

COALITION FOR JUVENILE JUSTICE

# REDUCING RACIAL AND ETHNIC DISPARITIES CONFERENCE

BREAKING CYCLES: DISRUPTING  
SYSTEMIC INEQUALITIES TO  
CREATE LASTING CHANGE

2023



# WELCOME TO THE 2023 CJJ REDUCING RACIAL AND ETHNIC DISPARITIES CONFERENCE

On behalf of the Coalition for Juvenile Justice (CJJ) Executive Board, our members, staff, and allies, we welcome you to our 2023 Reducing Racial and Ethnic Disparities Conference: "Breaking Cycles: Disrupting Systemic Inequalities to Create Lasting Change." Our goal for you is to leave this conference well-informed, motivated, and connected with colleagues from across the country.

CJJ's 2023 Reducing Racial and Ethnic Disparities Conference will focus on ways that young people and their communities, as well as law enforcement, court officials, advocacy groups, and State Advisory Groups, can work together to end racial and ethnic disparities in the youth justice system. Specifically, the conference will focus on:

- How are communities taking action to successfully address and end racial and ethnic disparities?
- What roles do data collection and historical context play in eliminating racial and ethnic disparities?
- What changes can be made at the system's front end to reduce racial and ethnic disparities?
- How can youth advocates, law enforcement, attorneys, the judiciary, and community leaders work together to combat the crisis?

We extend our deep appreciation to the thoughtful and hardworking members and partners who helped plan this conference. Our gratitude goes out to the CJJ Executive Board and staff, and to the Workshop Review Committee for selecting dynamic sessions for conference attendees.

Please be sure to join colleagues and friends as we honor an exceptional individual during our Awards Luncheon. Each year, CJJ receives an abundance of superb nominees and we appreciate the careful and difficult decisions made by the Award Committee in selecting this year's recipient of the Andrew Smith Award.

Wifi Network: Omni Meeting  
Password: cjj2023!

**SUNDAY, OCTOBER 29TH**  
**CJJ Executive Board Meeting**

5:30 pm - 8:30 pm  
Butchertown

CJJ Executive Board Meeting (Closed)

**MONDAY, OCTOBER 30TH**  
**Conference Opening, Plenaries, Workshops**

7:00 am – 5:00 pm  
Olmsted Prefunction

**Registration Open**

8:00 am - 9:00 am  
Olmsted Prefunction

**Breakfast**

9:00 am – 10:40 am  
Olmsted 1-4

**Conference Welcome & General Session**

Introduction by Tracey Wells-Huggins, National Chair,  
Coalition for Juvenile Justice

**Welcome Remarks:** Justice Angela Bisig, Kentucky Supreme  
Court

**Youth Performance**

Join us for a musical performance by local students.

**From Past to Present: Creating Lasting Change for Youth**

This panel conversation builds on a discussion during CJJ's Annual Conference, and will explore the importance of historical context and analysis as a tool to address racial and ethnic disparities in the youth justice system. While current system data can serve as an important tool, context and history are also key to helping create a more equitable system. Panelists will share their work at the local and state levels, how they are using context from the past to help better understand the challenges that exist in the present, and ways that these challenges can be addressed.

**Speakers:**

Derrick Anderson, Executive Director, Race Matters for  
Juvenile Justice

Michelle Sawyers, Operations Supervisor, Administrative  
Office of the Courts, Kentucky

Cherie Dawson-Edwards, Vice Provost for Faculty Affairs,  
University of Louisville  
Moderator, Pastor Edward Palmer, Certified Diversity Trainer,  
At-Large Member, Coalition for Juvenile Justice Executive  
Board

***Students for Fair Admissions v. President and Fellows of Harvard College: The End of Affirmative Action and Its Impacts on Youth***

The recent Supreme Court case ending affirmative action has obvious and immediate impacts on youth of color who are pursuing higher education. Less obvious impacts could be felt by young people and their families in other areas, as well. Join us for a conversation about the rippling effects that this case could have on youth of color and their families, including potential impacts on the youth legal system.

Speakers:

Hon. Derwin Webb, Jefferson County Family Court, Kentucky  
Prof. Cedric Merlin Powell, University of Louisville

10:40 am - 10:45 am

***Break***

10:45 am - 12:15 pm

**Concurrent Workshop Session #1**

NuLu

**Considering Race and Ethnicity in Diversion**

By the time a youth enters diversion, static risk factors are already present. Rather than focusing on the factors that cannot be changed, it is paramount to focus on the dynamic risk factors, along with any barriers a youth is currently facing. Consequently, if a successful outcome is the goal, race and ethnicity need to be a part of the ongoing conversation.

Presenter:

Jimmie Riley, Clinical Supervisor, Family and Juvenile  
Services, Kentucky

Olmsted 7

**Practical Skills & Strategies to Reduce Racial and Ethnic Disparities (Part 1 of 2)**

Participants will have an opportunity to learn how to improve outcomes for Black, Indigenous, and People of Color (BIPOC) through systemic change as they acquire practical skills and strategies to address the challenges and barriers that prevent the desired equitable outcomes based on disaggregated data. Additionally, participants will apply a racial equity lens to analyze policies and procedures to develop local action plans, and to guide them on how to further the conversation with local stakeholders.

Presenters:

Derrick Anderson, Executive Director, Race Matters for Juvenile Justice

Michelle Sawyers, Operations Supervisor, Administrative Office of the Courts, Kentucky

Old Louisville

### **Introducing Pro-DATA: A Free Tool to Support Data-Driven Decision-Making and Transparency**

If you have ever wished that youth justice data was more accessible, this workshop is for you. Pro-DATA is a new, free tool from the Annie E. Casey Foundation that gathers youth justice data and brings it to life for system leaders, staff, and community partners. By collecting, organizing, and visualizing disaggregated data, [Pro-DATA](#) helps drive decision making and data transparency in youth justice — particularly as it relates to juvenile probation. This free online resource is available to jurisdictions [by request](#). Pro-DATA also includes a dashboard designed for probation leadership to gather staff’s knowledge and perspectives across a range of key domains, including Racial Equity, Family-Centered Practice, Community Partnership, and Incentives.

Presenters:

Diana Quintana, PhD, former Assistant Executive Director, Harris County Juvenile Probation Department, Houston, Texas

Melissa Spooner, Section Chief Probation Officer, Cook County Juvenile Probation and Court Services

Butchertown

### **Empowering Emotions: Fostering Resilience, Strong Boundaries, and Voice for Marginalized Youth**

This workshop focuses on empowering marginalized youth, particularly girls of color and LGBT+ youth, by acknowledging, understanding, and expressing their emotions in a safe and supportive manner. Emotions are a vital aspect of mental health and play a significant role in shaping personal boundaries and reducing frustration. In this interactive session, we will explore how learning to express emotions effectively can help youth feel heard and respected, leading to improved self-esteem and resilience. By creating a safe space for emotional expression, we aim to equip participants with the tools to navigate challenges and advocate for themselves effectively within the child welfare and juvenile justice systems.

Presenter:

Leslie Lindsey Davis, Author, “You Can’t Eat Love”

12:15 pm - 2:00 pm

### ***Lunch on Your Own***

12:15 pm - 1:15 pm

NuLu

### **R/ED Coordinator and ECD Committee Joint Business Meeting** (lunch provided)

The Ethnic and Cultural Diversity Committee ensures that the diversity of race, culture, and ethnicity of youth in the juvenile justice system remains foremost in the minds of CJJ members. Committee members develop juvenile justice system reforms that generate policies and services to resolve racial and ethnic disparities in the youth justice system. The committee acts as an advisor to CJJ on all ethnic and cultural issues.

Facilitated by Toni Lemons, CJJ National R/ED Coordinator

2:00 pm - 3:30 pm

NuLu

### **Concurrent Workshop Session #2**

#### **Diversity, Equity, and Inclusion: Organizational Commitment to Equitable Outcomes**

Organizational leaders looking to make strides toward a more diverse and inclusive workplace can establish actionable goals and evaluate progress by institutionalizing a diversity, equity, and inclusion council or committee. The purpose of an equity committee is to help establish a supportive and welcoming workplace environment in which employees of all backgrounds and demographic characteristics can work together to ensure equitable practices and outcomes.

Presenters:

Shanecka Powell, Equity and Inclusion Coordinator, Family and Juvenile Services, Kentucky

Todd Stetler, Data Supervisor, Family and Juvenile Services, Kentucky

Olmsted 7

#### **Practical Skills & Strategies to Reduce Racial and Ethnic Disparities (Part 2 of 2)**

Participants will have an opportunity to learn how to improve outcomes for Black, Indigenous, and People of Color (BIPOC) through systemic change as they acquire practical skills and strategies to address the challenges and barriers that prevent the desired equitable outcomes based on disaggregated data. Additionally, participants will apply a racial equity lens to analyze policies and procedures to develop local action plans, and to guide them on how to further the conversation with local stakeholders. **Session 1 of this workshop is a prerequisite to this session.**

Presenters:

Derrick Anderson, Executive Director, Race Matters for Juvenile Justice

Michelle Sawyers, Operations Supervisor, Administrative Office of the Courts, Kentucky

Old Louisville

**Culture as Diversion: The Sankofa Journey**

This session will feature the exploration of cultural immersion as a strategy for combatting R/ED through discussion of Rebound, Inc.'s Culture as Diversion approach and the group's inaugural Sankofa Journey.

Presenters:

Carmeann Foster, JD, LICSW, Executive Director, Rebound Inc.

Christina L. Botts, JD, M.Ed., Director of Operations, Rebound Inc.

Butchertown

**Public Defense Team Transformation: Building an Equity Ecosystem**

Join us for a conversation about the importance of public defenders in addressing R/ED and ways to chart a path of intentional anti-racist practices.

Facilitator:

Stacie Nelson Colling, Youth Defense Coordinator, Office of the Alternate Defense Counsel, Western Regional Representative, Coalition for Juvenile Justice

**Break - Coffee Available**

3:30 pm - 3:45 pm

**Concurrent Workshop Session #3**

3:45 pm - 5:15 pm

**Healing through Love; Our Journey After Surviving the System**

This session will discuss how to co-create and promote healing, love, and justice in youth-serving systems. By doing this, we can move away from a punitive system and center love and relationships in every decision affecting families and youth, giving the power back to the families and communities to discuss what will help families heal. During this session, the presenter will dive into the following topics: transformative justice, advocacy, family integrity, and mental health. The session will highlight how you can't have love without justice or have justice without love.

NuLu

Presenter:

Alexandria Ware, CEO/ED, Culture Creations, Inc.

Olmsted 7

### **How Educating (and Building Relationships Between) System Decision Makers Reduces Racial and Ethnic Disparities and Increases the Use of Diversion Practices**

This workshop session is designed to provide participants with the opportunity to learn about and explore solutions to the racial and ethnic disparities crisis in the juvenile justice system and the underutilization of informal and formal diversion practices. Presenters will draw on years of experience with SAG-sponsored training projects that have sought to educate all system decision-makers and child-serving agency professionals on implicit bias and eliminating racial and ethnic disparities. The training solutions presented emphasize evidence-based best practices and include discussion on creating and sustaining diversion programs, restorative and procedural justice principles, trauma-informed practices, and how each of them impact racial and ethnic disparities.

Presenters:

Jill Ruggiero, President & Founder, We are the Gatekeepers, North Eastern Regional Representative, Coalition for Juvenile Justice  
Jaquita Monroe, Senior Associate, Annie E. Casey Foundation

Old Louisville

### **Starting the Conversation: How SAG Members and State Staff Can Facilitate Tough Conversations with Other R/ED Stakeholders on State and Local Levels**

During this presentation, we will explore how to begin conversations that promote stakeholders' willingness to engage in R/ED work. We hope to provide a roadmap for an open, yet frank, discussion of R/ED challenges in state and local systems while ensuring that participants feel that the environment is safe to express themselves freely.

Presenters:

Ricco Hall, State Program Manager, OJJDP  
Didier Moncion, State Program Manager, OJJDP  
Aloysius S. Anderson, State Program Manager, OJJDP

Butchertown

### **Partnering with the Community**

Join us for a guided conversation about ways to build and strengthen partnerships with community-based providers and grassroots organizations.

Facilitators:

Pastor Edward Palmer, Certified Diversity Coach and At-Large Member, Coalition for Juvenile Justice Executive Board  
Rachel Bingham, Kentucky Administrative Office of the Courts and Organizational Membership Representative, Coalition for Juvenile Justice Executive Board



## TUESDAY, OCTOBER 31ST

### Regional Meetings, Plenaries, Workshops, Awards Luncheon

8:00 am - 5:00 pm  
Olmsted Prefunction

#### Registration Open

7:45 am - 10:00 am  
Olmsted Prefunction

#### Breakfast

8:15 am - 9:45 am

#### Regional Breakfast Meetings

Conference attendees are invited to attend and participate in a regional networking breakfast. This meeting time is dedicated to information sharing, problem-solving, and networking for those looking to share concerns, recent innovations, and successes with juvenile justice professionals confronting similar issues. All are invited to attend.

- Midwest - NuLu
- Northeast - Olmsted 7
- Southern - Old Louisville
- Western - Butchertown

Information about the states that are included in each region is contained in the back of this program.

#### Break

9:45 am - 10:00 am

10:00 am - 11:30 am  
Olmsted 1-4

#### General Session

**Welcome by:** Michelle Diaz, Immediate Past Chairwoman, Coalition for Juvenile Justice

**Opening Remarks:** Secretary Kerry Harvey, Kentucky Justice and Public Safety Cabinet

#### Disrupting with a Purpose: How Partnering with Communities and Families is the Path to Change!

This session will identify and address the impact of trauma and its relation to community safety and mental health. We will discuss the importance and impact of civic participation and community action in creating safety and accountability for youth that does not include jails, prisons or lockups. Join us as we learn ways to better serve our under-resourced and marginalized communities that have diminished access to services.

Speakers:

JahPower Simon, Youth Advocate, New York City  
Courtney Ramirez, Consultant and Advocate, Justice for Families, New York City

Latrica St. Jules, Consultant and Advocate, Justice for Families, Houston, Texas

Moderator, Tracey Wells-Huggins, Restorative Community Justice Consultant, National Chair, Coalition for Juvenile Justice

**Sealing and Expungement: Closing Records to Open Doors**

Young people and their families often have the misconception that records in juvenile court are safe from the scrutiny of future schools and employers. Join us for a conversation about the realities of sealing and expungement, the disparate impact these policies have on Black and Brown families, and how those realities are changing in the wake of the Bipartisan Safer Communities Act.

Speakers:

Andrew Keats, Staff Attorney, Juvenile Law Center  
William "Bill" Raftery, Senior Knowledge Management Analyst, National Center for State Courts

David J. Roberts, Executive Director and Chief Executive Officer, SEARCH Group Incorporated

Hon. Anthony Jones, District Court Judge, Louisville, Kentucky

Hon. Karen Faulkner, District Court Judge, Louisville, Kentucky

Moderator, Alyssha Dairsow, Co-National Racial and Ethnic Disparities Coordinator, Coalition for Juvenile Justice

11:30 am - 1:00 pm  
NuLu

**Concurrent Workshop Session #4**

**From Hallways to Handcuffs: Rethinking School Safety and Student Discipline**

This workshop will shed light on the statistics and arguments surrounding the school-to-prison pipeline, delve into the underlying challenges, and contemplate actionable solutions. By the end of this session, we aim to foster a nuanced understanding and spark a constructive dialogue that paves the way for a more equitable educational environment for all youth.

Presenters:

Mike O'Key, Ph.D. Candidate, Stanford University, Emerging Leaders Committee Member, Coalition for Juvenile Justice

Brock Landwehr, Associate Director, Coalition for Juvenile Justice

Olmsted 7

### **See the Girl**

This workshop is designed to increase knowledge about the experiences of justice-involved girls, especially girls of color. The Policy Center's signature Framework for Systemic Change© is presented to introduce a proven step-by-step guide designed to examine girls' experiences in local communities and statewide with the goal of fostering innovative collaborations that result in pragmatic, sustainable solutions. Girl-centered principles are reviewed to highlight strategies for engaging in partnerships with girls to improve responses and outcomes. Case studies of reforms enacted in Florida's juvenile justice system are provided as examples of how communities can tailor the framework to address their specific needs.

Presenter:

Inderjit "Vicky" Kaur Basra DSW, President & CEO, Delores Barr Weaver Policy Center

Old Louisville

### **Minnesota's Replicable Pathway to Eliminating R/ED: Collaboration, Data, Demonstration, and Results**

Consistent with the Minnesota JJAC's focus on R/ED and supported by Title II funds, the RFK National Resource Center for Juvenile Justice, and the National Center for Juvenile Justice launched a local demonstration project to eliminate racial and ethnic disparities that aligned with the statewide Minnesota ERD Committee's goals. This session will highlight the replicable process, methods, data collection, and collaboration necessary to achieve results.

Presenters:

John A. Tuell, Executive Director, Robert F. Kennedy National Resource Center for Juvenile Justice

Hunter Hurst, Director, National Center for Juvenile Justice

Butchertown

### **Diverting the School-to-Prison Pipeline**

We rely on schools to educate and prepare our children for the future. Yet too often we witness youth entering the juvenile justice system from behaviors exhibited in school. The school-to-prison pipeline is especially true for youth of color. This workshop will explore how law enforcement, prosecutors, and human services collaborate with schools to deter youth from entering the formal system. This session will focus on institutional disparities and the importance of data.

Presenters:

Lesley Ahrens, Quality Assurance Coordinator, City of Lincoln and Lancaster County Human Services

Chris Reid, Chief Deputy County Attorney, Lancaster County Attorney's Office

1:00 pm - 3:00 pm  
Olmsted 1-4

**CJJ Awards Luncheon**

Facilitated by: John "Jack" Martin, National Vice Chair, Coalition for Juvenile Justice

Andrew Smith Awardee: Shalain Garcia, New York

## COALITION FOR JUVENILE JUSTICE (CJJ) REGIONS OF STATE ADVISORY GROUPS

The composition of the JJDPAs State Advisory Groups (SAGs) regions is defined in the CJJ Bylaws. Each region's members are represented on the CJJ Executive Board by a Regional Chair and 1-to-2 Regional Representatives. Memberships in CJJ are granted to all SAG members, as well as the state staff that work on JJDPAs matters with the SAG (including the state Juvenile Justice Specialists, DMC Coordinators, and Compliance Monitors).

The Chair/Chair-designee of each CJJ member-SAG has a vote in all proceedings of the CJJ Council of SAGs. The Council is responsible for Bylaws, electing Officers to the Board, and approving major policy positions. The Council of SAGs shall meet at least once annually. The CJJ Executive Board convenes at least four times per year to act as the governing body for legal, fiscal and strategic decisions, reflecting the views of CJJ members and stakeholders.

### Midwest

Illinois\*  
Indiana\*  
Iowa\*  
Michigan\*  
Minnesota\*  
Missouri\*  
Nebraska  
North Dakota\*  
Ohio\*  
South Dakota  
Wisconsin\*

### Northeast

Connecticut  
Delaware\*  
Maine\*  
Maryland\*  
Massachusetts\*  
New Hampshire\*  
New Jersey  
New York\*  
Pennsylvania\*  
Rhode Island\*  
Vermont\*  
Virgin Islands  
Washington, DC\*

### Southern

Alabama  
Arkansas\*  
Florida\*  
Georgia\*  
Kentucky\*  
Louisiana  
Mississippi\*  
North Carolina\*  
Puerto Rico\*  
South Carolina\*  
Tennessee\*  
Virginia\*  
West Virginia

### Western

Alaska\*  
American Samoa  
Arizona\*  
California\*  
Colorado\*  
Comm. No. Marianas  
Guam  
Hawaii\*  
Idaho\*  
Kansas\*  
Montana  
Nevada\*  
New Mexico\*  
Oklahoma\*  
Oregon\*  
Texas  
Utah  
Washington\*  
Wyoming

*\*CJJ member states (List last updated on April 7, 2023 and is subject to change.)*

*Questions? If you have any questions about the CJJ Council of SAGs, Executive Board, CJJ Regions, or CJJ Membership, please contact [info@juvjustice.org](mailto:info@juvjustice.org).*

Due to the varying requirements of different jurisdictions and disciplines, CJJ does not seek prior accreditation of educational programs for CLE/CEUs. Please consult the rules of your jurisdiction regarding procedures for receiving continuing education credits.

Sponsor: Coalition for Juvenile Justice  
Activity Level: CJJ Racial and Ethnic Disparities Conference  
Dates: October 29-31, 2023  
Location: Omni Louisville - Louisville, Kentucky

This program may qualify for up to:  
15 hours CLE/CEUs based on the 60-minute hour

By signing below, I certify that I attended the activity described above and am entitled to claim

\_\_\_\_\_ CLE/CEU credit hours

(If attending the full conference, write 15 hours in the blank. Otherwise, please note actual number of hours attended).

\_\_\_\_\_  
Name (Please Print or Type)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Membership, Registration, or Supreme Court #

\_\_\_\_\_  
Date

\_\_\_\_\_  
State where credits are to be registered

NOTE: If you are required to report to more than one state, complete a separate form for each state.

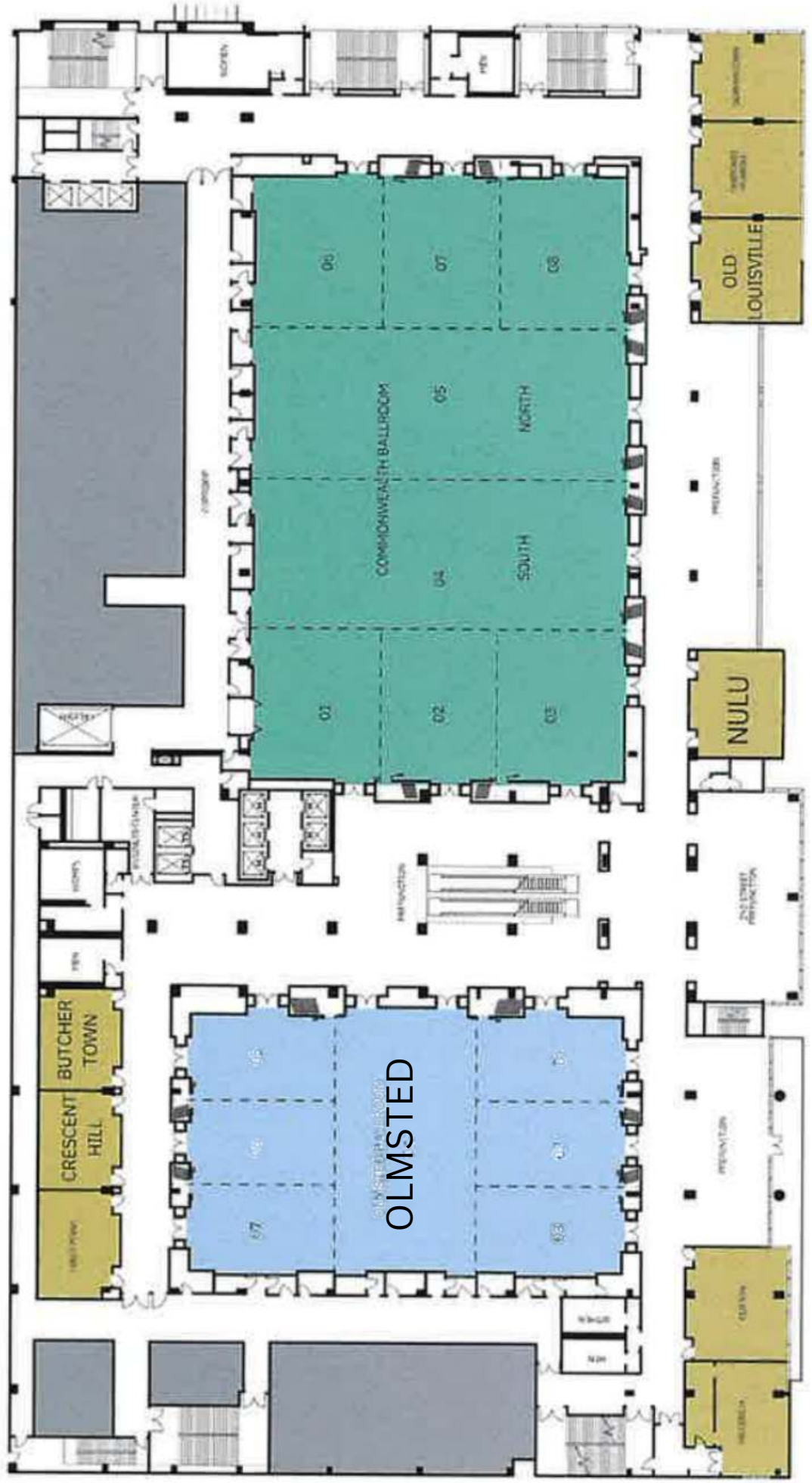
Acknowledged by:

\_\_\_\_\_  
**(SPONSOR REPRESENTATIVE)**

\_\_\_\_\_  
**DATE**

# OMNI LOUISVILLE HOTEL MEETING SPACE

## LEVEL TWO





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WASHINGTON, DC 20006-1631  
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