

# INTERSTATE COMMISSION FOR JUVENILES

## *Racial Diversity, Equity, and Inclusion Committee Meeting Minutes*

November 18, 2025

2:00 p.m. EDT

Via Zoom



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### **Preliminary Business**

#### **Call to Order**

Racial Diversity, Equity, and Inclusion (RDEI) Committee Chair M. Casey (DE) called the meeting to order at 2:00 p.m. EST.

#### **Roll Call**

Director Underwood, National Office, called the roll and a quorum was established.

#### **Commissioners/Designees in Attendance:**

1. Francis "Mike" Casey (DE), Commissioner, Chair
2. Brooke Montelongo (CO), Commissioner, Vice Chair
3. Tasha Hunt (CT), Commissioner
4. Becki Moore (MA), Commissioner
5. Felicia Dauway (SC), Designee
6. Charles Frieberg (SD), Commissioner
7. Maureen Clifton (WY), Commissioner

#### **Additional State ICJ Personnel in Attendance:**

1. Latosha Mallory (AL)
2. April Simmons (IN)
3. Liz Wilson (KS)
4. Bridget Webb (SC)
5. Lynn Fielder (WV)

#### **National Office Staff in Attendance:**

1. MaryLee Underwood, Executive Director
2. Amanee Cabbagestalk, Training and Administrative Specialist
3. Joe Johnson, Systems Project Manager
4. Kirsten Wade, Logistics and Administrative Specialist

F. Dauway (SC) made a motion to approve the agenda, as presented. The motion passed.

M. Clifton (WY) made a motion to approve the October 21, 2025, meeting minutes, as presented. South Dakota abstained. The motion passed.

### **Unfinished Business**

#### **Select volunteers for Home Evaluation and Movie Club Subcommittees**

- Chair M. Casey (DE) shared information on each subcommittee. He asked if any members wanted to join or lead the Home Evaluation and Movie Club Subcommittee.
- A. Simmons (IN) volunteered to join the Home Evaluation subcommittee.
- C. Frieberg (SD) volunteered to join the Movie Club subcommittee.

## **New Business**

### **Review UNITY human trafficking data and determine next steps for enhancement request**

- Chair M. Casey (DE) presented UNITY human trafficking data entry by return case type and human trafficking data entry by race.
- Members discussed challenges with tracking human trafficking cases, particularly the difficulty of updating data after cases are closed.
- F. Dauway (SC) suggested involving states' assessment tools and training field staff to gather information on the front end.
- Vice Chair B. Montelongo (CO) presented the draft of the West Regions UNITY enhancement request to enable Interstate Compact for Juvenile (ICJ) offices to add new human trafficking information if acquired after youths have been returned to their home/demanding states.
- Members discussed reviewing UNITY human trafficking data entry by jurisdiction.
- Director Underwood suggested engaging in a broader discussion of concerns and considering a broad range of potential responses, including training and education options.
- Members agreed to gather ideas for different solutions.
- M. Clifton (WY) recommended asking States at region meetings to commit to filling out the human trafficking fields for calendar year 2026, even though they are not currently mandatory.
- Director Underwood shared that the West region has committed to filling out the human trafficking UNITY field, and C. Freiberg (SD) shared that he would request this at the Midwest Region meeting in December.

### **Discuss implicit bias training**

- Chair M. Casey (DE) requested members whose states have implicit bias or trauma-informed care trainings pertinent to the RDEI Committee to email him. He shared that he was gathering resources that might be used to develop a *Wednesday Workshop*.
- Chair M. Casey (DE) stated that the topic and any resources would be discussed at the next meeting.

## **Next Steps**

- The next Racial, Diversity, Equity and Inclusion meeting was scheduled for December 16, 2025, at 2:00 pm EST.

## **Adjourn**

Chair M. Casey (DE) adjourned the meeting by acclamation without objection at 2:57 p.m. EST.