

# Santa Barbara County Probation Department



Steve DeLira, Deputy Chief Probation Officer

April 15, 2015



## **Reducing Racial and Ethnic Disparity - Update**

- **February 25, 2015 Burns Institute**
  - **Visit to SB County**
- **March 18, 2015 Implicit Bias Training**
  - **Probation Administration**
- **March 23, 2015 Data submitted to Burns Institute**
  - **SB County Probation can capture all data requested**



## **Reducing Racial and Ethnic Disparity – Update**

- **April 14, 15, 16, 2015 Implicit Bias Training**
  - Probation, ADMHS, CAC staff
- **April 27, 2015 Burns Institute Survey**
  - Stakeholder survey
- **May 13, 14, 2015 Burns Institute Interview**
  - Stakeholder interview



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**RED**

## **Reducing Racial and Ethnic Disparity – Update**

- **UCSB**
  - **Dr. Sharkey**



## Assumptions/Implicit Bias:

This is defined as biases all individuals carry without awareness or conscious directions. “Even the most well-meaning, youth-oriented professionals can discriminate in subtle-yet-consequential ways – ways that significantly impact the lives of children, families, and individuals in public agency settings. These hidden biases can be expressed, quite unintentionally, through language, attitude, and actions. When used by those in positions of decision-making power, these expressions – however slight – can influence the interpretation and application of policies, procedures, and the law, and contribute to ongoing racial disparity.”

-Dr. Cameron Wedding – Moving Beyond the Influence of Hidden Biases





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# ***CHALLENGED TO SUCCEED***

