

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 January 1, 2018 – June 30, 2019

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. Our local partners include:

Year Joined RMJJ	RMJJ Partners
2010	Charlotte-Mecklenburg Schools
2010	Department of Public Safety-Division of Adult Corrections and Juvenile Justice
2010	Judicial District 26 Guardian ad Litem Program
2010	Juvenile Court Judges, 26 Judicial District
2010	Mecklenburg County Department of Social Services
2010	The University of North Carolina Charlotte
2010	Trial Court Administrator's Office
2011	Council for Children's Rights
2012	Charlotte-Mecklenburg Police Department
2012	Mecklenburg County District Attorney's Office
2014	Mecklenburg County Office of the Clerk of Superior Court
2019	FIRST – Family Drug Treatment Court
2019	Leading on Opportunity Council
2019	Mecklenburg County Public Defender's Office
2019	Mecklenburg County Sheriff's Office

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



Public Will and Communication

The PWC Subcommittee is in the process of revising the website content and launching a new site in 2020 hosted by a new firm.

Conference Committee

RMJJ's 3rd biennial conference, "Intentional Impact and Influence for Racial Equity" will be held 10/18/19 at Friendship Missionary Baptist Church and will feature Deena Hayes-Greene – Racial Equity Institute, Shawna Davie – Governmental Alliance on Race and Equity, and Catherine Lester – Annie E. Casey Foundation. Registration is open at <http://www.rmjj.org/>

Speakers Bureau

- Created RMJJ's ADA Accommodations Policy which was unanimously endorsed by RMJJ's Leadership Team on 03/27/19.
- Presented Implicit Bias during four Mecklenburg County Court Camp sessions (June-July) in an interactive and appropriate format for approximately 60 middle- and high-school-aged youth.
- SB will work with YPC to create a comprehensive calendar of upcoming trainings and presentations for youth.
- In January 2020, RMJJ's Community Presentation series will resume.
- After years of hard work, efforts of the SB and YPC will soon yield youth participation in the leadership of RMJJ for the first time!

Ad Hoc Roles and Responsibilities Committee/Transition Committee – Derrik Anderson, the Honorable Judge Kim Best, Renee Little, Chiquitha Lloyd, and Susan McCarter worked from 03/10/17-01/11/18 to establish a detailed description of the roles and responsibilities of members and partners of RMJJ. The same five individuals then served as the Transition Team and guided the process of establishing an Executive Committee comprised of two co-chairs with staggered terms, two members of the LT, and the Executive Director. These efforts set the stage for RMJJ to identify two partners as emeritus and to onboard 6 new partners during RMJJ's first Leadership Team

Orientation on 06/26/19 at the Levine Museum of the New South. The orientation included participation in the “Lynching in America” exhibit to connect to the work of RMJJ at both the personal and professional levels.

Workforce Development

From 01/01/18- 06/30/19, RMJJ hosted 22 Racial Equity Workshops (REW) lead by the Racial Equity Institute, for 655 participants. For these 22 workshops, 51% of the attendees identified as White, 43% Black, 4% Hispanic/Latinx, 1% Asian, and 1% Other.

22 REWs
665 folks

Research, Evaluation, and Data-Based Decision Making

Between 01/01/18 and 06/30/19, the Data Subcommittee:

- Assisted the Speakers Bureau by updating the presentation *Defining Race and Measuring its Impact* and creating a new presentation *Implicit Bias II*.
- With funding from Unite Charlotte, two graduate research assistants, Tabatha Maddox and Cawetha Mitchell, completed Phase I of Charlotte’s first Racial Equity Impact Analysis which Derrik Anderson, Elisa Chinn-Gary, and Susan McCarter presented at the Opportunity Showcase on 04/30/18. (We are currently seeking funding for Phase II of the Racial Equity Impact Analysis.)
- Conducted Wave IV analyses using the Racial Equity Workshop pre- and post-test data covering 01/01/17 - 12/31/17. Wave IV responses had the highest match rate to date, with 203 participants responding to both the pre- and post-surveys. (Wave V analyses will be completed by the end of 2019.)
- Co-published, with the Council for Children’s Rights, four reports for Juvenile Justice Awareness Month (October): Disproportionate Minority Contact, Raise the Age, the School-to-Prison Pipeline, and an overview of Juvenile Justice in Mecklenburg County and NC.
- Worked with RMJJ’s Practice Change subcommittee to create RMJJ’s Guide for Practice Change, Practice Change Worksheet, and Resources for Practice Change.



Practice Change

For the past 18 months, Race Matters for Juvenile Justice (RMJJ) has been profoundly focused on practice change. RMJJ defines practice change as: *Transforming organizational actions for addressing systemic racism structural inequities in order to achieve equitable outcomes.*

First, to ensure that the leadership team and partners were employing the same language and values, the PC Subcommittee (with support from the Racial Equity Institute and our UNC Charlotte partner) developed *The Principles of Anti-Racism Organizing* which the Leadership Team formally adopted on 02/27/19.

The second, major accomplishment: RMJJ's Guide to Practice Change was a year in the making and promises to transform RMJJ's ability to monitor Practice Change in our community. The Guide includes 5 steps to practice change and comes with an accompanying worksheet, resource list, and timeline. Along with the Data subcommittee, the Practice Change Subcommittee will support RMJJ's partners implement change and measure our ability to "move the dial" when it comes to reducing racial and ethnic disparities and improving racial equity in Charlotte.

Youth, Parent, and Community Partnership subcommittee is currently re-building.

Legislation, Policy Change, and Finance Reform

School Pathways – the School-Justice Partnership between CMS, Charlotte-area Law Enforcement and the 26th District Court continued from 01/01/18-06/30/19 to address the school-to-prison pipeline (STPP) in Mecklenburg County (the first SJP in the state). The percentage of school-based offenses in Mecklenburg is 19%, which is well below the state rate of 42%. This project and RMJJ's participation continued to influence changes in the CMS Code of Student Conduct, diversion programs, and the expunction of some youth records in the district.



Governor Roy Cooper and Chief Justice Cheri Beasley launched a School-Justice Partnership toolkit along with technical assistance to jurisdictions across the state to aid in implementing SJPs in Summer 2019. SJPs are a component of Raise-the-Age in NC, as well. Our work in Mecklenburg County was highlighted during a press conference with the Chief Justice and the Governor. Mecklenburg contributed to the toolkit by providing sample letters, our MOU, and guidance for stakeholder engagement. Members of our committee serve as mentors for Chief Court Counselors, Assistant District Attorneys, Judges and other stakeholders throughout NC as other communities begin the process of implementing SJPs. Members of RMJJ's LT, the Honorable Judge Elizabeth Trosch, the Honorable Judge Rickye McKoy-Mitchell, and Lieutenant Ratliff with CMPD continue represent Mecklenburg's School Justice Partnership at various meetings and media events.