

Getting the Word Out

Community-Based Efforts to Enhance Awareness of Racial and Ethnic Disparities

Community- Based Efforts to Enhance Awareness

Key Stakeholders

Data

Implicit Bias

Strategies

“Pounding the Pavement”

The background of the slide is composed of several overlapping, semi-transparent green geometric shapes. On the right side, there is a solid, bright green rectangular area. To its left, there are several diagonal, triangular, and quadrilateral shapes in various shades of green, ranging from light lime to dark forest green. These shapes overlap each other, creating a layered, abstract effect. A thin, dark green line runs diagonally across the center of the slide, passing through the overlapping shapes.

“Pounding the Pavement with Purpose”

Police
Chiefs

Juvenile
Prosecutors

Juvenile
Judges

Probation
Officers

School
Officials

Business
Owners /
Employers

Coalitions

Faith-based

Parents

Youth

The Ultimate End Results Of RED

Truancy - Criminal Mischief

Youth Detention Center

Trauma

Emotional Stress

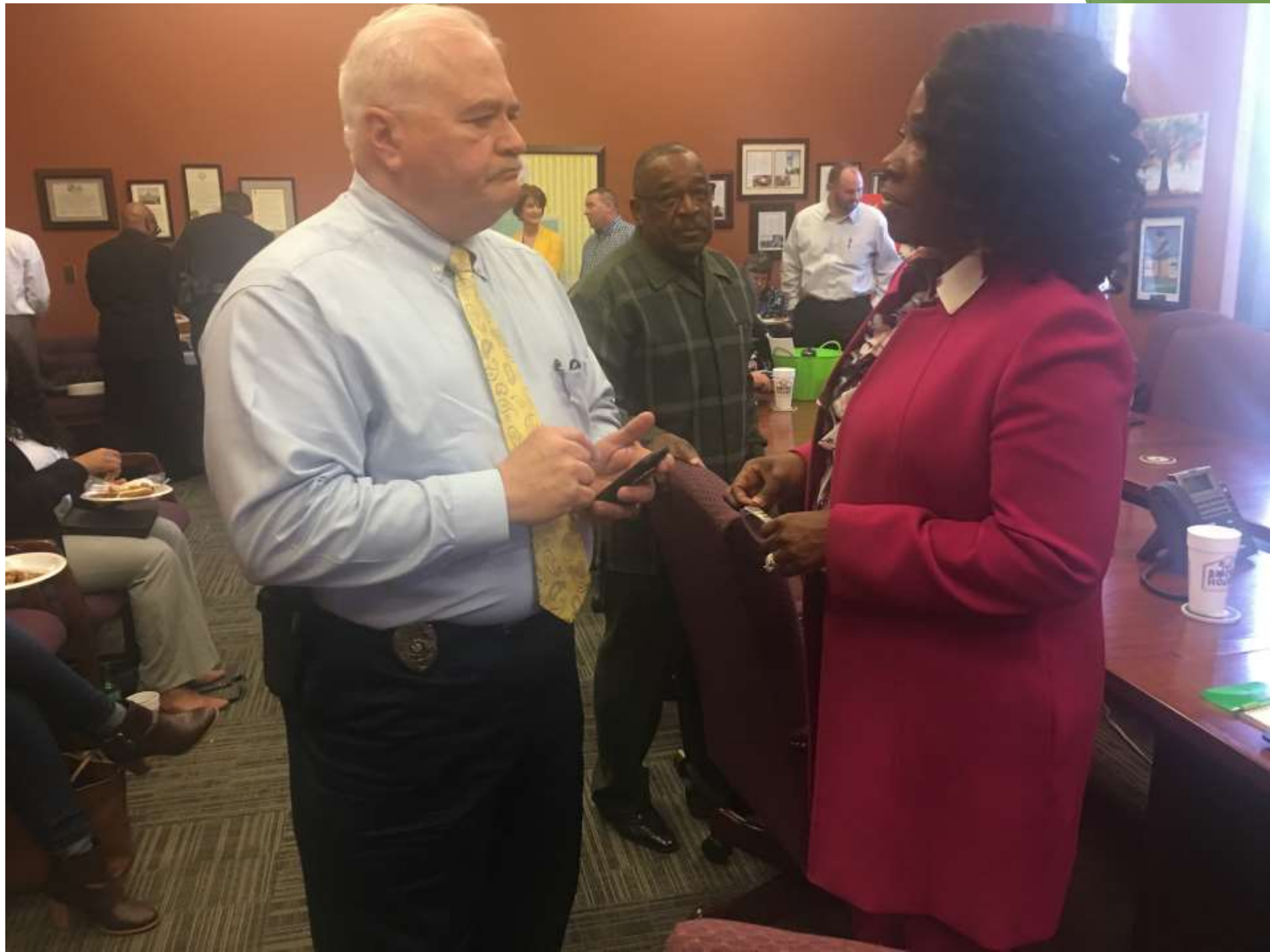
Separation - Self - Family

Delayed Education

Contributing Mechanisms

Long Term “Pipeline to Prison”















Department of Human Services

Division of Youth Services

Sheila R Foster, Statewide Racial and Ethnic Disparities Coordinator

700 Main Street Little Rock, AR 72203

Sheila.foster@dhs.Arkansas.gov

(501) 320 - 6129

(501) 416 - 5939



GETTING THE WORD OUT

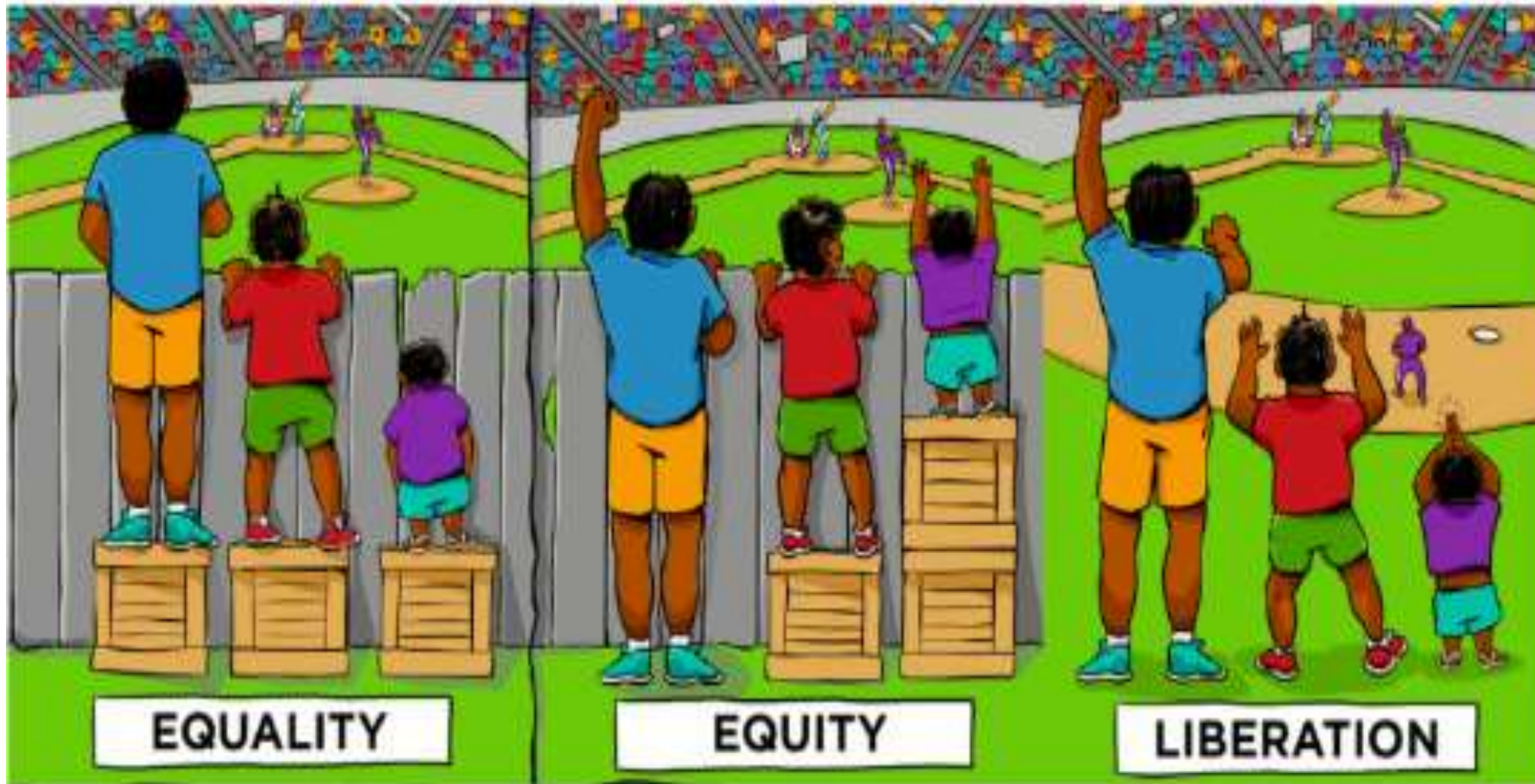
William Jernigan

Governor's Office of Crime Prevention, Youth and Victim Services



THE IMPORTANCE OF GETTING THE WORD OUT

WHY IS RED REDUCTION WORK SO IMPORTANT?



WHY SHOULD WE GET THE WORD OUT?



- To create a fair and equitable juvenile justice system for all youth
- Because we are the expert on Racial and Ethnic Disparities
 - *If not us, then who???*
- To combat and change the narrative that negatively depict and impact youth of color
- Recruit and engage new and non-traditional stakeholders into RED reduction efforts and bolster youth programming
- Reduce the myth and shed light on the reality

STATEWIDE DETENTION DATA



Demographics	FY2017	FY2018	FY2019
Race/Ethnicity			
Black	76.5%	77.5%	77.6%
White	17.4%	15.0%	15.0%
Hispanic/Other	6.1%	7.5%	7.4%
Sex			
Male	84.8%	83.6%	84.7%
Female	15.2%	16.4%	15.3%
Age			
11 and under	0.2%	0.3%	0.5%
12	1.0%	0.7%	1.6%
13	4.6%	4.0%	5.2%
14	12.1%	12.6%	11.0%
15	20.9%	21.1%	21.3%
16	23.4%	24.9%	22.3%
17	25.0%	24.2%	24.9%
18-20	12.7%	12.3%	13.2%
Total Placements	2,965	2,663	2,406

2018-19 MD SCHOOL SUSPENSION DATA



Description of Data	Total	Attendance	Dangerous Substances	Weapons	Attacks/ Threats/ Fighting	Arson/ Fire/ Explosives	Sex Offenses	Disrespect/ Disruption	Other
All	79,306	1,004	5,347	1,579	36,479	489	1,653	30,125	2,630
Male	55,133	631	3,723	1,194	25,260	390	1,387	20,597	1,951
Female	24,173	373	1,624	385	11,219	99	266	9,528	679
American Indian or Alaska Native	239	3	16	2	92	2	4	105	15
Asian	749	8	114	20	334	10	29	206	28
Black or African American	46,221	333	1,686	836	23,250	280	905	17,511	1,420
Hispanic/Latino of any race	8,564	116	969	273	3,604	95	237	2,968	302
Native Hawaiian or Other Pacific Islander	98	1	11	1	33	1	4	43	4
White	18,941	458	2,244	374	7,191	84	406	7,472	712
Two or more races	4,494	85	307	73	1,975	17	68	1,820	149
Students with Disabilities	22,056	138	988	466	10,546	145	479	8,547	747



TIPS AND STRATEGIES TO GET THE WORD OUT



TIPS and STRATEGIES TO GET THE WORD OUT



- Always have RED data available to disperse to stakeholders
- Develop a Grassroots Engagement Strategy and Plan
- Utilize technology - Social Media and the Internet
- Utilize the voice of Community Champions and Allies
- Bring the voice of RED to existing youth-serving Boards and committees in your State/local jurisdictions
 - Great way to engage with key decision makers and stakeholders
- Conduct RED trainings, Forums and Symposiums

OTHER TIPS AND STRATEGIES



- **Partner with your State's Compliance Monitor**
 - In MD, RED is a major talking point during all compliance visits with key stakeholders (Law Enforcement, Court personnel and juvenile facilities)
 - Compliance visits provide a great opportunity to disperse RED data and information to stakeholders
 - Reviewing stakeholder data (arrest records, potential violations, etc.) with a RED lens
- JJDPA Core Protection training opportunities

DEVELOP A STRATEGIC PLAN



- **Utilize RED data** to identify specific jurisdictions to prioritize and target for outreach efforts
- Perform a SWOT analysis (Strengths, Weaknesses, Opportunities and Threats) on local jurisdictions—Diversion and other programs
- Make sure it is SMART
 - Measurable
 - Attainable
 - Realistic
 - Time-sensitive



THE BENEFIT of GETTING THE WORD OUT

KENT COUNTY, MD



- 1st interaction began with a RED training with Kent's Local Management Board
- 2nd interaction was a RED training with their Local Care Team
- 3rd interaction was a RED presentation to youth at the African American Young Males Conference
- Kent County LMB applied for JJAC funding and obtained a grant for their School Truancy Reduction Program

PUBLIC JUSTICE CENTER



- Maryland School Representation Project
 - Attorneys provide free consultation and representation to families during school discipline hearings
 - Mission is to prevent school pushout and to combat the School to Prison Pipeline
 - Focused on reducing disparities in Maryland's school suspension and expulsion data
- Met with PJC members at a meeting with Kent County LMB
- PJC received JJAC funding in 2019 to further expand their efforts



MARYLAND COMMUNITY-BASED RED EFFORTS



Maryland

GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES

RACIAL AND ETHNIC DISPARITIES TRAININGS and FORUMS

2019 RED TRAINING OPPORTUNITIES



- 18 RED Training/Presentations
- Over 500 participants

Participants included: Child Welfare Social Workers, Law Enforcement, MD State Dept. of Education staff, local and state government agencies, youth-serving organizations, non-profit and community-based organizations, **faith-based organizations** and more.

Baltimore City Dept. of Human Services



Maryland

GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES



BCHD/BCPSS SOS Advisory Committee



Maryland

GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES



Maryland Family Network Conference



Maryland
GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES



TITLE II FUNDING PRESENTATIONS





Maryland
GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES

ADVERSE CHILDHOOD EXPERIENCES MASTER TRAINER

MD NATIONAL GUARD ACEs



EASTERN SHORE ACEs TRAINING





Maryland
GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES

YOUTH ENGAGEMENT AND COMMUNITY AWARENESS

African-American Youth Conference



Alfred Noyes Youth Detention Center



AFS HS Senior Inauguration



Ray Lewis “No Excuses Bootcamp”





Maryland

GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES

GOVERNOR'S OFFICE OF CRIME PREVENTION, YOUTH AND VICTIM SERVICES

GRASSROOTS RED EFFORTS

Police Athletic Leagues (PAL) Programs



Maryland

GOVERNOR'S OFFICE OF
CRIME PREVENTION, YOUTH,
AND VICTIM SERVICES



Boys & Girls Clubs of America



FUTURE EFFORTS



CONTACT INFORMATION:

WILLIAM JERNIGAN

Maryland's Statewide RED Coordinator and Director of Prevention Strategies
Governor's Office of Crime Prevention, Youth and Victim Services

410-697-9317 (o)

william.jernigan1@maryland.gov