



Systemic Change Action Plan

This Action Plan outlines a set of priorities for the NCSC Blueprint for Racial Justice. These priorities will shape funding requests and planning for the Blueprint over the next few years.

1) Identify initiatives from the Directory of Systemic Changes and other sources that do and do not have clear evidentiary support for their effectiveness. *Initiatives* include any systemic, policy-level reforms that are intended to reduce racial disparities or disproportionality in court experiences or outcomes. *Evidentiary support* refers to data that shows that an initiative reduces racial disparities or disproportionality in court experiences or outcomes.

- a. Initiatives that have evidentiary support:
 - i. Write a brief synthesizing the research showing the effectiveness of the initiative (including any new data or reports that we unearthed as part of the Directory)
 - ii. Create a plan for disseminating the knowledge to the state courts
 1. TA/ implementation labs
 2. Published reports or guides
 3. Webinars
 4. Ongoing education, training, and professional development that recognizes and supports the particular role that judicial officers and court personnel have in reducing and interrupting the effects of bias in all its forms
- b. Promising initiatives that do not yet have evidentiary support:
 - i. Develop a research agenda to study the effectiveness of the initiative in promoting racial justice
 1. Identify potential court partners to participate in a program evaluation
 2. Write research proposals into the grant applications for the Blueprint
 3. Conduct research
 4. Create a plan for disseminating the knowledge to the state courts

2) Develop a step-by-step guide for state courts to develop and implement their own racial equity initiatives (*see outline below*)

- a. Determine any existing overlap with the Racial Justice Organizational Assessment Tool for Courts
- b. Develop portions of the guidance that are not already covered in the Organizational Assessment Tool
- c. Append to the Organizational Assessment Tool as a resource



Outline of the Step-by-Step Guide

- 1) Create a planning group to identify and prioritize the issue or problem you wish to address in your jurisdiction.
 - a. The Planning Group should include all internal and external stakeholders who have an interest in solving the identified issues. Establishing collaborative partnerships from the beginning is important for thinking and problem-solving holistically.
 - b. Determine who are the critical stakeholders for the selected initiative(s) and retain other collaborators as an advisory board or other adjunct body.
 - c. Determine the extent to which the initiative will be under the sole purview of the court or in collaboration with other justice partners.

- 2) Collect preliminary data. Baseline data, if available, may be used to establish priorities and identify issues. In the event numerical data are not available, consider incorporating qualitative analysis early into the project to pinpoint areas of need that may be measured as part of the project.

- 3) Investigate and research whether or how other jurisdictions are addressing the matter, including by consulting the Directory of Systemic Change Initiatives.

- 4) Determine the primary goals of the initiative.
 - a. These should be SMART goals (Specific, Measurable, Attainable, Relevant, and Time-bound).
 - b. Determine what role data play in identifying needs prior to launching the initiative and in measuring progress toward goals. Articulate precisely how the initiative will promote racial equity and what metrics are needed to measure the impact on racial equity.

- 5) Determine what policies, processes, and procedures will be involved in developing and launching the initiative.

- 6) Estimate the costs to launch the initiative and the resources needed to maintain it. Include all resource needs, including staff, time, money, infrastructure, and technology.

- 7) Develop education, training, and professional development that recognizes and supports the particular role that judicial officers and court personnel have in reducing and interrupting the effects of bias in all its forms.

- 8) Develop a project timeline with milestones and target due dates. Consider utilizing a trained project manager to assist in keeping the project on track, resolving issues, and reporting progress.

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