How research at IJRD examines equity throughout the criminal justice system

■ **EXAMINE** whether interventions or policy changes are reducing racial and economic disparities versus staying neutral on them or exacerbating them.

■ **DEVELOP** interventions with disparities and structural oppression as a central focus. We are testing a variety of well-being-based interventions with justice-involved individuals across the criminal justice spectrum–from the first law enforcement contact to an individual's release from incarceration. Our goal is to assess whether our emphasis on human potential, well-being, and opening doors to opportunities has a greater impact than traditional approaches. Research shows that well-being-based interventions have a greater impact on marginalized and oppressed groups than non-marginalized groups – even when existing structural inequalities have not shifted.

■ **PROMOTE** second chance hiring of individuals who have experienced incarceration. At IJRD, we actively pursue hiring those who have directly experienced the criminal justice system, providing meaningful work trajectories and well-paying jobs.

■ **PROVIDE** alternative language to otherwise stigmatizing characterizations of people involved in the criminal justice system. We refer to the individuals who have made contact with the criminal justice system as 'individuals' - never as 'inmates' or 'offenders.' Putting people first helps to disrupt community stigmas.

■ **SHARE** our work to raise awareness around racial and economic disparities and disproportionality in the criminal justice system. We share empirical data that underscores and explains that racial and economic disparities are not attributed to one racial or economic group committing more crimes than others, but rather to systemic limitations and structural barriers.

The work IJRD team members perform every day is centered on 3 pillars:
- **Promoting racial and economic equity**
- **Changing conventional criminal justice outcomes**
- **Developing individual, family & community well-being**

IJRD **INSTITUTE FOR JUSTICE RESEARCH AND DEVELOPMENT**

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