEGAL SYSTEMS?