

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



February 23, 2021  
3:00 p.m. ET  
Via WebEx

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**Voting Members in Attendance:**

1. Tasha Hunt (CT), Commissioner, Co-Chair
2. Becki Moore (MA), Designee, Co-Chair
3. Mike Casey (DE), Commissioner
4. Sherry Jones (MD), Commissioner
5. Roy Yaple (MI), Commissioner
6. Cathy Gordon (MT), Commissioner
7. Jacey Rader (NE), Commissioner
8. Felicia Dauway (SC), Commissioner

**Non-Voting Members in Attendance:**

1. Terrance Clayton (FL)

**Members Not in Attendance:**

1. Shannon Dilley (AK), Commissioner
2. Agnes Denson (FL), Commissioner
3. Corrie Copeland (TN), Commissioner
4. Eavey-Monique James (USVI), Commissioner
5. Edwin Lee, Jr. (NJ)
6. Maxine Baggett (MS)

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

1. MaryLee Underwood, Executive Director
2. Emma Goode, Logistics and Administrative Specialist
3. Jenny Adkins, Operations and Policy Specialist

**Call to Order**

Co-Chair Hunt (CT) called the meeting to order at 3:02 p.m. ET.

**Roll Call**

Director Underwood called the roll and a quorum was established.

**Agenda**

**C. Gordon (MT) made a motion to approve the agenda as presented. S. Jones (MD) seconded. The motion carried.**

**Minutes**

**R. Yaple (MI) made a motion to approve the December 16, 2020 meeting minutes as presented. C. Gordon (MT) seconded. The motion carried.**

## Discussion

### *Responses to “Data Walk” (January 26)*

- Co-Chair Hunt (CT) opened the floor for members to share their general impression and experience of their joint meeting with the Leadership Exchange cohort in which data regarding ICJ, race, and juvenile justice was reviewed.
- S. Jones (MD) commented the data implies there is a lack of resources and systems develop creative ways to ensure successful outcomes for youth. She also noted the importance of addressing issues that families face, rather than focusing on only singular members.
- R. Yapple (MI) questioned whether the data revealed symptoms or problems. By the time ICJ is involved, issues may have developed at the multiple levels, including court, arrest, and/or home. He suggested care be taken to focus on issues the Commission can address within the parameter of the ICJ, such as the ICJ Rules. He cited “mandatory acceptance” as an example and suggested review of the rule related to home studies.
- J. Rader (NE) commented that no data was available from the perspective of the juveniles and families served. Co-Chair Moore agreed with the importance of considering data from the perspective of the juveniles and families served.
- Co-Chair Hunt noted that the data presented more questions than answers.

### *Racial Justice Ad Hoc Committee Priorities*

- Co-Chair Moore highlighted the top-ranking actions in each of the four categories contributed by the members in the *Ideazboard*.
  1. National Commission Operations
  2. Youth Related
  3. State and Local Operations
  4. Other/Misc.
- Representative Moore appreciated the many great ideas brought forward and reviewed how suggestions were ranked. She asked members to focus on what can be accomplish by August timeline 2021, when the Committee will hold its last meeting. She noted that the committee could also submit recommendations for the future.

### *Immediate Achievable Actions*

- Co-Chair Moore shared that the Executive Committee will consider revising the ICJ Mission and Vision Statements in April. They may also develop a Results Statement. The ad hoc committee could suggest language regarding equity and inclusion for consideration.
- In May or June, the Executive Committee will review the annual election process in preparation for the annual business meeting. This aligns to the ad hoc committee’s suggestion to examine officer election processes to determine how impacted by race. Co-Chair Moore shared ideas currently under consideration in her agency around recruiting for a diverse workforce looking at what makes the position appealing and how to make it inclusive. Actions under consideration are casting a net as wide as possible to all interested, educating on what the commitment means, and recruiting.

- F. Dauway (SC) agreed the two actions mentioned would be a great start. The Mission Statement is the heart of the organization and how it operates. By starting diversity in leadership, other priorities will follow on their own accord.
- S. Jones (MD) agreed with the plan and commended the co-chairs for leading the ad hoc committee this year. Their efforts and advocacy for people of color and operate daily to be inclusive. S. Jones (MD) added “how we treat each other is how we treat our children”.
- Prior to the next meeting the ad hoc committee will provide suggestions for the mission and vision statements. Emma Goode, ICJ National Office, will gather the information and collate responses for the next meeting.
- Director Underwood shared the following potential list of priorities and asked the committee to consider if she correctly captured their intent.
  - 2021 Priorities for Ad Hoc Committee on Racial Justice
    1. By March 31, the Ad Hoc Committee will make recommendations to the ICJ Executive Committee regarding language and/or concepts related to racial justice/equity/inclusion for integration in to the ICJ Mission/Vision/Results Statements.
    2. By May 31, the Ad Hoc Committee will make recommendations to the ICJ Executive Committee regarding revision of ICJ’s election process.
    3. By August 31, the Ad Hoc Committee will make additional recommendations to the ICJ Executive Committee regarding how the Commission can increase racial equity and inclusion.
- **S. Jones (MD) made a motion to approve the list of priorities as presented. F. Dauway (SC) seconded. The motion passed.**
- The ad hoc committee will continue their discussion regarding recommendations in the next meeting.

#### *Proposed ICJ Rule Amendments*

- Co-Chair Moore noted the deadline for the submission for rule proposals to the Rules Committee is March 31, 2021.
- S. Jones (MD) suggested an amendment to require addressing violations with non-punitive actions, such as write an apology letter or complete a book assignment as alternative actions, to keep a juvenile on track.
- C. Gordon (MT) shared that Montana has found the Interstate Commission for Adult Offender Supervision (ICAOS) rule helpful with regards to applying alternatives before returning an adult offender.
- The ad hoc committee welcomed the concept. S. Jones (MD) and C. Gordon (MT) agreed to work with Jenny Adkins at the National Office to draft language to be considered at the meeting on March 23.

#### **Old Business**

There was no old business.

#### **New Business**

There was no new business.

#### **Adjourn**

Co-Chair Moore adjourned the meeting with objection at 3:57 p.m. ET.