



## DRAFT AGENDA

# 2019 National Racial & Ethnic Disparities Conference

*A Time for Action: Combating Racial and Ethnic Disparities through Inclusion, Equity, and Respect*

### Wednesday, November 20

Conference Opening, Plenaries, Workshops

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| 7:30 am- 5:00 pm  | Registration Open   |
| 7:30 am- 5:00 pm  | Exhibit Hall Open   |
| 8:00 am- 9:00 am  | Continental Breakfast   |
| 8:00 am- 9:00 am  | Racial and Ethnic Disparities Coordinators Pre-Conference Breakfast Meeting |
| 9:00 am- 10:30 am | Conference Welcome & General Session  |

#### **Introduction and Conference Welcome**

Pastor Edward Palmer, National Chair, Coalition for Juvenile Justice

#### **Arizona Welcome**

Maria Cristina Fuentes, Director, Governor's Office of Youth, Faith and Family, Arizona

#### **Historical Perspectives: How We Got Here, and How We Can Move Forward**

Join us for a conversation about the historical roots of systemic racism in our country's youth-serving systems, the many different forms that this takes, and ways that this impacts young people across systems.

#### **Presenters:**

**Michael Finley**, Chief of Strategy and Implementation, The W. Haywood Burns Institute  
TBA

#### **Restorative Justice: Repairing Harm and Healing Communities**

Though communities have known the healing power of restorative justice for centuries, it is gaining influence as a way for communities to help hold young people accountable for their actions and heal the

harms that may have been caused.

**Presenters:**

**Kelbie Kennedy**, Policy Counsel, National Congress of American Indians

**Hon. Steve Teske**, Chief Judge, Clayton County, Georgia

TBA

TBA

10:30 am- 10:45 am

**Break**

10:45 am-11:45am

**Concurrent Workshop Session #1**

**A. Paving Alternative Strategies for Success**

Paving Alternative Strategies for Success (PASS) is an intervention program for students who are at risk of being charged with committing a criminal offense on school-grounds. The goal of the program is to reduce the number of youth being arrested while attending school by addressing offenses that occur in schools without the youth being introduced to the juvenile/criminal justice system. This workshop will explore how the PASS program and New Orleans' School-Justice Partnership is addressing racial and ethnic disparities in school-based offenses.

**Presenters:**

**Hon. Candice Anderson**, Chief Judge, New Orleans Juvenile Court

**Hon. Desiree Cook-Calvin**, New Orleans Juvenile Court

**Ranord Darensburg**, Judicial Administrator, New Orleans Juvenile Court

**Deric Jones**, Youth and Family Specialist, New Orleans Juvenile Court

**Berverly Durand**, Youth and Family Specialist, New Orleans Juvenile Court

**B. Juvenile Justice and Tribal Youth: Setting the Stage and Moving Forward**

This workshop will explore the historic background of tribal nations and juvenile justice in Indian Country. We will explore current roadblocks that American Indian and Alaska Native youth face in juvenile justice systems today, the innovative practices tribal nations use to assist their youth, and how states and tribal nations are partnering together to forge better outcomes.

**Presenter:**

**Kelbie Kennedy**, Policy Counsel, National Congress of American Indians

**C. The Pathways to Success Program**

The goal of the Pathways program is to strengthen youth and family relationships, develop natural supports within their community and aims to empower them to be part of the decision-making process regarding their court involvement. It is also meant to keep youth in their community and limit out of home placements, especially time in the juvenile prison system. This workshop will highlight the success of the Pathways program in achieving these outcomes and identify ways we are utilizing data to make improvements.

**Presenters:**

**Cody W. Jewell**, Project Coordinator, Pierce County Juvenile Court  
**Angie Thompson**, Probation Supervisor, Pierce County, Washington  
**Carrie Ojeda**

**D. Promoting Equity with Youth Diversion**

Diversion is a promising practice, but without a commitment to equity, programs can contribute to (or at least fail to change) racial and ethnic disparities in the system. We will discuss general policies that promote equity, as well as learn from jurisdictions like Los Angeles County, which employs a relatively new community-based, pre-booking diversion model to make diversion more effective.

**Presenters:**

**Emily Mooney**, Fellow, Criminal Justice and Civil Liberties, R Street Institute  
**Taylor Schooley**, Senior Research and Policy Manager, Division of Youth Diversion and Development

**11:45am- 1:30 pm**

**Lunch on Your Own**

**1:30 pm- 2:30 pm**

**Concurrent Workshop Session #2**

**A. Building Kings: Supporting Young Men of Color through Education, Experience and Exposure**

This workshop provides participants with the practical dexterity of how best to distinctively support young men of color. The “I Am King” curriculum, developed by D.C. Department of Human Services male staff of color, provides the opportunity for young men of color to have time and space for unrestricted sharing and growth from their lived experiences along with a combination of modeling from clinically based facilitators with lived experience, targeted education and purposed exposure.

**Presenters:**

**Omar Jones**, Social Worker, DC Department of Human Services  
Youth Services Division

**Ellis Hartridge**, PCAST Case Manager, DC Department of Human  
Services Youth Services Division

**B. Moving from Family Engagement to Family Partnership: Bringing History into the Present and the Future**

The field has reached an important threshold in routinely affirming the importance of including families in juvenile justice work nationwide. However, much work remains to be done to fully put this commitment into action. Reflecting on how our current efforts are seated in the context of historical system responses to families – particularly families of color – is a critical element of designing effective reforms. This workshop will trace the history of state action towards families and then lay out a framework for designing equitable processes that not only engage families to understand our current systems, but partner with families to improve them.

**Presenters:**

**Krista Larson**, Director, Center on Youth Justice, Vera Institute of Justice

**Maya Jenkins**, Program Analyst, Center on Youth Justice, Vera Institute of Justice

**Tracey Wells-Huggins**, Founder and CEO, Renewed Minds CDC, Inc.

**C. Navigating Street Culture**

The workshop will highlight an innovative approach to dealing with rapidly changing street culture, gang culture, social media, non- traditional bullying and youth that frequently create territory issues.

**Presenter:**

**Leroy Crawford**, Owner/Consultant, InsideOut Behavior Consulting Services

**D. The Administration of Justice: A New Vision**

This interactive session will introduce participants to W. Haywood Burns Institute's structural well-being framework to eliminate racial and ethnic disparities and achieve racial justice. This session will provide participants with strategies to begin incorporating this framework into their local work. Participants will have an opportunity to reflect on how their understanding of their personal and professional perspectives and collaborative relationships plays a critical role in their ability to effectively guide local racial and ethnic disparities work.

**Presenters:**

**Michael Finley**, Chief of Strategy and Implementation, W. Haywood Burns Institute

**Samantha Mellerson**, Chief of Strategy and Impact, W. Haywood Burns Institute

2:30pm - 2:45 pm

**Break**

2:45 pm- 3:45 pm

**Concurrent Workshop Session #3**

**A. Legal Empowerment as a Pathway to Dismantling Juvenile Justice**

Laws as a source of economic, social and political power, created the infrastructure for slavery and oppression of individuals of color. This infrastructure has not been dismantled, and racial and ethnic disparities remain deeply embedded in our juvenile justice system. The road to equity within these systems requires empowering youth with information about their legal rights and concrete avenues to seek justice for rights violations. This workshop will provide a history of the legal infrastructure and its modern remnants that sustain inequity and explore opportunities to support youth legal empowerment and social accountability.

**Presenters:**

**Rachel Marshall**, Federal Policy Counsel, Campaign for Youth Justice

**Christina Sorenson**, 2019 Soros Justice Fellow, Juvenile Law Center

**B. School Resource Officer Training: Reducing the School-to-Prison Pipeline by Improving Police and Youth Relations**

A training curriculum was developed for school-based law enforcement programs to address school-to-prison pipeline in Utah. The training emphasized improving police-youth relations and distinguishing daily disciplinary and criminal behavior to be addressed by school administrators and school resource officers, respectively. The training, which includes memorandum of understanding, was provided to school districts throughout the State of Utah. Pre/posttest surveys were administered at the trainings. Evaluation findings will be presented during this workshop.

**Presenters:**

**Moises Prospero**, Executive Director, iCHAMPS

**Steve Anjewierden**, Training Director, iCHAMPS

**Cuong Nguyen**, Juvenile Justice Specialist, Utah Board of Juvenile Justice

- C. Using Data to Support Equity in Juvenile Drug Treatment Courts**  
In September, NCJFCJ published a new technical assistance bulletin on "Using Data to Promote Equity in Juvenile Drug Treatment Courts". The bulletin is the culmination of two years of planning and input on the topic from juvenile court judges, treatment court practitioners, researchers and national experts on how to use data in Juvenile Drug Treatment courts. This workshop will discuss the bulletin in depth, including how to use data to ensure that the eligibility criteria for juvenile drug treatment courts promotes access for all youth and how to use data to facilitate equivalent outcomes for all youth once they are in the program.

**Presenters:**

**Judge Anthony Capizzi**, Montgomery County Juvenile Juvenile Court

**Tricia Lucido**, Director of Probation Services, Montgomery County Juvenile Court

**D. Avoiding Cultural Collisions (Part 1)**

This session will equip community partners, service providers, state, and local agencies with an overview of the importance of Cultural Competency when working with youth and families. This session will discuss how effective decision-making promotes engagement when serving families from a wide variety of backgrounds.

**Presenter:**

Pastor Edward Palmer, National Chair, Coalition for Juvenile Justice

3:45 pm – 4:00 pm

**Break**

4:00 pm – 5:00 pm

**Concurrent Workshop Session #4**

**A. Keeping Youth in School and Reducing Youth Arrest**

A racial and ethnic disparities reduction plan is more than gathering data to demonstrate the problem. Washington State's Racial and Ethnic Disparities Reduction Plan spotlights two initiatives: The Law Enforcement Data Analysis (LEDA) Project and Choose 180 School-Based Diversion Program. Join us in this presentation to explore how data analysis, education, and transformative theory could interrogate and innovate practices at the point of arrest and referral.

**Presenters:**

**Alice Coil**, Racial and Ethnic Disparities Program Manager,

Washington State Office of Juvenile Justice  
**Carl McCurley**, Manager, Washington State Center for Court  
Research  
**Sean Goode**, Executive Director, Choose 180

**B. Youth Advocacy: Changing Fines and Fees Policies and Practices to Increase Success of Court-Involved Youth**

This workshop builds upon the Juvenile Justice Initiative Project (JJIP) which investigated burdens placed on court involved youth that hinder the wellbeing of youth and their families including the process in which fines/fees are assessed on youth and families, and the process in which youth can apply for and successfully have their records expunged. Successful strategies for addressing these burdens and advocating for change at the policy and practice level will be discussed.

**Presenters:**

**Dr. Sally Stevens**, Distinguished Outreach Professor, Gender and Women's Studies; University of Arizona  
**Tamara Sargus**, Research Coordinator, Southwest Institute for Research on Women, University of Arizona

**C. Power to the People: Holistic Revolution to End Mass Incarceration through Participatory Defense**

Participatory defense is a community-organizing model that aims to empower people facing charges, their families and their communities, and to challenge the effects of mass incarceration. This workshop will explore how to help families navigate the criminal justice system, understand the course of legal proceedings, and strategize how to make an impact by becoming an active participant in their loved one's defense.

**Presenter:**

**Mitchelle Woodson**, Supervising Attorney, Think Dignity

**D. Avoiding Cultural Collisions (Part 2)**

This session will equip community partners, service providers, state, and local agencies with an overview of the importance of Cultural Competency when working with youth and families. This session will discuss how effective decision-making promotes engagement when serving families from a wide variety of backgrounds.

**Presenter:**

Pastor Edward Palmer, National Chair, Coalition for Juvenile Justice

## Thursday, November 21

### Plenaries, Regional Meetings, Keynote Luncheon, Workshops

8:00 am- 5:00 pm      **Registration Open**

7:45 am- 5:00 pm      **Exhibit Hall Open**

8:15 am- 9:45 am      **Regional Breakfast Meetings**

Conference attendees are invited to attend and participate in a regional networking breakfast. This meeting time is dedicated to information sharing, problem-solving, and networking for those looking to share concerns, recent innovations, and successes with juvenile justice professionals confronting similar issues. **All are invited to attend.**

#### **Midwest**

**Facilitated by:** Hon. Michael Mayer, Midwest Region Chair

#### **Northeast**

**Facilitated by:** Robert Sheil, Northeast Region Chair

#### **Southern**

**Facilitated by:** Hon. John Dewese, Southern Region Chair

#### **Western**

**Facilitated by:** Stacie Nelson Colling, Western Region Chair

Information about the states that included in each region is contained in the registration folder.

9:45 am- 10:00 am      **Break**

10:00 am- 11:50 am      **General Session**

**Introduction:** Stacie Nelson Colling, Western Region Chair, Coalition for Juvenile Justice

#### **Youth and Law Enforcement: A Front-End Approach**

##### **Presenters:**

**Kevin Bethel**, Retired Deputy Police Commissioner, Philadelphia

**Helen Gandara**, Assistant Chief, Operational Services Bureau, Scottsdale Police Department

**TBA**

#### **Alternatives to Incarceration: Youth and Community-Led Solutions**

##### **Presenters:**

**TBA**



11:50 am- 12:00 pm

**Break**

12:00 pm- 1:30 pm

**CJJ Keynote Luncheon**

**Introduction:** Naomi Smoot, Executive Director, Coalition for Juvenile Justice

There are four levels of racial conditioning that affect our actions, reactions, and interactions. These levels of conditioning are directly connected to our biases and affect racial and ethnic disparities. Awareness of how the four levels intersect can lead to greater understanding, change the way we approach racial conflict, and leads to clearer communication.

**Presenter:**

**Milagros Phillips**, Speaker and Author

1:30 pm- 2:30 pm

**Concurrent Workshop Session #5**

**A. Joining Forces with the Gatekeepers: How to Use Data to Improve Community Relationships and Reduce Arrests for Youth of Color**

This workshop will highlight the efforts of two Arizona counties that are tackling racial and ethnic disparities by using data, joining forces with law enforcement, and engaging the community. Recognizing there is no "one thing" that is going to end racial and ethnic disparities in the juvenile justice system, these sites are focusing on building stronger communities through authentic partnerships between the juvenile court, law enforcement and the community to reduce disproportionate juvenile arrest rates for youth of color.

**Presenters:**

**Angie Lopez**, Juvenile Detention Alternatives Coordinator, Pima County Juvenile Court

**Cory Jacobs**, Research Analyst, Pinal County Juvenile Court

**Celena Angstead**, Division Manager of the Pinal County Youth Justice Center, Pinal County Juvenile Court

**B. Addressing the History of Racism and the U.S. Justice System**

The disparate treatment of youth of color can be traced to the origins of our country's juvenile court system, and the history of the adultification of youth can be traced back even further to the days of the Slave trade, where African children were defined merely by their height. This workshop will provide a history of the adultification of youth in the U.S. criminal justice and explore solutions to address historical and structural racism in our juvenile and criminal justice systems.

**Presenter:**

**Rachel Marshall**, Federal Policy Counsel, Campaign for Youth Justice

**Wayne Ford**, Former Iowa State Representative; Founder, The Wayne Ford Minority Impact Institute

**Dr. Charles Boyer**, Reverend, Salvation and Social Justice

**C. True Justice for Borderlands Youth: The Four Nonpunitive Core Practices that Empower Youth and Reduce the School-to-Prison Pipeline**

Dr. Cabrero will guide her audience to explore where they stand on a wide range of disciplinary practices, from punitive to restorative, as they gain a deeper understanding of how to empower youth that live between racial, ethnic, linguistic, national and/or cultural borders. The presenter will focus on the four core areas of voice, identity exploration, agency and inclusion to help reduce the school-to-prison pipeline for borderlands youth. While she will focus on Latino/a youth, her topic is applicable to most borderlands youth.

**Presenter:**

**Dr. Magda Cabrero**, Northern Virginia Mediation Service

**D. State and Local Collaboration: A Gender-Centered Approach to System Change and Community Capacity Building**

The California Youth Justice Initiative uses a collective impact approach working with a variety of stakeholders to reduce system involvement and increase access to community-based supports for all youth. This workshop will be an opportunity to learn and explore strategies to effect change at both the local and state levels. We will highlight our collaborative system reform efforts that center gender and the specific needs of girls including our work around data collection and alternatives to system involvement and detention.

**Presenters:**

**Darya Larizadeh**, Policy Attorney, California Youth Justice Initiative, National Center for Youth Law

**Jasmine Amons**, Policy and Program Associate, National Center for Youth Law

2:30 pm- 2:45 pm

**Break**

2:45 pm- 3:45 pm

**Concurrent Workshop Session #6**

**A. Fines, Fees and Families of Color**

This presentation will discuss the rich diversity of non-traditional families, the history behind them, and the disproportionate system contact that occurs to families of color by imposed fines and fees. More specifically, the presenters will show how fines and fees fuel system contact to communities of color, and the impact of the culturally insensitive assumption that all families are traditional Anglo-American nuclear families.

**Presenters:**

**Shyara Hill**, Youth Advocacy Program Fellow, Juvenile Law Center

**Joshua Branch**, Attorney/Zubrow Fellow in Children's Law,  
Juvenile Law Center

**Marcia Hopkins**, Senior Manager, Youth Advocacy Program And  
Policy, Juvenile Law Center

**B. Don't Just Hear, Act on Youth Voice**

Recently, there has been a spike in the number of initiatives formed to amplify the voices of minority youth like myself in our juvenile justice system, and while these countless discussions may seem like a fantastic way to improve police-community relations, implementation of kids' feedback is not happening. How can we prevent this? Instead of just giving youth a voice, allow them to be a part of the decision-making process behind issues that impact them.

**Presenters:**

**Brandon Griggs**, Founder and Director, Hear the Youth

**Simeon Cummings**, Student, Hear the Youth

**DJ Block**, Student, Hear the Youth

**C. TBA**

**D. Best Practices in Supporting LGBTQ Youth Through Quality-Based Mentoring**

This workshop will identify the challenges and implications for the implementation of quality mentoring practices for LGBTQ youth in prevention and intervention strategies. This workshop will also give participants practical tools and resources for operations guidance to develop safer, more affirming, and responsive mentoring relationships for LGBTQ youth.

**Presenters:**

**Dr. Christian Rummell**, Principal Consultan, Mentorist

**Melissa English**, Program Manager, MENTOR The National  
Mentoring Partnership

3:45 pm –4:00 pm

**Break**

4:00 pm – 5:00 pm

**Concurrent Workshop Session #7**

**A. Overcoming Oppression to Build Power with Youth**

As states look to meaningfully partner and engage with young people in the system, it is critical for adults and organizations to fully understand how oppression manifests and actively work to counter power and privilege. Participants will be invited to work through an assessment tool to better identify how their organization/system reflects oppression and steps they can take to re-balance power and privilege to better serve young people.

**Presenters:**

**Cadeem Gibbs**, Young Leader Coordinator, National Juvenile Justice Network

**B. Looking at Youths' Experiences in the Deep End Through a Racial and Ethnic Disparities Lens**

Research has pointed to youths' perceptions of fairness as a key factor in determining their long-term success. While much of the attention has focused on the role of procedural fairness at the front-end of the juvenile justice system, Performance-based Standards (PbS) data looks at youths' experiences in placement by race and ethnicity and works with agencies to both reinforce fairness and ensure youths are being treated through inclusion, equity and respect.

**Presenters:**

**Kim Godfrey**, PbS Executive Director, Performance-based Standards Learning Institute  
**TBA**

**C. Transforming Juvenile Justice: Closing Pipelines to Delinquency and Opening Opportunities to Success**

Attendees will learn about the movement to reform juvenile justice policies that overwhelmingly punished youth of color and tribal youth and move the justice system towards a developmental approach to dealing with youth. Presenters will share the data and best practices that inspired legislation and budget asks and discuss gaps in current programming and infrastructure. Additionally, attendees are will learn about efforts to ensure sustainable funding for culturally-relevant, trauma- informed, developmentally-appropriate services.

**Presenters:**

**Dafna Gozani**, Policy Attorney, National Center for Youth Law

**Reymundo Armendariz**, Community Policy Associate, California Youth Justice Initiative, National Center for Youth Law

**D. Community Response to Disparities**

Participants are invited to learn how a community provider implements evidence based supports, such as the TruThought curriculum and Dialectical Behavior Therapy, with an urban twist. Rebound, Inc. uses music and real life daily challenges faced by their youth to spark connections and lasting change as a means to reduce the disproportionate representation of African American youth in Hennepin County justice system.

**Presenters:**

**Carmeann Foster**, Executive Director, Rebound, Inc.

**Leo Howard, III**, Case Manager, Rebound, Inc.

**5:00 pm- 5:30 pm**

**Racial and Ethnic Disparities Coordinators Check-In Session**