

## INTERSTATE COMMISSION FOR JUVENILES

Work Group on Returning Non-Delinquent Youth Meeting Minutes

May 15, 2025

10:30 am EDT

Via Zoom



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### Preliminary Business

#### Call to Order

Chair C. Bickford (NH) called the meeting to order at 10:30 am EDT.

#### Roll Call

Director Underwood called the roll and a quorum was established.

#### Commissioners/Designees in Attendance:

1. Caitlyn Bickford (NH), Commissioner, Chair
2. Anne Connor (ID), Commissioner
3. Chris Biehn (IN), Commissioner
4. Melina Hampton (KY), Designee
5. A. Roy Curtis (ME), Commissioner
6. Corrie Copeland (TN), Commissioner
7. Raymundo Gallardo (UT), Designee

#### Additional State ICJ Personnel and Ex Officio Members in Attendance:

1. Nita Wright, Deputy (IN)
2. Jenny McFadden (WI)
3. Juan "John" Sepulveda, Ex Officio Member representing National Partnership for Juvenile Services (NPJS)

#### Commissioners/Designees Not in Attendance:

1. Shawanda Reynolds-Cobb (GA), Designee
2. Amy Welch (KY), Commissioner
3. Trissie Casanova (VT), Commissioner

#### Guests in Attendance:

1. Glenn Tapia, Alliance for Community and Justice Innovation
2. Beth Broeker (AZ), ADJC Department of Juvenile Corrections

#### National Office Staff in Attendance:

1. MaryLee Underwood, Executive Director
2. Kirsten Wade, Logistics and Administrative Specialist
3. Jenny Adkins, Operations and Policies Specialist

#### Agenda

A. Connor (ID) made a motion to approve the agenda as presented. The motion passed.

A. Connor (ID) made a motion to approve the minutes of the meeting on January 30, 2025, as presented. The motion passed.

### Report from the Chair

- Chair C. Bickford (NH) reported the Work Group would present a training session related to returns at the 2025 Annual Business Meeting (ABM). R. Gallardo (UT) agree to lead a subcommittee to plan and execute this training.
- R. Gallardo (UT) asked for volunteers to assist in planning the training. A. Connor (ID), R. Curtis (ME), Chair C. Bickford (NH), and C. Biehn (IN) volunteered to assist on the subcommittee.

### Unfinished Business

#### **Continue to identify adaptive challenges and mindset traps related to Issue #1 – *Glenn Tapia***

- G. Tapia led a discussion focused on transitioning from a problem statement to an ideal statement, emphasizing the importance of shifting focus from what is wrong to what is desired. He introduced four alternative ideal statements, each designed to be audacious and aspirational. The participants were split into 2 groups and tasked with selecting one statement and discussing the attitudes, values, and beliefs that would support it, as well as identifying any cultural norms that might need to be addressed.
  - Group 1 chose statement 4: "We cultivate a system of care rooted in collaboration, trust, and shared purpose, where law enforcement, child welfare, and stakeholder ambassadors unite to champion the safe return and well-being of non-delinquent runaway youth. Together, we nurture an environment where information flows openly, every voice is heard, and no young person falls through the cracks."
  - Group 2 chose statement 2: "We create a unified and compassionate approach where law enforcement, child welfare, and community stakeholders collaborate as proactive partners and champions, ensuring that non-delinquent runaway youth are safely returned and supported. Through shared information, inclusive dialogue, and mutual respect, we build bridges that strengthen the safety net across agencies, ensuring that every young person is cared for and no one is left behind."
- G. Tapia introduced the concept of mindset traps and explained how they relate to adaptive problem-solving. He outlined six mindset traps, including binary thinking, deferring ownership, perfectionism, risk aversion, groupthink, and others, and provided examples and alternatives for each. He emphasized the importance of shifting from these traps to more adaptive mindsets, such as coexisting mindset, shared ownership, progress mindset, risk invitation, and inclusive thinking. He encouraged participants to identify relevant mindset traps for their work and consider alternative approaches to foster innovation and growth.
- G. Tapia discussed the challenges of groupthink and the importance of diverse thinking, highlighting how the normal behavior of a group often overpowers the desired behavior of individuals. He introduced the concept of "psychological safety" as a hidden barrier to collaborative problem-solving and appreciative thinking. The group was tasked with identifying which of the six mindsets presented apply to their work, with the goal of converging them into ideal mindsets that support their ideal statement in the next session.

- After the second break out session, members discussed mindset traps in the context of interagency collaboration, particularly focusing on issues like deferring ownership and having a single "go-to" person in each state. They identified that these traps often lead to adaptive problems rather than technical ones and agreed to work on converting these mindsets into adaptive thinking at the next meeting.

#### **New Business**

- No new business was discussed.

#### **Next Steps**

- Director Underwood announced an in-person workgroup meeting at the 2025 ABM, on Monday, August 25, 3:00 – 5:30 pm EDT.
- The next meeting is scheduled for May 23, 2025.

#### **Adjourn**

Chair C. Bickford (NH) adjourned the meeting by acclamation without objection at 12:02 pm EDT.