

INTERSTATE COMMISSION FOR JUVENILES

Racial Diversity, Equity, and Inclusion Committee Meeting Minutes

December 16, 2025

2:00 p.m. EDT

Via Zoom



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

Kirsten Wade, 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
Becki Moore (MA), Commissioner
3. Felicia Dauway (SC), Designee
4. Charles Frieberg (SD), Commissioner
5. Maureen Clifton (WY), Commissioner

Additional State ICJ Personnel in Attendance:

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

Commissioners/Designees not in Attendance:

1. Tasha Hunt (CT), Commissioner

National Office Staff in Attendance:

1. Amanee Cabbagestalk, Training and Administrative Specialist
2. Kirsten Wade, Logistics and Administrative Specialist

M. Clifton (WY) made a motion to approve the agenda, as presented. The motion passed.

F. Dauway (SC) made a motion to approve the November 18, 2025, meeting minutes, as presented. The motion passed.

Reports

Updates from subcommittees

- **Movie Club Subcommittee Update**
 - Vice Chair B. Montelongo (CO) reported that the Movie Club, now renamed "ICJ Conversations in Film," has selected films and documentaries for screening and plans to hold its first official meeting in February, with promotional materials going out in January.
- **Home Evaluation Resource Review Subcommittee**
 - F. Dauway (SC) reported that the subcommittee met to revise the [Best Practice: Home Evaluation Considerations for Unconventional Families](#) language to be more inclusive and acceptable to states, particularly addressing concerns from the East Region about terminology related to family structures and home evaluations.
 - After reviewing the suggestions, RDEI Committee members agreed to use "considerations when conducting home evaluations" as the main heading rather than using specific labels like "alternate" or "special."
 - A. Cabbagestalk (National Office) recommended the title: *Considerations when Conducting Home Evaluations*.

Unfinished Business

Review and approve of UNITY enhancement request

- Chair M. Casey (DE) presented the UNITY enhancement request proposal and justification that would be submitted on behalf of the RDEI Committee.
- F. Dauway (SC) raised concerns about potential pushback regarding finances and the cost of the enhancement request, which committee members acknowledged as a possible challenge.
- **C. Frieberg (SD) made a motion to approve submitting the UNITY human trafficking enhancement request to the Technology Committee. The motion passed.**

Review human trafficking data/survey results

- Vice Chair B. Montelongo (CO) stated that the committee had reviewed the human trafficking data during the conversation about the UNITY enhancement request.

New Business

Gather input for human trafficking best practice resource

- Vice Chair B. Montelongo (CO) stated that earlier in the month, she sent an email seeking input on human trafficking screening and safety protocols to aid in developing a best practice resource regarding responses to human trafficking.
- M. Clifton (WY) shared insights from a recent case where a youth initially denied experiencing trafficking but later disclosed details, suggesting the need for continued assessment beyond initial intake.
- R. Moore (MA) suggested inviting human trafficking experts from the ICJ, National Center for Missing or Exploited Children (NCMEC) or National Runaway Safeline (NRS) to provide guidance.
- Members agreed to table further discussion on this topic until the next meeting.

Next Steps

- Chair M. Casey (DE) asked members to email him information regarding implicit bias training resources.
- The next Racial, Diversity, Equity and Inclusion meeting was scheduled for January 20, 2026, at 2:00 pm EST.

Adjourn

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