

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



March 15, 2022  
2:00 p.m. ET  
Via Zoom

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**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. Edwin Lee, Jr. (NJ) Designee
6. Jessica Wald (ND), Designee
7. JoAnn Niksa (RI), Designee
8. Felicia Dauway (SC), Designee

**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. Agnes Denson (FL), Commissioner
2. Lisa Bjergaard (ND), Commissioner
3. Jennifer LeBaron (NJ), Commissioner
4. Jessica Nash (RI), Commissioner
5. Eavey-Monique James (USVI), Commissioner
6. Tracy Howard (FL)

**National Office Staff & Legal Counsel in Attendance:**

1. MaryLee Underwood, Executive Director
2. Amanee Cabbagestalk, Training and Administrative Specialist
3. Emma Goode, Logistics and Administrative Specialist
4. Jenny Adkins, Policy and Operations 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. J. Wald (ND) seconded. The motion carried.**

## Minutes

F. Dauway (SC) made a motion to approve the February 15, 2022 meeting minutes as corrected. S. Jones (MD) seconded. The motion carried.

## Discussion

### Racial Equity/Implicit Bias Training and/or Best Practice

- Co-Chair Moore (MA) updated that she made initial contact with a potential consultant related to goal #1: Racial Equity/Implicit Bias Training and/or Best Practice.
- Co-Chair Moore (MA) opened the floor for input from the members. She asked if anyone is interested in working with JoAnn Niksa (RI) in a subcommittee to develop ideas of what should be included in the Best Practice. Once the outline is developed, the information will be shared with the consultant for guidance and assistance for a presentation. Co-Chair Jones (MD) stated that she has someone in mind and will make contact. Co-Chair Moore (MA) stated that Ms. Niksa may reach out direct to some members for assistance.
- Co-Chair Moore (MA) added that some members have mentioned related trainings conducted in their states and opened the floor for input for ideas for the 2022 Annual Business Meeting training session.
- M. Casey (DE) shared that Delaware's requires the completion of an Implicit Bias Training each year. The training is about one hour of content provided online.
- F. Dauway (SC) supported offering an implicit bias training.
- S. Jones (MD) commented on the new resource shared last month in the "ICJ Updates" newsletter on the "Adultification of Black Girls" and suggested the training include information on adultification.
- M. Casey (DE) suggested to include trauma-informed practice and person-first language as a part of the training. Oftentimes, individuals unknowingly use bias in communications as they are not aware of the juveniles' circumstances. S. Jones (MD) added that trauma affects the thought process and knowing a juvenile's experiences assists to better understand the juveniles' frame of mind. She suggested including information regarding the impact of adverse childhood experiences (ACEs) on behavior.
- Next steps, Co-Chair Moore (MA) will reach out to JoAnn Niksa (RI). Co-Chair Jones (MD) will make contact with a potential contributor towards the development of a best practice guide. The co-chairs and the ICJ National Office will contact the potential consultant to discuss content, availability, and cost.

### Racial Equity Resources

- Co-Chair Jones (MD) acknowledged Delaware, Florida, and Indiana for sharing race equity resources and provided an overview of the resources shared.

#### Maryland

- Co-Chair Jones (MD) provided an overview of the human trafficking resources available on the [Polaris Project](#) website. The Polaris Project provides multiple human trafficking resources, trainings, policies, and legislation information regarding human trafficking which involves both sex and labor trafficking.

- Additionally, Co-Chair Jones (MD) shared information in an article, “[Unseen Victims of Sex Trafficking.](#)”

## Indiana

- Co-Chair Jones (MD) shared the [Racial Equity and Inclusion Dictionary](#), one of the resources from Indiana. She noted that the dictionary has not been published/sponsored by an academia but is circulated within Indiana.
- Another resource shared from Indiana was the [Racial Equity and Inclusion Action Guide](#). This resource includes 7-Steps to advance and embed race equity. The Co-Chairs agreed to include the 7-steps mentioned in the article on the April meeting agenda for a closer look.
- Chair Jones (MD) shared the Indiana resource and noted the high cost to detain a juvenile in detention, the resource was entitled: [Detention Reform: An Effective Approach to Reduce Racial and Ethnic Disparities.](#)
- The fourth resource shared by Indiana was [Pathways and Juvenile Detention and Reform “Reducing Racial Disparities.”](#)
- A. Simmons (IN) added the Indiana Juvenile Compact Office and the JDAI division within the Indiana Office of Court Services started cross-training initiatives within the divisions to provide implicit bias training and the positive impact already happening across the state.

## Delaware

- M. Casey (DE) updated that Delaware contracts with the online learning center, [CyberU](#), for some of its in-state professional training which includes courses involving diversity and equity. This training would be a tool for states to consider contracting independently.

## Florida

- Florida Commissioner Denson was not present; however, the Florida online resource shared was [Florida’s Race Equity Challenge](#). This is a web-based experience that will provide collaborative groups with the education and tools to identify and tackle issues related to race, equity, and inclusion (REI) within the juvenile justice system.
- Co-Chair Moore (MA) suggested states that submitted resources to check in their state if the resources could be shared with the Commission, particularly the [Racial Equity and Inclusion Dictionary](#). She spoke to the importance of the work of having a clear understanding of the terminology. A. Simmons (IN) will confer with her state JDAI personnel about sharing the resource and update at the next meeting.
- The Ad Hoc Committee Co-Chairs suggested featuring a racial equity resource each monthly in the “ICJ Updates” e-newsletter throughout the year and Director Underwood confirmed that this could occur. There was agreement to spotlight the following resources over the next three months:
  - April: Pathways to Juvenile Detention Reform – [Reducing Racial Disparities in Juvenile Detention](#)
  - May: [Racial Equity Dictionary](#) – Need permission to publish from Indiana (April Simmons)

- June: [Race Equity and Inclusion Action Guide – Annie E. Casey Foundation](#)

## Old Business

### ICJ Nominations and Elections Process\*

- Co-Chair Moore (MA) presented proposed amendments to the “ICJ Nominations and Elections Process” document. As discussed last month, there were a few modifications to the document for clarity.
- Co-Chair Jones (MD) emphasized that the modifications are for clarity only and do not impact the intent of the content and process.
- **S. Jones (MD) made a motion to accept the revisions to the ICJ Nominations and Elections Process document as presented. F. Dauway (SC) seconded. The motion passed.**

## New Business

S. Jones (MD) encouraged members to consider running for an officer position or regional representative positions as elections are coming up soon.

## Adjourn

**Co-Chair Jones (MD) adjourned by acclamation without objection at 2:52 p.m. ET.**