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.

Overview of Race Matters for Juvenile Justice - 2016

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, Meck. Co. Dept. of Social Services & Youth & Family Services, Char.-Meck. Police Department, Char.-Meck. Schools, Judicial District 26 Guardian ad Litem Program, Char.-Meck. 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

   Launched 2016/17 Speakers Bureau Presentation Series: All are free and open to the public!

   Defining Race and Measuring Its Impact
   September 21, 2016
   Nations Ford Comm.Church

   The School-To-Prison Pipeline
   March 15, 2017
   McClintock Middle School

   Implicit Bias
   January 25, 2017
   UNC-Charlotte, Center City

   The History of Racial Exclusion
   November 16, 2016
   Myers Park Baptist Church

   What is White?
   May 17, 2017
   Temple Beth El

Planning Second Bi-Annual Conference:

Exploring the Cost of Racism: Hidden in Plain Sight
October 30, 2017, Crowne Plaza Executive Park

Selected Media Appearances:
### Selected Speakers Bureau Presentations from 2016:

<table>
<thead>
<tr>
<th>Event</th>
<th>Presenter</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advancing Race Equity: The Role of Government</td>
<td>Government Alliance on Racial Equity and Safety + Justice</td>
<td>03/04/16</td>
<td>Raleigh</td>
</tr>
<tr>
<td>Race in the Courts</td>
<td>Conference for District Court Judges</td>
<td>04/08/16</td>
<td>Chapel Hill</td>
</tr>
<tr>
<td>Race Matters in Creating a Culture of Care</td>
<td>AHEC Cardinal System of Care Conference</td>
<td>05/20/16</td>
<td>Greensboro</td>
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<tr>
<td>Examining Implicit Bias Using the Charlotte Model</td>
<td>North Carolina Bar Association Annual Meeting</td>
<td>06/25/16</td>
<td>Charlotte</td>
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<tr>
<td>Race Matters</td>
<td>WBTV Editorial Board</td>
<td>07/28/16</td>
<td>Charlotte</td>
</tr>
<tr>
<td>Economic Opportunity Panel</td>
<td>Charlotte Chamber of Commerce Planning Retreat</td>
<td>10/05/16</td>
<td>Asheville</td>
</tr>
</tbody>
</table>

2. **Workforce Development**

*Dismantling Racism Workshops*: 2-day intensive race analysis (register at [http://www.rmjj.org](http://www.rmjj.org)). To date, RMJJ/REI has hosted 64 workshops for 1,974 individuals in and beyond our community.

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

*2016 Research Team*: Completed 8 Distinct Projects Including: Developing 6 Speakers Bureau Modules (with National and Local Data); Evaluation of Catalyzing Change via online survey and personal interviews; Annotated Bibliography of Diversity Training Best Practices, Wave II & III of DR Pre-/Post Test Data Analysis; For 2017 - Documenting RMJJ Outputs and Outcomes.

4. **Youth, Parent, and Community Partnership**

*People of Color & White Affinity Groups (for DR alumni)*: Meet (3rd Tuesday, 6:30pm, Trinity Episcopal School) to learn strategies & practice skills for addressing racism/building an inclusive community

*RMJJ for CJ System*: Data initiative launched in 26th District Court;


5. **Practice Change**

*Juvenile Court Benchcards*: National Council of Juvenile and Family Court Judges best practice tool used to confront implicit bias on the Bench; *Diverse Judicial Bench*: Chief District Court Judge Mandate that ensures no Practice Area is a single race or single gender;

*Hiring process changes*: 26th District Court, Clerk of Superior Court’s Office, and Guardian ad Litem/GAL’s office revised hiring process to include a racial analysis component;

*GAL volunteer initiative*: Recruitment effort to address underrepresentation of volunteer GALs for minority children, led to every child in District 26 Guardian Ad Litem’s care having a volunteer;

*Department of Adult Corrections and Juvenile Justice (DACJJ) recommendations*: DACJJ Court Counselors no longer recommend intermittent confinement for probation violations;

*UNC-Charlotte*: Several DR-trained professors have added a race analysis to their courses.

6. **Legislation, Policy Change, and Finance Reform**

*School Pathways*: School-Justice Partnership between CMS, Charlotte-area police, and the 26th District Court to address the School-to-Prison Pipeline in Mecklenburg County. Project has led to changes in CMS code of student conduct and has created diversion programs in the district.