

DRAFT



2021 National Racial & Ethnic Disparities Conference

Tuesday, November 2

Conference Opening, Plenaries, Workshops

9:00 am – 10:30 am Conference Welcome & General Session

Introduction and Conference Welcome: Michelle Diaz, National Chairwoman, Coalition for Juvenile Justice

Welcome Remarks: Hon. Chyrl Jones, Acting Administrator, Office of Juvenile Justice and Delinquency Prevention

Keynote: Dr. Monique Khumalo, Youth Trauma and Justice Solutions, LLC

10:30 am – 10:45 am Break

10:45 am – 11:45 am Concurrent Workshop Session #1

Kentucky's Institutionalization of Encouraging R/ED outcomes Through Effective Policy - Presenters will discuss how Kentucky has shaped policy to address the inequitable outcomes for kids of color across the juvenile justice system. They will share how the state-level policy changes have been institutionalized at the local level to further reduce racial and ethnic disparities while improving system responses and outcomes.

Presenters:

Senator Whitney Westerfield, Senate, Kentucky

Pastor Edward Palmer, Immediate Past National Chair, Coalition for Juvenile Justice

Judge Lindsey Adams, Christian County District Court

Laurie Dudgeon, AOC Director

Working Toward a More Acceptable and Intentional Outcome –

We intend to share a unique perspective so that those providing services to youth can help them discover how they view themselves and how they relate in society. Encouraging our youth is critical. Therefore, we seek to impart examples and styles on how your engagement can help them unfold their purpose and not dwell on how others view them but become comfortable with who they are in the world.

Presenters:

*Dwayne Meeks, Urban Colors Arts and Mentoring, Executive Director/
Founder*

Applying a Collaborative, Multi-Disciplinary Approach to Enhance Services and Improve Outcomes for Youth -

No single individual or agency can provide all the treatment and support services young people and their families need to thrive. This session will highlight the unique and comprehensive service needs of families involved in multiple justice systems and affected by substance use. The presentation will provide practical strategies to building community partnership and implementing collaborative case planning to enhance treatment service delivery and improve youth outcomes.

Presenters:

*Kathryn Barry, Office of Juvenile Justice and Delinquency Prevention,
Deputy Associate Administrator*

Kelly Jones, Children and Family Futures, Senior Program Associate

*Hon. Aurora Martinez Jones, Travis County Civil District Courts, Associate
Judge*

*Jill Murphy, Washington's King County Family Treatment Court,
Program Supervisor*

Integrating Diversity and Inclusion into Virtual Services - As virtual service delivery becomes more common, it's imperative that strategies to engage participants and promote diversity are innovative and relevant. The workshop will provide an overview of best practices around restorative justice, engaging local law enforcement and hosting virtual forums for participants to discuss social injustices. Focus will be on utilization of evidenced based programming such as Motivational Interviewing to facilitate virtual events that influence openness, diverse opinions, and action. The principles of Motivational Interviewing are embedded in a philosophical style of coaching that uses specific techniques to empower, affirm and engage while reducing resistance to opposing perspectives. The workshop will elicit group feedback and self-analysis of how to have impactful discussions with participants about emotionally charged topics.

Presenters:

Curtis Campogni, Speak4MC LLC, Owner

Hope Cross, Eckerd Connects, Community Engagement Supervisor

11:45 pm – 1:30 pm Lunch on Your Own

1:30 pm – 2:30 pm Concurrent Workshop Session #2

Establishing A Race and Access to Opportunity Commission – This session will be part of a track focused on local successes.

Presenters:

Senator David Givens

Senator Whitney Westerfield

Representative Samara Heavrin

Dr. OJ Oleka, President, Association of Independent Kentucky Colleges and Universities (AIKCU)

STRATEGIES TO DISMANTLE THE PIPELINE - The school-to-prison pipeline is one of our nation's most formidable challenges. It refers to the trend of directly referring students to law enforcement for committing certain offenses at school or creating conditions under which students are more likely to become involved in the criminal justice system, such as excluding them from school. It is imperative that educators (1) educate themselves about the "school discipline gap." (2) Help students and colleagues unlearn misperceptions about students from poverty. (3) Continue reaching out to low-income families even when they appear unresponsive (and without assuming, if they are unresponsive, that we know why). (4) Respond when colleagues stereotype poor students and/or parents. (5) Fight to keep low-income students from being assigned unjustly to special education or low academic tracks. (6) Make curriculum relevant to poor students, drawing on and validating their experiences and intelligences. Most important, we must consider how our own class biases affect our interactions with and expectations of our students.

Presenters:

Craig Boykin, Independent Contractor

More Harm Than Good: The Realities and Journey of Being A Youth

Advocate - An Adverse Childhood Experience encompasses the summing up of ten common type experiences that relate to a youths perception of their future. Our workshop will focus on how findings from surveying and participatory research within communities align with data found through agency partnerships, and how solutions can be created when agencies and grassroot organizers collaborate on their efforts.

Presenters:

Angel Jackson, Harris County Youth Collective, Youth and Community Specialist

Quintavin McGrew, Harris County Youth Collective, Youth and Community Specialist
Dieter Cantu, Harris County Youth Collective, Youth Justice Director

Using Data to Improve Equity in Juvenile Court - Regularly reviewing juvenile justice data can help courts identify potential racial and ethnic disparities. Regularly analyzing that data can help juvenile justice courts identify and implement strategies to promote equity. In this session, we will discuss the ways data can be used to facilitate inclusion and help courts make smart decisions about programming. This session is designed as a conversation between research and practice -- plan to bring and share your own experiences with data and equity.

Presenters:

Jessica Pearce, Senior Site Manager, National Council of Juvenile and Family Court Judges, Moderator
Logan Yelderman, Ph.D., Assistant Professor of Psychology, Prairie View A&M
Roslyn Thomas, Juvenile Programs Administrator, DeKalb County Juvenile Court, Decatur, Georgia

2:30 pm – 2:45 pm Break

2:45 pm – 3:45 pm Concurrent Workshop Session #3

Understanding R/ED Performance Measures and Outcomes – Presenters will describe how participants can establish key decision or contact points within their programs to effectively analyze data and identify the presence of racial and ethnic disparities. The session will share examples and lessons learned from multiple agencies, as well as key next steps to strategically reduce racial and ethnic disparities.

Presenter:

Ian Shepherd, Family and Juvenile Services Regional Supervisor

Equitable Diversion - You have diversion programming. Your Reducing Racial and Equity Team meets regularly. Why does there continue to be disproportionality in your juvenile justice system? This workshop will provide ideas on how to build an equitable diversion process. Discussion will focus on how the trajectory of the classroom to courtroom pathway can successfully be diverted with the right collaborations in place. Research based programs will be shared as examples to successfully divert youth out of the system.

Presenters:

Sara Hoyle, Lancaster County Human Services, Director
Karen Bell Dancy, YWCA, Director
Eve Brank, University of Nebraska, Director, Center on Children, Families, and the Law

Navigating Street Culture InsideOut- The workshop will highlight an innovative approach to dealing with rapidly changing street/ gang culture, non-traditional bullying/peer pressure and providing services to youth that frequently create territory issues.

Presenters:

Leroy Crawford, Consultant

Glenn Holt, Division of Youth Services for the State of Arkansas, Deputy Director

Increasing Equity Through Youth Development Practitioner

Apprenticeships - An overview of the Youth Development Practitioner Apprenticeship program designed through FHI 360's National Institute for Work and Learning will provide insight into the motivations for establishing this registered apprenticeship program credentialed through the U.S. Department of Labor. This presentation highlights the importance of youth voice in developing programs, sampling of curriculum used for implementation, and how an equity lens created an opportunity for innovation in the youth development career field.

Presenters:

David Williams, FHI 360, Workforce Development Specialist | Apprenticeship Programs

Caitlin Dawkins, Director of Justice Programs, FHI 360's National Institute for Work and Learning

Lisa Johnson, Director of National Institute for Work & Learning, FHI 360

3:45 pm – 4:45 pm Concurrent Workshop Session #4

The Role of Advocacy- Presenters will convey the need to engage and elevate the role of advocacy when institutions and systems working to eliminate racial and ethnic disparities. Based upon their advocacy lens, they will share strategies and approaches to effectively push, challenge, and propel RED efforts by policy-makers, administrators, and system stakeholders.

Presenters:

Pastor Edward Palmer, National Chair, Coalition for Juvenile Justice

Rebecca Diloreto, Executive Director, Institute for Compassion in Justice

Keturah Herron, Policy Strategist, ACLU of Kentucky

Cortney Downs, Kentucky Youth Advocate

Listen First: Purposeful Engagement with Community, Youth, and Families - Even in our own backyard, and although we utilize credible messengers, we do not start any programs or take any steps of action without listening first. Through our technical assistance program, we

have been able to aid others in successfully replicating our process on the east coast, the west coast, and in between. The importance of being guided by community cannot be overstated. In this session we will share our methods of engagement with communities, youth, and families and how their contributions can, and will, lead to tangible solutions for their most pressing legal-system issues.

Presenters:

Omari Amili, Choose 180, Program Manager

Javen Pitt, Choose 180, Pivot Coach

Implementing a Family-Centered Approach in Adolescent Substance Use Disorder Treatment Services and Supports – Substance-use

disorders (SUDs) affect the entire family. Family-related factors (e.g., parent-child attachment, parenting skills and/or supervision) directly link to delinquency. Structural barriers such as poverty, unequal allocation of resources, and discrimination can amplify the risks of negative outcomes. Traditional treatment focuses on the individual despite evidence that youth have improved outcomes when a family-centered approach is used. This presentation highlights key components of family-centered practice and strategies to best serve adolescents and their families.

Presenters:

Kathryn Barry, Office of Juvenile Justice and Delinquency Prevention, Deputy Associate Administrator

Alexis Balkey, Center for Children and Family Futures, Deputy Program Director

Hon. Anthony Capizzi, Montgomery County, Ohio Juvenile Court, Administrative Judge

Hon. Maureen Wood, Rockdale County's Juvenile Court, Judge

Eliminating Detention of Young Children: Reducing Harm and Addressing Racial and Ethnic Disparities– Like many states, Illinois detains children as young as 10 years old. The data and research are clear: Detained children are overwhelmingly boys and girls of color and detention of children is uniquely harmful. This session will explore the Illinois SAG's strategies to address these profound disparities, close pathways to detention and work collaboratively to find alternatives for children in crisis. Participants will develop a logic model for advancing reform in their own jurisdictions.

Presenters:

Lisa Jacobs, Loyola University Chicago School of Law, Vice Chair, Illinois Juvenile Justice Commission

Drea Hall, Illinois Juvenile Justice Commission, Executive Director & R/ED Coordinator

Wednesday, November 3

Plenaries, Regional Meetings, Keynote Luncheon, Workshops

10:00 am – 11:15 am General Session

Introduction: *Pastor Edward Palmer*, Immediate Past National Chair, Coalition for Juvenile Justice

Positive School Environments: Ending the School-to-Prison Pipeline - As young people across the country return to school this year after 18 months of individual and collective traumas, it is more critical than ever for communities to think about ways to support young people, respond to traumas, and end the overreliance on law enforcement in schools. Join us for a conversation about ways communities across the country are moving away from school-based policing to find alternative solutions.

Speakers:

Valerie Slater, RISE for Youth, Richmond, VA

Ashley Moore, Legal Aid Justice Center, Falls Church, VA

Sindy Garcia, Tenants and Workers United, Alexandria, VA

Melissa Goemann, National Juvenile Justice Network, Moderator

11:15 am – 12:00 pm Break

12:00 pm – 1:30 pm CJJ Awards Luncheon

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

CJJ 2021 Andrew Smith Awardee: **William Jernigan, Md.**

Keynote: *Daphne Robinson, JD, MPH*, author of “Delinquent: How the American Juvenile Court is Failing Black Children”

1:30 pm – 2:30 pm Concurrent Workshop Session #5

Front Line Staff’s Individualized Approaches to Address R/ED Through Pre-Court Diversion- Presenters will share community-based, front-line strategies to address racial and ethnic disparities within the Jefferson County pre-court diversion and intake process called the Court Designed Worker (CDW) Program. Presenters will share how local action planning can drive necessary individualized diversion service, resources, and supports to reduce disparate outcomes for minority youth.

Presenters:

Dominique Clark, Family and Juvenile Services Racial and Ethnic Disparity Coordinator

Christina Bronner, Jefferson County Court Designated Worker Program, Urban Regional Supervisor

Kelsey Tear, Jefferson County Court Designated Worker

Chanelle Banks, Jefferson County Court Designated Specialist

Influencing Youth Engagement and Retention through Motivational Interviewing Principles - Motivational Interviewing (MI) is a directive, youth-centered helping style for eliciting behavior change by helping them explore and resolve ambivalence. MI allows direct care workers to establish rapport, build trust and show understanding. Utilization of MI principles and strategies improve program retention and performance outcomes.

Presenters:

Curtis Campogni, Speak4MC LLC, Owner

Roy C. Jones, Eckerd Connects, Chief Development Officer

How the Use of Data-driven Behavior Analysis Decreases Racial and Ethnic Biases in Behavioral Discipline in Schools - There is an antidote to biased disciplinary practices in schools. Using data tracking and accurate analysis of defined and measurable behavior significantly decreases the opportunity for racial and ethnic disparities in school discipline. This session will focus on the need for more advocacy of the use of data in school-based discipline. It will highlight case studies during which the use of data and appropriate analysis has derailed biases in school discipline.

Presenters:

Meghan Mulvenna, Special Travelers, Founder

Carllistus Obeng, School Psychologist

Measuring Racial Disparity Outcomes: Data Driven Strategies for Promoting Equity - We will provide strategies for examining outcome data using a racial equity lens for those who may not know where to start in critically reviewing their data, or for those who may have started and may not know what steps to take next. We will discuss ways to disaggregate data by race and share results of a pilot study using an Equity Tracer we developed to uncover systemic bias within the child welfare system.

Presenters:

Michael Valenti, Pressley Ridge, Senior Research Coordinator

April Wall-Parker, Pressley Ridge, Research Coordinator

2:30 pm - 2:45 pm Break

2:45 pm – 3:45 pm Concurrent Workshop Session #6

One Transport at a Time: Developing a Culture of Discernment through the SHAPE Project to Reduce Racial and Ethnic Disparities -

The School House Adjustment Program Enterprise, commonly known by its acronym SHAPE began in July 2007 in Memphis, Tennessee. Shelby County Schools is Tennessee's largest school district and the 23rd largest public school system in the United States. Demographically, SCS is comprised of predominantly minority students. Of the more than 100,000 students enrolled in MCS in 2010- 11, 85.7% were identified as African-American and 5.9% as Hispanic. Whites comprise only 7.0% of the total SCS student body. Thus, it is perhaps not surprising that minority students account for the largest share of juveniles transported to Juvenile Court from Memphis City Schools. A basic premise of the SHAPE program is that minority youth experience disproportionate levels of contact at all levels of the criminal justice system and that this situation is unjust. SHAPE is a diversion program that has effectively reduced the number of minority youth who are transported and booked into juvenile detention for especially minor charges and in August 2011, the SHAPE program was recognized as a national DMC Reduction Best Practice. The program describes the implementation of the SHAPE program and shares the challenges and rewards of promoting a culture of discernment among school administrators, law enforcement agencies, and juvenile court representatives. Perhaps the greatest accomplishment of the collaborative effort known as SHAPE is the collective questioning of each and every decision that leads to the transport of juveniles from school and ultimately to detention. Summary results of the SHAPE program evaluation, policies current and future impact, role of key stakeholders and data will be presented.

Presenters:

John Hall, Shelby County Schools, Advisor

Law Enforcement Data Analysis Project - Awareness, Facts, Action- The Law Enforcement Data Analysis project examines arrest data collected at the law enforcement agency level across various combinations of race/ethnicity, gender, location, and offense characteristics to identify disparities in arrest statistics. Our goal is to identify similarities and differences within or across law enforcement jurisdictions as a place to begin the work of reducing disparities. The results of analysis will be used to engage with local practitioners and stakeholders to better understand and address these differences.

Presenters:

Alice Coil, Washington State Office of Juvenile Justice, Deputy Director
Andrew Peterson, Ph.D., Washington Center for Court Research, Senior Research Associate

Rachael Sanford, Washington Center for Court Research, Research Assistant

Improving Outcomes by Partnering with Youth and Families -

Improving Outcomes by Partnering with Youth and Families provides systems professionals with tools and resources, through a trauma-informed framework, to facilitate and support meaningful engagement with families of justice-involved youth. This workshop is designed by Justice for Families, a national network of families and parents who have experienced the juvenile justice system with their children.

Presenters:

Jeannette Bocanegra-Simon, Justice for Families, Executive Director
Grace Bauer-Lubow, Justice for Families, Senior Associate to the Director
Sue Badeau, Justice for Families, Director of Training and Technical Assistance

The Wayne Ford Equity Impact Institute: A Johns Hopkins University Partnership - In this workshop, participants will learn the ins and outs of racial impact statements by the founding state legislator who created the first such legislation – Rep. Wayne Ford. We will discuss reasons for developing racial impact statements, how seven states have implemented racial impact statements and outcomes thereof, and the Wayne Ford Equity Impact Institute’s upcoming racial impact statement development toolkit. Participants will also have the opportunity to think through ways to promote adoption of racial impact statements and factors promoting and impeding jurisdictions from enacting racial impact statements.

The Wayne Ford Equity Impact Institute is based upon the historic language Former Iowa State Representative, Wayne Ford, enacted in 2008, solidifying Iowa as the first state in the nation. This presentation will give status updates on the national landscape of Minority/Racial/Equity/Demographic Impact legislation from every state in America, the seven enacted states, key concerns, as well as recommendations. In coming to this workshop, current national data and information will be made available to participants

Presenters:

Wayne Ford, Wayne Ford Equity Impact Institute, Director and CEO
Jancy Nielson, Wayne Ford Equity Impact Institute, Assistant and Research Data Coordinator
Rebecca Fix, Ph.D., Johns Hopkins Bloomberg School of Public Health Department of Mental Health, Assistant Professor

3:45 pm – 4:45 pm Concurrent Workshop Session #7

Using Racial Equity Impact Assessment to Center Race Equity in the Youth Justice System - In this workshop, participants will hear how a

juvenile probation department in Indiana used a racial equity impact assessment to center race equity and rethink their probation standards. Participants will learn what racial equity impact assessments are, why they are important and how to use them to move beyond education and training when working to advance equity in the youth justice system, including probation.

Presenters:

Brittany Simmons, Indiana Office of Court Services, Juvenile Justice Strategist, IN Juvenile Detention Alternatives Initiative (JDAI)

Christine McAfee, Monroe County Juvenile Probation Department, JDAI Coordinator

Manpreet Kaur, Indiana Criminal Justice Institute, Indiana's Youth Equity Program Manager

Creating Colorful Systems to Combat Disparities and

Disproportionality in Juvenile Justice Systems - This workshop session will discuss how system stakeholders can create colorful system to establish equitable juvenile justice systems. Creating colorful systems examines the current construct of the juvenile justice systems across the nation and explores best practices to address and reduce racial and ethnic disparities in addition to eliminate disproportionality.

Presenters:

Trevon Fordham, State of SC, JJ Program Coordinator (JJ Specialist, Compliance Monitor, R/ED Coordinator)

Aleksandra Chauhan, Ph.D., Juvenile Defender Advocate, South Carolina Commission on Indigent Defense

Josh Rovner, Senior Advocacy Associate, The Sentencing Project

Community Violence Interventions: A Path to Ending Disparities -

Community Violence Interventions are evidence-based, proven strategies for reducing gun violence in communities through tools other than incarceration that foster trust and promote community-based prevention and intervention efforts.

Presenters:

Scott Pestrige, OJJDP, Senior Program Manager

Leonora Fleming, OJJDP, Program Manager

Meena Harris, National Gang Center, Director

Racial Disparities in Trauma-Informed Care for Youth with Special

Needs - This workshop seeks to review the intersectionality of trauma, Black youth with intellectual and developmental disabilities, race, and inappropriate systemic responses. Attendees will leave with a better understanding of how youth with I/DD process trauma, how that trauma manifests in behaviors, and what resources are available for youth with special needs.

Presenters:

Shannon McFadden, Shura, Inc., Director of Behavioral Health Programs
Munir Mulazim, Shura, Inc., Director of Residential Services, Baltimore