

**Office of Juvenile Justice and Delinquency Prevention  
 State Relations and Assistance Division  
 RED Coordinators' Call  
 September 8, 2021**

<b>Attendance – Taken from Chat Box</b>	
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	Chryl Jones
	TeNeane Bradford
	Nicole McCrae
<b>X</b>	Diamond Lewis
<b>X</b>	Tina Borner
<b>X</b>	Didier Moncion
	Keith Towery
<b>X</b>	Marisa Harris
	Ricco Hall
	Cara Blair
<b>X</b>	Alyssa Malcomson
<b>X</b>	Ashley Washington
<b>X</b>	Marie Burke <i>(OGC)</i>
<b>X</b>	Meg Morrow <i>(OGC)</i>
<b>CCAS</b>	
	Lisa Hutchinson
<b>X</b>	Okori Christopher
<b>X</b>	Katie Penkoff
<b>X</b>	Cassy Blakely
<b>X</b>	Kenya Roy
<b>X</b>	Mark Ferrante
<b>X</b>	Shreeva Adhikari
	Brianna Cunniff
	Tayla Fautleroy
	John Kochanek
	Katherine Gross
<b>X</b>	Moises Prospero
<b>State</b>	<b>Individuals in Attendance</b>
1. Alabama	Letta Gorman; Buffy Smelley
2. Alaska	Nichel Saceda-Hurt; Jesse Parr
3. American Samoa	Valelia Sefo-Vaouli
4. Arizona	Tonya Hamilton
5. Arkansas	Gary Jones
6. California	Timothy Polasik
7. Colorado	Anna Lopez

8. Connecticut	
9. Delaware	Monica Celli
10. District of Columbia	
11. Florida	
12. Georgia	
13. Guam	Danielle Camacho
14. Hawaii	
15. Idaho	
16. Illinois	Andrea Hall; Katy Culleeny; Maribel Gonzalez
17. Indiana	Shelby Price; Manpreet Kaur
18. Iowa	Jill Padgett
19. Kansas	Gregory Artis
20. Kentucky	Mavis Williamson
21. Louisiana	
22. Maine	Linda Barry Potter
23. Maryland	William Jernigan
24. Massachusetts	
25. Michigan	Paul Elam
26. Minnesota	
27. Mississippi	Emberly K. Holmes
28. Missouri	Liz Ballard; Michelle Parks
29. Montana	
30. Nebraska	
31. Nevada	
32. New Hampshire	
33. New Jersey	Jay Lee; Shaniqua McRae; Kelly Hourigan
34. New Mexico	Samantha Armendariz
35. New York	Amanda Grimes; Trista Deame
36. North Carolina	Adonicca McAllister; Toni Lockley
37. North Dakota	
38. Northern Marianas Islands	
39. Ohio	Danny Turek; Kristi Oden
40. Oklahoma	
41. Oregon	Sonji Moore
42. Pennsylvania	
43. Puerto Rico	
44. Rhode Island	Gina Tocco
45. South Carolina	
46. South Dakota	
47. Tennessee	Craig Hargrow
48. Texas	
49. Utah	Alyssa Dairsow

50. Vermont	Elizabeth Morris
51. Virgin Islands	
52. Virginia	Greg Hopkins; Ed Holmes
53. Washington	Aaron Moore; Alice Coil
54. West Virginia	
55. Wisconsin	Sabrina Gentile
56. Wyoming	Craig Figus

**I. AIR- CCAS/ OJJDP Welcome**

**Dr. Katie Penkoff, Senior TA Consultant, Center for Coordinated Assistance to States (CCAS):**

Welcome to the SRAD or State Relations and Assistance Division monthly call with states. Today, the call is for Racial and Ethnic Disparities Coordinators. Notice of recording first, the American Institutes for Research, or AIR, operates the Center for Coordinated Assistance to States under a cooperative agreement with OJJDP. AIR allows for the recording of audio, visual, participants, and other information sent, verbalized, or utilized during business-related meetings. By joining a meeting, you automatically consent to such recordings. Any participant who prefers to participate via audio only should disable their video camera so that only their audio will be captured. Video and/or audio recordings of any AIR session shall not be transmitted to an external third party without permission.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

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**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

A couple of housekeeping items, the vast majority of attendees are entering in listen-only mode. We do this to ensure that there is great sound quality during the calls so that everyone can hear the information being shared. If at any point there will be a couple of segments you would like to be unmuted, please let us know in the chat box and our technology specialist, Okori Christopher, will help with that process. And so, I'm going to show you how to please introduce yourself using the chat box function and to let us know if you have any questions for us, again, in the chat box and for technical issues, please let us know in the chat box as well or email us at [ccas@air.org](mailto:ccas@air.org). We do have a team member who's watching that closely.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Just a quick orientation to WebEx and the [WebEx platform](#). You can learn who else is attending the meeting or event by clicking on the bottom right-hand corner of your screen where you see the person icon. If you click on that, it'll show you who our panelists are today as well as who your colleagues are that are attending either from OJJDP or other states and territories. You can also access the chat in that bottom right-hand corner by clicking on that comment bubble and it will allow you to place information into the chat to share with your colleagues, presenters, and our technical host.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Just a reminder when you do use that chat box, we want you to use that "To" menu. Click on that "To" menu and scroll down to "Everyone." This ensures that everyone from the organizer of the meeting all the way through your colleagues sees the comments that you're putting in there. For roll call, and I see people already doing that in the chat, please let us know who's attending today by placing the following information in the chat: your full name, the state or territory you represent, and the full name of anyone viewing with you today. Again, that's how we are facilitating the roll call today via the chat.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

At any point, if you want to zoom in or out on the content being presented during today's call, all you have to do is head over to the left-hand side of your screen, near the middle and you will see that there are actually some little magnifying glasses that allow you to zoom in or zoom out as well as allow you to maybe look at different slides that are part of today's presentation. Again, you do have the ability to zoom in and zoom out on the content.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

I am going to quickly review the agenda before I turn it over to Miss Tina Borner from the Office of Juvenile Justice and Delinquency Prevention to provide some welcoming remarks. First, we're going to have the OJJDP welcome, then establishing an RED advisory group for compliance. We're going to review what those statutory requirements are for a racial and ethnic disparities coordinating body. Then we're going to hear from several states on how they're using their RED subcommittees for their efforts within their respective states. Then we will have closing remarks.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

At this point, I'm going to turn it over to Ms. Tina Borner to provide welcome.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

Good afternoon, everyone. Thank you so much for using your time to join us today. I bring a welcome from Dr. TeNeane Bradford who is the Associate Director of the State Relations and Assistance Division. We want to thank you all again for becoming a part of this conversation today. We want to thank you again for allowing us to have these conversations with you. We are in the middle of reviewing all of your RED plans that have been submitted to us from each of the states which another session of the RED coordinator's call will probably... We will talk about as we move forward.

**II. Establishing RED Advisory Groups for Compliance**

**Tina Borner, State Program Manager, SRAD, OJJDP:**

One of the things that we have noticed, even early on, is around the topic of today's discussion, which is around making sure and identifying what the RED Advisory Committee is, which is a part of the statute, which is what we are going to talk about today and have others of your team members talk about today to describe how they use these RED advisory committees. Whether it's a SAG committee, whether it's a specific subcommittee of the SAG around ensuring that the RED requirements are met. Okay. Again, I thank you all for joining us today. Next slide.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

Okay. So I wanted to share just briefly around the statute, the requirements around the racial and ethnic disparities. And so you can see on A here, where it talks about establishing or designing existing coordinating bodies, composed of juvenile justice stakeholders, including representatives of the educational system at the state local or tribal levels to advise efforts by state units of local government and Indian tribes to reduce racial and ethnic disparities. So this particular part of the statute, I know that we have talked about in the past, but we are not finding this information in some RED plans that the states are submitting to us. And so we wanted to make sure that states understand that this is a statutory requirement. And so that if this element is not included in the RED plan, then it is possible that you are not eligible, or you could be not in compliance with the RED core requirement.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

And so, we wanted to talk a little bit about this, and I'm hoping that if you did not explicitly talk about a coordinating body within your RED plan, that your program manager was able to change, recourse it back to you so that you were able to identify what that is. Again, if it is a whole SAG in itself, if it is an explicit subcommittee of the SAG committee, or if it is a different body, we are not providing any kind of restrictions on here in order to say whether or not you should or what committee is going to be identified. We just need the states to identify what this committee is all about and what it is that you have identified in that state is the agency that you have decided will be the coordinating body for all of you to RED activities. Next slide.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

So again, this is another part of your RED activities. This gives you some definitions around racial and ethnic disparity that as a part of the statutory requirements, and again, where it talks about implementing policy practice and system improvement strategies at the state territorial, local and tribal levels as applicable to identify and reduce racial and ethnic disparities. And so, we are asking that the state, well, the statute is telling the state that you need to identify and then implement some policies, practice, and system improvement strategies that will help you reduce any identified racial and ethnic disparities that you may find in your state or territory. Next slide.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

So, I am going to now turn this over to Mo.

### **III. States and Territories Discussion: How do States use RED Sub-Committees?**

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

That's right. And before we turn it directly over to Mo thank you so much, Tina. I am going to share just a little bit about Dr. Moises Prospero before we get started. Dr. Prospero has worked in the criminal and juvenile justice field for nearly 30 years and provides training and technical assistance to the US states and territories to address racial and ethnic disparities in the juvenile justice system. And also joining Dr. Prospero today, we're really fortunate to have two of your colleagues from the field. We have Ms. Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma) who's both the juvenile justice specialist and RED coordinator in Oklahoma. And we also have Trista Deame, RED Coordinator (New York) who is the RED coordinator in the state of New York. And she's joining us today with her daughter who maybe making an appearance on the call as well.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

So, I just wanted to thank Dr. Prospero as well as thank Laura and Trista who have been valuable thought partners from the fields in helping prepare for and plan for our national training conferences and being able to jump in on opportunities like today to share their efforts around racial and ethnic disparities within their states. Dr. Prospero or Mo I'll turn it over to you.

**Dr. Moisés Próspero, Consultant, CCAS:**

Thank you. Yeah, again, my name is Moises Prospero. Most people do call me Mo and yes, I've been in the criminal justice for over 30 years after I got out of the Marine Corps and I'm originally from Texas. So don't hold that against me, but yeah, I'm so glad to be part of this today. And you know, coming to this topic here. We've been discussing how some states do things differently. And as Tina had kind of briefly described, some have the entire SAG group, some have subcommittees, some that are part that have some members of SAG, some that are totally separate that work independently, somewhat independently. And so, it's really nice and will be really nice to see those in the plan. And so that's what this discussion is for today to see what others are doing.

**Dr. Moisés Próspero, Consultant, CCAS:**

And they kind of encourage you all to be able to write it down in the plan in a way that really shows the great work that you all are doing. I mean, that's what those plans are for to be able to show that you all are in compliance, but also doing really great work out there. So today we did invite Trista and Laura to describe kind of what they're doing and give us examples. And we would love it if you all would also comment on some of the work that you all are doing as we're speaking here on the chat, you can throw it in there. And so, Trista and Laura, who would like to go first? Do we want to hear New York? Do we want to hear Oklahoma?

**Trista Deame, RED Coordinator (New York):**

Well, I will just say this is Trista from New York. Laura, if you would indulge me while the baby is sleeping, I'm happy to go first.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Absolutely go for it.

**Dr. Moisés Próspero, Consultant, CCAS:**

That is priority for sure.

**Trista Deame, RED Coordinator (New York):**

Thank you. Sometimes I have a small window.

**Dr. Moisés Próspero, Consultant, CCAS:**

That's it.

**Trista Deame, RED Coordinator (New York):**

Well, thank you everyone. Thanks for having me. I am fresh [inaudible 00:14:35] so I apologize I don't have any slides, but I'm really looking to share. New York state falls into that third category of a separate standalone body. So, for years New York state had a DMC committee which kind of went dormant in

2012. And then really sort of in 2017 was reconstituted. And we call it the New York state RED Advisory Committee. And we have representatives from our agency, which is the Division of Criminal Justice services and different offices within that division all through justice. We have our office of probation and correctional alternatives that we have folks from our court system, OCFS the office of children and family services and state education department. We have a youth justice Institute and members of our state advisory group are also a part of that committee with community-based providers and local level system stakeholders.

**Trista Deame, RED Coordinator (New York):**

So really, we sort of have a standalone group, and we're also adding law enforcement, tribal and youth and family representation, currently in the process of adding those folks. And so really, we went through an entire process with the Center for Children's Law and Policy to help us sort of figure out what our purpose was, what we were going to do, sort of how we wanted to move forward. And so, before it was a statutory requirement even, we constituted this committee with a vision and a purpose. And so really, we say our purpose is to promote effective efforts to eliminate racial and ethnic disparities for youth in New York justice system and other youth serving systems through collaboration, amongst the agency partners, integration of principles of racial and ethnic equity within existing reform efforts and provide support for effective efforts to reduce racial and ethnic disparities at the state and local level.

**Trista Deame, RED Coordinator (New York):**

So, we are more broad and our committee is not very large. We had some intention in doing that and we wanted to make sure we had representation from the agencies, from all youth serving agencies, to the extent practicable. But also, we're very cognizant of the fact that we have lots of folks who are involved in lots of other committees who are working on reform efforts throughout the state, as it relates to youth justice. So how could we make sure that this information from the committee was being infiltrated into all the other bodies of work as well? And so, we were intentional about the membership within the context of the RED advisory committee, so that the other committees and larger sort of policy-making bodies across the state are represented within the context of the committee. And the committee is represented in those bodies as well.

**Trista Deame, RED Coordinator (New York):**

And so, we developed in late 2019, early 2020, we identified some goals and initiatives and areas of focus to advance our equity work within the state. You know, COVID hit, and so some of those things were either carried over into the next year; and others were identified as either completed or, given the racial justice movement we found ourselves in, really shifted. And so, we have a currently a 2021/23 work plan specifically for the committee and have identified a set of priority areas or things that we're going to be working on within the context of that timeframe. In addition to the other work, that's nested within our RED three-year plans. And so, one of the things that we really look for is sort of what from the policy framework can we really implement?

**Trista Deame, RED Coordinator (New York):**

And so, we're really looking at effective ways for incorporating youth and family partnerships through a healing centered framework. We are in the process of discussing and looking at the feasibility of issuing a "guidance and best practice brief" on the blinding process as a promising strategy for reducing bias and increasing equity at various system points and system actors. We are looking to develop an equity bench card. We're looking at data collection and issuing guidance and best practice around that. We

have developed and are finalizing an equity glossary of terminology to be utilized across every single one of those agencies that I mentioned who are a part of our committee. And we also have, within the context of the New York State Youth Justice Institute, we have a racial justice micro-site. So, we're working on enhancing that. And then we will also obviously, well not obviously I guess, but we'll be working to develop a communication and dissemination strategy for any guidance and documentation that's produced over the next two to three years.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

[inaudible 00:19:35]

**Trista Deame, RED Coordinator (New York):**

Yeah, that was a lot really fast.

**Dr. Moisés Próspero, Consultant, CCAS:**

Now, Trista, I was going to ask in your group do you all have, I was trying to keep up with the kind of the organization agencies that are in there. Do you have non-profits in there that serve youth also as part of that?

**Trista Deame, RED Coordinator (New York):**

Yes. Great question. So, we have community-based organizations who are a part of our committee some run alternative to detention programming, others operate different programming within the community. So yes, we do partner with nonprofits as well.

**Dr. Moisés Próspero, Consultant, CCAS:**

And the reason I'm asking is just so other people may get ideas if they want to do this. How did you recruit some of these folk and how were they selected?

**Trista Deame, RED Coordinator (New York):**

Sure. So, in New York state, we have something called the Partnership for Youth Justice, which came out of our JDAI or Juvenile Detention Alternative Initiative. And New York state was a state scale site. And when we were looking at state scale, we were looking beyond a detention reform and we're really looking at sort of youth justice reform efforts in the state from prevention through re-entry. And so, we have a very large coordinating body of about 60 members that are called the Partnership for Youth Justice and includes folks that are a part of our committee. And that group has community-based organizations and what we call regional representatives. So, they represent 18 folks who represent the nine regions of the state who are local on the ground folks. And so, we have dual purpose with those folks that are part of our partnership for youth justice. And we pulled them into the RED advisory committee as well.

**Dr. Moisés Próspero, Consultant, CCAS:**

It's really nice to be able to have something like that already and it's something you could...

**Trista Deame, RED Coordinator (New York):**

It took a long time. I mean, I've been here for like six years. And it started even before I got here to get to the place where we are with that.

**Dr. Moisés Próspero, Consultant, CCAS:**

Wow. As many of us have talked about relationships, take a long time and putting that stuff together is even harder sometimes. Another question I had and pleased anybody could send questions if you all have because we could work with each other. Another question I had; you had talked about data collection? Do you all have a working relationship with a university or college or who collects the data? Is it an agency that has a research department or something like that?

**Trista Deame, RED Coordinator (New York):**

Yes. So great question. In New York state, if you don't know how our system operates, we have a bifurcated system where we have two different agencies and a different branch of government who operate our youth justice system. So, the Division of Criminal Justice Services is sort of like the probation component oversight while everything and everything in the state is county administered. So OCFS, our partners at the Office of Children and Family Services, they have their own research shop, and they maintain the data for our placements and detention system points. And then DCJF has an agreement with the unified court system. So, we're the repository for the court data. So, we get the court data like the petition filing data, the disposition data. And then we also have our probation data as a regulatory authority over the probation department, get data from our probation system points.

**Trista Deame, RED Coordinator (New York):**

And as a collaborative, the Partnership for Youth Justice, we look at data together as a team and our research shops have worked collaboratively over many, many years to really get to a place, to make sure that we're presenting the information in the same way that we are collecting, it is aggregated by race, ethnicity, sex, geography and offense type. And we do that Youth Justice Institute that I mentioned that is housed at the State University of New York. Our SAG put a lot of funding into the development of the Youth Justice Institute, which is on research, support, training, and technical assistance support for many, many things, including our race and ethnicity equity work.

**Dr. Moisés Próspero, Consultant, CCAS:**

Wow. That's nice. You guys have a SUNY there to help you to interpret everything.

**Trista Deame, RED Coordinator (New York):**

We do. And we have an amazing executive director of our Youth Justice Institute. She's awesome.

**Dr. Moisés Próspero, Consultant, CCAS:**

Did that take a while to develop? That research piece and the Youth Justice Institute and all that?

**Trista Deame, RED Coordinator (New York):**

Yeah. The Youth Justice Institute took a really, really long time to get on board up and running. It's a partnership again between state government and the university system. It's two different agencies within state government and the university system, and it's all operational through an MOU with the state university and the Division of Criminal Justice Services. So just the actual getting behind the scenes stuff up and running, and then it did take us a while to find the right person as the director. So that did take some time and then establishing, the relationship and how it's going to work. But the benefit of having it at the university is, the Institute being housed under the university has great access to doctoral PhD Students who are pulled into a lot of projects graduate research assistants.

**Trista Deame, RED Coordinator (New York):**

So, that's the benefit for the, the SUNY system too, is that their students get a great benefit and being able to participate. In terms of our research shops, talking to each other, we've been really intentional. We heard for a long time from the folks at the local level, "you all are not talking to each other. You're telling us one thing; this agency is telling us another thing and reform efforts are being sort of pushed out in different ways than not united and different data..." And so that again, under the auspices of the partnership, the effort to really be an alignment amongst our state agencies in data, in policy and guidance, there are going to be times where things need to be different because we have different directives but aligning as much as we possibly can.

**Trista Deame, RED Coordinator (New York):**

And again, that relationship took a long time to build. And some of our systems are very limiting. They've been around for a long time. They can only collect certain data elements. So how do we figure out ways to work around sort of challenges that we don't have things available that we want, or we need, how can we change those systems, which involve the huge IT ticket and that can take years.

**Dr. Moisés Próspero, Consultant, CCAS:**

Sure. Wow. That is really nice. I like that part where you said you listened to the local communities because that is often the case. Where locals are saying, "Oh man, these state people just telling us what we need to do, and they don't know what's going on here" and vice versa.

**Trista Deame, RED Coordinator (New York):**

Yeah.

**Dr. Moisés Próspero, Consultant, CCAS:**

Really nice. I had another question and it slipped out of me. See if there's anything on the chat. I don't see anything. Anybody else? Katie, do you have a question or not? If not, we can jump over to Laura. And Laura I'm going to say your name with a Spanish accent because I just like saying it that way.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

And I thank you so much, Trista, we greatly appreciate you sharing your time and all of the amazing efforts as Mo said in New York.

**Trista Deame, RED Coordinator (New York):**

Oh, and thank you for having me-

**Dr. Moisés Próspero, Consultant, CCAS:**

Yeah. I should make sure to reach out to Trista. You've got a lot of good stuff there Trista.

**Trista Deame, RED Coordinator (New York):**

Thank you. Thank you. Thank you. We've put in a lot of work and we have even more things coming down- from law enforcement, reform works in partnership with law enforcement and our gun violence folks. So, we have a lot of other things that are really, starting even since our plan was submitted, and the plan was decided on for the committee. So, we're really excited about the work that we have coming and the work that we're doing.

**Dr. Moisés Próspero, Consultant, CCAS:**

That's good.

**Trista Deame, RED Coordinator (New York):**

I've met a lot of folks, at the conferences and stuff and folks can reach out to me. I'm not on the computer, but Katie if you want to put my email in the chat, anybody can reach out to me anytime.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Absolutely. I can definitely do that. Thank you so much.

**Dr. Moisés Próspero, Consultant, CCAS:**

I just remembered my question.

**Trista Deame, RED Coordinator (New York):**

Okay. Great.

**Dr. Moisés Próspero, Consultant, CCAS:**

Since you're separate from the SAG, how does policy move forward formally if you guys come up with a, "Hey, this is the policy that we would like to recommend," how does that move forward? What's the process of that?

**Trista Deame, RED Coordinator (New York):**

Yeah. So, one of the benefits, so the chair of our State Advisory Group is also a member of our committee. So, everything, while it is separate, everything is connected because of the way that our system in New York operates. And so, we also have the heads of our respective agencies who are directly connected. They're too busy that maybe sit in on our committee meetings, but they're directly connected. And so, anything that we identify and come up with it not only gets presented to the JJAG, but we also call it the JJAG in New York, our state advisory group. I also present to the state advisor group what is happening within the context of our RED advisory committee, but then it also gets pushed up through that Partnership for Youth Justice, again, which just tri-chaired by the unified court system, the division of criminal justice services and the office of children and family services.

**Trista Deame, RED Coordinator (New York):**

So, agency heads are chairs or are sort of the next level down are sort of chairs for that. So, we push everything up through those two mechanisms and channels and then disseminate out. And we also use the YJI and the context of how we get that policy, and we get practice stuff pushed out.

**Dr. Moisés Próspero, Consultant, CCAS:**

So, it's really nice to have somebody from SAG, especially the chair in that committee even though it's separate and all that.

**Trista Deame, RED Coordinator (New York):**

Yeah. Yeah. We were very intentional as well. We wanted it to be sort of a standalone body because it does relate exactly to the statutory requirement as outlined on for RED work and there's other things

and other parts of the system and other things that we're working on. So yeah, we were intentional about keeping it connected and we do, the SAG funds a lot of the RED work, whether it's through the committee or through the partnership, the SAG does do a lot of funding and support of things through those channels. So yeah, definitely very important that they're connected.

**Dr. Moisés Próspero, Consultant, CCAS:**

Oh, okay. That's good to hear too as well. Well, thank you Trista. Very, very much.

**Trista Deame, RED Coordinator (New York):**

Sure. Absolutely.

**Dr. Moisés Próspero, Consultant, CCAS:**

Laura, are you ready to bat?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

I am ready. So feel free to call me Laura. I was actually Lauracita growing up.

**Dr. Moisés Próspero, Consultant, CCAS:**

All right.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

My father loved to speak Spanish to me growing up because Mexico City was his passion. So please feel free.

**Dr. Moisés Próspero, Consultant, CCAS:**

Lauracita. Okay.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Yeah. So, in Oklahoma we have a statewide juvenile justice system. We have, 77 counties, 73 of the 77 counties our agency handles everything from intake referral to court all the way up to aftercare and re-entry in the four larger counties- they're called bureau counties- and those are, their probation services are handled by the county. We partner very closely with those bureaus because if a young person is going to go deeper into the system, then they will ultimately come through our system in those counties as well. So, for us, I've been doing this a long time and so I've kind of run the gamut on how we do DMC work or RED work in this case. For us, we have a, it's on our agenda regularly with the state advisory group.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

And then we also have a chair an RED chair and we have subcommittee work has really merged in with our youth emerging leaders. And so, our RED chair and any of the members that were part of that committee have really in now, it's kind of evolved over time to where they step in with the youth emerging leaders and act as allies to the young people. And so, we all engage in that conversation about RED work as well as compliance work. RED has become something that we address in compliance as well as a separate core protection. And so that all blended very nicely when we did that. So, we have that state level lead. Now, the role of our SAG is to advise our designated state agency, the governing body,

as well as the governor and the legislature and those youth emerging leaders and the DNC subcommittee work going through the SAG they'll advise the SAG, then those things are adopted in the SAG and all members of our youth emerging leaders can be ad hoc committees.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

As we grow in DMC, for the last, probably three to four years, I've operated in both the JJ specialist role and the RED coordinator role, which has been extremely challenging. And that's why so many things have been kind of merged together. I am hopeful that we're going to have a state RED coordinator soon who actually at one time was one of our local coordinators and one of our bureau counties. So, I'm hoping he will step in be our state coordinator and we'll be able to continue some of that work that we do at the local level as well, which is challenging to do as a JJ specialist. So that's kind of it in a nutshell, but I'm sure there's probably more information that may or may not be helpful.

**Dr. Moisés Próspero, Consultant, CCAS:**

Can you describe, I don't know what an emerging that, well, I guess I have a lot of definitions. What do you mean by emerging leaders?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, since the OJJDP act requires youth voice and youth membership, we began a subcommittee of the SAG that is all youth members. And the prior governor before our current governor actually opened up a slot for us to have an open appointment for OJA custody youth, which is our youth that are custody in the juvenile justice system. So, they have a voice. So, one of the priorities of our state advisory group in the last couple of years has been that we have youth voice, and then it's "nothing about us without us." So, everything that our young people do everything that we do in policy and practice and procedures, we want to have youth voice driving that. And so, race and equity issues are a part of that conversation. And so that's why it's coming really through the youth emerging leaders is what we call them. And that was a name they selected for themselves. And so, we let them be key decision makers who then make those recommendations to the full SAG. And those members are made up of SAG members as well as non-SAG members.

**Dr. Moisés Próspero, Consultant, CCAS:**

How many are there, the emerging leaders and how are they recruited and selected?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, on our state advisory group all of our youth members are a part of the youth emerging leaders. We have one right now who has started teaching. He finished his degree and is teaching. So, he's probably less available. And I would say, and I'm going off the top of my head. So, I would say there's probably, there's at least three active members. Then we also have an adult. She's a probation officer, as well as a program manager. She actually started chairing the committee initially. And so now she operates as an ally and the youth chair of that. So, there's about 330 SAG members, and then we open it up to our facility youth. So, if you look at our RED data, you will see that we're very heavy at the front end of the system about arrest with minority youth and parody issues. And then you'll see it as you get to the back into the system.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, one of the things as we work to improve that we want to make sure we're doing is we're engaging those youth that are at the very deepest part of our system and secure care. And so we actually and really COVID has helped us in some ways be able to connect with them virtually. As soon as the doors are open, again, we'll be back on site. Right now, we're having some outbreaks with COVID. We did have opportunities to do some events with some of our young people that are in the facilities and they'll actually transport them to do listening panels and things like that. And RED work is a part of that. So, we're going to talk about the impact of race and ethnicity in those discussions. So, when we're talking about system improvement, we're really looking at it from that broader, from the youth perspective, if that makes sense.

**Dr. Moisés Próspero, Consultant, CCAS:**

Yes, that definitely makes sense. So, the youth that are on the SAG and then they're the same ones that are also in the emerging leaders. Now, do they have a vote just like everybody else?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

They do. So, the way our bylaws are written is if you're a subject matter expert and you are a non-SAG member, and you sit on that subcommittee, then you have voting privileges at the full SAG meeting. So that is, part of what we do. I will tell you every SAG meeting, we have updates on our data. We have discussions about the SAG vote on decisions to make moving forward. So, like this past year, we did training that began in about right in the pandemic. We did a training that came out of Connecticut and it was written by law enforcement for law enforcement, and we expanded it to include all child serving professionals. So, we were able to get all of our detention staff, all of our field staff from our intake workers through probation, parole, all of our staff did it. Our secure care staff are finishing up now. We still have probably another, maybe 200 more staff that will get that. I say 200, maybe 150 that will get that training.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

And it really teaches them about how to interact with youth. What is implicit bias? What does our data tell us and looking at that adolescent brain development and the impact of trauma, and for Oklahoma, we have a large native population. So, we also developed into the curriculum, a section on tribal youth and tribal families. And so, all of that piece- so that whole training that was driven from the youth emerging leaders and the SAG, the state advisory group, as well as our governing board. So, the chair of our SAG also sits on the chair of our governing board of our state agency. So, all of those things were intertwined as well.

**Dr. Moisés Próspero, Consultant, CCAS:**

Well, that's a great way to interconnect in everything. And who-

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, people in the middle of the pandemic, we trained 57 law enforcement, over 500 staff, including counselors, detention staff, group home staff, a variety of different stakeholders. We had a judge, assistant district attorney and defense attorneys. I mean, we had a wide variety of people who sat on that. Now, as we go, the subcommittee will continue to talk about, okay, what is the next step in our training? Because what we found is that in the legal side of things, when you're trying to train those stakeholders, that what they need looks very different than what maybe a probation officer needs or a community-based counselor. So, we'll be adapting some of the way we train the curriculum to fit that

legal side, because what we found in Oklahoma is that there's a gap there in understanding even just our youth justice system in general. So that will be something that we'll be working on in this next year, along with law enforcement the rest continues to be our highest place for disparity. And so, we'll continue to partner with them and support them.

**Dr. Moisés Próspero, Consultant, CCAS:**

How did you identify that, that was an issue?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

The legal part?

**Dr. Moisés Próspero, Consultant, CCAS:**

Yes.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, our executive director is a former prosecutor out of Oklahoma county. And so, her experience, and then our senior general counsel is a former public defender of many years that actually worked in Oklahoma county at the same time as she did. And so, they're both on our staff now. So, they see it from two very unique positions. And so, our SAG and I staff a lot of things with them on how do we get from point A to point B? And what do you recommend? And then pulling in other professionals as well. Some of our field staff, when we trained them, they shared it with their judges and then the judges reached out to us asking for more information. So sometimes that word of mouth is really powerful too.

**Dr. Moisés Próspero, Consultant, CCAS:**

Nice. And since you have those relationships already, it's much easier to ask those questions, right?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Yes. And I would say for people who are newer, or maybe they haven't been, some of those relationships aren't yet established is I would just encourage them as they're building it up, to look for the champions. Look for people that have a common belief in what the spirit of the act is and what the act requires, and then partner with them. And it is good to start it at the local level. I know for us, like all of our health departments here have a violence prevention planning that they do, and DMC or RED work fits nicely in their plans. And so, we'll partner with local health departments and then have those look at data with them and examine case studies and build programming out of that. And so, there's things you can do just start small.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Sometimes it's identifying who you are coordinating body's going to be. And usually, a quick way, easy way to start is with the SAG because we are required by the statute to have specific subject matter experts on our SAGs. So, that's a great way to start. And then as you identify champions, you can begin to build your subcommittee and what that needs to look like. And sometimes you will find that it can change and shift the way that it looks because it's based on political will sometimes. And so, I can't say that mine never looked only one way over the years. It moves and it adapts, and it adjusts with the way the political climate is, but you make sure that that data is still out there, that people are still having the

discussions and that you're still responding to what is identified through research as contributing factors of what caused the disparity.

**Dr. Moisés Próspero, Consultant, CCAS:**

I like that. You all reach out to an array of people I don't think about often: public health. Like, "what? It's juvenile justice system, criminal justice," and yet they have so many commonalities with the system, if you can work together and they are also have a lot of data, which you also talked about as well. That's really smart.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

And sometimes they can have financial resources.

**Dr. Moisés Próspero, Consultant, CCAS:**

Yes.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So, they can match you with a local coordinator if you don't have the funding in your current budget. And so, we did that with a DMC coordinator there. We actually worked to match them for local coordinator.

**Dr. Moisés Próspero, Consultant, CCAS:**

That's a great point. Yeah. And that you could help each other financially as well.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

That's right.

**Cassy Blakley, TA Consultant, Center for Coordinated Assistance to States (CCAS):**

Hi Mo? This is Cassy. Can I jump in real quick?

**Dr. Moisés Próspero, Consultant, CCAS:**

Yes. Please.

**Cassy Blakley, TA Consultant, CCAS:**

Sure. I was just going to make an observation, given some of the TTA work that we've done with Oklahoma particularly with their SAG. I think Laura, the first time I met your SAG was like almost four years ago now. And I think one thing that Oklahoma has done, and I think you can hear in what Laura is sharing is they targeted SAG members who are connected deeply in their respective communities throughout their state. The folks on their SAG are well integrated in the community development efforts in local racial, ethnic disparity efforts in their local communities or counties. They've also, I think you all do a really great job of integrating and partnering with the tribal folks at your DSA and within your SAG even before it was, a requirement under the JJRA. So, I think it seems pretty innocuous, but I think it's actually a huge step in what set you up to be so successful in Oklahoma with integrating in is really thinking strategically about who you put around your state advisory group table because they can help make those connections with the local communities and their trusted by their local communities.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Exactly. And I think that's an interesting point Cassy, because I stepped back and I talked with my staff and really thought through when I talk about champions, that's exactly what I mean because you want the people who are going to carry that message forward and be able to do it at the local level. So, you're right. We did, we gave it a lot of thought and we're giving a lot of thought again, because as time goes on and people have other engagements, you have to always think about your SAG and long-term sustainability. And so that's really what we're doing now. And one of our SAG members I'm hoping to pull on to staff, but I've already charged him with, okay, but we've got to find who will replace you because we've got to make sure this work continues. And so, it's constantly thinking that next step ahead, who's going to step in to carry the work forward. So yeah, that's a good point.

**Dr. Moisés Próspero, Consultant, CCAS:**

Very nice.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

And this is Katie related to as Cassy has shared, and folks who've been around for a couple of years who are on the call will remember that Oklahoma brought one of their youth emerging leaders with them to the conference. And I believe that young man has now become a staff member. So, it began with an internship and then led into a staff position, right, Laura?

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

Yeah.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

And then last year you were even able to shift and get folks from your secure care facilities, youth from your secure care facilities there virtually to the conference.

**Laura Broyles, Juvenile Justice Specialist and RED Coordinator (Oklahoma):**

So yeah, I'm actually super excited. Ulysses Villalobos, so he's still a youth SAG member, but he is also becoming our Latino Family Support Specialist. And he'll be doing that in combination with restorative justice work. And so, I'm super excited. He will be full-time in just a few weeks and he's been working you know, as many hours as he can in that intern position, but he recently graduated and it's time to make sure he's with us full-time so that's been really cool and it's cool to see how I know if something were to happen to me, this work would continue. And I think you always have to be thinking about that because we all work really hard as coordinators and you don't want to see it go away just because you're gone. So, making sure that there's others that will carry that message and then policy and practice in place, too, so that those practices are what they need to be.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Thank you so much, Laura. That is really cool. And Dr. Próspero, thank you so much for facilitating that conversation with both Trista and Laura. We're very lucky that they were both here. Our partners from OJJDP, do you have any questions for either Trista or Laura or Dr. Próspero?

**Tina Borner, State Program Manager, SRAD, OJJDP:**

Hi Katie, excuse me. This is Tina. I am so pleased with the information that both Trista and Laura were able to provide on this call. I am so appreciative to what they are doing to encourage and explore red in their respective states. And so, I thank you both so much for providing information to us.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Thank you so much, Tina, and as Dr. Próspero or Mo has alluded to, we're definitely hoping folks will weigh-in in the chat to share anything unique related to racial and ethnic disparities identifying and addressing them within your state or territory. We think opportunities like this to really understand how folks form subcommittees to identify and address racial and ethnic disparities within their states is tremendously helpful and how they leverage those subcommittees to do the work that needs to be done within that state. I think is tremendously helpful for showing others what might be possible and also to spark ideas for things that may be able to be leveraged within your state or territory. So, without seeing anything further in the chat you know Ms. Borner or Tina, if we could turn it over to you for closing remarks from OJJDP and any other information we might need to share with folks.

**Tina Borner, State Program Manager, SRAD, OJJDP:**

Again, I thank you Laura and Trista for providing the information. I wanted to make sure that it is understood around how this particular piece having an advisory group, having a coordinating body around RED is a part of the statute and needs to be included in any future RED plan, so that we understand that you do have a body that is actively looking for RED activities and trying to develop plans and strategies around how to identify and reduce racial and ethnic disparities in your state is an essential part of how you reply and how you provide any future RED plans.

IV. **Closing Remarks**

**Tina Borner, State Program Manager, SRAD, OJJDP:**

I thank everybody for their time and efforts today. And I thank you, Dr. Mo for your ability to facilitate and ask questions, they were very insightful. Thank you, CCAS for providing the foundation for this call. And thank you everybody.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

Thank you so much, Tina. And if you haven't already, before you log off, please put your full name and the state or a territory you represent in the chat and anybody who is joining you today, so that we make sure to get you into the notes for today.

**Dr. Katie Penkoff, Senior TA Consultant, CCAS:**

We hope you have a wonderful rest of your day, and we'll keep the platform open for just another minute or two as folks weigh in and share where they are from so that we make sure not to miss you within the notes.