

The **mission** of Race Matters for Juvenile Justice is to build a collaboration of community stakeholders who will bring their constituencies to the table and partner in the Court's effort to reduce disproportionality and disparities.



Our **vision** is a Charlotte-Mecklenburg Community where the composition and outcomes of juvenile courts cannot be predicted by race or ethnicity.

Highlights from Race Matters for Juvenile Justice – 2017

Race Matters for Juvenile Justice – RMJJ (www.rmjj.org) is a collaborative leadership group working within our community to reduce disproportionality and disparate outcomes for children and families of color through institutional organizing, education, and workforce development. Local partners include: *NC Division of Juvenile Justice, Juvenile Court Judges of the 26th Judicial District, Clerk of Superior Court, & Office of the Family Court Administrator, Mecklenburg County Department of Social Services & Youth & Family Services, Charlotte-Mecklenburg Police Department, Charlotte-Mecklenburg Schools, Judicial District 26 Guardian ad Litem Program, Charlotte-Mecklenburg Community Relations Committee, Council for Children's Rights, Justice Initiatives, UNC Charlotte–School of Social Work, Community Building Initiative, ForeSight Leadership Training Institute, The Possibility Project-Charlotte*

RMJJ's work is organized around Six Dimensions of Change:

1. Public Will and Communication

Conference:

RMJJ's second, bi-annual conference, ***Hidden in Plain Sight: Exposing the Costs of Racism***, was held on October 30, 2017 from 8:00-4:30pm at the Crowne Plaza Executive Park. Over 350 folks attended the conference which included a keynote address by domestic violence prevention and re-entry advocate, Ramona Brant, and 14 systems sessions covering everything from arts and entertainment to business, healthcare to immigration, education to housing, for example.





Speakers Bureau:

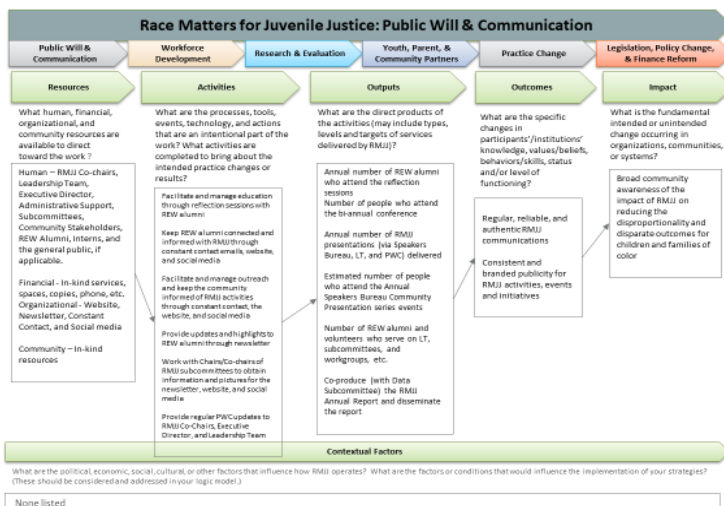
From 2016 to 2017, RMJJ's Speakers Bureau Community Presentation Series transitioned from an academic year (ending in May 2017) to a calendar year schedule (beginning in January 2018) and from every other month, to monthly. The Bureau worked with the Data Subcommittee from May-December 2017 to revise and develop new modules (e.g., Implicit Bias II) and to prepare for the 2018 Community Presentation Series.

From May-December 2017 the Bureau identified new partners to host the 2018 Community Presentations series and presented RMJJ modules and/or data at various events including:

- Charlotte City Manager and Staff, May 25, 2017
- Charlotte Women Racial Justice Group, May 25, 2017
- National Council of Juvenile and Family Court Judges (Pennsylvania), June 5, 3017
- National Center for State Courts (Wyoming), Sept. 12, 2017
- Lee Institute/Leadership Working, Nov. 1, 2017

2. Workforce Development

In 2017, RMJJ with the Racial Equity Institute, held 24 *Racial Equity Workshops* (2-day intensive race analysis). This included 826 participants from 86 agencies in a new initiative supported, in part, by the United Way of the Central Carolinas' - *Unite Charlotte*. During this year, RMJJ also implemented a waitlist for local community members interested in attending the REWs.



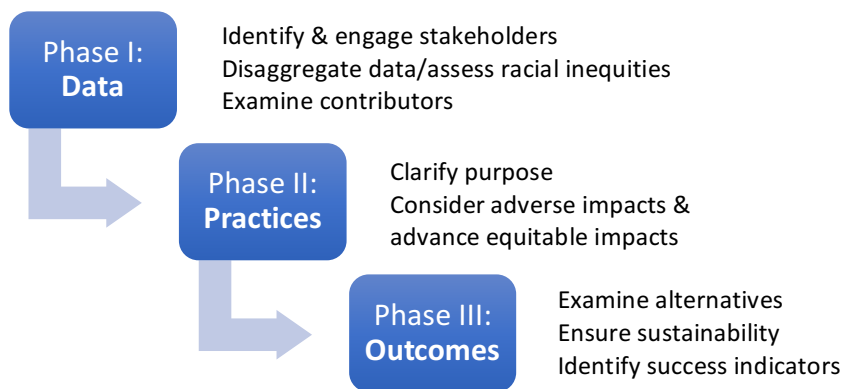
3. Research, Evaluation, and Data-Based Decision Making

The Data Subcommittee spent part of 2017 working with each subcommittee to draft component sheets and logic models for their work. These logic models assist RMJJ in learning the various activities, and desired outputs, outcomes, and impact each is working to achieve.

Also, in conjunction with each of the subcommittees, the data subcommittee and interns, Katie Bradshaw and Ashley Tatum, documented RMJJ's 2017 efforts in this highlight sheet. With specific input from PWC and the Leadership Team, they are also working to develop a template for RMJJ's first annual report for FY 2018 (July 1, 2018 – June 30, 2019).

As long as the Racial Equity Workshops are delivered, the Data Subcommittee works to collect and analyze the respective data and 2017 marked the first complete year the surveys were administered in Qualtrics. Wave III analyses cover data from 03/04/16-01/31/17 with 98 complete and matched pre- and post-tests. Wave IV analyses cover 01/01/17-12/31/17 with 203 complete and matched pre- and post-tests – our highest rate yet!

Finally, with funding from the Unite Charlotte grant (\$11,000), RMJJ supported two Graduate Research Assistants from UNC Charlotte in the fall 2017 semester to assist Dr. McCarter to begin developing **Charlotte's first Racial Equity Impact Analysis:**



4. Youth, Parent, and Community Partnership

Catalyzing Change:

RMJJ's Catalyzing Change efforts include *People of Color (POC)* and *White Affinity Groups (WAG)* which meet monthly and are designed for DR/REW alumni to learn strategies and practice skills for addressing racism in their organizations and their communities.

RESIST Racism Training:

January 27-28, 2017, one *RESIST Racism* Workshop was held for a group of 30 high school and college students. *RESIST Racism* is an interactive two-day workshop designed for students to understand their role as future leaders and to explore the myths, the mystery, and the making of race in the United States.



5. Practice Change

In the summer of 2016, the Practice Change Subcommittee worked with the Data Subcommittee to survey partner agencies regarding the practice change they were implementing as a result of their involvement with RMJJ. Dana Frady, Susan McCarter, October Evans, Allison Canington, and Deena Agamy completed the assessment in *RMJJ's Practice Change Evaluation Report* presented to the Leadership Team in Spring 2017. (This work also served as a catalyst for developing logic models for each subcommittee.) The PC Evaluation Report provides literature on practice change best practices, summarized practice change themes across RMJJ Partner Agencies, and concludes with five recommendations, that RMJJ determine and document: 1) The RMJJ agencies that participate in practice change; 2) Types of practice change that are expected and intended; 3) Any training, support, and standardization of these intended practice changes; 4) Documentation, accountability, and timelines for intended practice changes; and 5) Desired outcomes and impact of practice changes.



6. Legislation, Policy Change, and Finance Reform

School Pathways – the School-Justice Partnership between CMS, Charlotte-area law enforcement, and the 26th District Court continued in 2017 to address the school-to-prison pipeline in Mecklenburg County. This project and RMJJ's participation has influenced changes in the CMS Code of Student Conduct, diversion programs, and the expunction of some youth records in the district. Also, CMS Zone Administrators are now working more closely with NCDPS court counselors on discipline team meetings, etc. Moreover, on May 17, lawmakers in the NC House voted 104-8 in support of legislation to Raise the Age and RMJJ's Legislation, Policy Change, and Finance Reform Subcommittee continues to work at the state level on its coordination and implementation.