

INTERSTATE COMMISSION FOR JUVENILES

Work Group on Returning Non-Delinquent Youth Meeting Minutes

May 23, 2025

10:30 am EDT

Via Zoom



Preliminary Business

Call to Order

Chair C. Bickford (NH) called the meeting to order at 10:32 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
8. Trissie Casanova (VT), Commissioner

Additional State ICJ Personnel and Ex Officio Members in Attendance:

1. Nita Wright (IN)
2. 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. Jenny McFadden (WI)

Guests in Attendance:

1. Glenn Tapia, Alliance for Community and Justice Innovation

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 May 15, 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) agreed to lead a subcommittee to plan and execute this training. She asked members to let R. Gallardo (UT) know if they would like to join the subcommittee.

Unfinished Business

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

- Adaptive Mindset Review
 - G. Tapia presented a draft of an ideal statement based on the previous meeting's conversations for the Work Group to review and modify. The group plans to document their adaptive mindset to ensure accountability in future work.
- Cultural Norms and Mindset Traps
 - G. Tapia presented a set of culture norms and mindset traps identified from the previous meeting for the group to review and vote on. The culture norms include acknowledging personal and organizational roles, assuming others may not value their rules as much, cultivating shared purpose, co-elevating, helping each other, using feedback loops, valuing diverse voices, and authentically honoring others' perspectives. The mindset traps to avoid include deferring ownership, groupthink, expert trap, clutching legacy, holding onto past baggage, and mental filtering. The group voted on these using a letter grade system, with some minor suggestions for edits.
- Adaptive Mindset Strategies for Youth
 - G. Tapia presented a set of adaptive mindset strategies and guiding principles to address the issue of safely returning nondelinquent runaway youth. These strategies include owning shared accountability, focusing on progress over perfection, embracing thought diversity, empowering others, adopting a learner mindset, leading with grace, and maintaining a 360-degree view. The group discussed and voted on these strategies and principles. Glenn emphasized that these documents will serve as a reference to hold the group accountable and prevent reverting to old ways of thinking.

New Business

- No new business was discussed.

Next Steps

- R. Gallardo (UT) stated that the Work Group Training subcommittee are meeting on Thursday, May 29 at 2:30 pm EDT.
- The next Work Group meeting is scheduled for Friday, June 13, 2025 at 10:30 am EDT.

Adjourn

Chair C. Bickford (NH) adjourned the meeting by acclamation without objection at 11:09 am EDT.