

RED CONFERENCE ~ July 12 & 13

RED Conference Sessions

SESSION TITLE: RED Strategies for *SUCCESS*

SESSION DESCRIPTION: In an effort to support reducing racial and ethnic disparities in the juvenile justice system this session will give ideas for supporting the coordinating body as well as communities toward their goal of identifying and responding to racial and ethnic disparities. This will include, how to get a state steering committee more involved, the impact of the Juvenile Justice and Reform Act of 2018, and how to support this work within communities. The session will highlight the importance of data and partnering with entities outside of the juvenile justice system.

Presenters: Anna Lopez, Racial and Ethnic Disparities Coordinator, Colorado Division of Criminal Justice and Craig Hargrow, Deputy Executive Director, Tennessee Commission on Children and Youth

Anna Lopez works for Colorado's Division of Criminal Justice, Office of Adult and Juvenile Justice Assistance as the state's Racial & Ethnic Disparities (RED) Coordinator. The Division and Office are responsible for a myriad of activities that benefit the state including; research and evaluation, technical assistance, grants management, staff support for juvenile justice system improvements, data collection and reporting, victim assistance, the creation of standards for community corrections, sex offender management, and domestic violence offender management.



As the RED Coordinator Ms. Lopez is charged with keeping Colorado in compliance with the RED Core Requirement of the Juvenile Justice and Delinquency Prevention Act (JJDP) of 2018. Keeping in compliance includes collecting and analyzing state data, development and implementation of an annual RED Plan, and supporting the state's RED Committee, the Colorado Coalition for Minority Youth Equity (CMYE). Additionally, a great portion of her time is dedicated to supporting local communities as they work toward identifying, strategizing and mitigating RED in their local juvenile justice system.

In addition to the RED work, Anna has managed other policy initiatives including addressing the mental health needs of youth in the juvenile justice system, delinquency prevention, school - justice partnerships, as well as an initiative to improve Colorado's court response to truancy. Her 28-years of experience has given her the opportunity to learn and support a variety of juvenile justice issues and systems improvements. In 2020 Anna was the recipient of the Coalition for Juvenile Justice's Andrew Smith Award, recognizing a Racial and Ethnic Disparities Coordinator who has made outstanding contributions to the elimination of Racial and Ethnic Disparities in the juvenile justice system.

Ms. Lopez has a Master in Public Administration degree from the University of Colorado, Denver campus and a Bachelor of Science degree in Criminal Justice from Metro State College.

As a licensed attorney, Craig Hargrow has served the children and families of Tennessee in various capacities for approximately 25 years. As a private attorney, Mr. Hargrow has served as defense counsel in delinquent matters, and a guardian ad litem and a parent's attorney in child custody, child abuse, dependency/neglect and termination of parental rights cases. Upon leaving private practice, Craig Hargrow worked as a trial and managing attorney for the State of Tennessee, Department of Children's Services (DCS) and later served in a judicial capacity as a Magistrate for the Juvenile Court of Montgomery County, Tennessee. As a juvenile court magistrate, Mr. Hargrow heard delinquent, unruly and dependency and neglect cases.



As an employee of the Tennessee Commission on Children and Youth (TCCY), Mr. Hargrow advocates for children as the Deputy Executive Director and Director of the Tennessee Second Look Commission. The SLC Commission is comprised of a diverse group of professionals dedicated to improving the lives of children in Tennessee. SLC findings and recommendations address all stages of investigating and attempting to remedy severe child abuse.

TCCY recently restructured its organization. Prior to the reorganization, Mr. Hargrow served as TCCY's Director of the Youth Justice Division and the Racial and Ethnic Disparities (R/ED) Coordinator for Tennessee. TCCY's Youth Justice Division helps implement the provisions of the federal Juvenile Justice Reform Act (JJRA) Act in Tennessee.

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The Racial and Ethnic Disparities efforts address overrepresentation of minority children at various points of contact in the juvenile justice system. Now Mr. Hargrow supervises TCCY's Youth Justice and R/ED Director.

From 2017 to 2019, Mr. Hargrow served as the Coalition for Juvenile Justice (CJJ) National Disproportionate Minority Contact (now R/ED) Coordinator representative. In that role, Mr. Hargrow represented and served R/ED Coordinators throughout the nation in CJJ and in communication with the Office of Juvenile Justice and Delinquency Prevention (OJJDP). In 2021, the technical support arm of OJJDP asked Mr. Hargrow to serve as one of seven mentors in the nation to help new R/ED Coordinators better understand their role. Mr. Hargrow is currently serving as a mentor in the R/ED Certificate Program.

Mr. Hargrow is a pastor, husband, father and scoutmaster.

SESSION TITLE: Equity in the Workplace: What public servants should know about engaging with others

SESSION DESCRIPTION: This presentation is an overview of civility in the workplace. Basic terms for diversity, explanations of conditions and circumstances of youth clients, and the strategies to decrease classic workplace burnout.



Presenter: Juanita M. Cleaver Simmons, PhD, is Senior Diversity Consulting Partner with Atlanta-based Talent Management Consultants, LLC. She specializes in training and designs for diversity, equity, climate, workplace civility and inclusion, and Equity Coaching with theoretical and practical strategies. Her passion is facilitating seminars in leadership development for cultural competency and responsiveness for excellence in equity. She is the former Vice President of Diversity, Equity, and Inclusion at Northwest Missouri State University, and retired associate professor of the University of Missouri-Columbia. She earned her PhD in Urban Superintendency and a Master's in Educational Leadership from the University of Texas-Austin. She takes special pride in working with the Missouri Juvenile Justice Association, where she has conducted many conference presentations and training seminars. She now serves as a consultant for the Stop Red (Racial and Ethnic Disparity).

SESSION TITLE: What's History Gotta' Do With It: The multiple layers of black boys' criminalization

SESSION DESCRIPTION: This presentation explores the disproportionate number of school suspensions and expulsions and the socio-historical analysis of the various interrelated and systems that contribute to, perpetuate, and exacerbate the noted disparities. Using the African American Male Theory, the presentation will explore how Black boys' engagement with interrelated structures, systems, and processes that occur in dynamic and multidimensional contexts that influence and shape their development, experiences, trajectories, and life outcomes.



Presenter: Dr. Nathan Stephens is an Assistant Professor in Social Work at Illinois State University. He earned his BSW at Columbia College and both his master's in social work and Ph.D. degrees at the University of Missouri-Columbia (Mizzou). At its core, his research investigates how racialization and racial stress/trauma impacts the life trajectories of Black boys and men, when juxtaposed with the educational, criminal justice, and other interconnected systems that reproduce oppressive conditions and foster negative life outcomes for Black males. Dr. Stephens' research uses the lenses of Critical Race Theory, African American Male Theory, Ecological System Theory, and Healing Centered Engagement model to inform his research.

Prior to working in higher education, Dr. Stephens previously worked with civil rights icon Wynna Faye Elbert at Columbia's Parks and Recreation-Community Recreation Division. (Community Recreation indicates the predominately Black and low-income Douglass Park area in Columbia's First Ward.) For his master's thesis project, he created the Youth Empowerment Zone, modeled after the Harlem Children's Zone, that assisted youth 14-24 to obtain employment. The program currently operates as CoMo Youthworks.

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Dr. Stephens' belief in mentoring led to him accepting a position with Big Brothers Big Sisters' as the coordinator of their Children of Prisoners program. He co-founded the First Ward Ambassadors, a program where Black men from the community intervened in youth fights to limit police interactions.

After transitioning to higher education, Dr. Stephens created the Mizzou Black Men's Initiative (MBMI) in 2009 while serving as the Director of the Gaines/Oldham Black Culture Center on the Mizzou campus. He has presented at several conferences nationally and internationally on issues impacting Black males such as mental health, racism, and the various psycho-social aspects. In the Spring of 2020, Dr. Stephens created and taught Social Justice in Social Work, a class through the University of Illinois' Education Justice Project for incarcerated students incarcerated at the Danville Correctional Center.

During the summer, Dr. Stephens works with the Driven to Reach Excellent African American Males (DREAAM), a youth program for Black male youth in Champaign, IL. As a member of Alpha Phi Alpha Fraternity Incorporated, he assists with the fraternity's national programs Go to High School, Go to College, Project Alpha, and his chapter's new state funded violence prevention program called Masterminds, all of which work with local Black males in middle school and high school in Champaign County.

SESSION TITLE: Culturally Responsive School-Family-Community Engagement



SESSION DESCRIPTION: This session focuses on school-family-community relations with an emphasis on how organizational cultures can impede or enhance how schools, community organizations, families, and juvenile justice systems engage each other in supportive and authentic ways. Special attention will be given to how organizational cultures position its members, establishing insiders, outsiders and, in some cases, invisible constituents. Session participants are invited to consider their own observations and experiences in analyzing the role of trust and *trusting* in engaging professionals and community members across sectors, cultures and other differences.

Presenter: Samantha M. Paredes Scribner is an Associate Professor in the Department of Urban Education Counseling, Leadership and Policy at the Indiana University School of Education at IUPUI. She has served as the Director of the Urban Education Leadership & Policy Program since 2019, having previously held positions as SoE Associate Dean for Academic Affairs and Director of the Center for Urban and Multicultural Education at IUPUI. Prior to taking her faculty position at IUPUI, Dr. Scribner was the Director of the P-20Alliance at the University of California, Riverside, where she facilitated and negotiated P-20 partnerships in the Inland Empire (Riverside and San Bernardino County). Dr. Scribner started her education career as a bilingual middle school teacher and high school administrator in Austin, Texas.

Dr. Scribner's research and teaching focus is on the organizational and political dynamics within and around urban K-12 schools, the policy contexts of these dynamics, and the consequences of leadership practices for various constituents of urban school communities. Her recent work has focused on the engagement and organizing of Latinx immigrant mothers. Dr. Scribner intentionally situates her work in urban and urban fringe schools attended by high percentages of ethno-linguistically and racially diverse students and families. She has published in *Educational Administration Quarterly*, *Journal of School Leadership, Leadership and Policy in Schools*, and the *Journal of Cases in Educational Leadership*. Dr. Scribner holds a Ph.D. from the University of California, Riverside; an M. Ed. From the University of Texas at Austin, and a BA in Art and American Studies from Temple University.

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SESSION TITLE: Listening Like an Anthropologist: Why deep listening matters for supporting transgender Missourians

SESSION DESCRIPTION: This session is for those who work in the juvenile justice system who desire to increase their understanding of what it is like for those who identify as trans in Missouri (and the unique challenges they face). The majority of the session will be spent reflecting on video interviews from our local trans community. If you have limited experience working with individuals who are trans, this session is specifically designed for you!



Presenter: Matt Scott married his partner (of 12 years) back in 2015 and they have since embraced the Ozarks as their home. He has a bachelor's degree in theatre, a master of fine arts degree in acting and directing, and will be graduating in July 2022 with a masters degree in mental health counseling. He is a passionate ally for the LGBTQ+ community. His research interests revolve around the mental health and social support experiences of trans individuals in rural America. He is an active DEI educator and in the past 10 years has also collaborated with the Zero Abuse project, Missouri KidsFirst, and ChildFirst Arkansas in supporting the training of forensic interviewers and investigators. He currently works at Missouri State University.

SESSION TITLE: My History, written and performed by High School Senior, Daniella Gonyoe

SESSION DESCRIPTION: Daniella will be performing her poem live for this short session



Presenter: My name is Daniella Gonyoe, but I go by DD. I am a rising senior, currently 17 years old at Northwest High School. I enjoy reading, writing poetry and short stories, as well as braiding hair. I currently run my own business, a hair braiding company called, "Dees&co." I have been blessed to have been able to participate in NAACP programs like ACT-SO since my freshman year of high school, and have won several medals as a competitor. Advocacy and honesty are two things that are very important to me, and I hope that through the words I write people will be inspired, and educated enough to see and understand the truth.

*Conference has been approved for 7.2 MCLE hours, including 5.6 ethics hours and 5.6 elimination of bias hours.

*POST hours pending.

Funds for this project have been made available through the Missouri Department of Public Safety and the Missouri Juvenile Justice Advisory Group from funding provided by the US Department of Justice, Office of Juvenile Justice and Delinquency Prevention.

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DRAFT AGENDA

RED Conference Agenda

July 12TH

8:30 Opening Remarks

8:35-9:45 RED Strategies for Success

9:45-10:00 Break

10:00-11:10 What's History Gotta' to With It: the multiple layers of black boys' criminalization

11:10-11:25 Break

11:25-12:35 Culturally Responsive School-Family-Community Engagement

12:35-12:40 Closing Remarks

July 13TH

12:30-12:35 Opening Remarks

12:35-1:45 The Adultification of Children of Color: Another Disparity in The School to Prison Pipeline

1:45-2:00 Break

2:00-2:10 My History

2:10-3:20 Listening Like an Anthropologist: Why deep listening matters for supporting transgender Missourians

3:20-3:30 Closing Remarks

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ADDRESSING RACIAL & ETHNIC DISPARITIES (RED) IN THE JUVENILE JUSTICE SYSTEM JULY 12 & 13 REGISTRATION FORM

Please print or type to ensure accuracy.

A separate form should be completed for each person attending. Thank You!!

Name: _____

Email Address: _____

(must be the address you will use to access the virtual conference link)

Agency/Circuit/Department: _____

Please indicate below if you will be seeking the following credit hours for your attendance and participation in the conference:

_____ POST (please provide POST number) _____ (hours pending)

_____ MCLE (please provide bar number) _____

\$50 Payment is due at time of registration. Payment Options:

_____ Pay by Check (Check #: _____)

_____ Pay on-line @mjja.org by PayPal (Ref. #: _____)

_____ Invoice - Request an Invoice for Billing Purposes

To register by mail, print this form, enclose applicable fee(s) and mail to:

MJJA – RED Conference

P. O. Box 1332

Jefferson City, MO 65102-1332

Questions? Please call 573.616.1058, or email vonda@mjja.org

RED Conference Registration Form