

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

Implicit Bias

January 25, 2017

UNC-Charlotte, Center City

The School-To-Prison Pipeline

March 15, 2017

McClintock Middle School

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:

Flashpoint: <http://www.wcnc.com/news/politics/flashpoint-part-3-finding-real-solutions-in-charlotte/326927520>

Flashpoint: <http://www.wcnc.com/news/politics/flashpoint-part-4-moving-forward-together/326927856>

Charlotte Talks: <http://wfae.org/post/race-and-juvenile-justice-charlotte>

Charlotte Talks: <http://wfae.org/post/building-trust-where-does-charlotte-go-here>

NPR's Here and Now: <http://www.wbur.org/hereandnow/2016/09/23/charlotte-inequality-protests>

Selected Speakers Bureau Presentations from 2016:

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

2. Workforce Development

Dismantling Racism Workshops: 2-day intensive race analysis (register at <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;

New Community Relationships formed with: Opportunity Task Force,

Clergy Coalition for Justice, Mecklenburg County Child Fatality Prevention &

Protection Team, Charlotte Area Transit Authority, & Foundation For The Carolinas;

RESIST Training: Student Racial Equity Workshop/Race Analysis – January 6-7, 2017.



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.