



Reducing Disparities Across Prosecution Decision Points
National Academies
September 2024
Alexis King



DISTRICT ATTORNEY
GILPIN & JEFFERSON COUNTIES

Colorado's First Judicial District Jefferson & Gilpin Counties

- ▶ **600,000 People**
 - ▶ 15% Latino
 - ▶ 1% Black
- ▶ **DA's Office**
 - ▶ 200 staff
 - ▶ 85 Attorneys
- ▶ **2023 Caseload**
 - ▶ 3,287 Felonies
 - ▶ 13,847 Misdemeanors

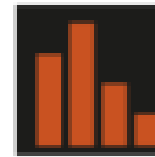


Vision & Partnerships

2023 GOALS

- Move beyond dashboard by identify disparities
- Create a culture of data-driven decision-making
- Increase engagement and public accountability

SUPPORT



**Prosecutorial
Performance
Indicators**

MacArthur
Foundation



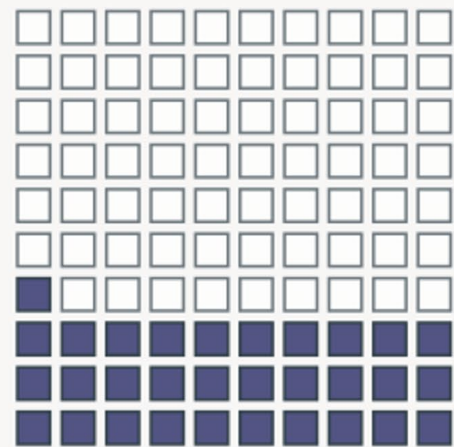
Microsoft



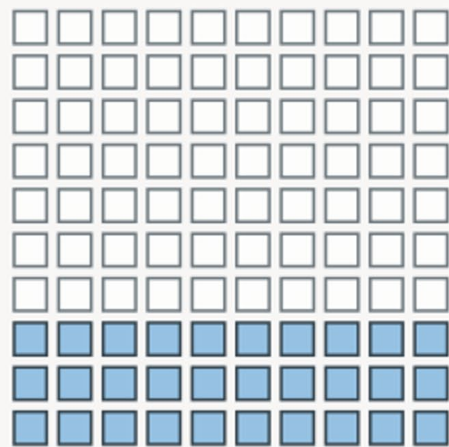
KEY DISPARITY FINDINGS TO ADDRESS

Outcome: Incarceration (Property Offenses)

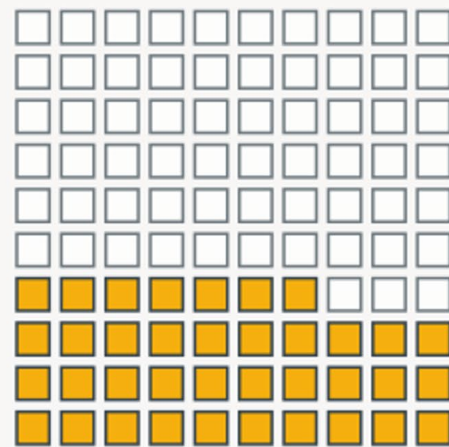
The results account for differences in individual and case characteristics.



30.8%
White Individuals

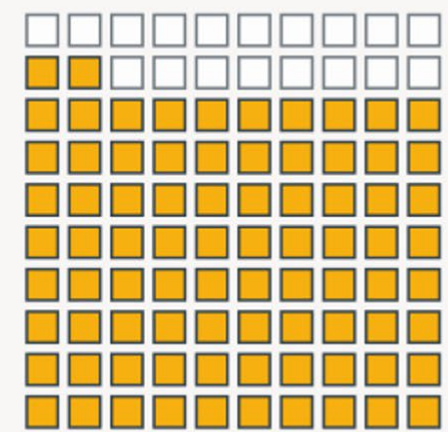


29.9%
Black Individuals



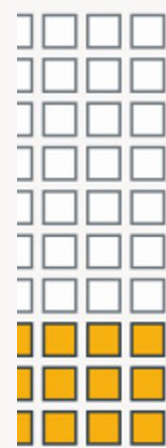
36.6%
Hispanic Individuals

characteristics.



81.7%
Hispanic Individuals

(e)



BRINGING ALONG THE OFFICE

Acknowledge

Understand the impact of historical policies and practices.

Support

Provide all staff with training on systemic drivers and our disparities.

Motivate

Ask middle management to be problem solvers and invest in change.

Change

Develop policies and practices tailored to respond to disparities.



ACTION STEPS

Categorical diversion referrals for driving and possession.



Working groups created plea guidance on property cases.



Management focusing on property cases.



Learning to utilize new data analyst for evaluation.



Building technology to support equity and efficiency.





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COMMUNITY FOR EVERYONE

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