**1. Target population**:

* Look at policies and procedures that contribute to access barriers?
* Is there written eligibility criterion that includes eligible charges that are shared with all stakeholders?
* Does the team vote on eligibility?
* Is criminal history a disqualifier?

| Decision Point(s): |
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* Does your program use an RNR tool pre-plea to identify high-risk/high needs participants?

**2. Equity and Inclusion**:

* What is the role of the gatekeeper when determining eligibility?
* Review data to ensure incentives and sanctions, and therapeutic adjustments are equitable?

| Decision Point(s): |
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* Is equity and inclusion included in the statewide standards, certification, or fidelity review process?

**3. Role of the Judge**:

* Is your court monitoring the judge to see if the range of incentives is a 4 to 1 ratio equitably for all participants?
* Is your judge participating in voting during the staffing?
* Is your judge attending mandatory judicial education course on RED and cultural humility?
* Does your court have a benchcard that provides a language guide for the judge with terms and sayings that have racial implications?
* Does your court offer motivation interviewing training for the judge?

| Decision Point(s): |
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**4. Incentives and Sanctions**:

* Is your court reconsidering the use of jail sanctions?
* Does your court have a written phase advancement goals for review with the participants?
* Does your court have an equitable incentive and sanctions matrix?
* Does your court have all documents in participant’s native language or access to interpreters?
* Does your court track incentives and sanctions as performance measures, specifically jail sanctions, incentives and sanctions by race and included in the fidelity review process?

| Decision Point(s): |
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**5. Substance Use Disorder Treatment**:

* Does your program offer a continuum of care that is culturally appropriate, and that includes peer supportive groups?​
* Are clients actively engaged in the goal setting process at every phase of the program​?
* Do regularly scheduled meeting with your treatment provider to discuss staff credentialing and training happen?

| Decision Point(s): |
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**6. Complementary Services**:

* Does your program have supportive services are culturally safe and responsive and trauma informed​?
* Are the unique barriers that come with being black, brown or marginalized​ considered when connecting to services?
* Are participants history with social services agencies, educational institutions, medical instructions, prior treatment agencies, the criminal legal institution, and police or law enforcement agencies considered when determining case plan?

| Decision Point(s): |
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**7. Drug and Alcohol Testing**:

* Are all screens for all clients truly random and protocols are followed equitably​?
* Does your program ensure all clients are provided a review, with a confirmed understanding, and acceptance of testing protocols in writing at a third or fourth grade reading level​?
* Are clients who contest a drug screen provided access to counsel and a hearing?

| Decision Point(s): |
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**8. Multidisciplinary Team**:

* What are your team’s recruitment and hiring practices? Do agencies have training on creating equitable and inclusive job postings and recruiting a diverse range of people?
* Do new team members receive formal training on racial equity and cultural competency?
* Do all team members receive ongoing training on racial equity and cultural humility? Is this a requirement of certification or re-certification?
* Are team dynamics and engagement monitored; who speaks the most at staffing meetings, and how might that relate to racial and ethnic disparities?
* Is there a procedure or mechanism in staffing, if someone believes a sanction is being unfairly imposed? Is it a supportive environment where team members are free to speak up to identify racial bias when they see it?
* Has your team had meetings to develop shared values to demonstrate commitment to addressing RED?

| Decision Point(s): |
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**9. Census and Caseloads**:

* Are your program case managers overloaded? ​
* Is your court’s census low, do you have access to the jail population data and/or the census information of other treatment courts in the county?  ​
* Does your program ensure case managers review treatment plans/phase advancement planning with client input?
* Do case managers have regular equity and client engagement training?

| Decision Point(s): |
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**10. Monitoring and Evaluation**:

* Are programs collection demographic information​?
* Does your program review and evaluate termination rates based on equity​?
* Are local jurisdictions aware of the data metrics they should capture to identify disparate outcomes including arrest, referral, and graduation rates?
* How often are courts looking at data to make practice improvement?​

| Decision Point(s): |
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