

State of Iowa

- ◆ Department of Human Rights (DHR), Division of Criminal and Juvenile Justice Planning (CJJP)
- ◆ Department of Human Services (DHS), Minority Youth & Families Initiative (MYFI)
- ◆ Juvenile Justice Advisory Council (JJAC)
- ◆ DMC Committee
- ◆ DMC Resource Center (DMCRC)



School of Social Work



National Resource Center
for Family Centered Practice

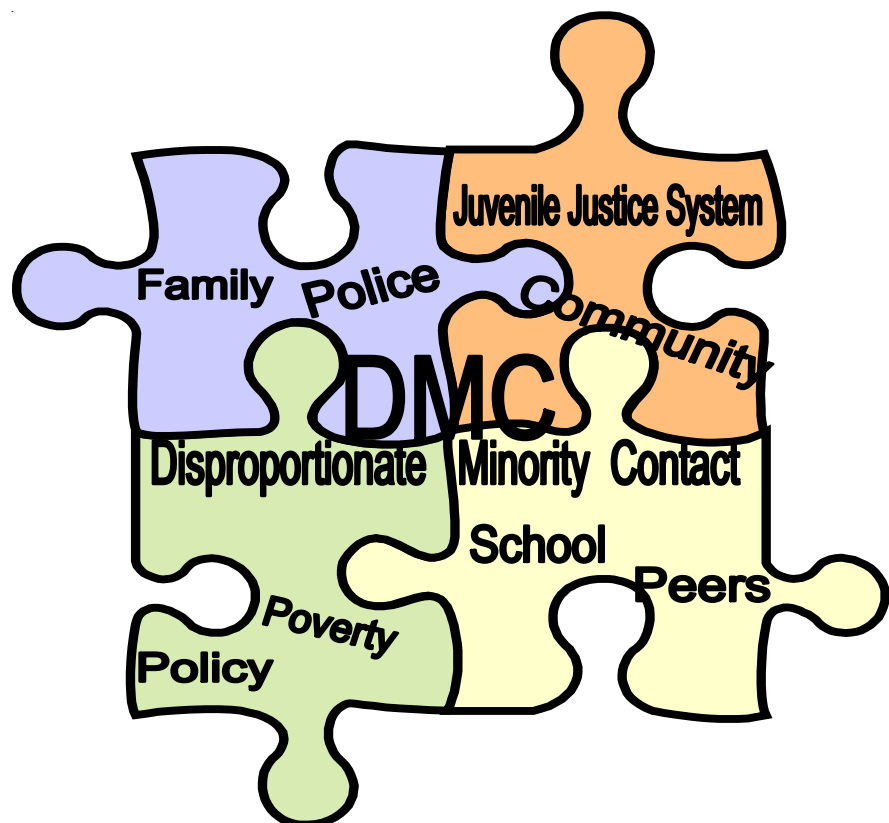
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"INVESTING IN IOWA'S YOUTH, INVESTING IN IOWA'S FUTURE"

Chapter 7: Fair and Equal Treatment Under the Law

*7th Annual
DMC Resource Center &
Minority Youth & Families Initiative
Conference
December 3-5, 2008*

Des Moines Holiday Inn Northwest
Des Moines, Iowa



<http://www.uiowa.edu/~nrcfcp/>

National Resource Center for Family Centered Practice



Children

need permanence in their family relationships in order to develop into healthy, productive people

Policy

both state and federal, must support the integrity of families

Effective

program models must be culturally responsive, empowering, diverse & reflect local needs

Successful

intervention strategies draw upon systemic concepts of family & community

Strengthening

families should be the goal of human services in public & community programs across a continuum of services

The National Resource Center for Family Centered Practice, a project of the University of Iowa School of Social Work for over two decades, originated in 1978 as the National Clearinghouse for Home Based Family Centered Services. At that time the Clearinghouse provided staff training and collected and disseminated information about innovative child welfare programs that used in-home service approaches. In 1981, the Clearinghouse became the National Resource Center on Family Based Services and expanded its scope to include technical assistance, more extensive training programs, research on family centered child welfare programs, and specialized information services. In 1994, the Center was funded as the National Resource Center for Family Centered Practice through a Cooperative Agreement with the Children's Bureau of the U.S. Department of Health and Human Services to assist states, federal regions, and localities with implementing the requirements of the Family Preservation and Support Services Program.

More recently, the National Resource Center has affirmed a commitment to **policy, program, and practice improvement**. Our intent is to more strongly link knowledge and knowledge development to productive uses and help state systems and their community partners continue to build capacity and better serve children and families.

The National Resource Center for Family Centered Practice provides technical assistance, staff training, research and evaluation, and library research on family-based programs and issues to public and private human services agencies in states, counties, and communities across the United States. The Center has worked in child welfare, mental health, substance abuse, juvenile justice, community action, county extension, Head Start, job training programs, and public health.

The Center's funding sources include trade association grants for curriculum development, training, and certification programs; federally-funded research projects of national significance; foundation grants for work in local communities; and public and private agency contracts.



CHESTER J. CULVER
GOVERNOR

OFFICE OF THE GOVERNOR

PATTY JUDGE
LT. GOVERNOR

November 6, 2008

Dear Friends,

I would like to take this opportunity to welcome you all to the 7th Annual DMC Resource Center Conference. I enjoyed my experiences at this conference last year and I am thrilled that you are all attending this year.

Today, you have gathered to address an urgent matter. In our country, it appears that there is an overrepresentation of minority children in the juvenile justice and child welfare systems. This kind of imbalance is unacceptable in our society and I am glad to see that the DMC conference is still addressing and helping these youth.

The Culver/Judge Administration is dedicated to helping our children in a non-discriminatory manner. Last year, I signed Executive Order # 5, which established the Youth Race and Detention Task Force. This task force is working to address the underlying issues in our justice system that has caused this imbalance. The Culver/Judge Administration has always been an advocate for children's rights and minority rights and we will continue this effort until the futures of all of Iowa's youth is secure.

We look forward to locking arms with you as we strive towards a better future for every child in Iowa.

Sincerely,

A handwritten signature in cursive script that reads "Chester Culver".

Chester J. Culver
Governor





COLLEGE OF
LIBERAL ARTS & SCIENCES

**National Resource Center for
Family Centered Practice**

Welcome to the **Seventh Annual DMC Resource Center Conference**. We are pleased to offer a program that addresses over-representation of minority youth in the juvenile justice and child welfare systems and further explores the linkages to gender specific issues, the educational system and health disparities. Our pre-conference training institute focuses on strength-based, culturally competent and evidence-based approaches to address issues of youth and families and reduce DMC. The conference builds on successes from the past conferences, as well as the experiences of communities around Iowa and nationally in understanding the issues that contribute to DMC promoting promising solutions to reducing racial and ethnic disparities in the juvenile justice, child welfare, education and other systems.

The Juvenile Justice and Delinquency Prevention (JJDP) Act of 1974 was reauthorized in 2002 and requires, consistent with the 1992 Act, that states address disproportionate minority contact (DMC) in their State plans. This raises DMC from focusing on confinement to requiring states to assess the extent of the problem throughout the system and makes them responsible for putting policies in place to address *each point of contact with the juvenile justice system*. Disproportionality is also a recognized problem in the child welfare system, though the federal mandate to assess and remedy the problem is not as clearly articulated. In Iowa, the Department of Human Services has implemented the Minority Youth and Families Initiative to reduce over-representation in the child welfare system for African American children in Polk County and Native American children in Woodbury County.

The DMC Resource Center is currently working with the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning (CJJP), and the Iowa Department of Human Services (IDHS) to provide technical assistance to communities, training, evaluation and information to reduce disproportionality. This conference is intended for those concerned about the over-representation of minority youth and families and for those living in communities where over-representation exists. Our traditional audience has included juvenile court officers, child welfare workers, police officers, social workers, judges, attorneys, youth workers, youth, parents, mental health and substance abuse service providers, researchers, educators, and students. We are expanding our audience because this is an issue that affects everyone. Participants will learn, exchange information, build relationships and help develop community-based solutions to reduce disproportionality.

The conference is hosted by the DMC Resource Center and is partially supported with funding from CJJP and IDHS along with the University of Iowa School of Social Work. We welcome your feedback about the conference and invite you to visit our website and view the conference related materials that will be available following the close of the conference on our website at: <http://www.uiowa.edu/~nrcfcp/dmcr/>. Thank you for joining us for this important conference.

Sincerely,

Miriam Landsman, Ph.D.

Miriam Landsman, Ph.D., M.S.W.
Associate Professor & Executive Director,
University of Iowa School of Social Work
National Resource Center for Family Centered Practice

Brad Richardson, Ph.D.

Brad Richardson, Ph.D.
DMC Coordinator & Research Director
University of Iowa School of Social Work
DMC Resource Center/NRCFCP



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Featured Speakers



Brad Richardson, Ph.D., is Iowa's DMC Coordinator and Research Scientist and Adjunct Associate Professor at the University of Iowa School of Social Work, National Resource Center for Family Centered Practice. Dr. Richardson coordinates statewide efforts to reduce disparities through the DMC Resource Center and its Minority Youth and Families Initiative. Dr. Richardson earned his doctorate in applied sociology with specialization in social psychology, methodology and law, deviance and control from the University of Minnesota, Minneapolis. Prior to that he served as Research Director at the Institute for Social and Economic Development and was Director of Contract Research at Yale University. He has served as project director on numerous applied research and evaluation projects employing both quantitative and qualitative methods. In addition to

work on eliminating over-representation in the child welfare and juvenile justice systems, Dr. Richardson currently conducts evaluations of programs and provides technical assistance on strengths-based and family-centered practice throughout the U.S. He has provided training and technical assistance on data management, outcome measures research and evaluation and he has trained staff of provider and government agencies on monitoring and improving outcomes in their work with families. Some of his most recent publications include: "A Network Guide to Measuring Family Development Outcomes," "Collaborating Across Systems to Build Effective Schools," "Measuring Strengths in Community Collaboratives," "Evaluating Multisystemic Efforts to Impact Disproportionality Through Key Decision Points," and "Comparative Analysis of Two Community Based Efforts Designed to Impact Disproportionality."

Patricia Parker, C.S.W. received her degree in social work from the University of Wisconsin-Madison and a master's certificate in Community Mental Health from Trinity College of Vermont. Ms. Parker has been conducting workshops and seminars for national audiences since 1986. Since 1983, Ms. Parker has been an ordained minister in The Christian Methodist Episcopal Church. She brings a refreshing and energized spirituality to her presentations. She has over twenty-seven years of experience working in human and social services, family and individual therapy and church ministry. Presently, Ms. Parker is employed by the University Wisconsin-Milwaukee and is a Consultant with the National Resource Center for Family Centered Practice. She has been affiliated with the NRC since 1990. She also volunteers her ministerial services at the Southern Oaks School for Girls and the Robert Ellsworth Correctional facility for women in Racine County, Wisconsin. Ms. Parker resides with her daughter, Amara, in Milwaukee, Wisconsin.



Dr. Robert B. Hill is a sociologist and senior researcher at Westat, with more than 30 years of experience directing research institutes and conducting studies on many issues affecting minority children and families. After receiving his doctoral degree in Sociology at Columbia University, he served as Director of Research for the National Urban League for over a decade. Dr. Hill has implemented many research studies and evaluations of programs targeted to at-risk children, youth and families. Some of his areas of research include: teen pregnancy, child abuse and neglect, foster care, unemployed youth, school dropouts, incarcerated youth, and disconnected youth. He was one of the first scholars to conduct research on the resilience of minority families in his 1972 book, "The Strengths of Black Families." He was also Chair of the U. S. Census Bureau Advisory Committee on the African American Population for the 1980 and 2000 Censuses. He is currently directing Westat's Race Matters Consortium, in partnership with the Casey Foundation's Alliance for Racial Equity, which is dedicated to forming nationwide partnerships to reduce the overrepresentation of children of color in the child welfare system.

Rita Cameron Wedding, Ph.D. is the Chair of the department of Women's Studies and a professor of Women's Studies and Ethnic Studies at Sacramento State University. Dr. Cameron Wedding's scholarship focuses on race and gender disproportionality in institutions like child welfare, education and the juvenile justice system. Dr. Cameron Wedding has taught courses and developed curricula for child welfare and family court personnel for over six years. She presented for Children's Bureau in Washington D.C. She also provided the keynote address and facilitated a two-day conference for the Family Court of the Superior Court of the District of Columbia. Dr. Cameron Wedding's work on diversity and social justice is international in scope. Her work in Africa, China and Mexico has focused on gender, domestic violence, environmental racism and immigration. Dr. Cameron Wedding served two terms as a Governor's appointee to the California Commission on the Status of Women. In 2007 she was also appointed to serve on the International Advisory Board of Global Majority which conducts international and domestic seminars focused on non-violent conflict resolution and negotiations throughout the world.



Featured Speakers

Khatib Waheed is a Senior Fellow, at the Center for the Study of Social Policy (CSSP), in Washington, DC. He joined the staff in October 2003 to lead the CSSP's involvement with the Casey-CSSP Alliance for Racial Equity in Child Welfare, which is a new effort to raise national awareness about the disproportionate number of African American and other children of color that are in foster care and to identify and promote better child welfare policies, programs and services that will help reduce the number of unnecessary placements into foster care; improve upon the services once they are placed and ensure that they have a better quality of life after they leave. Prior to his work at CSSP, Khatib was a Senior Associate at the Aspen Institute Roundtable on Comprehensive Community Initiatives, where he helped to further develop frameworks: approaches for defining, analyzing and explaining how the combined effects of structural racism, poverty, inadequate community resources and family behavior work to perpetuate long term disadvantage for African American and other children, families and communities of color. The framework has since been published and distributed nationally, and is currently being tested in communities. During this same period he also served as the Special Assistant to the Director, Missouri Department of Social Services, where he established and led a multi-agency coalition to reduce youth violence, drug trafficking and teen pregnancy in the St. Louis area called the Regional Response Coalition (RRC). In 1989, Khatib started the Walbridge Caring Communities Program in Walnut Park, and expanded it to twenty schools in St. Louis over the next seven years, where it received state-wide, national and international renown as an innovative approach to providing mental health, educational, health and social services and programs to families whose children were at-risk of failing in school and being placed in foster care or juvenile detention. The Caring Communities model has been studied and written about in numerous publications and books and has been replicated both nationally and internationally. He has received numerous awards for his service to children, families and communities and holds a M. Ed. from the University of Missouri – St. Louis and a B.A. in History and Political Science from Webster University with a Missouri Secondary Education Teaching Certificate in Social Studies. Khatib participated in policy briefings at the White House during the Clinton Administration and testified during several National Governor's Association Conferences about the needs of children and families. He is also a past participant in the International Initiative for Children, Youth and Families, which allowed him to visit both the Netherlands and Israel to work with policy makers, field experts and researchers representing fifteen countries about developing policy aimed at strengthening families and neighborhoods.



Ryan Scott King's research specialization is the American criminal justice system, with a concentration on the radiating effects of sentencing and incarceration upon individuals, families and the community at large. Areas of research interest include felony disenfranchisement, sentencing legislation, incarceration and crime rates, drug policy, and the nexus of class, race and incarceration. Research by Mr. King has appeared in *Criminology & Public Policy*, the *Harm Reduction Journal*, the *Federal Sentencing Reporter*, *New England Journal on Criminal and Civil Confinement*, and *SOULS: A Critical Journal of Black Politics, Culture, and Society*. Mr. King has addressed members of the Maryland House of Delegates and the Canadian House of Commons. In addition, Mr. King's work has been featured in the *Associated Press*, *New York Times*, *Washington Post*, and *USA Today* as well as appearing on local and national radio programs to discuss sentencing and corrections issues, including NPR's *The Tavis Smiley Show* and *Talk of the Nation*. Mr. King holds a B.A. in Anthropology from the University of Pittsburgh, a M.A. in Criminal Justice from Monmouth University, and a M.S. in Justice, Law, & Society from The American University.



Jeremy Christopher Kohomban, Ph.D., is the President and CEO of The Children's Village and The Center for Child Welfare Research at the Children's Village Institute. Founded in 1851, The Children's Village serves more than 1,000 children in residential programs, and provides services in the community to approximately 8,500 children and families each year. Prior to The Children's Village, Dr. Kohomban was the Senior Vice President at Easter Seals New York and the President of the D.C. based National Association for Family-Based Services. Dr. Kohomban is a noted expert in child welfare and his leadership successes have been noted by the New York Times, NPR and industry publications. In December 2004, in their story discussing the child welfare crisis in New York, *City Limits* magazine identified Dr. Kohomban as a leader with a "clear vision for the future." Dr. Kohomban has served on numerous boards of directors and he currently serves on the Boards of the Child Welfare Watch, The Youth Advocacy Center and the Child Welfare Organizing Project. He has earned a reputation as a leader who effectively blends human services with accountability and a pragmatic business sense. He is the author of a number of articles and a nationally recognized speaker on topics of organizational leadership, system reform and family-focused service delivery. Dr. Kohomban completed his undergraduate studies at Emporia State University in Kansas, his master's degree at Long Island University and he earned his Ph.D. in Organizational Leadership from the School for Leadership Studies in Virginia.



Featured Speakers

Frank LaMere is a noted social and political activist from the Siouxland region who was instrumental in the passage of the Iowa Indian Child Welfare Act in 2003 and a member of the Winnebago Tribe of Nebraska. Mr. LaMere serves as Native Family Advocate with the Casey Programs and Center for the Study of Social Policy sponsored work to reduce over-representation among Native families in the child welfare system. He also works in collaboration with the community and serves as liaison to the Woodbury County DHS, Minority Youth and Families Initiative; Community Initiative for Native Children and Families and a variety of other community organizations. He is committed to empowering Native people and serves on the Democratic National Committee. He is an acclaimed motivational speaker who remains dedicated to Indian children and families. Frank also manages and coaches the North Americans, a world-class fast pitch softball team that mentors youth about alcohol and drug abuse prevention.



Dr. **Michael Leiber** is a professor in the Wilder School of Government and Public Affairs at Virginia Commonwealth University. For five years, Dr. Leiber served on the governor appointed Iowa Juvenile Justice Advisory Council and was the chair of the Disproportionate Minority Contact (DMC) subcommittee. He has published a book, articles and reports, as well as presented papers on issues related to juvenile delinquency, juvenile justice, and race/ethnicity. In 2008, Leiber received the W.E.B. Du Bois award for significant contributions to the field of racial and ethnic issues in criminology from the Western Society of Criminology.

Dennette M. Derezotes, MSW, LCSW, has over 20 years of experience in all aspects of the child welfare system at the macro and micro levels. She is the Executive Director of the Race Matters Consortium @ Westat. Dennette is first author of *Race Matters in Child Welfare: Examining the Overrepresentation of African Americans in the Child Welfare System*. She served as one of the principal planners for the Symposium sponsored by the Center for Juvenile Justice Reform at the Georgetown Public Policy Institute and Chapin Hall Center for Children at the University of Chicago entitled the *Overrepresentation of Children of Color in America's Juvenile Justice and Child Welfare Systems*.



Ed Saunders is the Director of the University of Iowa School of Social Work. He holds the MSW, MPH and PhD degrees. Dr. Saunders joined the UI Social Work faculty in 1985. During the past 22 years, he has been active in teaching in the multiple distance education sites of the School, including his first 12 years at the Des Moines Center. He has taught in the BASW, MSW and PhD programs of the School. He has long been involved in research on adolescent pregnancy and other factors that put youth at risk (including substance abuse and school drop out). In addition, Dr. Saunders has increasingly focused attention on the globalization of social work education as a result of his semester-long teaching assignment in the People's Republic of China in 2005.

Featured Speakers

Leonard Burton is the Chief Operating Officer for the Jim Casey Youth Opportunities Initiative; A national foundation whose sole focus is improving the outcomes for older youth involved with the foster care system. He has over 17 years experience working in human services, with 10 years in Child Welfare and Juvenile Justice. He started his career in human services as the director of the a newly formed grass-roots faith based program for at-risk youth in 1991 after serving in Operation Desert Storm, and receiving an honorable discharge from the US Army. Leonard is the former Assistant Commissioner of Child Welfare and Regional Services with the Tennessee Department of Children's Services (DCS). Burton held several other leadership and senior management positions with DCS including the Executive Assistant to the Commissioner, Director of Foster Care, and Director of Policy Development. Prior to joining the Initiative as an Associate Director in 2005, Leonard was Director of the Daniel Payne Christian Child Care Center and a Consultant with M&B Consulting LLC of Nashville, Tennessee. A native of Detroit, Michigan, he holds a Bachelors of Science in Public Management from Austin Peay State University, and a Masters of Education in Administration and Supervision from Tennessee State University.



Kenneth (Kenny) Anderson born October 9, 1970 in Queens, New York, prodigy of the LeFrak City housing development, a Queens native. He attended academic and athletic powerhouse Archbishop Molloy High School in Briarwood. At the age of 16 as a high school sophomore he was considered one of the best basketball prospects in America. By the end of his high school career, he was a three-time Parade All-American, a feat not accomplished since Lew Alcindor and the first player to be named All-City four times. In addition, he was a McDonalds All-American, Gatorade High School player of the year, was named Player of the Year in the state by the New York State Sportswriters Association, and was named Mr. Basketball by the New York State Coaches Organization. Kenny set the all-time New York State High School scoring record, with 2,621 points, a record which would stand for 18 years. Kenny signed a letter of intent in November 1988 to play his college

basketball at Georgia Tech, selecting the upstart Yellow Jackets over national powers North Carolina, Duke and Syracuse. As a freshman Kenny led Georgia Tech team to the Final Four in 1990. Kenny his sophomore year averaged nearly 26 points a game, but only was able to secure a #8 seed for the NCAA Tournament, losing in the 2nd round to Ohio State. Kenny after his sophomore season announced that he would forego his last two years and declare for the NBA Draft. Kenny was selected by the New Jersey Nets with the second pick in the 1991 NBA Draft, Kenny was the youngest player in the league at that time. Throughout his career Kenny played for eight different NBA teams and one overseas team the BC Zalgiris. Kenny was named to the NBA All-Star team during his 1993-1994 seasons. Currently Kenny resides with his family in South Florida where he enjoys relaxing and spending time with his family and friends. Kenny is currently continuing his passion for basketball by pursuing the coaching field.

Director/Producer **Goro Toshima** has been involved with media production for over 10 years. He began his career producing short news pieces on American culture for the Japanese network NHK. After completing a masters degree in documentary film at Stanford University, he worked as an assistant editor on a variety of independent projects. A Hard Straight is his first feature length documentary.



Julia Charles is a recent graduate of Bennett College in Greensboro, North Carolina. She had a happy childhood until age nine when her grandmother passed away. At that time Julia moved in with her biological mother only to be removed from the home a couple of years later as a result of abuse and neglect. She and her siblings were separated in foster care, experiencing a more painful existence than living at the hands of her abusive mother. Ten years, ten foster homes, two or three group homes and numerous social workers later, Julia stands happy and whole, having worked through her anger at the foster care system. Although her transition into foster care was not ideal, she is grateful to the few people who believed in her. Julia now offers a message of hope to young people in foster care, "while the race may be a challenge, it is not given to the swift nor is any battle given to the strong, but to those that will endure." She recently published "Surviving the Storm" which provides a perspective on how to survive foster care.

Featured Speakers



Rep. **Wayne Ford** is the longest serving minority legislator in the state of Iowa and first recipient of the ICSAA Harold Washington Pinnacle Award. Rep. Ford has received national acclaim for the Brown & Black Presidential Forum, the oldest Presidential debate focused on minority issues, which he co-founded and has co-chaired since 1984. In 2008, Rep. Ford sponsored HF 2393, and on April 17 Iowa Governor Chet Culver signed the bill requiring a “minority impact statement” for any legislation related to a public offense, sentencing, or parole and probation procedures. Iowa is the first state to pass this kind of legislation. Rep. Ford is also the Founder and Executive Director of Urban Dreams which is located in Des Moines.

The *Isiserettes* are an award-winning and unique drum and dance corp comprised of young people, ages seven to 18, from Des Moines. The Isiserettes perform high-energy dance routines to the beat of percussion instruments.



SCHEDULE

Wednesday, December 3, 2008

TRAINING INSTITUTE

8:00 a.m. - 9:00 a.m.	REGISTRATION OPEN	HEARTLAND
9:00 a.m. - 5:00 p.m.	STRENGTHS BASED DMC CURRICULUM Patricia Parker, DMC Resource Center, Milwaukee, WI	BENNIGANS ROOM
9:00 a.m. - 5:00 p.m.	YOUTH IN TRANSITION: LEGAL AND PRACTICE ISSUES Lisa D'Aunno, National Resource Center for Family Centered Practice, Iowa City, IA & Susan Tew, 2Consulting, Inc.	NEBRASKA
9:00 a.m. - 5:00 p.m.	LEADERSHIP TRAINING ON THE GIRLS CIRCLE & BOYS COUNCIL PROGRAMS Shannon Alvarez, Giovanna Taormina, Beth Hossfeld, & Kitty Tyrol, Girls Circle Association, Cotati, CA	MISSOURI
1:00 p.m. - 4:00 p.m.	REDUCING DISPARITIES IN SCHOOLS Karega Rausch, Ph.D., Indianapolis, IN	INDIANA
4:00 p.m. - 6:00 p.m.	THE REGIONAL DMC PERSPECTIVE Wayne Ford, Urban Dreams	ILLINOIS

Thursday, December 4, 2008

7:00 a.m. - 8:45 a.m.	REGISTRATION OPEN	HEARTLAND
8:45 a.m. - 12:00 p.m.	OPENING PLENARY/WELCOME Brad Richardson, Ph.D., Univ. of Iowa, DMC Resource Center Patricia Parker, Univ. of Iowa, DMC Resource Center Robert Hill, Westat Corp., Washington, DC Khatib Waheed, Center for Study of Social Policy, St. Louis, MO Rita Cameron Wedding, Sacramento State University, Sacramento, CA	HEARTLAND BALLROOM
12:00 p.m. - 1:00 p.m.	LUNCH (ON YOUR OWN)	
1:15 p.m. - 2:30 p.m.	CONCURRENT SESSIONS I	
<i>Title:</i>	<i>BEING YOUNG & BLACK: WHAT ARE THE EFFECTS ON JUVENILE JUSTICE DECISION MAKING?</i>	<i>SALON A</i>
Presenter:	Dr. Michael Leiber	
Moderator:	Syeta Glanton	
Host:	Andrea Vitzthum	
<i>Title:</i>	<i>YOUTH PERSPECTIVES TRACK</i>	<i>SALON B</i>
Presenter:	Youth Panel: Dare to Dream	
Moderator:	Lori Reynolds	
Host:	Nansi Woods	

Title: *GIRLS CIRCLE ASSOCIATION* **SALON C**
Presenters: Shannon Alvarez, Giovanna Taormina, Beth Hossfeld,
& Kitty Tyrol
Moderator: Lori Rinehart
Host: Rosa McRoy

Title: *REDUCING DISPROPORTIONALITY IN SCHOOL DISCIPLINE* **SOUTH DAKOTA**
Presenters: Karega Rausch
Moderator: Belinda Creighton-Smith
Host: Lori Rogerson

Title: *THE ALLIANCE & MYFI PROJECTS IN SIOUX CITY* **BENNIGANS ROOM**
Presenters: Patricia Penning, Terri DeVos, Kathy Lehmann,
Jeri Gordon, & Heather Deleon, Iowa DHS
Moderator: Mary Nelson & Margaret Wright
Host: Julia Rembert, Dennette Derezotes & Roxanne Gould

2:30 p.m. - 2:45 p.m. **BREAK**

2:45 p.m. - 4:00 p.m. **CONCURRENT SESSIONS II**

Title: *WHAT WE DON'T SEE AND WHY WE DON'T SEE IT:
THE REALITY OF WHITE SUPERIORITY* **SALON A**
Presenter: Judge Joe Smith
Moderator: Judge Todd Hensley
Host: Natalie Anderson

Title: *YOUTH PERSPECTIVES TRACK* **SALON B**
Presenter: Youth Panel: Elevate
Moderator: Janice Lane
Host: Lori Reynolds

Title: *PERSPECTIVES ON GENDER, RACE, AND CLASS* **SOUTH DAKOTA**
Presenters: Rita Cameron Wedding
Moderators: Jerry Foxhoven
Host: Andrea Vitzthum

Title: *WATERLOO SCHOOLS EFFORTS TO REDUCE DISPARITIES* **SALON C**
Presenters: Cora Turner, Julia Eckerman, & Marla Padget
Moderator: Lori Rogerson
Host: Cecil Brewton

Title: *THE MYFI APPROACH IN DES MOINES* **BENNIGANS ROOM**
Presenters: Donna Richard-Langer, Melissa Williams, & Wendy Rickman
Moderator: Mary Nelson/Margaret Wright
Host: Brad Buckley, Dennette Derezotes & Julia Rembert

4:15 p.m. - 6:00 p.m. **SPECIAL SESSION FOLLOWED BY RECEPTION** **HEARTLAND BALLROOM**
Julia Charles
Kenny Anderson

Friday, December 5, 2008

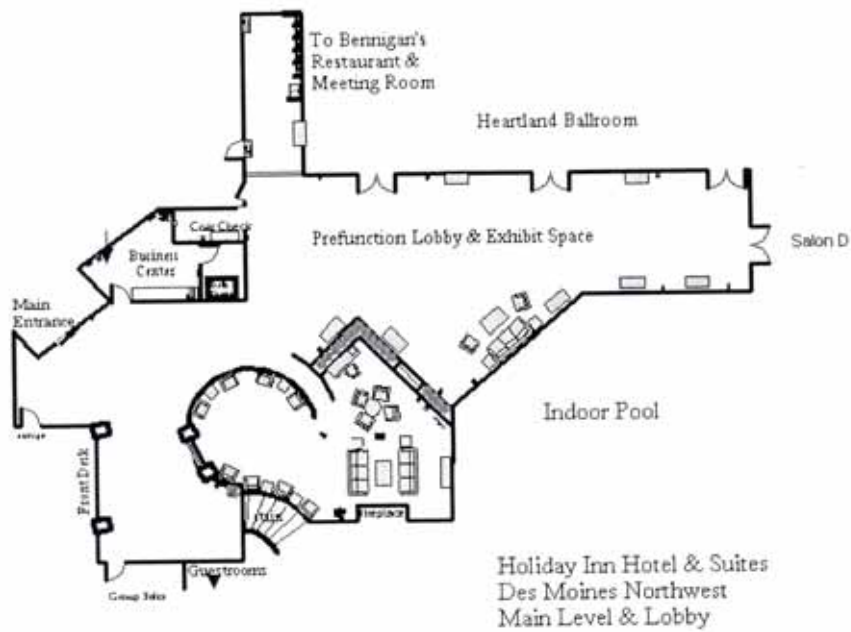
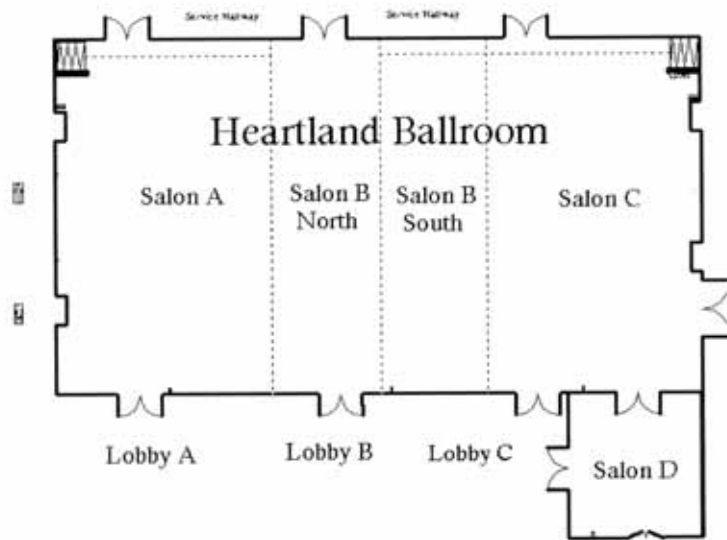
8:00 a.m. - 11:00 a.m.	REGISTRATION	HEARTLAND
8:30 a.m. - 9:40 a.m.	CONCURRENT SESSIONS III	
Title:	<i>JDAI & GOVERNOR'S YOUTH RACE & DETENTION TASK FORCE</i>	SALON A
Presenters:	Joyce Bennett, David Gleiser, & Bruce Bernard	
Moderator:	Dave Kuker	
Host:	Walter Reed & Syeta Glanton	
Title:	<i>ONGOING COVENANT WITH BLACK IOWA</i>	SALON B
Presenters:	Abraham Funchess	
Moderator:	Virgil Gooding	
Host:	Stephan Pearson & Janice Edmunds-Wells	
Title:	<i>THE INDIVIDUAL AND JOINT EFFECTS OF GENDER & RACE ON JUVENILE JUSTICE DECISION MAKING</i>	SOUTH DAKOTA
Presenter:	Dr. Michael Leiber	
Moderator:	Kellee McCrory	
Host:	Amy Croll	
Title:	<i>THE SENTENCING PROJECT</i>	SALON C
Presenter:	Ryan King	
Moderator:	Belinda Creighton-Smith	
Host:	Kathy Hickok	
Title:	<i>APPROACHES TO ACHIEVE RACIAL EQUITY</i>	BENNIGANS ROOM
Presenters:	Dennette Derezotes, Westat	
Moderator:	Mary Nelson/Margaret Wright	
Host:	Julia Rembert & Roxanne Gould	
9:55 a.m. - 12:00 p.m.	DMC/MYFI KEYNOTE	HEARTLAND BALLROOM
	Frank LaMere Ryan King Jeremy Kohomban	
	<i>"A HARD STRAIGHT" A FILM BY GORO TOSHIMA</i> PERFORMANCE BY THE ISISERETTES	
1:00 p.m. - 3:00 p.m.	DMC/MYFI KEYNOTES & CLOSING PLENARY	HEARTLAND BALLROOM
	Brad Richardson, Ph.D., DMC Resource Center Goro Toshima Miriam Landsman, UI School of Social Work & Exec. Director, NRCFCP Ed Saunders, University of Iowa School of Social Work Leonard Burton	
1:00 p.m. - 3:00 p.m.	IOWA GENDER SPECIFIC SERVICES TASK FORCE	SOUTH DAKOTA
	Kathy Nesteby	

SCHEDULE AT A GLANCE

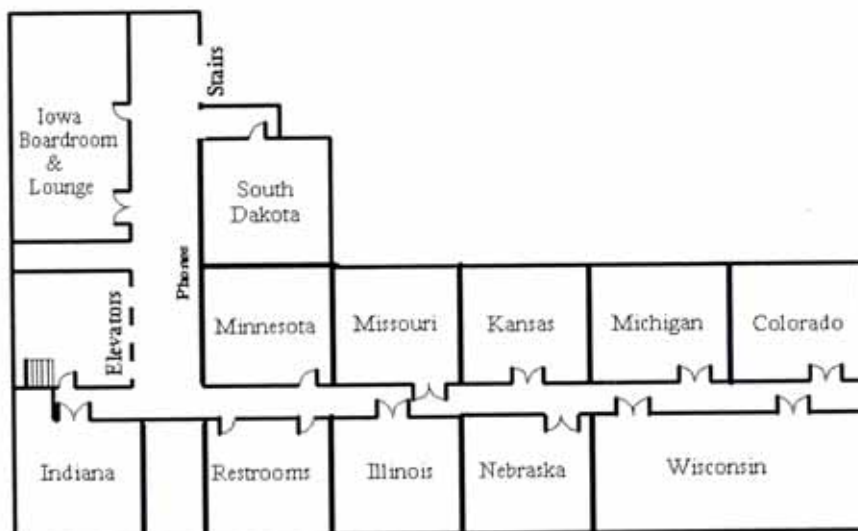
TRAINING INSTITUTE—WEDNESDAY, DECEMBER 3		
9:00 am-5:00 pm Session: Presenter(s):	STRENGTHS BASED DMC CURRICULUM Patricia Parker, DMC Resource Center, Milwaukee, WI	BENNIGANS ROOM
Session: Presenter(s):	YOUTH IN TRANSITION: LEGAL AND PRACTICE ISSUES Lisa D'Aunno, NRCFCP, Iowa City, IA & Sue Tew, 2Consulting, Des Moines	NEBRASKA
Session: Presenter(s):	LEADERSHIP TRAINING ON THE GIRLS CIRCLE & BOYS COUNCIL PROGRAMS Shannon Alvarez, Giovanna Taorimina, Beth Hossfeld, & Kitty Tyrol, Girls Circle Assoc.	MISSOURI
1:00 pm-4:00 pm Session: Presenter(s):	REDUCING DISPARITIES IN SCHOOLS Karega Rausch, Ph.D., Indianapolis, IN	INDIANA
4:00 pm-6:00 pm Session: Presenter(s):	MEETING OF STATES & RACIAL IMPACT ASSESSMENT Wayne Ford, Urban Dreams	ILLINOIS
<div style="border: 2px solid black; border-radius: 15px; padding: 5px; display: inline-block;"> THURSDAY, DECEMBER 4 </div>		
CONCURRENT SESSIONS I—1:15 p.m. - 2:30 p.m.		
Session: Presenter(s): Moderator: Host:	BEING YOUNG AND BLACK: WHAT ARE THE EFFECTS ON JUVENILE JUSTICE DECISION MAKING? Dr. Michael Leiber Syeta Glanton Andrea Vitzthum	SALON A
Session: Presenter(s): Moderator: Host:	YOUTH PERSPECTIVES TRACK YOUTH PANEL: DARE TO DREAM Lori Reynolds Nansi Woods	SALON B
Session: Presenter(s): Moderator: Host:	GIRLS CIRCLE ASSOCIATION Shannon Alvarez, Giovanna Taormina, Beth Hossfeld & Kitty Tyrol Lori Rinehart Rosa McRoy	SALON C
Session: Presenter(s): Moderator: Host:	REDUCING DISPROPORTIONALITY IN SCHOOL DISCIPLINE Karega Rausch, Ph.D., Indianapolis, IN Belinda Creighton-Smith Lori Rogerson	SOUTH DAKOTA
Session: Presenter(s): Moderator: Host:	THE ALLIANCE & MYFI PROJECTS IN SIOUX CITY Patricia Penning, Terri DeVos, Kathy Lehmann, Jeri Gordon, & Heather Deleon, Iowa DHS Mary Nelson & Margaret Wright Julia Rembert, Dennette Derezotes & Roxanne Gould	BENNIGANS ROOM
2:30 - 2:45 pm	BREAK	
CONCURRENT SESSIONS II—2:45 p.m. - 4:00 p.m.		
Session: Presenter(s): Moderator: Host:	WHAT WE DON'T SEE AND WHY WE DON'T SEE IT: THE REALITY OF WHITE SUPERIORITY Judge Joe Smith Judge Todd Hensley Natalie Anderson	SALON A
Session: Presenter(s): Moderator: Host:	YOUTH PERSPECTIVES TRACK Youth Panel: Elevate Janice Lane Lori Reynolds	SALON B
Session: Presenter(s): Moderator: Host:	PERSPECTIVES ON GENDER, RACE AND CLASS Rita Cameron Wedding, Sacramento State University Jerry Foxhoven Andrea Vitzthum	SOUTH DAKOTA

SCHEDULE AT A GLANCE

Session: Presenter(s): Moderator: Host:	WATERLOO SCHOOLS EFFORTS TO REDUCE DISPARITIES Cora Turner, Julia Eckerman, & Marla Padget Lori Rogerson Cecil Brewton	SALON C
Session: Presenter(s): Moderator: Host:	THE MYFI APPROACH IN DES MOINES Donna Richard-Langer, Melissa Williams & Wendy Rickman Mary Nelson & Margaret Wright Brad Buckley, Dennette Derezotes & Julia Rembert	BENNIGANS ROOM
4:15 p.m. - 6:00 p.m.	SPECIAL SESSION FOLLOWED BY RECEPTION Julia Charles Kenny Anderson	HEARTLAND BALLROOM
<div style="border: 2px solid black; border-radius: 15px; padding: 5px; display: inline-block; margin-bottom: 10px;"> FRIDAY, DECEMBER 5 </div> <p>CONCURRENT SESSIONS III—8:30 a.m. - 9:40 a.m.</p>		
Session: Presenter(s): Moderator: Host:	JDAI & GOVERNORS YOUTH RACE & DETENTION TASK FORCE Joyce Bennett, David Gleiser, & Bruce Bernard Dave Kuker Walter Reed & Syeta Glanton	SALON A
Session: Presenter(s): Moderator: Host:	ONGOING COVENANT WITH BLACK IOWA Abraham Funchess Virgil Gooding Stephan Pearson & Janice Edmunds-Wells	SALON B
Session: Presenter(s): Moderator: Host:	THE INDIVIDUAL AND JOINT EFFECTS OF GENDER AND RACE ON JUVENILE JUSTICE DECISION MAKING Dr. Michael Leiber Kellee McCrory Amy Croll	SOUTH DAKOTA
Session: Presenter(s): Moderator: Host:	THE SENTENCING PROJECT Ryan King Belinda Creighton-Smith Kathy Hickok	SALON C
Session: Presenter(s): Moderator: Host:	APPROACHES TO ACHIEVE RACIAL EQUITY Dennette Derezotes Mary Nelson & Margaret Wright Julia Rembert & Roxanne Gould	BENNIGANS ROOM
9:55 am-12:00 pm	DMC/MYFI KEYNOTE Frank LaMere Ryan King Jeremy Kohomban “THE HARD STRAIGHT” A FILM BY GORO TOSHIMA PERFORMANCE BY THE ISISERETTES	HEARTLAND BALLROOM
1:00 pm - 3:00 pm	DMC/MYFI KEYNOTES & CLOSING PLENARY Brad Richardson, Ph.D., DMC Resource Center Goro Toshima Miriam Landsman, UI School of Social Work, National Resource Center for FCP Ed Saunders, University of Iowa, School of Social Work Leonard Burton	HEARTLAND BALLROOM
1:00 pm - 3:00 pm	IOWA GENDER SPECIFIC SERVICES TASK FORCE Kathy Nesteby	SOUTH DAKOTA



Holiday Inn Hotel & Suites
Des Moines Northwest
Main Level & Lobby



PRE-CONFERENCE INSTITUTE

WEDNESDAY: 9:00 A.M. TO 5:00 P.M.

STRENGTHS BASED DMC CURRICULUM

This day-long program will provide an opportunity for staff to develop skills to address their role in reducing disproportionate minority contact. This workshop will include a cross-section of agencies and perspectives.

Presenter: Patricia Parker, DMC Resource Center, Milwaukee, WI

YOUTH IN TRANSITION: LEGAL AND PRACTICE ISSUES

This workshop is designed for human services professionals and lawyers interested in improving practices for older youth in out-of-home care. Each year, over 24,000 youth “age out” of placement, that is, they are discharged from the child welfare or juvenile justice system upon their 18th birthday without a permanent family. Without support, many face a variety of poor outcomes, including homelessness, under- and unemployment, incarceration, teen pregnancy, and mental health problems. Recent state and federal initiatives, however, now offer a number of resources to assist these youth in preparation for and transition to adulthood. Come learn a variety of best practices and take away a set of practical tools and strategies for a youth centered team approach which: 1) offers the youth voice and choice; 2) promotes positive youth development; 3) supports the young person’s development of cultural identity; and 4) helps the youth establish or maintain permanent connections. At the end of the day, you will know how to access a wide range of resources for supporting youth in transition to adulthood.

Presenters: Lisa D’Aunno, J.D. & Susan Tew, M.Ed., LBSW

LEADERSHIP TRAINING ON THE GIRLS CIRCLE & BOYS COUNCIL PROGRAMS

This “experiential” workshop provides participants with the theoretical framework of the relational, strengths-based approach of the Girls Circle model, a first-hand experience with the format of the Girls Circle, an overview of the key strategies that promote successful groups for girls, a description of the Girls Circle nine program curricula, and an opportunity for participants to sample one or more of the gender relevant themes and activities from the curricula. The model is research-based and has been rated a “promising approach” in the OJJDP’s Model Programs Guide. It has been applied nationwide in all areas of juvenile justice – diversion, probation, detention, residential and secure facilities, and after care. Additionally, the Girls Circle model has been utilized in schools, peer leadership programs, health education, literacy, outdoor adventure, sports, pregnancy prevention, boys and girls clubs, scouting groups, school advisory groups, gang-prevention, substance abuse prevention, and beyond.

Presenters: Shannon Alvarez, Giovanna Taormina, Beth Hossfeld, & Kitty Tyrol, Girls Circle Association, Cotati, CA

WEDNESDAY: 1:00 P.M. TO 4:00 P.M.

REDUCING DISPARITIES IN SCHOOLS

This training institute will provide research and strategies for reducing over-representation in suspensions, expulsions and referrals and provide a context in which these approaches will also address crossover children and youth and the disproportionality that exists in both the child welfare and juvenile justice systems. Iowa has identified over-representation as a major issue to be addressed in both the child welfare and juvenile justice systems. However, the educational system is a source of referrals for both systems and in recent years schools have been a major source of referrals to detention centers. State data indicate minority confinement continues at a rate of nearly 1/3 of all youth confined and many of those in confinement are held as a result of misdemeanor and technical violations and come as a result of school referrals. Moreover, the DMC Committee charged with implementing changes to reduce DMC has become aware that school referrals and gender-specific issues are especially important to address at this time. According to a recent report, Iowa ranks worst in the U.S. in disproportionality when it comes to school disciplinary actions.

Presenter: Karega Rausch, Ph.D., Indianapolis, IN

WEDNESDAY: 4:00 P.M. TO 6:00 P.M.

THE REGIONAL DMC PERSPECTIVE

Because of Iowa’s first in the nation status with respect to disproportionate incarceration of black males, Rep. Wayne Ford authored landmark legislation during the 2008 legislative session which made Iowa the first state in the nation to require a minority impact statement with respect to both new criminal laws and state contracts which was passed by both houses of the Iowa legislature and signed into law by Iowa Governor Chet Culver. This landmark legislation was proffered by The Sentencing Project of Washington, D.C., and *The National Law Journal*. Iowa State Representative Wayne Ford’s rise from Washington, D.C.’s inner city to the Iowa capitol has been chronicled by numerous media outlets, including *The Des Moines Register*, *The Washington Times*, *The Washington Post*, *The Washington Afro*, *The Source Magazine*, BET, HDNet, and the *Parade Magazine*. In 2001, award-winning journalist Dan Rather personally selected Ford’s unique life story for his best-selling book, *The American Dream*. Rep Ford will convene a meeting of states including Iowa, Missouri, South Dakota, Wisconsin, Nebraska and Minnesota.

Presenter: Wayne Ford, State Representative & Director and Founder of Urban Dreams

THURSDAY: 1:15 P.M. TO 2:30 P.M.**BEING YOUNG AND BLACK: WHAT ARE THE EFFECTS ON JUVENILE JUSTICE DECISION MAKING?**

This workshop examines the extent to which race and age determine juvenile justice case outcomes at intake and judicial disposition among males in one county in Iowa. Being Black and older increased the odds of a youth's chances of receiving an intake court referral and decreased the odds of participation in intake diversion. Age was not found to have a significant effect on intake decision-making for African Americans but was found to temper case outcomes for White youth.

Presenter: Dr. Michael Leiber

YOUTH PERSPECTIVES TRACK: YOUTH PANEL: DARE TO DREAM

This workshop provides an introduction to the Dare to Dream approach which builds from the Positive Behavior Supports model implemented in the Toledo Juvenile Home. The workshop is presented by youth from the Iowa Juvenile Home and is facilitated by the Iowa Federation of Families for Children's Mental Health. Through this workshop participants will gain a better understanding of how youth view the child welfare, juvenile justice and educational systems. The focus of this session is on youth individual perspectives, strengths, skills, knowledge and dreams.

Presenters: Youth Panel: Dare to Dream

GIRLS CIRCLE ASSOCIATION

This workshop will feature the research-based Girls Circle Model, a female responsive, structured support group for girls ages 9 – 18, and will provide participants with the foundational guidelines for implementing this successful approach in schools, community, and juvenile justice settings. The Girls Circle model is rated a "promising approach" with the Office of Juvenile Justice & Delinquency Prevention. It recognizes girls' capacities for safe and healthy development, fosters self-esteem, and helps girls maintain authentic connections with peers and adults in their community through verbal and creative activity. Promising studies show significant decreases in girls' alcohol use and self-harming behaviors and increases in school bonding, self-efficacy, perceived body image and social connection. The model is being applied nationwide in schools, peer leadership, health education, juvenile justice, economic literacy, athletics, outdoor adventure, pregnancy prevention, boys and girls clubs, gang-prevention, and substance abuse prevention. Workshop objectives include presentation of the relational-cultural theory and resiliency practices, the six-step circle format, utilizing a strengths-based approach, implementation methods and recommendations, and current research findings.

Presenters: Shannon Alvarez, Giovanna Taormina, Beth Hossfeld, & Kitty Tyrol

REDUCING DISPROPORTIONALITY IN SCHOOL DISCIPLINE

Research targeted toward reducing disproportionality and the creation of equitable, high quality school systems for all students, in particular those from racial/ethnic minority groups and students with disabilities will be reviewed. This workshop will also provide a forum for discussion of research and strategies that can reduce disproportionality in school discipline and special education placement.

Presenter: Karega Rausch

THE ALLIANCE & MYFI PROJECTS IN SIOUX CITY

The DHS Minority Youth and Families Initiative (MYFI) has established a specialized unit in Woodbury County to serve Native American families with a goal of reducing disproportionality in Woodbury County. Woodbury County has developed a community-based approach which has received national recognition. The project was conceived in the 2003 DHS Child Welfare Redesign and implementation of the demonstration project began in 2005. Culturally responsive services which can lead to better outcomes for children and families involved with the child welfare system have been the focus of the demonstration project. This session will describe the initiative, findings and lessons learned to date.

Presenters: Patricia Penning, Terri DeVos, Kathy Lehmann, Jeri Gordon & Heather Deleon

THURSDAY: 2:45 P.M. TO 4:00 P.M.**WHAT WE DON'T SEE AND WHY WE DON'T SEE IT: THE REALITY OF WHITE SUPERIORITY**

This multi-media presentation acquaints participants with the reality of white privilege. Attendees participate in exercises that show the many facets of racial relations. Audience participation opportunities allow those present to examine social structures and personal attitudes that tend to preserve advantages for whites at the expense of people of color. Group discussion assists those involved to discover methods of compensating for the effects of white privilege in their work.

Presenter: Judge Joe Smith

YOUTH PERSPECTIVES TRACK: YOUTH PANEL: ELEVATE

Elevate is a statewide youth group established for young people who are transitioning out of foster care. The presenters are members of Elevate who will share their stories and their perspectives. The Elevate workshop is conducted by a group of young people that seek to inspire others and promote understanding & compassion about life connection needs of foster care and adoptive teens by sharing their personal stories of hope.

Presenters: Youth Panel: Elevate

PERSPECTIVES IN GENDER, RACE AND CLASS

Dr. Cameron Wedding has said that "Women of color obviously have to deal with issues such as reproductive rights and economic justice... [b]ut in addition we need to draw attention to the extremely disproportionate representation in systems like corrections and child welfare." She has co-edited two textbooks including the 2004 textbook *Institutions, Individuals and Ideologies: Feminist Perspective in Gender, Race and Class and Ethnic America: Readings in Race, Class and Gender* in 2003. Dr. Cameron Wedding will address the issues surrounding silent racism which she says: "may not be as out in the open as it was prior to the civil rights movement, but make no mistake... still exists in America. Today you may not recognize it... racism looks different now because it is far more covert and hard to detect compared to pre-civil rights racism which was irrefutably racist." She will discuss how to recognize racial and gender biases, how implicit biases work and how they function in a "colorblind" society. She will also address recognition of systems of bias, how they are institutionalized in society and how to create recognition of biases which affect work and influence decision-making processes.

Presenter: Rita Cameron Wedding

WATERLOO SCHOOLS EFFORTS TO REDUCE DISPARITIES

The Waterloo Community School District will present information on how the district plans to work with students, parents, staff and the community to address the overrepresentation of minority suspensions and referrals. The district has started several new initiatives and programs to support these efforts.

Presenters: Cora Turner, Julia Eckerman, & Marla Padgett

THE MYFI APPROACH IN DES MOINES

The Minority Youth and Family Initiative (MYFI) with Visiting Nurse Services began in January of 2007 to address the disproportionality issues in Polk County. This workshop will discuss the VNS partnership with the Department of Human Services to engage African American families to work with the system rather fighting against it, with the goals of family reunification, permanency and child safety.

Presenters: Donna Richard-Langer, Melissa Williams & Wendy Rickman

THURSDAY: 4:15 P.M. TO 6:00 P.M.

SPECIAL SESSION FOLLOWED BY RECEPTION

Presenters: Julia Charles & Kenny Anderson

FRIDAY: 8:30 A.M. TO 9:40 A.M.

JUVENILE DETENTION ALTERNATIVES INITIATIVE & GOVERNOR'S YOUTH RACE & DETENTION TASK FORCE

At the DMC Conference in 2007 Bart Lubow announced that Iowa would be a new Juvenile Detention Alternatives Initiative (JDAI) site. After more than a decade of innovation and replication, JDAI is one of the most effective, influential, and widespread juvenile justice system reform initiatives. JDAI focuses on juvenile detention because youth are often unnecessarily or inappropriately detained at great expense, with long-lasting negative consequences for both public safety and youth development. JDAI was designed to support the Casey Foundation's vision that all youth involved in the juvenile justice system have opportunities to develop into healthy, productive adults. In October 2007, Governor Culver signed Executive Order #5 which established the Youth Race and Detention Task Force to support efforts to reduce inappropriate detention holds and disproportionality in juvenile justice. This session will provide a description of these complementary initiatives and provide insight and expectations for changes in the future of the juvenile justice system in Iowa.

Presenters: Joyce Bennett, David Gleiser & Bruce Bernard

ONGOING COVENANT WITH BLACK IOWA

The Iowa Commission on the Status of African Americans has launched a project called the [Ongoing Covenant with Black Iowa](#). The Iowa Commission on the Status of African Americans state-wide project will address problems in housing, education, and health care in an effort to improve the quality of life for Black Iowans. The Iowa Ongoing Covenant with Black Iowa is inspired by the national [Covenant With Black America](#) led by journalist [Tavis Smiley](#). Facilitated by the Administrator of the Division on the Status of African Americans within the Iowa Department of Human Rights, this workshop reviews the work leading up to the Ongoing Covenant and discusses the future of the initiative.

Presenter: Abraham Funchess

THE INDIVIDUAL AND JOINT EFFECTS OF GENDER AND RACE ON JUVENILE JUSTICE DECISION MAKING

The Juvenile Justice and Delinquency Prevention Act (JDDPA) of 1974, and its reauthorizations, dealt with, among a number of things, the involvement and service needs of both minorities and females in the juvenile justice system. In the presentation, research conducted over the last 15 years is reviewed to assess the presence of the individual and combination relationships of race and gender with decision making in Iowa, followed by the reporting of results from a recent study that assessed the influence of gender/race on case outcomes in a particular jurisdiction. Implications for policy will also be discussed.

Presenter: Michael Leiber

THE SENTENCING PROJECT

More than 60% of the people in prison are now racial and ethnic minorities. For Black males in their twenties, 1 in every 8 is in prison or jail on any given day. These trends have been intensified by the disproportionate impact of the "war on drugs," in which three-fourths of all persons in prison for drug offenses are people of color. This session will cover the method by which the Sentencing Project computed the disproportionality rates by state and the results of the study. A new publication by The Sentencing Project: "Reducing Racial Disparity in the Criminal Justice System," provides a comprehensive manual for practitioners and policymakers with insight into how racial disparities develop in the criminal justice system, and workable solutions to address and reduce disparities.

Presenter: Ryan King

APPROACHES TO ACHIEVE RACIAL EQUITY

Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may grow worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better.

Presenter: Dennette Derezotes

A Hard Straight

a film by Goro Toshima



Jury Award
Best Documentary Feature
SXSW Film Festival 2004



Official Selection
Chicago Int'l Documentary
Film Festival 2004



Official Selection
IFP/Los Angeles Independent
Film Festival 2004



Jury Award
Best Documentary Feature
Santa Barbara Int'l
Film Festival 2005

"...a riveting new documentary by first-time filmmaker Goro Toshima...an honest and intimate film packed with much needed answers." Jennifer Gonnerman, *Village Voice*, Author of *Life on the Outside*



A gang member, a mother, and a small-time dealer. They served their sentences, they're on parole. Now they're about to discover that walking out the prison gates is just the beginning...*A Hard Straight* is a documentary about doing time on the outside.

A Hard Straight tells the story of what it's really like for a person to make the radical transition from prison life to society. The film interweaves the stories of two men and one woman as they attempt to construct new lives on the outside. We see them from the ecstatic moment of their first taste of freedom, to the inevitable frustrations, joys, and banality of life outside of prison. And finally, we see the people in either a successfully established life on the outside or a return to prison.

For the 500,000 men and women each year who are released from prison, there are many unknowns: What will you have to do to survive after walking out with \$200 "gate money"? How does an extended stay in a world defined by violence and subjugation affect your ability to live your own life? And what sort of resources, both within the community and yourself, will you need to have to make it on the outside?

A Hard Straight is an intimate and powerful film that sheds light on the profound experience of doing time and trying to go straight.

For more information contact Goro Toshima:

goroto22@hotmail.com
415-412-2293



STAFF OF THE
NATIONAL RESOURCE CENTER FOR FAMILY CENTERED PRACTICE

MIRIAM LANDSMAN, Ph.D., M.S.W., is Associate Professor of Social Work and Executive Director of the National Resource Center for Family Centered Practice at the University of Iowa. Dr. Landsman has worked as a researcher, program evaluator, and technical assistance consultant for more than twenty years. Her areas of expertise include child welfare services from family preservation through permanency planning, developing outcomes for family centered programs, and organizational commitment and staff turnover. Dr. Landsman has directed multi-state research projects in child welfare services, statewide evaluations of family preservation and support, early intervention and pregnancy prevention, and community-based programs and interagency collaboratives across a variety of service systems including child welfare, education, substance abuse, community action, and maternal and child health. Contact information: miriam-landsman@uiowa.edu.



BRAD RICHARDSON, Ph.D., is Iowa DMC Coordinator, Research Director at the National Resource Center for Family Centered Practice and Adjunct Associate Professor at the University of Iowa School of Social Work. Dr. Richardson serves as the Center's Research Director and also directs the activities of the DMC Resource Center and the Iowa Center for Evaluation and Research, the University of Iowa's public health research and evaluation center. He has directed numerous research and evaluation projects and has provided training and technical assistance on data management, outcome measures, research and evaluation, performance monitoring cultural competency and other work for families. He has also worked with agencies on the utilization of results of evaluations to promote and demonstrate effectiveness along with incorporating those results into program improvement strategies. Dr. Richardson has written extensively on disproportionality; including recent publications in the 2008 special issue of the journal *Child Welfare* "Comparative Analysis of Two Community-Based Efforts Designed to Impact Disproportionality" and "Evaluating Multi-systemic Efforts to Impact Disproportionality through Key Decision Points" which is co-authored with Dennette Derezotes, Julia Rembert and Betty Pratt. Contact information: brad-richardson@uiowa.edu.



DEBBIE BLACK is the Office Manager at the National Resource Center for Family Centered Practice for more than fifteen years. Debbie works on a wide range of projects, some of which include editing *The Prevention Report*, formatting published documents and curricula, submission of financial and human resource data, and production of training materials. Contact information: debbie-black@uiowa.edu.



LISA D'AUNNO, J.D., is Director of Training for the National Resource Center for Family Centered Practice. In this position, Lisa develops and coordinates educational programs for social service and non-profit organizations throughout the United States. Lisa has 23 years of child welfare experience as an attorney, clinical professor of law, trainer, and program administrator in Michigan and Illinois. As Director of Best Practice for the Office of the Inspector General, Illinois Department of Children and Family Services in Chicago, she managed the implementation of a number of interdisciplinary field tests to improve practice with families. Lisa has taught law and social work at the University of Chicago School of Social Services Administration as well as child advocacy at the University of Michigan Law School. As an attorney, she represented parents and children and prosecuted a number of complex termination of parental rights cases. Over the years, Lisa has trained over 8,000 social workers, lawyers, and judges in subjects including ethics, management skills, legal aspects of child maltreatment, courtroom skills, liability in human services, and interdisciplinary decision-making. Contact information: lisa-daunno@uiowa.edu.



SCOTT EASTON, LMSW, is a Research Assistant in the Training Department at the National Resource Center for Family Centered Practice. He earned a BA in government from Harvard University and an MSW from the University of Iowa School of Social Work. Currently he is a second year Ph.D. student in social work at the University of Iowa. His research interests are child abuse, substance abuse, aging, and mental health. Contact information: scott-easton@uiowa.edu.



NANCY GRAF, B.A., is Research Assistant at the National Resource Center for Family Centered Practice. She is involved in work on several research and evaluation projects, focusing her activities on literature searches, report writing, social network analysis, statistical analysis, data entry, data management, and assisting with grant submissions. Her current and recent research and evaluation areas include Adolescent Pregnancy Prevention, Abstinence Only, an Early Learning Opportunity Act project with the Neighborhood Centers of Johnson County, and the Clinton Community School District Elementary Counseling Program. Contact information: nancy-graf@uiowa.edu.



AMY OSTRANDER CROLL, LMSW is a Research Assistant with the University of Iowa School of Social Work, National Resource Center for Family Centered Practice Des Moines campus. She assists in several youth-related training, technical assistance, research and evaluation projects. Ms. Croll is known for her training and evaluation research work in positive youth development and best practices related to youth programming. Previously she served as lead staff of the Iowa Collaboration for Youth Development at the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning. She has also led the Iowa Youth Program Quality Snapshot Study, coordinated the State of Iowa Youth Advisory Council and served as staff to the DMC Committee. Ms. Croll also serves as the Iowa expert in the Youth Program Quality Assessment Tool and on the Steering Committee of the Iowa Afterschool Alliance.



KELLEE THORBURN MCCRORY, M.P.H., is Senior Research Assistant for the National Resource Center for Family Centered Practice, Iowa Center for Evaluation Research in the School of Social Work at the University of Iowa. Ms. McCrory received her MPH in 2003 and has 8 years public health evaluation experience, with expertise in process and outcome evaluation, survey development, and project management. Ms. McCrory also provides technical assistance regarding evaluation to ICER clients. Ms. McCrory is currently the lead evaluator for the Iowa Consortium for Comprehensive Cancer Control, Heartland Center for Occupational Health and Safety, and Iowa Department of Public Health's "Pick a Better Snack" through the BASICS program. Contact information: kellee-mccrory@uiowa.edu



VIDA SEALS is an office assistant for the National Resource Center for Family Centered Practice. She is a recent graduate of the University of Iowa College of Liberal Arts with a BA in English and is a proud parent of a six year old daughter.



PRESENTER/HOST/MODERATOR BIOSKETCHES

Shannon Alvarez, National Director of Business Development for the Girls Circle Association, has been consulting for 15 years in both non-profit and business sectors. She is a published author and national speaker with a Masters degree in Organizational Design and Efficiency and a degree in Human Development. She has extensive background in infrastructure development, training, product development, and implementation of diverse initiatives. She has designed, developed and implemented national programs in diverse sectors increasing revenue by millions and profit margins as high as 1600% quarter to quarter. She has worked with both youth and adults, men and women in both public and private sectors.

Brad Buckley is a Juvenile Court Officer for Juvenile Court Services in Des Moines. Mr. Buckley graduated from the University of South Dakota in 1984 with a Bachelor's Degree in Social Work and Psychology. After graduation he worked at McCrossan Boys Ranch in Sioux Falls, South Dakota for ten years. During that time he also worked part-time at Charter Hospital in the Adolescent Mental Unit for three years. Mr. Buckley is a member of the DMC Committee. He served on the Detention Review Team for the Diversion Project through Polk County Decat and has been a long time supporter of change to reduce DMC.

Leonard Burton is the Chief Operating Officer for the Jim Casey Youth Opportunities Initiative; A national foundation whose sole focus is improving the outcomes for older youth involved with the foster care system. He has over 17 years experience working in human services, with 10 years in Child Welfare and Juvenile Justice. He started his career in human services as the director of the a newly formed grass-roots faith based program for at-risk youth in 1991 after serving in Operation Desert Storm, and receiving an honorable discharge from the US Army. Leonard is the former Assistant Commissioner of Child Welfare and Regional Services with the Tennessee Department of Children's Services (DCS). Burton held several other leadership and senior management positions with DCS including the Executive Assistant to the Commissioner, Director of Foster Care, and Director of Policy Development. Prior to joining the Initiative as an Associate Director in 2005, Leonard was Director of the Daniel Payne Christian Child Care Center and a Consultant with M&B Consulting LLC of Nashville, Tennessee. A native of Detroit, Michigan, he holds a Bachelors of Science in Public Management from Austin Peay State University, and a Masters of Education in Administration and Supervision from Tennessee State University.

Rita Cameron Wedding, Ph.D. is the Chair of the department of Women's Studies and a professor of Women's Studies and Ethnic Studies at Sacramento State University. Dr. Cameron Wedding's scholarship focuses on race and gender disproportionality in institutions like child welfare, education and the juvenile justice system. Dr. Cameron Wedding has taught courses and developed curricula for child welfare and family court personnel for over six years. She presentation for Children's Bureau in Washington D.C. She also provided the keynote address and facilitated a two-day conference for the Family Court of the Superior Court of the District of Columbia. Dr. Cameron Wedding's work on diversity and social justice is international in scope. Her work in Africa, China and Mexico

has focused on gender, domestic violence, environmental racism and immigration. Dr. Cameron Wedding served two terms as a Governor's appointee to the California Commission on the Status of Women. In 2007 she was also appointed to serve on the International Advisory Board of Global Majority which conducts international and domestic seminars focused on non-violent conflict resolution and negotiations throughout the world.

Julia Charles is a recent graduate of Bennett College in Greensboro, North Carolina. She had a happy childhood until age nine when her grandmother passed away. At that time Julia moved in with her biological mother only to be removed from the home a couple of years later as a result of abuse and neglect. She and her siblings were separated in foster care, experiencing a more painful existence than living at the hands of her abusive mother. Ten years, ten foster homes, two or three group homes and numerous social workers later, Julia stands happy and whole, having worked through her anger at the foster care system. Although her transition into foster care was not ideal, she is grateful to the few people who believed in her. Julia now offers a message of hope to young people in foster care, "while the race may be a challenge, it is not given to the swift nor is any battle given to the strong, but to those that will endure." She recently published "Surviving the Storm" which provides a perspective on how to survive foster care.

Belinda Creighton-Smith, MDIV, is the Urban Dreams U-Care Project DMC Coordinator for Black Hawk County and pastor of Faith Temple Baptist Church in Waterloo, Iowa. Before becoming the DMC Coordinator and serving in the pastorate, she worked as Family Worker for the Waterloo School System Educational Discipline Center, Program Coordinator for NECSA's Culturally Specific Outreach Office and Program Manager of the culturally specific HIV/AIDS Program for the Hawkeye Chapter of the Red Cross. She served as one of the American Red Cross national faculty for the implementation of both the basic and African American AIDS Instructor programs and served on the national advisory committee. Presently, in addition to addressing the issue of disparity in the juvenile justice system she serves as social activist confronting the issue of overrepresentation of African Americans in the criminal justice system and the threat of embedded racialism in our social systems.

Lisa D'Aunno, J.D., is Director of Training for the National Resource Center for Family Centered Practice. Lisa develops and coordinates educational programs for social service and non-profit organizations throughout the United States and co-authored and trained the curricula for the NRC's recent federally funded training grant "Improving Outcomes for Youth in Transition". Lisa has 23 years of child welfare experience as an attorney, clinical professor of law, trainer, and program administrator in Michigan and Illinois. As Director of Best Practice for the Office of the Inspector General, Illinois Department of Children and Family Services in Chicago, she managed the implementation of a number of interdisciplinary field tests to improve practice with families. Lisa has taught law and social work at the University of Chicago School of Social Services Administration and child advocacy law at the University of Michigan Law School.

Dennette M. Derezotes, MSW, LCSW, has over 20 years of experience in all aspects of the child welfare system at the macro and micro levels. She is the Executive Director of the Race Matters Consortium @ Westat. Dennette is first author of *Race Matters in Child Welfare: Examining the Overrepresentation of African Americans in the Child Welfare System*. She served as one of the principal planners for the Symposium sponsored by the Center for Juvenile Justice Reform at the Georgetown Public Policy Institute and Chapin Hall Center for Children at the University of Chicago entitled *the Overrepresentation of Children of Color in America's Juvenile Justice and Child Welfare Systems*.

Julia Eckerman has served the Waterloo Community School District for the past 10 years. She has served in the capacity of Coordinator of the Educational Discipline Program and currently serves as Student Services Specialist where she works closely with the Executive Director of Student and At-Risk Services monitoring attendance of students and working with families in conflict.

Rep. **Wayne Ford** is the longest serving minority legislator in the state of Iowa and first recipient of the ICSAA Harold Washington Pinnacle Award. Rep. Ford has received national acclaim for the Brown & Black Presidential Forum, the oldest Presidential debate focused on minority issues, which he co-founded and has co-chaired since 1984. In 2008, Rep. Ford sponsored HF 2393, and on April 17 Iowa Governor Chet Culver signed the bill requiring a "minority impact statement" for any legislation related to a public offense, sentencing, or parole and probation procedures. Iowa is the first state to pass this kind of legislation. Rep. Ford is also the Founder and Executive Director of Urban Dreams which is located in Des Moines.

Jerry Foxhoven is the Director of the Joan and Lyle Middleton Center for Children's Rights at the Drake University School of Law, and Executive Director of the Drake Legal Clinic. Mr. Foxhoven presently serves as chair of the Iowa Child Welfare Advisory Committee, the Iowa Child Protection Council and the Iowa Citizen Review Panel. He also serves on the state council of the Iowa Juvenile Justice Initiative (Iowa's Court Improvement Project). Jerry sits on the National Advisory Board of *Fostering Families Today* magazine, and is on the Board of Directors of the National CASA (Court Appointed Special Advocate) Association. He has been awarded the "Champion for Children" award from Prevent Child Abuse Iowa, the "Angel in Adoption" Award by the Congressional Coalition on Adoption Institute in Washington, D.C. as well as the "American Dreams" Award from the Iowa Friends of Foster Children Foundation. Jerry was formerly a Senior Fellow at the Center for Adoption Research at the University of Massachusetts. He previously served as administrator of the Iowa Child Advocacy Board, and is a past President of the National Association of Foster Care Reviewers.

Abraham L. Funchess, Jr., is the oldest of three children of Abraham and Bernice Funchess in St. Matthews, South Carolina. Funchess graduated Valedictorian from Calhoun County High School in 1986 and matriculated into Duke University in Durham, NC, in the fall of that year. Later pressed with the conviction to attend a historically Black institution, he transferred to Hampton University in Hampton, VA, in the fall of 1988. Funchess majored in Sociology with a minor in Psychology, receiving upon graduation the W.E.B. DuBois

Award for Scholarship and Activism. Currently, Funchess is completing a Masters in Youth and Human Service Administration at the University of Northern Iowa. Since graduation from Hampton, Funchess has served as an Executive Director of Christian Community Development in Waterloo, as Pastor of the Second Baptist Church in Ottumwa, Ia, and as an Adjunct Professor at Hawkeye Community College in Waterloo. In 2003, Funchess was appointed by Resident Bishop Gregory V. Palmer to serve in the Iowa Annual Conference to work at Jubilee United Methodist Church in Waterloo, and in February 2006, Funchess was appointed by Governor Tom Vilsack to serve as Division Administrator of the Iowa Commission on the Status of African-Americans within the Department of Human Rights. Funchess was reappointed to the position by current Governor Chet Culver. The division's flagship initiative, the Ongoing Covenant with Black Iowa (OCBI), is showing much promise in terms of articulating issues of concern to the African American community and then getting legislative action to address these concerns.

Syeta Glanton is a native of Franklin, New Jersey. She is a proud graduate of Spelman College in Atlanta, Georgia. After graduating from college with a degree in Political Science she went to Drake University Law School. While in Law School Syeta served as the Chapter President and Midwest Regional Director for the National Black Law Student Association. After graduating from Law School she was offered a job with the Iowa Secretary of State's Office as the Assistant Director of Business Services, managing the overall duties of the Business Services Department. Syeta currently works as the Policy Liaison for the Governor's Office regarding Criminal Justice, Higher Education and Human Rights issues.

Virgil Gooding is a writer, researcher, therapist, trainer and public speaker. He trained crisis counselors who assisted families and individuals who relocated to Iowa after Hurricanes Katrina, Rita and Wilma to provide culturally competent services. Mr. Gooding has presented and published locally, regionally and nationally on topics that include: Delivering Ethical and Culturally Competent Services, Realizing Human Potential, Creating an Atmosphere for Behavioral Change, Use of Family Therapy in Community Based Corrections, Girls and Gangs: A Conversation with Survivors, Managing Multi-Generational Anger in African American Males and Crisis Counseling Basics. Mr. Gooding received his undergraduate and graduate degrees from the University of Iowa. He holds a Master of Arts with a concentration in African American, Afro-Caribbean and African history, literature, sociology and psychology. Mr. Gooding also holds a Master of Social Work and is a Licensed Independent Social Worker (LISW). He retired from providing counseling in Community Based Corrections after 25 years and then became the Clinical Director of Foundation 2, Inc., located in Cedar Rapids, Iowa. He is now in private practice in Cedar Rapids.

Jeri L. Gordon, MSW, is an enrolled member of the Santee Sioux Nation, and is a Native Family/Tribal Liaison for Iowa Department of Human Services Native American Unit in Woodbury County. Ms. Gordon received her BSW from Briar Cliff College in Sioux City, IA and her MSW from the University of Iowa. She worked for the Title VII Indian Education Project within the Sioux City Community School District for years as the Retention Specialist working with children of color.

Dr. Robert B. Hill is a sociologist and senior researcher at Westat, with more than 30 years of experience directing research institutes and conducting studies on many issues affecting minority children and families. After receiving his doctoral degree in Sociology at Columbia University, he served as Director of Research for the National Urban League for over a decade. Dr. Hill has implemented many research studies and evaluations of programs targeted to at-risk children, youth and families. Some of his areas of research include: teen pregnancy, child abuse and neglect, foster care, unemployed youth, school dropouts, incarcerated youth, and disconnected youth. He was one of the first scholars to conduct research on the resilience of minority families in his 1972 book, "The Strengths of Black Families." He was also Chair of the U. S. Census Bureau Advisory Committee on the African American Population for the 1980 and 2000 Censuses. He is currently directing Westat's Race Matters Consortium, in partnership with the Casey Foundation's Alliance for Racial Equity, which is dedicated to forming nationwide partnerships to reduce the overrepresentation of children of color in the child welfare system.

Beth Hossfeld, MFT is Co-Founder and Associate Director of the Girls Circle Association, and co-author of the Girls Circle Facilitator Training Manual as well as many of the Girls Circle curricula and articles, and a contributor to the Handbook on Prevention and Intervention Programs for Adolescent Girls, Ed. LeCroy, C., and published by J. Wiley and Sons, 2007. Additionally, Beth is a trainer and consultant on prevention and therapy groups for children. For twenty years, Beth has been a licensed marriage, family and child therapist in Mill Valley, CA, with a general practice and an emphasis on children, teens and their families. She facilitates a Girls Circle group for girls at a continuation high school, all of whom are involved in the legal system. She recently served as Clinical Director of a school-based mental health and substance abuse prevention project, as well as an outpatient adolescent treatment program Bay Area Community Resources. Beth continues to provide clinical supervision and training to mental health interns. Beth currently serves as a research coordinator for collaborative studies of the Girls Circle model with partnering organizations.

Ryan Scott King's research specialization is the American criminal justice system, with a concentration on the radiating effects of sentencing and incarceration upon individuals, families and the community at large. Areas of research interest include felony disenfranchisement, sentencing legislation, incarceration and crime rates, drug policy, and the nexus of class, race and incarceration. Research by Mr. King has appeared in *Criminology & Public Policy*, the *Harm Reduction Journal*, the *Federal Sentencing Reporter*, *New England Journal on Criminal and Civil Confinement*, and *SOULS: A Critical Journal of Black Politics, Culture, and Society*. Mr. King has addressed members of the Maryland House of Delegates and the Canadian House of Commons. In addition, Mr. King's work has been featured in the *Associated Press*, *New York Times*, *Washington Post*, and *USA Today* as well as appearing on local and national radio programs to discuss sentencing and corrections issues, including NPR's *The Tavis Smiley Show* and *Talk of the Nation*. Mr. King holds a B.A. in Anthropology from the University of Pittsburgh, a M.A. in Criminal Justice from Monmouth University, and a M.S. in Justice, Law, & Society from The American University.

Julia Kleinschmit Rembert, BJ, MSW, teaches in and coordinates the U of I School of Social Work's Sioux City Part-Time MSW Program. She has an extensive practice background. Since 2004, she has worked with the NRC's DMC Resource Center to provide technical assistance to and evaluate the work of CINCF, MYFI, and the Sioux City DMC committee.

Jeremy Christopher Kohomban, Ph.D., is the President and CEO of The Children's Village and The Center for Child Welfare Research at the Children's Village Institute. Founded in 1851, The Children's Village serves more than 1,000 children in residential programs, and provides services in the community to approximately 8,500 children and families each year. Prior to The Children's Village, Dr. Kohomban was the Senior Vice President at Easter Seals New York and the President of the D.C. based National Association for Family-Based Services. Dr. Kohomban is a noted expert in child welfare and his leadership successes have been noted by the New York Times, NPR and industry publications. In December 2004, in their story discussing the child welfare crisis in New York, *City Limits* magazine identified Dr. Kohomban as a leader with a "clear vision for the future." Dr. Kohomban has served on numerous boards of directors and he currently serves on the Boards of the Child Welfare Watch, The Youth Advocacy Center and the Child Welfare Organizing Project. He has earned a reputation as a leader who effectively blends human services with accountability and a pragmatic business sense. He is the author of a number of articles and a nationally recognized speaker on topics of organizational leadership, system reform and family-focused service delivery. Dr. Kohomban completed his undergraduate studies at Emporia State University in Kansas, his master's degree at Long Island University and he earned his Ph.D. in Organizational Leadership from the School for Leadership Studies in Virginia.

Dave Kuker, B.A., is a Program Planner for the Division of Criminal and Juvenile Justice Planning, Department of Human Rights. He has been involved in various capacities in DMC issues for the past 15 years. He is a staff person for Iowa's Disproportionate Minority Confinement Committee, which is a Committee of Iowa's Juvenile Justice Advisory Council. His other responsibilities include administration of Juvenile Justice and Delinquency Prevention Act formula grant funding. Dave is an active member in Iowa's Gender Specific Services Task Force for Girls. His career has been focused primarily in Child Welfare/Juvenile Justice issues. Dave has a BA from the University of Northern Iowa.

Frank LaMere is a noted social and political activist from the Siouxland region who was instrumental in the passage of the Iowa Indian Child Welfare Act in 2003 and a member of the Winnebago Tribe of Nebraska. Mr. LaMere serves as Native Family Advocate with the Casey Programs and Center for the Study of Social Policy sponsored work to reduce over-representation among Native families in the child welfare system. He also works in collaboration with the community and serves as liaison to the Woodbury County DHS, Minority Youth and Families Initiative; Community Initiative for Native Children and Families and a variety of other community organizations. He is committed to empowering Native people and serves on the Democratic National Committee. He is an acclaimed motivational speaker who remains dedicated to Indian children and families. Frank also manages and coaches the North Americans, a world-class fast pitch softball team that mentors youth about alcohol and drug abuse prevention.

Janice Lane is the Assistant Director at Children & Families of Iowa (CFI). She carries broad management responsibility that includes oversight of program supervisors, general policy formulation and execution, and planning and guidance on treatment methodology. Prior to that, Ms. Lane was a Program Supervisor at CFI Cornerstone Recovery in the Ankeny site. Ms. Lane Earned both her Bachelor's and Master of Arts degrees from the University of Iowa.

Kathy Lehmann, BSW, is a social worker with an exclusively Native American caseload. She is a member of the specialized Native American Unit in Woodbury County, IA. She also serves as a member of the Woodbury Family Drug Court serving Native families that are dealing with chemical dependency issues. She is a graduate of the Social Work program at Briar Cliff College in Sioux City, IA and has worked in the social work and chemical dependency field for over 10 years.

Dr. Michael Leiber is a professor in the Wilder School of Government and Public Affairs at Virginia Commonwealth University. For five years, Dr. Leiber served on the governor appointed Iowa Juvenile Justice Advisory Council and was the chair of the Disproportionate Minority Contact (DMC) subcommittee. He has published a book, articles and reports, as well as presented papers on issues related to juvenile delinquency, juvenile justice, and race/ethnicity. In 2008, Leiber received the W.E.B. Du Bois award for significant contributions to the field of racial and ethnic issues in criminology from the Western Society of Criminology.

Mary Nelson is the Administrator of the Division of Behavioral, Developmental and Protective Services for Families, Adults and Children within the Department of Human Rights. Ms. Nelson has served Iowa state government for three decades and has been instrumental in the state's efforts to address disproportionality within the child welfare system. As Administrator of the Division of Behavioral, Developmental, and Protective Services she was instrumental in the development of the child welfare redesign and the Minority Youth and Families Initiative which is addressing disproportionality in the child welfare system; Des Moines and Sioux City serve as demonstration sites for this initiative. Ms. Nelson is also a member and past president of the National Association of Public Child Welfare Administrators of the American Public Human Services Association. In 2005 she received the Betsy Rosenbaum award for Excellence in Public Child Welfare Administration, an award bestowed by a committee of peers in the public child welfare field for achievements as a national leader for public child welfare promoting model policies, programs and practices which enhance child welfare agencies and improve outcomes for children and their families.

Amy Ostrander Croll, LMSW is a Research Assistant with the University of Iowa School of Social Work, National Resource Center for Family Centered Practice Des Moines campus. She assists in several youth-related training, technical assistance, research and evaluation projects. Ms. Croll is known for her training and evaluation research work in positive youth development and best practices related to youth programming. Previously she served as lead staff of the Iowa Collaboration for Youth Development at the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning. She has also led the Iowa Youth Program

Quality Snapshot Study, coordinated the State of Iowa Youth Advisory Council and served as staff to the DMC Committee. Ms. Croll also serves as the Iowa expert in the Youth Program Quality Assessment Tool and on the Steering Committee of the Iowa Afterschool Alliance.

Marla Padget has served the Waterloo Community School District for the past twenty-one years. Currently, she serves as the Principal for Central Middle School with a student population of approximately 550. Before that, she was the Assistant Principal and Athletic Director at Central Middle School for four years and at East High for twelve years as a Social Studies teacher. Marla received the Gold Star Teacher Award while at East High. Marla is passionate about students, parents and staff at Central Middle School and the progress of the entire District.

Patricia Parker, C.S.W. received her degree in social work from the University of Wisconsin-Madison and a master's certificate in Community Mental Health from Trinity College of Vermont. Ms. Parker has been conducting workshops and seminars for national audiences since 1986. Since 1983, Ms. Parker has been an ordained minister in The Christian Methodist Episcopal Church. She brings a refreshing and energized spirituality to her presentations. She has over twenty-seven years of experience working in human and social services, family and individual therapy and church ministry. Presently, Ms. Parker is employed by the University Wisconsin-Milwaukee and is a Consultant with the National Resource Center for Family Centered Practice. She has been affiliated with the NRC since 1990. She also volunteers her ministerial services at the Southern Oaks School for Girls and the Robert Ellsworth Correctional facility for women in Racine County, Wisconsin. Ms. Parker resides with her daughter, Amara, in Milwaukee, Wisconsin.

Stephan Pearson, B.A., is Juvenile Court Officer for the Third Judicial District in Sioux City, Iowa. Mr. Pearson is a graduate of Morningside College. Prior to his current position he worked with Youth Services International in Baltimore, Maryland. He serves on the statewide and county Minority Health Coalition and on the Woodbury County DMC Committee and the state DMC Committee. He is also a member of the Governor's Youth Race and Detention Task Force.

Pat Penning, LMSW, is a graduate of Morningside College in Sioux City, Iowa and is a Licensed Master Social Worker in the state of Iowa. Pat is a member of the Mental Health/Mental Retardation/Developmental Disability/Brain Injury Commission for the state of Iowa. Her career in the human services field began 26 years ago. She has worked in all areas of this field including cash and food assistance, services for adults, and child welfare. Currently she is the Iowa Department of Human Services administrator for a 14 county area in northwest Iowa and oversees all program areas of the Department of Human Services.

Karega Rausch is the Indianapolis Charter Schools Deputy Director for Mayor Bart Peterson, specifically charged with oversight of new and existing charter schools, and executing the Mayor's accountability system. He has a master's degree in Educational Psychology, is currently completing his doctorate at Indiana University-Bloomington, and has been a teacher of high school social studies. Rausch's professional experiences and research have been

targeted toward the creation of equitable, high quality school systems for all students, in particular those from racial/ethnic minority groups and students with disabilities. He has presented on equity in educational systems before the American Educational Research Association, the University Council for Educational Administrators, and the Harvard Civil Rights Project. Rausch's publications are in the area of equity in school discipline and special education.

Walter Reed, Jr. serves as the Director of the State of Iowa Department of Human Rights. The Iowa Department of Human Rights is an umbrella agency that consists of eight divisional units and one administrative division (Asia-Pacific Islander Heritage, Community Action Agencies, Criminal and Juvenile Justice Planning, Deaf Services, Latino Affairs, Persons with Disabilities, Status of African Americans, Status of Women, Central Administration). The Department of Human Rights mission is to promote equal access to work, services, and opportunities that enhances the well being of Iowa's diverse population. Each Division promotes the self-sufficiency of each population they serve by providing training, technical assistance, partnerships, and public awareness information to decision-makers and the general public. Director Reed, currently serves as Chair of the Governors Task Force on Race and Detention, the State of Iowa representative and Chair of the Governor's Council of the Abraham Lincoln Bicentennial Commission which is planning the National Celebration to commemorate the life of President Abraham Lincoln beginning June 2008 to June 2010; Board Member of the Iowa Empowerment Board; member of the Targeted Small Business Task Force; and the State's Hiring Practice Workgroup whose purpose is to review the State of Iowa hiring practices to determine if there are any discriminatory hiring practices or hidden biases within Executive Branch Agencies.

Lori Reynolds has been Executive Director of Iowa Federation of Families for Children's Mental Health since 1994. Lori has three children with a variety of abilities, a son with Non Verbal Learning Disorder, PDD, Oppositional Defiant Disorder, Developmental Disorder, Anxiety/Panic Disorder, Mathematics Disorder, and Verbal Apraxia and has learning disorders; a daughter that is Talented and Gifted; and a daughter that is Medically Fragile, which has its own mental health needs. Ms. Reynolds has been trained and active in the family advocacy movement in the mental health field for many years. She has received and provided numerous types of training and continuing education, and is a key driving force behind the ongoing development of the organization. She serves as the primary representative for IFFCMH and its families at the state level, while providing individual assistance and support to other parents struggling to understand and meet the needs of their children on a day-to-day basis.

Donna Richard-Langer, LISW, ACSW, is the manager of Mental Health Services at Visiting Nurse Services. In 1986 she began her work in Des Moines, first at Lutheran Social Services as a supervisor of counseling and family support services and then at Visiting Nurse Services in 2000 with the Healthy Start and Empowerment programs.

Brad Richardson, Ph.D., is Iowa DMC Coordinator, Research Director at the National Resource Center for Family Centered Practice and Adjunct Associate Professor at the University of Iowa School of Social Work. Dr. Richardson serves as the Center's Research

Director and also directs the activities of the DMC Resource Center and the Iowa Center for Evaluation and Research, the University of Iowa's public health research and evaluation center. He has directed numerous research and evaluation projects and has provided training and technical assistance on data management, outcome measures, research and evaluation, performance monitoring cultural competency and other work for families. He has also worked with agencies on the utilization of results of evaluations to promote and demonstrate effectiveness along with incorporating those results into program improvement strategies. Dr. Richardson has written extensively on disproportionality; including recent publications in the 2008 special issue of the journal *Child Welfare* "Comparative Analysis of Two Community-Based Efforts Designed to Impact Disproportionality" and "Evaluating Multi-systemic Efforts to Impact Disproportionality through Key Decision Points" which is co-authored with Dennette Derezotes, Julia Rembert and Betty Pratt.

Wendy Rickman has been employed with DHS since 1987. Wendy is currently serving as the Des Moines service area manager (SAM). Duties include responsibility for DHS field operations in the counties of Polk, Boone, Dallas, Madison, Marion, Warren, Clarke, Ringgold, Union, Adair, Adams, Lucas, Wayne, and Decatur. Wendy graduated from Carroll College in 1981 with a BA degree in sociology, from the University of Iowa in 1996 with a MSW, and is currently licensed at the independent social work level with the State of Iowa.

Lori Rogerson, M.S.W., L.M.S.W., is School Social Worker with the Des Moines Public School District. Before coming to the Des Moines Public School District she worked for the Iowa Department of Human Services Central Office in the Office of Field Support and in Polk County as Child Protective Treatment worker. She has 15 years of experience in child welfare and juvenile justice. In addition to DMPS and IDHS, her experience includes work with a variety of organizations including Des Moines Healthy Start, Department of Elder Affairs, and Youth Homes of MidAmerica. Ms. Rogerson earned her masters degree from the University of Iowa.

Ed Saunders is the Director of the University of Iowa School of Social Work. He holds the MSW, MPH and PhD degrees. Dr. Saunders joined the UI Social Work faculty in 1985. During the past 22 years, he has been active in teaching in the multiple distance education sites of the School, including his first 12 years at the Des Moines Center. He has taught in the BASW, MSW and PhD programs of the School. He has long been involved in research on adolescent pregnancy and other factors that put youth at risk (including substance abuse and school drop out). In addition, Dr. Saunders has increasingly focused attention on the globalization of social work education as a result of his semester-long teaching assignment in the People's Republic of China in 2005.

Joe E. Smith serves as associate district court judge on a long term assignment to the juvenile court in Des Moines, Polk County, Iowa. He was appointed to the bench in 1999. Prior to that he served as a public defender in Polk County, a staff attorney for the Employment Appeal Board and an administrative law judge assigned to hear primarily Department of Human Services cases. Father of five, grandfather of eight, former secondary and college educator, much of Smith's career has been dedicated to the interests of children and young adults. He actively participated in the Breakthrough

Series Collaborative on disproportionality sponsored by Casey Family Programs, is a Member of the Governor's Youth Race and Detention Task Force, serves on Courts Catalyzing Change: Achieving Equity and Fairness in Foster Care Steering Committee, a joint program of the National Council of Juvenile and Family Court Judges and Casey Family Programs and promoted and sponsored the Polk County Model Court's implementation of its goal to address disproportionality in the Polk County Juvenile Court.

Marvin Spencer is Juvenile Court Officer III from the First Judicial District in Waterloo, Iowa where he has worked for the past fifteen years. As a Juvenile Court Officer, Mr. Spencer has performed the duties as both an intake officer and a field-supervising officer. He began his employment with the State of Iowa in 1988 as a Social Worker II with the Department of Human Services in Council Bluffs. Mr. Spencer earned his degree in social work from Wartburg College located in Waverly, Iowa. As a member of the Waterloo community Mr. Spencer has been very active on many community boards and various community projects and is co-chair of Waterloo's DMC Task Force Team. Marvin is chair of the statewide DMC Committee and a member of the Governor's Race and Detention Task Force.

Giovanna Taormina is the Executive Director and Co-Founder of the Girls Circle Association. She provides national training, materials, consultation, and technical assistance related to female responsive services to non-profit agencies, government, state supported programs, institutions, and systems that work with adolescent girls, and is a national consultant to the Office of Juvenile Justice and Delinquency Prevention. She has extensive experience in the design, development and implementation of program services for girls and is recognized for her work on gender-responsive services in both the public and private sectors. She has co-developed a comprehensive, integrated, female-responsive model to address the risk factors and needs of adolescent girls in a format that is conducive to building on girls' strengths and developing resiliency.

Susan Tew, M.Ed., LBSW, is President of 2 Consulting, Inc., in Des Moines. In this role, Sue creates curricula, conducts training and facilitates meetings in the field of youth development and foster care for both youth and adults. She also educates and facilitates activities incorporating animal and nature assisted learning. Sue's practice experience includes 15 years of direct work with youth in a variety of settings including residential, day treatment, and after-school programs. She has over 10 years of experience in management, research, implementation and evaluation of programs and eight years of facilitating workshops and trainings. Sue is a co-author of the curriculum "Improving Outcomes for Youth in Transition".

Kellee Thorburn McCrory, M.P.H., is Senior Research Assistant for the National Resource Center for Family Centered Practice, Iowa Center for Evaluation Research in the School of Social Work at the University of Iowa. Ms. McCrory received her MPH in 2003 and has 8 years public health evaluation experience, with expertise in process and outcome evaluation, survey development, and project management. Ms. McCrory also provides technical assistance regarding evaluation to ICER clients. Ms. McCrory is currently the lead evaluator for the Iowa Consortium for Comprehensive Cancer Control, Heartland Center for Occupational Health and Safety, and Iowa Department of Public Health's "Pick a Better Snack" through the

BASICS program. Contact information: kellee-mccrory@uiowa.edu

Cora Turner serves as the Executive Director of Student and At-Risk Services for the Waterloo Community School District. Prior to this position, she served at Logan Middle School as the assistant principal in Waterloo. In her current position she works closely with parents, students, staff, and the community problem solving issues to enhance the relationship between home and school to educate all children.

Kitty Tyrol, Senior Training Manager for the Girls Circle Association, has diverse experience in Youth Program Development, Staff Development & Training, and Quality Assurance. As a Consultant and Trainer for the State of Connecticut Judicial Branch and Department of Children and Families Bureau of Juvenile Services, she trains Probation, Parole, and Detention staff, as well as community-based service providers in a wide array of evidence-based curricula and risk reduction approaches. She has authored several training and intervention curricula, is a co-founder of the Connecticut Girls Consortium, and serves on various advisory committees. Ms. Tyrol is an advocate for gender equity and gender justice throughout the continuum of social services.

Andrea Vitzthum is an Assistant County Attorney in the Juvenile Bureau of the Polk County Attorney's Office. She is a graduate of Iowa State University and Drake Law School. Andrea serves on the Juvenile Committee of the Iowa County Attorney Association, the Governor's Race and Detention Task Force, the State Disproportionate Minority Contact Committee, Polk County Child Sexual Abuse Resource Coalition and she is on the board of the Young Woman's Resource Center in Des Moines.

Khatib Waheed is a Senior Fellow, at the Center for the Study of Social Policy (CSSP), in Washington, DC. He joined the staff in October 2003 to lead the CSSP's involvement with the Casey-CSSP Alliance for Racial Equity in Child Welfare, which is a new effort to raise national awareness about the disproportionate number of African American and other children of color that are in foster care and to identify and promote better child welfare policies, programs and services that will help reduce the number of unnecessary placements into foster care; improve upon the services once they are placed and ensure that they have a better quality of life after they leave. Prior to his work at CSSP, Khatib was a Senior Associate at the Aspen Institute Roundtable on Comprehensive Community Initiatives, where he helped to further develop frameworks: approaches for defining, analyzing and explaining how the combined effects of structural racism, poverty, inadequate community resources and family behavior work to perpetuate long term disadvantage for African American and other children, families and communities of color. The framework has since been published and distributed nationally, and is currently being tested in communities. During this same period he also served as the Special Assistant to the Director, Missouri Department of Social Services, where he established and led a multi-agency coalition to reduce youth violence, drug trafficking and teen pregnancy in the St. Louis area called the Regional Response Coalition (RRC). In 1989, Khatib started the Walbridge Caring Communities Program in Walnut Park, and expanded it to twenty schools in St. Louis over the next seven years, where it received state-wide, national and international renown as an innovative approach to providing mental health, educational,

health and social services and programs to families whose children were at-risk of failing in school and being placed in foster care or juvenile detention. The Caring Communities model has been studied and written about in numerous publications and books and has been replicated both nationally and internationally. He has received numerous awards for his service to children, families and communities and holds a M. Ed. from the University of Missouri – St. Louis and a B.A. in History and Political Science from Webster University with a Missouri Secondary Education Teaching Certificate in Social Studies. Khatib participated in policy briefings at the White House during the Clinton Administration and testified during several National Governor’s Association Conferences about the needs of children and families. He is also a past participant in the International Initiative for Children, Youth and Families, which allowed him to visit both the Netherlands and Israel to work with policy makers, field experts and researchers representing fifteen countries about developing policy aimed at strengthening families and neighborhoods.

Melissa Williams, BSW, began working full time in the Minority Youth and Family Initiative in 2007. She assisted in the development of the procedures for pre and post removal conferences. Melissa provides family team meetings to African American and biracial families, setting up prep interviews with workers and families to collaborate for positive outcomes for families.

Margaret J. Wright is the Bureau Chief of Child Welfare Services for the Iowa Department of Human Services, Division of Child & Family Services. In this role she is supervises a team of ten program managers and three support staff that are accountable for policy, funding, and manuals for over 20 programs including; foster care, retention and recruitment, Kinship care, subsidized guardianships, adoptions domestic and international, Interstate Compact for the Placement of Children, Interstate Compact for Juveniles, youth group care, runaways, youth emergency services/shelter care, detention, Decategorization, Minority Youth & Family Initiative, Disproportionate Minority Contact, Indian Child Welfare Act, Family Centered Services, transition services, Aftercare, Preparation for Adult Living, Chafee, Education & Training Voucher program, and disaster planning for providers. Margaret has a Master in Public Administration for Drake University and a BA from Simpson College in Business Management.

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 Eric Sage
 Paul Stageburg

Special thanks to the extra efforts of the DMC Committee Members who served as workshop hosts and/or moderators and helped to greet and register participants.

This conference is approved for social work CEU's and CLE's as noted below

19.33 Social Work CEU's	CLE's
Pre-Conference Institute—7 hours Conference—12.33 hours	17.25 hours (includes ethic hours)
Program # 08-338-01-C	Activity # 55108

Breakdown of CEU's

Wednesday, December 3, 2008

7 CEUs for programs from 9 am - 5 pm
 3 CEUs for program from 1 pm - 4 pm
 2 CEUs for program from 4 pm - 6 pm

Thursday, December 4, 2008—6.25 CEUs

Friday, December 5, 2008—6 CEUs

To receive CEUs, you must fill out a CEU card (available at the registration area) and sign in each day



ISISERETTES DRILL & DRUM CORPS

(Promoting self-expression and creativity through music & dance)

1532 21st Street

Des Moines, IA 503111-3210

The Isiserettes is a non-profit group organized in 1980 to give the youth of Des Moines something positive to do. The youth range in age from 7 to 18 years old with the group being composed of both females and males. The Isiserettes have traveled throughout the State of Iowa as well as the United States serving as ambassadors for the Black Community and the City of Des Moines. The team has been awarded numerous trophies and awards for their performances. The team has participated in and placed first in the Circle City Classic in Indianapolis, Indiana in 2001 and 2002. The Isiserettes have participated in local celebrations in communities across the State of Iowa.

In February of 1997, the NAACP awarded the Isiserettes the *Community Service Award of Excellence* and in January of 1998, TV-8 awarded three instructors, who have been with the team since its' origination, the *Leading the Way Award* for volunteer service. During the 2001-2002 season, the team placed first in all competitions entered. In 2003, the team celebrated their 23rd anniversary with an exhibition featuring teams from across the Midwest.

The objectives of the team include, but are not limited to, character building and social skill building. We stress the importance of formal education while helping the youth to develop their creative and natural abilities. With the recent creation of an Educational Endowment Fund, we will now provide motivational incentives in the area of education. Pioneer Hi-Bred International, Inc., has joined our efforts with this initiative and it is our hope that others will see the benefits from it and join also.

The team has been sustained during the past twenty-three years through a combination of performance revenues, corporate sponsorships, community contributions, and funding from the United Way of Central Iowa.

All donations made to the Isiserettes are tax deductible.



Participant List

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DMC Resource Center &
Minority Youth & Families
Initiative Conference**

**December 4-5, 2008
Holiday Inn Northwest
Des Moines, Iowa**

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