



IMPLEMENTATION STATUS CHARTS

The charts below reflect the status of TREC’s 125 recommendations as of December 2022. The listed solutions, recommendations, and necessary actions were defined in the original report published in December 2020. The implementation effort and status columns reflect TREC’s progress over the past year.

DEFINITIONS OF THE RECOMMENDATION STATUSES

Success: Recommendation and/or necessary action identified by TREC is complete.

Partial Success: Part of the recommendation and/or necessary action is complete and additional effort is needed to fulfill the full recommendation or accomplish implementation.

In Progress: TREC has engaged with relevant stakeholders regarding the implementation of the recommendation and/or necessary action and it is now under consideration or in progress.

Reimagining Public Safety

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
1	Reimagine public safety and reinvest in communities	Respond more appropriately to situations concerning mental illness, autism, intellectual disabilities, substance abuse, homelessness, and other non-emergency situations	Local policy change; Administrative rule change by Standards Commissions; Legislative change	Governor’s Crime Commission / DHHS - Funding Opportunity	Partial Success
2	Reimagine public safety and reinvest in communities	Add crisis intervention training for current law enforcement officers	Local policy change; State administrative rule change by the Standards Commissions; Legislative change	Standards Commissions	Success
3	Reimagine public safety and reinvest in communities	Fund grassroots organizations that employ promising and peaceful strategies to help communities promote public safety	Local policy change; State policy change	Local Implementation Work	Partial Success
4	Reimagine public safety and reinvest in communities	Develop and provide funding to help communities build violence prevention programs	Local policy change; State policy change	Governor’s Crime Commission - Funding Opportunity	Partial Success
5	Reimagine public safety and reinvest in communities	Form local Community Safety and Wellness Task Forces to examine public safety and wellness needs	Local policy change	Local Implementation Work	Partial Success

Improving Policing Practices

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
6	Strengthen community policing practices	Adopt community policing philosophies and plans in collaboration with the communities law enforcement serve	Local agency policy change; State agency policy change	Local Implementation Work	Partial Success
7	Strengthen community policing practices	Train law enforcement agency heads on community policing	State policy change by North Carolina Justice Academy	Legislative	Partial Success
8	Strengthen community policing practices	Encourage or require officers to spend non-enforcement time, or live in, the neighborhoods they serve	Local agency policy change; State agency policy change; Local government policy change	Local Implementation Work	In Progress
9	Strengthen community policing practices	Publicly acknowledge mistakes by law enforcement to build trust and transparency	Local agency policy change; State agency policy change	Local Implementation Work	In Progress
10	Reform investigations	Improve law enforcement drug enforcement data collection and reporting	Legislative change	Legislative	In Progress
11	Reform investigations	Use data and objective criteria, instead of officers' subjective perceptions and beliefs, to drive the level of police presence in neighborhoods	State policy change; Local policy change	Recommendation with Task Force	Partial Success
12	Reform investigations	Deemphasize felony drug possession arrests for trace quantities under .25 grams	State agency policy change; Local agency policy change	Local Implementation Work - Model Policy	Partial Success
13	Reform investigations	Prioritize traffic stops that improve traffic safety	State agency policy change; Local agency policy change	Local Implementation Work - Model Policy	Partial Success
14	Reform investigations	Require all consent searches to be based on written, informed consent	State agency policy change; Local agency policy change; Legislative change	Local Implementation Work - Model Policy	Partial Success
15	Reform investigations	Restrict state law enforcement use of asset forfeiture on low-level seizures where there is no conviction	Agency policy change; Task Force collaboration; Legislative change	Recommendation with Task Force	In Progress
16	Promote diversion and other alternatives to arrest	Establish and expand access to diversion programs	State policy change; Local policy change; Legislative change	Department of Health and Human Services - Funding Opportunity; Inclusion in Budget	Partial Success
17	Promote diversion and other alternatives to arrest	Treat addiction as a public health crisis, including substance use addictions that disproportionately impact Black and brown communities, such as crack cocaine	State policy change; Task Force collaboration	Local Implementation Work - Model Policy	Partial Success

Improving Policing Practices

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
18	Promote diversion and other alternatives to arrest	Encourage citations and summons in lieu of arrest whenever possible	State agency policy change; Local agency policy change; Legislative change	Local Implementation Work - Model Policy	Partial Success
19	Revise the role of School Resource Officers	Hire behavioral health professionals in schools	Local policy change; Legislative change	Legislative	Partial Success
20	Revise the role of School Resource Officers	Fund school personnel training on mental health, first aid, cultural competence/ diversity/inclusion, and developmental disability	Local policy change; Legislative change	Legislative	Partial Success
21	Revise the role of School Resource Officers	Develop inclusive processes for selecting and overseeing SROs	Local policy change	Local Implementation Work	In Progress
22	Revise the role of School Resource Officers	Train all public school employees and SROs on the proper role of SROs	State policy change by the Department of Public Instruction and the Justice Academy	North Carolina Center for Safer Schools/ North Carolina Justice Academy	Partial Success
23	Revise the role of School Resource Officers	Collect data on discipline in schools and school-based referrals to the juvenile courts	State policy change by the Department of Public Instruction and the Department of Public Safety; Local agency policy change	Department of Public Safety	Success
24	Revise the role of School Resource Officers	Encourage School Justice Partnerships to reduce students' juvenile court involvement	Local policy change	Administrative Office of the Courts	Partial Success
25	Revise the role of School Resource Officers	Support Task Force on Safer Schools State Action Plan	Task Force collaboration	Recommendation with Task Force	Success
26	Codify judicial approval of no-knock warrants and clarify requirements for use of force in serving search warrants	Change entry by force statute to require the necessary probable cause be specifically listed in the warrant before breaking and entering to execute a warrant and to clarify the meaning of unreasonable delay after an officer announces presence in the execution of a search warrant	Legislative change	Legislative	In Progress

Improving Policing Practices

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
27	Peacefully facilitate protests and demonstrations	Adopt a mandatory statewide policy on law enforcement facilitation of peaceful demonstrations	Local agency policy change; State agency policy change; State administrative rule change by the Standards Commissions	Department of Public Safety	Partial Success
28	Peacefully facilitate protests and demonstrations	Create and update protest guidelines to consider best practices and First Amendment concerns	State administrative rule change by the Standards Commissions	Standards Commissions	In Progress
29	Peacefully facilitate protests and demonstrations	Review and update protest and demonstration training	State policy change by North Carolina Justice Academy; State administrative rule change by the Standards Commissions; Task Force collaboration	North Carolina Justice Academy	Success
30	Peacefully facilitate protests and demonstrations	Commission a study on racial disparities in how protests and demonstrations are policed in North Carolina	State policy change	Study	In Progress
31	Revise use of force policies	Strengthen use of force practices including to prohibit neck holds and require the use of the minimum amount of force necessary	Local agency policy change; State agency policy change; Legislative change	Legislative	In Progress
32	Revise use of force policies	Require officers to have first aid kits and render aid	Local agency policy change; State agency policy change	Legislative	Partial Success
33	Revise use of force policies	Enact agency policies requiring a duty to intervene and report excessive use of force or other abuse	Local agency policy change; State agency policy change	Legislative	Partial Success
34	Revise use of force policies	Establish early intervention systems for officers repeatedly violating use of force policies	Local agency policy change; State agency policy change; Legislative change	Legislative	Success
35	Revise use of force policies	Define and collect use of force data	Local agency policy change; State agency policy change	Legislative	Partial Success

Enhancing Accountability

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
36	Improve law enforcement accountability and culture	Expand investigative and oversight authority of local citizen oversight boards	Local policy change; Legislative change	Legislative	In Progress
37	Improve law enforcement accountability and culture	Reform investigation and prosecution procedures for officer-involved use of force incidents	Legislative change	Legislative	Partial Success
38	Improve law enforcement accountability and culture	Establish statewide sentinel event reviews to evaluate law enforcement practices and suggest policy changes	State agency policy change by Standards Commission; Local agency policy change; Legislative change	Recommendation with Task Force	In Progress
39	Improve law enforcement accountability and culture	Support Rap Back Program	Task Force collaboration; Legislative change	Legislative	Success
40	Improve law enforcement accountability and culture	Revise standards to require that officers not engage in excessive or unjustified use of force or abuse the power of the position	State administrative change by Standards Commissions	Standards Commissions	In Progress
41	Improve law enforcement accountability and culture	Expand authority to allow for suspension, revocation, or denial of certification based upon an officer's excessive use of force or abuse of power	State administrative change by Standards Commissions	Standards Commissions	In Progress
42	Improve law enforcement accountability and culture	Require notification by both the officer and the agency for specific use of force incidents	State administrative change by Standards Commissions; Task Force collaboration	Standards Commissions	In Progress
43	Improve law enforcement accountability and culture	Increase transparency about officer discipline and decertification through a publicly available database	NCDOJ policy and procedure change; Task Force collaboration	Legislative	Success
44	Improve law enforcement accountability and culture	Support psychological screenings for all law enforcement officers	State administrative change by Standards Commissions	Legislative	Success

Enhancing Accountability

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
45	Improve law enforcement accountability and culture	Repeat psychological evaluations either after a certain number of years of service or before promotion	State administrative change by Standards Commissions	Standards Commissions	In Progress
46	Improve law enforcement accountability and culture	Strengthen the ongoing development of a statewide law enforcement accreditation program	Administrative rule change by Standards Commissions; Task Force collaboration; Legislative change	Standards Commissions	In Progress
47	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Mandatory body worn cameras for all law enforcement agencies	Legislative change	Legislative	In Progress
48	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Deploy dashboard cameras in all patrol and field vehicles, except for undercover vehicles	Local agency policy change; State agency policy change; Legislative change	Legislative; Local Implementation Work	In Progress
49	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Provide citizen oversight boards and local government governing bodies access to law enforcement recordings	Local agency policy change; State agency policy change; Legislative change	Legislative	In Progress
50	Mandate use of body worn/ dashboard cameras and increase transparency of footage	Require police recordings of critical incidents to be publicly released within 45 days	Legislative change	Legislative	In Progress

Strengthening Recruitment, Training, and the Profession

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
51	Recruit and retain a racially equitable work force	Develop and disseminate best practices guide for recruitment and retention	Local agency policy change; State agency policy change; Administrative rule change by Standards Commissions; Task Force collaboration; Legislative change	Legislative	Success
52	Recruit and retain a racially equitable work force	Expand Criminal Justice Fellows program statewide	Legislative change	Legislative	Partial Success
53	Recruit and retain a racially equitable work force	Collect data on law enforcement recruitment and diversity efforts	Local agency policy change; State agency policy change; Administrative rule change by Standards Commissions; Legislative change	Standards Commissions	Success
54	Recruit and retain a racially equitable work force	Ensure the North Carolina Administrative Code provisions regarding Minimum Standards and Revocation, Denial, and Decertification are the same for both Commissions	Administrative rule change by Standards Commissions	Standards Commissions	Success
55	Recruit and retain a racially equitable work force	Require law enforcement agencies of a certain size to create a diversity task force	Local agency policy change; State agency policy change; Task Force collaboration; Legislative change	Legislative	In Progress
56	Train law enforcement to promote public safety and earn community support	Revamp basic enforcement training	State policy change by the Standards Commissions and the North Carolina Justice Academy; Administrative code changes; Legislative change	North Carolina Justice Academy	Partial Success
57	Train law enforcement to promote public safety and earn community support	Recommend changes to in-service training	State policy change by North Carolina Justice Academy; Administrative rule change by Standards Commissions; Legislative change	Legislative	Partial Success

Strengthening Recruitment, Training, and the Profession

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
58	Train law enforcement to promote public safety and earn community support	Require trainings on internal law enforcement agency policies	Local agency policy change; State agency policy change	North Carolina Justice Academy	Partial Success
59	Train law enforcement to promote public safety and earn community support	Evaluate law enforcement training programs for effectiveness and desired outcomes	State policy change by North Carolina Justice Academy; Task Force collaboration; Legislative change	North Carolina Justice Academy	In Progress
60	Enhance the law enforcement profession	Study the effects of officers' physical and mental health on job performance	Local agency policy change; State agency policy change; State administrative rule change by the Standards Commissions	Standards Commissions	Partial Success

Eliminating Racial Disparities in the Courts

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
61	Support restorative justice initiatives and victim equity	Establish and fund restorative justice programs in local communities across the state and at various points of the criminal justice system	Local policy change	Governor's Crime Commission - Funding Opportunity	Partial Success
62	Support restorative justice initiatives and victim equity	Form a victim advisory group to help develop restorative justice programs and other equity programs for crime victims	Local policy change; Task Force collaboration	Recommendation with Task Force	Success
63	Support restorative justice initiatives and victim equity	Improve and expand access to North Carolina's Victim Compensation Fund to increase racial equity	State policy change by the Department of Public Safety	Department of Public Safety	Partial Success
64	Support restorative justice initiatives and victim equity	Screen incarcerated individuals for victimization and provide appropriate services	State policy change by the Department of Public Safety	Department of Public Safety	Success
65	Support restorative justice initiatives and victim equity	Recognize racial equity and the rights and perspectives of, and the potential consequences to, harmed parties, survivors, and their families during the justice system process and when any reform is proposed	State policy change; Task Force collaboration	Recommendation with Task Force	Partial Success
66	Stem the school to prison pipeline and rethink juvenile justice	Raise the minimum age of juvenile court jurisdiction to 12	Legislative change	Legislative	Partial Success
67	Stem the school to prison pipeline and rethink juvenile justice	Require a school administrator or school social worker to sign a school-based petition initiated by a School Resource Officer before it can be accepted for filing in juvenile court	Legislative change	Legislative	In Progress
68	Stem the school to prison pipeline and rethink juvenile justice	Allow prosecutors the discretion to accept pleas in juvenile court for juveniles charged with Class A through G felonies, in line with the Raise the Age Act	Legislative change	Legislative	Partial Success

Eliminating Racial Disparities in the Courts

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
69	Stem the school to prison pipeline and rethink juvenile justice	Replace juvenile life without parole with life with parole sentences and parole eligibility after twenty-five years for first degree murder convictions	Legislative change	Legislative	In Progress
70	Stem the school to prison pipeline and rethink juvenile justice	Establish a juvenile review board within the Governor's Clemency Office	State policy change	Executive Order	Success
71	Decriminalize marijuana possession	Deprioritize marijuana-related arrests and prosecution	State agency policy change; Local agency policy change; Prosecutorial policy change	Local Implementation Work	Partial Success
72	Decriminalize marijuana possession	Decriminalize the possession of up to 1.5 ounces of marijuana	Legislative change	Legislative	In Progress
73	Decriminalize marijuana possession	Convene a task force of stakeholders to study the pros and cons and options for legalization of possession, cultivation and/or sale of marijuana	State policy change; Legislative change	Legislative	In Progress
74	Shrink the criminal code	Reclassify Class III misdemeanors that do not impact public safety or emergency management as noncriminal/civil infractions	Legislative change	Legislative	Partial success
75	Shrink the criminal code	Enact legislation with a sunset provision for all local ordinance crimes that criminalize poverty or behavior in public places	Legislative change	Legislative	Success
76	Shrink the criminal code	Eliminate citizen-initiated criminal charges	Legislative change	Legislative	In Progress
77	Shrink the criminal code	Review and recommend changes to the criminal code	Legislative change	Legislative	Success
78	Shrink the criminal code	Provide for the appointment of counsel in cases where the defendant is facing a \$200 fine	Legislative change	Legislative	In Progress
79	Improve pre-trial release and accountability practices	Eliminate cash bail for Class I, II, and III misdemeanors unless risk to public safety	Judicial policy change; State policy change by Administrative Office of the Courts; Legislative change	Local Implementation Work - Model Policy	In Progress

Eliminating Racial Disparities in the Courts

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
80	Improve pre-trial release and accountability practices	Require first appearance within 48 hours or next day in which District Court is in session	Judicial policy change; State policy change by Administrative Office of the Courts; Legislative change	Legislative	Partial Success
81	Improve pre-trial release and accountability practices	Require preventive detention hearing within five days and repeal bond doubling	Legislative change	Legislative	In Progress
82	Improve pre-trial release and accountability practices	Promote court appearance strategies and develop alternative responses to failure to appear	Judicial policy change; State policy change by Administrative Office of the Courts; Local policy change; Legislative change	Legislative/Local Implementation Work	Partial Success
83	Improve pre-trial release and accountability practices	Create independent pretrial services and improve data collection	Local policy change; State policy change by Administrative Office of the Courts	Local Implementation Work	Partial Success
84	Implement racial equity training for court system actors	Require racial equity training for court system personnel, including judges, DAs, and public defenders	State policy change by Administrative Office of the Courts	State Agency Work	Partial Success
85	Implement racial equity training for court system actors	Require implicit bias and racial equity training for parole staff	State policy change by the Department of Public Safety	Department of Public Safety	Success
86	Implement racial equity training for court system actors	Require racial equity and victim services training for Victim Compensation Fund employees and members	State policy change by the Department of Public Safety	Department of Public Safety	Partial Success
87	Promote racially equitable prosecutorial practices	Educate prosecutors, their staff, and officers of justice on unconscious bias in the criminal justice process and prosecutorial decision-making	State policy change by the Conference of District Attorneys	Conference of District Attorneys	In Progress
88	Promote racially equitable prosecutorial practices	Enhance prosecutors' data collection, technology, training opportunities, and staffing	Prosecutorial policy change; Legislative change	Local Implementation Work - Model Policy	In Progress

Eliminating Racial Disparities in the Courts

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
89	Promote racially equitable prosecutorial practices	Study and adopt evidence-based reforms for reducing and eventually eliminating racial disparities in charging decisions and prosecutorial outcomes	Prosecutorial policy change; Legislative change	Local Implementation Work - Model Policy	In Progress
90	Promote racially equitable prosecutorial practices	Establish working groups led by district attorneys to review and approve every habitual felony charging decision	Prosecutorial policy change	Local Implementation Work - Model Policy	In Progress
91	Facilitate fair trials	Increase representation of North Carolinians serving on juries through expanded and more frequent sourcing, data transparency, and compensation	Local policy change; Local policy change by county jury commissions; Judicial change by senior resident superior court judges; Task Force collaboration; Legislative change	Study	In Progress
92	Facilitate fair trials	Broaden protection against the use of preemptory challenges in jury selection for discriminatory purposes	Administrative rule change by North Carolina Supreme Court	Rule change by North Carolina Supreme Court	In Progress
93	Facilitate fair trials	Provide implicit bias training to all jury system actors	State policy change; State policy change of the Administrative Office of the courts; Local judicial district change; Local judicial district change by clerks of court; Task Force collaboration; Legislative change	Administrative Office of the Courts	In Progress
94	Facilitate fair trials	Establish a state commission on the jury system, with an eye towards comprehensive reform	State policy change; Legislative change	Study	In Progress

Promoting Racial Equity Post-Conviction

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
95	Reduce current sentencing and incarceration disparities	Increase funding for Governor's Clemency Office and Parole Commission	State policy change; State policy change by the Parole Commission; Legislative change; legislative appropriations	Legislative	In Progress
96	Reduce current sentencing and incarceration disparities	Increase NCDPS flexibility on incarcerated individuals' release dates	State policy change by Department of Public Safety	Department of Public Safety	Partial Success
97	Reduce current sentencing and incarceration disparities	Establish a Second Look Act to reduce racially disparate sentences through the review and action of those currently incarcerated	Legislative change	Legislative	In Progress
98	Reduce current sentencing and incarceration disparities	Create and fund an independent Conviction Integrity Unit with representation from prosecutors and defense lawyers and to ensure Indigent Defense Services has significant funding to pay lawyers who handle post-conviction work	Legislative change	Legislative	In Progress
99	Reduce current sentencing and incarceration disparities	Amend Motion for Appropriate Relief statute to allow a judge to overcome technical defects in the interest of justice or where the petition raises a significant claim of race discrimination	Legislative change	Legislative	In Progress
100	Reduce current sentencing and incarceration disparities	Reinstate the Racial Justice Act for individuals sentenced to death	Legislative change	Legislative	In Progress
101	Reduce use of fines and fees	Assess a defendant's ability to pay prior to levying any fines and fees	Administrative rule change by North Carolina Supreme Court	Rule change by North Carolina Supreme Court	Success
102	Reduce use of fines and fees	Reduce court fines and fees	Legislative change	Legislative	In Progress
103	Reduce use of fines and fees	Eliminate state government reliance on fines and fees	Legislative change	Inclusion in Budget	Partial Success

Promoting Racial Equity Post-Conviction

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
104	Reduce use of fines and fees	Develop a process to eliminate criminal justice debt	State agency policy change; Local government action; NC Supreme Court rule change; Task Force collaboration; Legislative change	Local Implementation Work	Partial Success
105	Amend incarceration facilities' practices and programming and address prison discipline	Transform the use of restrictive housing	State policy change by Department of Public Safety	Department of Public Safety	Success
106	Amend incarceration facilities' practices and programming and address prison discipline	Protect pregnant people in jails and prisons	State policy change by Department of Public Safety	Legislative	Success
107	Amend incarceration facilities' practices and programming and address prison discipline	Enhance prison personnel	State policy change by Department of Public Safety; Legislative changes	Legislative	Partial Success
108	Amend incarceration facilities' practices and programming and address prison discipline	Increase funding for mental health services and programs in prisons	State policy change by Department of Public Safety	Department of Public Safety	Partial Success
109	Amend incarceration facilities' practices and programming and address prison discipline	Increase due process protections for people accused of disciplinary offenses	State policy change by the Department of Public Safety	Department of Public Safety	Partial Success

Promoting Racial Equity Post-Conviction

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
110	Amend incarceration facilities' practices and programming and address prison discipline	Expand use of restorative justice and rehabilitation programming	State policy change by Department of Public Safety	Department of Public Safety	Partial Success
111	Study and revise future sentencing guidelines	Broaden the use of Advanced Supervised Release	Prosecutorial policy change; Legislative change	Local Implementation Work - Model Policy	In Progress
112	Study and revise future sentencing guidelines	Eliminate the future use of Violent Habitual Felony Status	Legislative change	Legislative	In Progress
113	Study and revise future sentencing guidelines	Eliminate future use of Habitual Felony Status for individuals under the age of 21 or convicted of non-violent drug offenses	Legislative change	Legislative	In Progress
114	Study and revise future sentencing guidelines	Amend the habitual felony statute to limit the "look back" period to within 8 years of the charged offense	Legislative change	Legislative	In Progress
115	Study and revise future sentencing guidelines	Analyze and report on racial disparities in sentencing laws and recommend possible changes	State policy change by the Sentencing Commission	Study	In Progress
116	Study and revise future sentencing guidelines	Review all future sentences after 20 years or before	Legislative change	Legislative	In Progress
117	Study and revise future sentencing guidelines	Prohibit capital punishment for people with serious mental illness and people 21 or younger at the time of the offense and prohibit the use of juvenile adjudications to be considered as aggravating factors	Legislative change	Legislative	In Progress
118	Study and revise future sentencing guidelines	Establish a truth and reconciliation commission to study North Carolina's history of criminal justice and race	State policy change; Legislative change	Recommendations with Task Force	In Progress

Promoting Racial Equity Post-Conviction

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
119	Reduce collateral consequences of criminal convictions	Expand voting rights to those on probation, parole, or post-release supervision for a felony conviction	Legislative change	Legislative	Partial Success
120	Reduce collateral consequences of criminal convictions	Opt out entirely of federal ban on SNAP benefits for individuals convicted of certain felony drug charges, eliminating 6-month disqualification period and other eligibility requirements	Legislative change	Legislative	In Progress
121	Reduce collateral consequences of criminal convictions	Allow NCDMV hearing officers to waive license restoration fees and other service fees for failure to appear or failure to pay	Legislative change	Legislative	Partial Success
122	Reduce collateral consequences of criminal convictions	Reform the Certificate of Relief petition process to create efficiencies for individuals with multiple convictions across multiple counties	Legislative change	Legislative	In Progress
123	Reduce collateral consequences of criminal convictions	Support the Statewide Reentry Council Collaborative's recommendations	State agency policy changes; Local government policy changes; Task Force collaboration; Legislative changes	Recommendation with Task Force	Success

Criminal Justice Data Collection and Reporting

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
124	Improve data collection	Identify the places along the criminal justice system where data collection directly impacts the implementation, evaluation, and monitoring of the Task Force's recommendations and broader questions of racial equity within the criminal justice system	State agency policy changes; Local government policy changes; Task Force collaboration; Administrative rule change; Legislative changes	Fact finding / Research	Partial Success

Going Forward

Solution Number	Recommendation	Solution	Necessary Action	Implementation Effort	Status
125	Create permanent structure	Establish the Commission for Racial Equity in the Criminal Justice System as a permanent, independent commission.	State policy change; Task Force collaboration; Legislative changes	Recommendation with Task Force	In Progress



APPENDIX

INSIGHTS FROM VICTIMS AND SURVIVORS SHARED WITH TREC

In 2022, TREC staff convened a group of victims and survivors from across the state for their unique perspectives and thoughts and feelings on emerging policy issues in criminal justice. The group is comprised of women with a wide range of experiences and backgrounds. The group contains people effected by various types of violence, including family violence, domestic violence, workplace violence, childhood sex trafficking, gang rape, and incest. Despite very different walks of life, they unite in support of the messages and lessons written below.

Four key principles continued to emerge throughout our conversations that cut across all of the topics below:

1. Community among victims and survivors is healing;
2. All system actors should be trauma and equity informed;
3. The existence of sexism, racism, and classism in our society makes individuals more likely to both be abused and to abuse others;
4. Timing is unique to every survivor, offender, and case when engaging in all aspects of the criminal justice system (investigations, prosecutions, victim impacts statements, sentence reviews, etc.) and healing efforts outside the system such as restorative practices.

Please keep these in mind whenever you work with victims and survivors of crime.

The comments below come directly from the victims and survivors who participated in the advisory group with minor edits for consistent tone.

EXPAND THE WAY WE THINK ABOUT RESTORATIVE PRACTICES

- Traditional legal and judicial processes are often re-traumatizing for victims (and perpetrators). Those implementing restorative practices should reframe their understanding of justice as the process of restoring the victim's sense of safety in the world and not just about finding the appropriate level or means of punishment.
- Restorative practices should always be survivor-led or -initiated. And it can happen at any stage of the process.
- It is paramount that the goals of restorative practices are made clear from the very beginning. These practices must be about healing for the survivor and the person who did harm. The goal is to eventually help to end repeated violence in our communities.
- A restorative justice approach can greatly impact the children affected by abuse and reduce the occurrence of Adverse Childhood Experiences (ACEs). Restorative practices can benefit the children, the victim, and the abuser in these scenarios. Restorative practices prevent children from growing up to become abusers.
- Some victims are still very resistant to Restorative Practices. Victims still question

if these methods are victim-centered, particularly when the perpetrators are involved in the process. It is important to remember that victims and survivors are not a monolith – this approach will not work for everyone and that should be respected.

- Consider implementing restorative justice practices in family court where perpetrators of violence and their victims are forced to communicate and work together to coparent shared children.

LANGUAGE MATTERS

- Restorative justice would be better received by survivors if framed as restorative practices that help prevent the occurrence of future violence. This acknowledges the large burden and sacrifice that restorative justice practices place on victims who do not want to engage with their abuser. It is not appropriate to promise victims that they will get justice for their suffering. Instead, we can promise them that we are trying to prevent their tragedy from happening again.
- Replacing “justice” with “practices” makes a difference in maintaining and sustaining open minds to this alternative approach to ending violence. “Justice” is different for everyone. “Practices” allow for effort, progress, and room for growth and improvements. Restorative justice can seem offender-focused. The word, “justice” can keep one’s defensive walls up – the word “practices” helped bring some of the walls down.

CENTER VICTIM NEEDS AND VOICES

- Victims and co-victims of violent crimes remain overlooked and underserved. Too

many people in our communities remain traumatized by homicide and other acts of violent crimes due to the limited services that offer healing and restoration.

- Listen to the survivors with concern and heart, as if the survivor were your family member.
- Surviving loved ones of victims of homicide are too often overlooked. Loved ones of homicide victims are just as important as living survivors.
- Please consider the traumatizing element of murder and the necessity of re-humanizing all victims.
- Conversations about survivorship need to include more rural voices.
- Properly compensate survivors for their time and expertise.
- Please listen to everyone in your community. Just because people might not have a degree, speak the same language, or speak in the same manner as you, it does not mean they don’t have something crucial to offer. Victims are the experts in their own experience and can offer wise and useful input.

EXPAND THE REACH AND AWARENESS OF VICTIM SERVICES AND SUPPORT

- Awareness of the North Carolina Victim Compensation Fund is very low even among the victim and survivor community. These are critical resources for those affected by violent crime and their existence needs to be shared more widely with the public.
- Increased funding for funeral costs is positive,

but there are still many barriers to accessing those funds and parts of the process can leave victims feeling blamed.

- There are some broken pieces to this process, and it was refreshing to see administrators working diligently to resolve these problems.
- It is important to remember that victims of sexual assault and domestic violence are not reading the fine print on forms about the Victim Compensation Fund. They cannot process or retain the information given to them in the moments following trauma. Case managers can and should help them navigate this process.
- The Fund should look at ways that compensation process does not require victims to pay for services first and be reimbursed later. This hurts families in poverty who cannot afford funeral expenses up front.
- Victims should be able to access funds without having to exhaust themselves in self-advocacy in order to do so.
- Compensation funds should be comprehensive in considering the appropriate kind of response. For example, if a victim is homeless, aside from the compensation available to them, housing stabilization should be part of the compensation package.

BETTER EXPLORE THESE IDEAS IN THE CONTEXT DOMESTIC VIOLENCE

- Survivors of domestic violence and sexual assault must be part of the ongoing

conversation about how to support and protect victims and survivors. They need to have a voice in policy-making and funding decisions.

- North Carolina should develop Domestic Violence Courts statewide.
- Domestic Violence training and Human Trafficking training should be mandatory for all criminal justice system actors, including law enforcement, prosecutors, judges, clerks, and defense attorneys, etc.
- Restorative practices must be handled on a case-by-case basis when it comes to survivors of domestic violence and sexual assault. One approach will not fit all victims, their families or their unique circumstances and experiences.
- Further education is needed for all system actors about what Domestic Violence and Human Trafficking really are and their consequences for victims for these types of crimes.

ENVIRONMENTAL FACTORS NEED TO BE ADDRESSED TO BUILD COMMUNITIES FREE OF VIOLENCE

- More community focused and community led discussions around the impact of violent crimes are needed in order to serve communities in the most impactful way.
- Communities that systematically experience poverty and financial insecurity need to be provided opportunities for economic advancement. Poverty is violence. When we reduce poverty, we can reduce cycles of violence and community trauma.