

INTERSTATE COMMISSION FOR JUVENILES
Ad Hoc Committee on Racial Justice
Meeting Minutes



July 19, 2022
2:00 p.m. ET
Via Zoom

Voting Members in Attendance:

1. Sherry Jones (MD), Commissioner, Co-Chair
2. Becki Moore (MA), Commissioner, Co-Chair
3. Francis "Mike" Casey (DE), Commissioner
4. Cathy Gordon (MT), Commissioner
5. Jessica Wald (ND), Designee
6. Edwin Lee, Jr. (NJ) Designee
7. Felicia Dauway (SC), Designee
8. Eavey-Monique James (USVI), Commissioner

Non-Voting Members in Attendance:

1. April Simmons (IN)
2. Mason Harrington (SC)
3. Raymundo Gallardo (UT)
4. Nataki Brown (SC), ICJ Victims Representative

Members Not in Attendance:

1. Jennifer LeBaron (NJ), Commissioner
2. Lisa Bjergaard (ND), Commissioner
3. Jessica Nash (RI), Commissioner
4. JoAnn Niksa (RI), Designee
5. Tracy Howard (FL)

National Office Staff & Legal Counsel in Attendance:

1. MaryLee Underwood, Executive Director
2. Emma Goode, Logistics and Administrative Specialist
3. Jenny Adkins, Policies and Operations Specialist
4. Amanee Cabbagestalk, Training and Administration Specialist
5. Joe Johnson, Project Manager

Call to Order

Co-Chair Jones (MD) called the meeting to order at 2:00 p.m. ET.

Roll Call

Director Underwood called the roll and a quorum was established.

Agenda

F. Dauway (SC) made a motion to approve the agenda as presented. B. Moore (MA) seconded. Co-Chair Jones approved the agenda by acclamation without objection.

Minutes

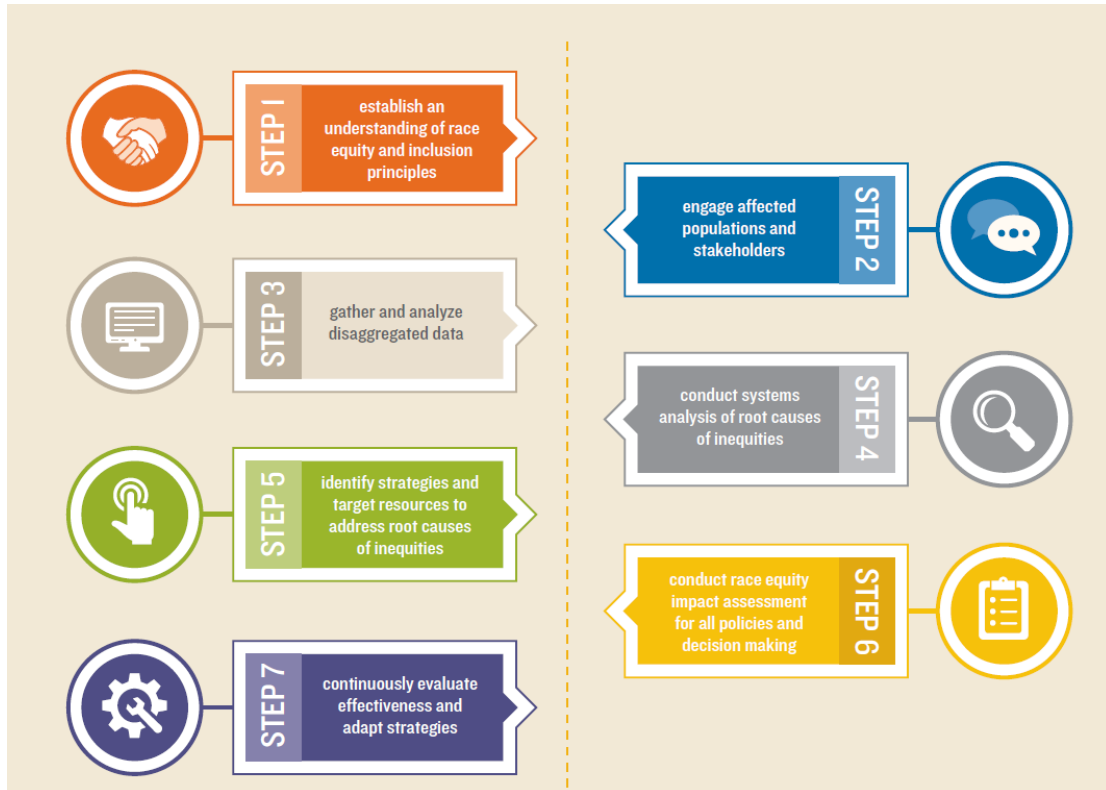
C. Gordon (MT) made a motion to approve the April 19, 2022 meeting minutes as presented. J. Wald (ND) seconded. Co-Chair Jones approved the agenda by acclamation without objection.

Discussion

Recommend racial equity tool(s) (Goal #3) – M. Moore (MA)

Annie E. Casey Foundation Equity and Inclusion Action Guide

- Co-Chair Moore (MA) updated that the Ad Hoc Committee has been reviewing and discussing a resource from the Annie E. Casey Foundation entitled: “Race Equity and Inclusion Action Guide”. She noted that advancing race equity and inclusion can sometimes seem daunting, and many are unsure how and where to start. The steps in the guide help to provide a clear framework for undertaking this important work. She thanked the Racial Justice Ad Hoc Committee members that agreed to highlight the steps from the resource on how to advance and embed race equity:



STEP 1: ESTABLISH AN UNDERSTANDING OF RACE EQUITY AND INCLUSION PRINCIPLES presented by Raymundo Gallardo (UT)

- R. Gallardo (UT) presented excerpts from Step 1 and the connection with the work of the Commission. In a nutshell, the focus of Step 1 is communication.
- It is critical that whomever takes on the work uses a shared language. Patrick McCarthy, President and CEO of the Annie E. Case Foundation, states that “all of our work must strive to achieve race equity, a state in which all children have the same opportunity to reach the potential we know they have.”

- Step 1 encourages the reader to move from an emotional perspective to a systematic comprehensive perspective. R. Gallardo (UT) shared he was reminded of the ad hoc committee’s decision in the [January 18, 2022](#) meeting to adopt and abide by twelve (12) meeting norms when they meet each month.
- A barrier to communicating leads to feeling guilt and pain. The goal is not to focus on those feelings, rather shift to a cause and effective framework. People find it hard to talk about race without feeling blame, shame, and guilt which do little to move us forward. Five basic elements suggested to effectively frame the case in a clear, concise, compelling, and convincing way were:
 1. the shared values at stake;
 2. the problem;
 3. the cause;
 4. the solution; and
 5. the action needed.
- R. Gallardo (UT) closed noting that each step leads to the next in the guide.
- Co-Chair Moore (MA) added that the ad hoc committee’s recommendation for Dr. Maryam Jernigan-Noesi to present at the ICJ 2022 Annual Business Meeting will reinforce the communication and shared language information presented from Step 1.

STEP 2: ENGAGE AFFECTED POPULATIONS AND STAKEHOLDERS presented by Mike Casey (DE)

- M. Casey (DE) presented excerpts from Step 2 and a connection to the work of the Commission. The focus of Step 2 is the importance of the composition of the stakeholders. Inclusion at the table of people of color from many avenues of decision making, civic participation and power. The most direct stakeholders in the elimination of racism are those with the most first-hand experiences with its effects. The goal is to strive to engage stakeholders who have active and authentic connections to their respective communities. It is important to ensure meaningful participation, voice, and ownership. The sooner a diverse mix of stakeholders is engaged, the sooner work can move from talk to action.
- Step 2 listed the following ten (10) questions to help ensure a powerful mix of stakeholders and leverage change.
 1. Who is most adversely affected by the issue being addressed? Who faces racial barriers or bias, or exclusion from power, related to this issue?
 2. How are people of different racial groups differently situated or affected by this issue?
 3. Ideally, what would the racial composition of the leadership look like?
 4. In what ways are stakeholders most affected by the issue already involved in addressing it? How can these efforts be supported and expanded?
 5. What are ways stakeholders adversely affected by the issue can be further engaged?
 6. How can diverse communities and leaders be engaged from the outset so they have a real opportunity to shape the solutions and strategies?
 7. How can community engagement be inclusive, representative and authentic?
 8. How will stakeholders exercise real leadership and power?
 9. Who can be allies and supporters and how can they be engaged?
 10. Who needs to be recruited or invited to join the effort to address this issue? Who will approach them? How? When? What will they be asked to do to get involved?

- M. Casey (DE) added that the ICJ Mission Statement and the membership requirements of the ICJ State Councils are excellent examples of the importance of the composition of stakeholders.
- Co-Chair Moore acknowledged Commissioner Casey’s insight and presentation of Step 2.

STEP 3: GATHER AND ANALYZE DISAGGREGATED DATA presented by Mike Casey (DE)

- M. Casey (DE) presented Step 3, which focused, as the title suggests, on the gathering and analyzing disaggregated data. He stated that this is something that the ad hoc committee has done well most recently via the ICJ Data Walk Report and recommendations. A review of the data resulted in wanting more data in areas such as socioeconomics and geographic locations.
- M. Casey (DE) shared information about the Delaware Citation System. When a youth encounters the police for some identified misdemeanors, rather than an arrest, youth may enter the early intervention stage, which is similar to diversion. Reviewing the disaggregated data in this program would tell us a lot to determine if the program is administered equitably.
- He applauded the work of the ICJ Data Walk and commented the Commission is poised to move forward with some of recommendations.

STEP 4: CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES presented by Jessica Wald (ND)

- J. Wald (ND) reported Step 4, which focused on the root causes of inequities and systemic racism. This step provides a framework for analyzing a system and focusing on the organization as a whole. A systems analysis should be designed to include three actions in consecutive order.
 1. Identify root causes and contributing factors.
 2. Surface possible strategies and solutions for addressing the problems.
 3. Help discern among the options generated which strategies and solutions can leverage desired changes and make transformative systemic impacts.
- Examining how racism interacts with other systems of privilege, oppression and power — such as gender and economic inequality — is another important facet of conducting a systems analysis. Step 4 provided a 10-question system analysis guide. Each question brings on a lot of unanswered questions and should be considered independently.
 1. What are the racial inequities, barriers or negative outcomes involved in the problem being examined? Who is burdened most and who benefits most?
 2. What institutions are involved? What unfair policies and/or practices are involved?
 3. What social conditions or determinants contribute to the problem (such as poverty, housing segregation, education)?
 4. What other compounding dynamics are involved (such as income or gender inequities)?
 5. What cultural norms, myths or popular ideas justify or maintain the problem?
 6. How did things get this way and what are some of the cumulative impacts?

7. What are the key causes or contributing factors?
 8. What solutions or interventions could eliminate the inequities?
 9. What can be learned from prior efforts to solve the problem or change the system?
 10. What strategies could result in systemic change and advance equitable solutions?
- J. Wald (ND) shared that North Dakota communicates with five (5) Indian reservations in their area. The working relationships, communication, and ways to handle juveniles on the reservations have vastly improved over the years. Now each of the five (5) reservations have a designed contact liaison that communicates directly with state agencies. Additionally, state workers are invited to their annual conferences.
 - The North Dakota juvenile justice system has instituted major changes. One major change is assisting youth to stay in their homes with their families. The intentions are good and progress has been made in the right direction.
 - Co-Chair Moore thanked Ms. Wald for sharing information from her state. Addressing the inequities and racism can seem a lofty and overwhelming task. In Step 4, the 10 questions are a good place to start for a deeper understanding to help break the work down into manageable obtainable goals.

STEP 5: IDENTIFY STRATEGIES AND TARGET RESOURCES TO ADDRESS ROOT CAUSES OF INEQUITIES presented by Nataki Brown, Victims Representative

Representative

- N. Brown, ICJ Victims Representative, reported that the first four steps presented lead up to Step 5, which is all about action. To make change, there must be action and all parties must be flexible. Step 5 provided a 9-question guide to making change and developing racially equitable solutions.
 1. What racial disparities do you want to eliminate, reduce or prevent?
 2. What groups most adversely affected by the current problem do you want to benefit?
 3. How can those most adversely affected by the issue be actively involved in solving it?
 4. What is a specific change in policy that could help produce more equitable outcomes?
 5. How will your proposed solution address root causes and advance systemic change?
 6. What change do you ideally want (not just what you would settle for)?
 7. What positive principles or shared values are reflected in this proposed reform?
 8. Does the proposal have clear goals, plans and timetables for implementation, with sufficient funding, staffing, public reporting, accountability and evaluation?
 9. Who can be allies and supporters and how can they be engaged?
- First, there should be an evaluation of what has been done to determine what needs to be done. There should also be an understanding of the pitfalls. She shared an example from South Carolina regarding the collaboration with stakeholders to implement a new program. Initially, many of the stakeholders did not buy-in, as they did not see how the change would be any different than the old program. It is necessary for everyone to buy-in with the understanding that it

may not be perfect the first time. Individuals must be flexible, recognize progress, and keep going.

- Co-Chair Moore expressed her appreciation to Ms. Brown for presenting Step 5 and sharing her insight.

STEP 6: CONDUCT RACE EQUITY IMPACT ASSESSMENT FOR ALL POLICIES AND DECISION MAKING presented by Becki, Moore (MA)

- Co-Chair Moore (MA) presented Step 6, which focused on how to move forward.
- Step 6 offers another questions guide. These five (5) questions touch on information presented in the first five steps and assist with a race equity impact assessment.
 1. Are all racial and ethnic groups that are affected by the policy, practice or decision at the table?
 2. How will the proposed policy, practice or decision affect each group?
 3. How will the proposed policy, practice or decision be perceived by each group?
 4. Does the policy, practice or decision worsen or ignore existing disparities?
 5. Based on the above responses, what revisions are needed in the policy, practice or decision under discussion?
- Co-Chair Moore (MA) summarized that the key to success is to have the right stakeholders at the table when a project is in its infancy stage to ensure understanding and buy-in.

STEP 7: CONTINUOUSLY EVALUATE EFFECTIVENESS AND ADAPT STRATEGIES presented by April Simmons (IN)

- A. Simmons (IN) wrapped up the guide by presenting Step 7. There is not a magical formula for success, rather the work is a fluid continuous cycle as depicted below:



- implement a strategy;
- track the results;
- assess the progress; and
- revise strategy as needed.

- Co-Chair Moore (MA) expressed her appreciation to the presenters and shared her enthusiasm that the information shared validates that the Ad Hoc Committee for Racial Justice is on the right track. She requested the members think about what was presented and be prepared to discuss next steps in the August meeting.
- Co-Chair Jones (MD) also expressed her appreciation to the presenters for the wealth of information and knowledge shared.

Examine data regarding race and runaways (Goal #2) – S. Jones (MD)

- Co-Chair Jones (MD) provided a brief overview of the information and recommendations in the draft “ICJ, Race, and Juvenile Justice: 2022 Data Walk Summary Report.” The report included recommendations from past discussions to address disparities and promote racial equity in the following categories:
 - General
 - Transfer of Supervision (TOS)
 - Home Evaluations
 - Violation Reports

- Returns
- Human Trafficking
- Director Underwood commented that there was a long list of recommendations and asked the ad hoc committee to determine the most important for the Commission to consider and to recommend to the Executive Committee.
- F. Dauway (SC) suggested that the Transfer of Supervision (TOS) impacts most facets of the Commission's work and should be the most important to recommend. She noted that there are resources dedicated to human trafficking in each state. M. Casey (DE) agreed and supported the development of a best practice regarding home evaluations. E. Lee, Jr. (NJ) agreed that recommendations related to TOS and Returns should be included. He also suggested that some recommendations related to human trafficking be maintained to be addressed from an equity point of view.
- Director Underwood requested input on the feasibility of repeating the Ad Hoc Committee again next year. The Executive Committee has been discussing the impact of staffing shortages in the wake of the COVID pandemic on state Compact office workloads. Recently, there has been difficulty in reaching quorum in committee meetings. While the passion for the work of the ad hoc committee is clear, members may not have time to do the work required.
- E. M. James (VI), F. Dauway (SC), S. Jones (MD), and N. Brown, Victims Representative, spoke in support of keeping the committee going. S. Jones (MD) suggested a work group could be formed instead of a committee. F. Dauway (SC) suggested reducing the number projects. Co-Chair Moore (MA) noted that ad hoc committees are formed for one year, and charged with completing specific goals. Co-Chair Moore (MA) agreed the Commission must find a way to keep the work moving forward. She suggested recommending an ad hoc be recommended for another year or a standing committee be formed. Director Underwood noted that the Commission's By-laws address formation of standing committees and agreed to find out what would be entailed to create a standing committee. Co-Chair Jones supported recommending a Racial Justice Ad Hoc Committee be formed again next year, and suggested reducing the number of tasks.
- Co-Chair Jones (MD) updated that the ABM presenter (Dr. Jernigan-Noesi) will structure her presentation using the recommendations in the Data Walk Report.
- F. Dauway (SC) asked if a quorum remained. Director Underwood noted that quorum remained, even though some members had left the meeting.
- **F. Dauway (SC) made a motion to forward a recommendation to the Executive Committee to include in the Strategic Plan the recommendations in the Data Walk Report from the Transfer of Supervision (TOS) section and the General Section. E. M. James (VI) seconded. The motion passed.**

Training/Best Practice on implicit bias in probation/parole report writing (Goal #1) – B. Moore (MA)

- Co-Chair Moore (MA) tabled this discussion item for the next meeting due to the time.

Identify and distribute resources to states (Goal #4) – S. Jones (MD)

- Co-Chair Jones (MD) updated that Part 2 of the boys trafficking webinar will be conducted this Thursday.

Old Business

- S. Jones (MD), Co-Chair, encouraged members interested in an ICJ leadership positions to submit their name and resume in accordance with the ICJ Nominations and Election procedures.

New Business

There was no new business.

Adjourn

Co-Chair Jones (MD) adjourned by acclamation without objection at 3:18 p.m. ET.