

INTERSTATE COMMISSION FOR JUVENILES

Ad Hoc Committee on Racial Justice

Meeting Minutes

February 15, 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. 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, Policies and Operations Specialist
5. Joe Johnson, Project Manager

Call to Order

Co-Chair Jones (MD) called the meeting to order at 3:00 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

E. Lee, Jr. (NJ) made a motion to approve the January 18, 2022 meeting minutes as presented. F. Dauway (SC) seconded. The motion carried.

Discussion

Review Goals and Timeline for FY22 – Co-Chair Becki Moore

- Co-Chair Moore (MA) presented the Ad Hoc Committee for Racial Justice's three goals for the upcoming year and remaining meeting dates in a chart format. The chart, created by Amanee Cabbagestalk, provided visual assistance to readily develop a timeline with action plans and following up items to accomplish by October 2022.

Goal #1 Develop and provide training and/or “Best Practice Guide” to address racial inequities, implicit bias, and the impact ICJ staff can have

- Co-Chair Moore began with Goal #1. Last month, there was discussion of an Annual Business Meeting training session on “How to Write Unbiased Reports” and develop a guideline resource to accompany the training. Co-Chair Moore opened the floor for input and suggestions for a professional consultant to assist with the training.
- Co-Chair Jones (MD) suggested researching resources and consultants via the Annie E. Casey Foundation (AECF) and the Juvenile Detention Alternatives Initiative (JDAI). JDAI is a network of juvenile justice practitioners and other system stakeholders across the country working to build a better and more equitable youth justice system and the Casey Foundation supports the network.
- J. Niksa (RI) shared the following information from the JDAI website (<https://www.aecf.org/work/juvenile-justice/jdai>):
 - Provide training and technical assistance to practitioners through *JDAIconnect*, a free online community open to all for resources, expert guidance and peer-to-peer learning.
 - Provide a limited amount of technical assistance beyond what is available on *JDAIconnect* to jurisdictions trying something new or pushing the envelope with a reform strategy.
 - Publish and distribute practice- and assessment-oriented guides, analyses and videos.
- Co-Chair Jones (MD) spoke to the benefit of including human trafficking in the proposed training. She updated on an impactful 2-minute video she reviewed on the AECF website. The video originated from a Georgetown University study entitled: [*New Study: The “Adultification” of Black Girls*](#).
- Co-Chair Moore (MA) inquired if the video could be posted and accessed on the Commission’s website. Director Underwood explained the website banners focus on the work of the Commission; however, the monthly e-news could spotlight with a link to the video in next month’s *ICJ Updates* edition.
- Co-Chair Moore (MA) requested the topic remain on the meeting monthly agendas should others have an applicable resource to share and spotlight in the monthly *ICJ Updates* e-newsletter.

- M. Casey (DE) updated on types of internal professional trainings in his state. He volunteered to check applicable resources in Delaware and share concepts on relative topics as permitted and available.

Goal #3 Recommend racial equity tool(s) for Commission use to the Executive Committee (in rule making, committee processes, leadership, and other processes)

- Co-Chair Moore noted that goal #3 would require an endorsement from the ICJ Executive Committee for resources the ad hoc committee is looking to develop. She is requesting that the members provide examples and context she could share with the Executive Committee of said resources.
- Co-Chair Jones (MD) commented that there is a gap in the process for ICJ requisitions and a recommendation would be to identify those gaps in the ICJ Rules.

Data Walk Planning – Co-Chair Sherry Jones

Goal #2 Examine data regarding race and runaways, including those subjected to human trafficking (White vs. BIPOC youth), and make recommendations regarding how to address disparities

- Co-Chair Jones (MD) led the discussion regarding the March 29 data walk joint meeting with the Leadership Series members and the direct correlation to the ad hoc committee's Goal #3.
- Co-Chair Jones (MD) shared that in 2012, Maryland developed a "human trafficking process" to assist with tracking human trafficking in Maryland. To date, 125 passports have been reported. Upon a review of each case by gender, race, and case type, of the 125 passports, 20 cases were identified as ICJ cases.
- Co-Chair Jones (MD) proposed the following questions for discussion:
 - What does UNITY track in relation to trafficking and race?
 - What would the ad hoc committee like to know from the data?
- Joe Johnson, Project Manager, shared his screen in UNITY → Pertinent Return Information → Abuse Neglect Alleged case (screen shot below):

The screenshot shows a software interface for managing child abuse and neglect cases. At the top, there is a dropdown menu set to 'Abuse Neglect Alleged'. Below it, there is another dropdown menu for 'Human Trafficking' with three options: 'Confirmed', 'No Suspected', and 'Confirmed'. The 'No Suspected' option is highlighted with a blue background. The main area of the screen displays various case details, including 'Details Of Trafficking', 'Law Enforcement Age...', 'Human Trafficking Chil...', and 'Human Trafficking Chil...'. On the left side, there is a sidebar with a dropdown menu for 'Human Trafficking Confirmed' and a section for 'Reported To Law Enforcement Yes'.

- In the human trafficking dropdown field, three options are available:
 - No, Suspected, or Confirmed.
- Co-Chair Jones (MD) asked if a case could be updated once entered into UNITY. Joe Johnson confirmed changes may occur in open cases. Only closed cases cannot be updated.
- F. Dauway (SC) supported a review of the data on violations and asked if the data walk would include JIDS and UNITY.

- Director Underwood updated that in preparation for the data walk, the National Office realized the exported data from two different systems would be overwhelming to digest. She suggested reviewing primarily the FY 2020 nationwide data from JIDS. The data would be more manageable and cleaner to review to set a baseline going forward.
- Joe Johnson highlighted some of the complexities between combining data from the two systems. For example, in UNITY, human trafficking is specific to the case; in JIDS, the information is more difficult to extrapolate from the overarching field to a file detail level.
- Jenny Adkins added that in JIDS the majority of cases denoting human trafficking were return cases; however, human trafficking was also checked in several transfer and travel permit cases.
- Co-Chair Jones (MD) acknowledged the importance of information in the profile case to see any history of human trafficking and provide pertinent services on the front end rather than finding out later.
- Co-Chair Jones (MD) agreed with presenting the FY 2020 data and summarized the ad hoc committee is requesting the data walk to include:
 - human trafficking;
 - violations;
 - failed placements; and
 - travel permits.
- Jenny Adkins cautioned that the travel permit data reflects only the ones issued and does not capture the ones requested or rejected. Joe Johnson added that currently in the UNITY Travel Permits Report, gender and race data can be extracted and displayed in a graph.

Old Business

Review Elections Process & Recommend Amendments - Co-Chair Becki Moore

- Co-Chair Moore (MA) presented the Elections Process document developed last year. After implementing for the first time during the 2021 Annual Business Meeting (ABM), the following questions came to mind that were not addressed in the document:
 - What happens if no one is nominated in the time allotted?
 - What if someone misses a deadline?
 - What happens when there are no candidates for a position?
 - What happens when one candidate runs for more than one position?
 - What should be the order of elections?
- Co-Chair Moore (MA) proposed the ad hoc committee consider the best strategy to ensure there are nominees for all offices.
- E. Lee, Jr. (NJ) and F. Dauway (SC) advocated for retaining the document and process as written for at least another year to let the new process resonate with the membership. He suggested that region representatives remind and cultivate the conversation in the region meetings for members to submit their candidacy and the process. If there are no nominations, the region representative could remind again.
- Director Underwood requested guidance for the National Office on how to address releasing information about candidates. Individuals may contact the National Office to inquire who has been nominated to decide whether or not they should run. S. Jones (MD) supported keeping names private. C. Gordon (MT)

spoke to sharing to assist in a decision of whether or not to run. E. Lee, Jr. (NJ) commented that the candidate should base their decision on their abilities not their competition. B. Moore (MA) commented about the big commitment that goes with holding an ICJ leadership position. The ad hoc committee concurred that the candidate submissions should remain private until such time as all names are released; however, decided it is not necessary to include verbiage in the document.

- Co-Chairs Jones (MD) and Moore (MA) agreed to encourage regional representatives to remind members in their region meetings to submit nominations. Lastly, the co-chairs agreed to review the document one last time for any immediate edits, such as order of elected offices, i.e., Treasurer, Vice Chair, Chair, and wrap up the document at the next meeting.

New Business

There was no new business.

Adjourn

Co-Chair Jones (MD) adjourned by acclamation without objection at 3:03 p.m. ET.