

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

University of Iowa
University Research Park
W206 Oakdale Hall
Iowa City, Iowa
52242-5000

Phone: (319) 335-4965

FAX: (319) 335-4964

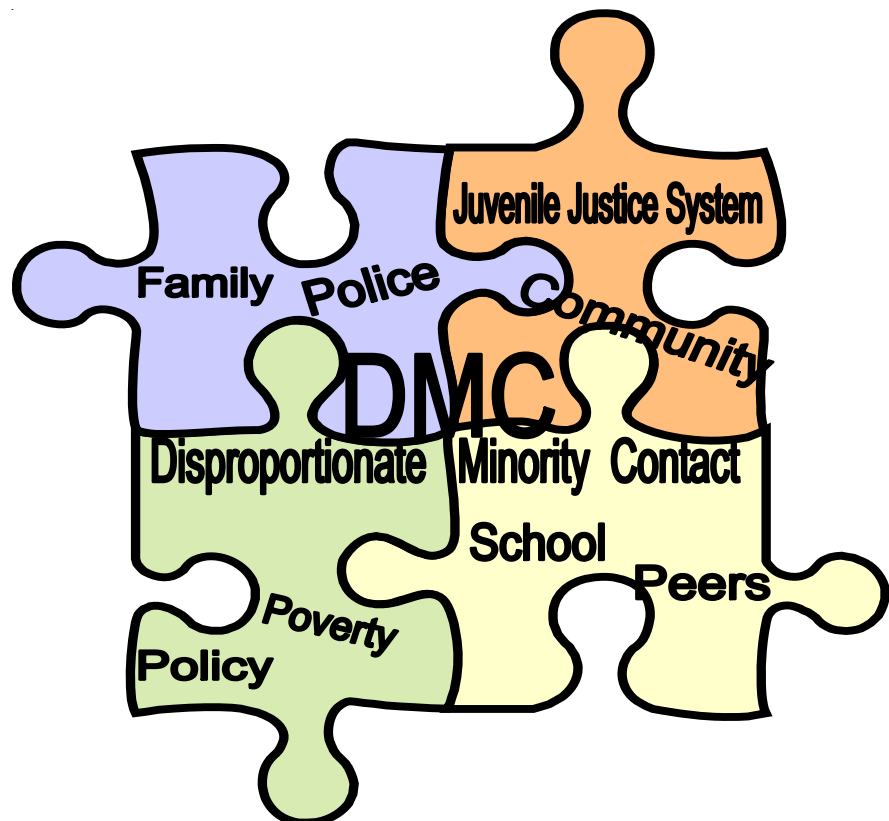
"INVESTING IN IOWA'S YOUTH, INVESTING IN IOWA'S FUTURE"

Chapter 8: Ending Racial Disparities

8th Annual DMC Resource Center & Minority Youth & Families Initiative Conference

December 10-11, 2009

**Jordan Creek Marriott Hotel
West 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 three 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.

Most recently, in 2009 the Center was funded as the National Resource Center for In-Home Services through a Cooperative Agreement with the Children's Bureau of the U.S. Department of Health and Human Services. The new National Resource Center for In-Home Services will work with state child welfare agencies, tribes, and U.S. territories to build their capacity to provide effective in-home services. The Center's work will serve as the nation's primary provider of technical assistance and training regarding effective and promising alternatives to out-of-home placement.

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.



COLLEGE OF
LIBERAL ARTS & SCIENCES

**National Resource Center for
Family Centered Practice**

Welcome to the **Eighth 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 disproportionate minority contact (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 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. In 2009, in collaboration with the Annie E. Casey Foundation and the DMC Resource Center, a Breakthrough Series Collaboration was begun to reduce disproportionality in child welfare in eight additional sites.

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 event.

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



School of Social Work
100 Oakdale Campus, W205 OH
Iowa City, Iowa 52242-5000
319-335-4965 Fax 319-335-4964
www.uiowa.edu/~nrcfcp

2009 DMC Conference Dedicated to the Memory of Nancy Graf

The end of 2008 brought the tragic news of the loss of Nancy Graf. Nancy was a Research Assistant with the National Resource Center for Family Centered Practice at the University of Iowa. Nancy's last task at the NRC, prior to her death, was assisting at the registration table at the DMC Conference last year. Nancy was the one who always greeted you with a big smile and remembered your name. She truly enjoyed the DMC Conference – it was the time of year when all of the NRC's hard work came to fruition and old and new friends gathered to learn, share and move Iowa's DMC effort forward. The National Resource Center for Family Centered Practice wishes to dedicate the 2009 DMC Conference to Nancy Graf and what she stood for.

Nancy also collected, analyzed, and dispensed information about the adolescent pregnancy prevention efforts of grantees across the state. Her work helped to build a foundation for understanding what strategies are truly effective for adolescent pregnancy prevention and she was a master at helping those outside the research field truly understand the information. Nancy always said that when she retired she would come back just to help with the CAPP report. It was her baby (in addition to her four children!).

Her passion for her work at the NRC was only bested by the kind and generous spirit she displayed to her colleagues. Her sense of the mission of the work, timely and thoughtful feedback, peerless statistical skills and accessibility were all delivered with patience, a good sense of humor and a twist of Minnesota wisdom and a lot of aloha spirit.

Nancy was completing her master's degree in Servant Leadership at Viterbo University in LaCrosse, WI when she died. We at the NRC can attest that Nancy personified servant leadership. We will continue to miss her.

Nancy is survived by her husband Bill, their four children James, Daniel and his wife Cherrienne, Joe, and Katie and two grandsons, Tamatane and Tristan.

NANCY GRAF, B.A., was a Research Assistant at the National Resource Center for Family Centered Practice. She was 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 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.



From Nancy's bulletin board at work:

I AM ONLY ONE

I am only one, but I am one.
I cannot do everything, but I can do something.
And what I can do, by the grace of God, I will do.
I will do more than belong...I will participate.
I will do more than care...I will help.
I will do more than believe...I will practice.
I will do more than be fair...I will be kind.
I will do more than teach...I will inspire.
I will do more than earn...I will enrich.
I will do more than give...I will serve.
I will do more than live...I will grow.
I will do more than talk...I will act.
I will be more than good...I will be good for something.

- Anonymous

Featured Performers

Thursday, December 10 — 4:45 pm



***Arlan Whitebreast* from the Native Pride Dancers**

Arlan Whitebreast is a member of the Meskwaki Nation of Tama, Iowa. He has been dancing for a majority of his life and is called a Grass Dancer. He has performed with the Native Pride dance troupe for 5 years and has toured across North America to schools and universities educating and entertaining audiences of all ages. His mission is to educate, motivate and inspire all audiences through song and dance based on native american culture.

Formed in 2003 and directed by Larry Yazzie, the Native Pride Dancers strive to educate and entertain audiences of all ages throughout the world on the beauty, skill, and majesty of American Indian music and dance. They offer a variety of performance types, from solo to large ensemble productions designed for classrooms as well as theaters. Based in Minnesota, the Native Pride Dancers perform locally, regionally, and nationally. Native Pride Dancers are quickly becoming a commonly known name in the theater, educational and corporate circuits around the country with performances at the Smithsonian, Japan, Brazil and the Macy's Day Parade. This high energy show offers a true look into Native American culture through dance, song, flute, storytelling and more.



Friday, December 11 — noon **The *Isiserettes***

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. 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 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.”

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.



Featured Speakers



Brad Richardson, Ph.D., is Iowa DMC Resource Center 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 also directs the activities of the Iowa Center for Evaluation and Research, the University of Iowa's public health research and evaluation center. 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 coming to Iowa he served as 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. Some of his most recent works include articles on utilizing the results of evaluations to promote and demonstrate program effectiveness, incorporating results into program improvement strategies, and the use of social network analysis in improving community collaboration. Dr. Richardson has written extensively on disproportionality; including work on the original report for the Minnesota Sentencing Guidelines Commission addressing racial disparities in the Minnesota adult system and recent publications such as 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.

Patricia Parker, C.S.W., 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.



Karl Dennis is a youth worker, a teacher, and a cultivator of strengths. His profound reputation is based on a fundamental principle which he brought to life and seeded; that children can best be served in their families, in their communities; that the assets and strengths of their situation are best known to those closest to the child – and that wrapping the youngster and family with individual human care, supervision, and concern is safer, better and cheaper than tearing apart child, family, community and systems. Karl Dennis retired as the Executive Director of Kaleidoscope, Inc., a non-profit community-based childcare agency in Chicago, where he provided leadership and vision for 27 years. He is one of the country's leading experts and pioneers of community-based care for the "hardest to serve children and families," including WrapAround services, therapeutic foster care, pediatric AIDS care, independent living and

long-term intensive family preservation services. Under Karl's direction, Kaleidoscope became nationally recognized as one of the top five child serving agencies in the country. He has helped orchestrate many state and private initiatives to return children from out-of-state placements, and has provided direct services to thousands of children and their families. Karl currently chairs the Children's Committee of the National Mental Health Association. Karl's first book written in collaboration with Dr. Ira Lourie, noted child psychiatrist and former head of CASSP, titled, "Everything is Normal Until Proven Otherwise," is a series of stories of children and families that Karl has worked with over the years coupled with commentary by Dr. Lourie. Written for parents and professionals, the book provides Wraparound guidance and the effectiveness of the process when people use creativity and compassion in the delivery of services. Part African American, Cherokee, Blackfoot, and Irish, Karl brings to his presentations an understanding of culture and the important role that it plays in the healing process. Karl has received many honors for his visionary work . . . but he is truly revered for his passion, humor, and humanity in working with those who are most often forgotten.

Featured Speakers



Andrea R. Coleman is a State Representative with the Office of Juvenile Justice and Delinquency Prevention's State Relations and Assistance Division (SRAD) managing formula and block grant funds in Arkansas, Connecticut, Nebraska, Tennessee, Texas, and Virginia, and serves as the Disproportionate Minority Contact Liaison ensuring states and territories address juvenile delinquency prevention and system improvement efforts designed to reduce the disproportionate number of minority groups who come into contact with the juvenile justice system per Section 223(a)(22) of the Juvenile Justice and Delinquency Prevention Act of 2002. She has over thirteen years experience working with at risk and delinquent youth in various settings and capacities which includes managing federal and state grant initiatives in her capacity as the Disproportionate Minority Contact Coordinator for Kentucky, local initiatives as the first Coordinator of the Lexington-Fayette County, Kentucky Juvenile Delinquency Prevention Council, and as a Title V Coordinator.

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. 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.



Gary M. Blau, Ph.D. is Clinical Psychologist and Chief of the Child, Adolescent and Family Branch of the Center for Mental Health Services. He provides national leadership for children's mental health and for creating "systems of care" across the country. Dr. Blau was the Bureau Chief of Quality Management and Director of Mental Health at the Connecticut Department of Children and Families (DCF), and the Director of Clinical Services at the Child and Family Agency of Southeastern, Connecticut and member of the National Association of State Mental Health Program Director's Division of Children, Youth and Families, serving from July 1, 1998 through June 30, 2000 as the Division's Chairperson. Dr. Blau has received many awards including the prestigious Pro Humanitate Literary Award, the Governor's Service Award, the Phoebe Bennet Award, and the Making a Difference Award presented by Connecticut's Federation of Families for Children's Mental Health. Most recently, he was the recipient of the 2009 HHS Secretary's Award for Meritorious Service for his national leadership in children's mental health. Dr. Blau has numerous journal publications and has been the editor of several books, including the recently published "Handbook of Childhood Behavioral Issues: Evidence Based Approaches to Prevention and Treatment," and "The System of Care Handbook: Transforming Mental Health Services for Children, Youth and Families."

James A. McLain has been in the law enforcement field for over 20 years. He has held positions in the local police patrol division, school resource area, investigative unit and state juvenile department. He has investigated various types of offenses including embezzlement, rape, robbery and homicide. He has held advisory roles in the juvenile justice system to include teen court and delinquency prevention areas. He is considered an expert in the field of juvenile justice and has found unique methods of communicating with at risk youth.



Featured Speakers



Alton Jamison originates from Hopewell, a small town in Central Virginia. He grew up in a single parent home, while his father was in and out of prison. His mother struggled to take care of him while he tried his best to become a man despite his father's absence. Throughout his life he faced numerous obstacles and challenges; however, he has developed the principle that he is bigger and better than his environment. He obtained his Bachelor of Science degree in Mechanical Engineering and started a number of organizations while attending Old Dominion University and was recognized in Who's Who Amongst Students in Colleges and Universities. He obtained his Master of Arts in Practical Theology from Regent University. He is a two time International Speech Contest Champion (District Level) hosted by Toastmasters International. Currently, he is an ordained elder with his local assembly. In addition, he is a certified Life and Success Coach through Transformational Leadership Coaching. A successful entrepreneur, he is the co-owner of The PCF Group, LLC., a real estate investment firm in the Hampton Roads, Virginia area. Alton believes in the power of being an entrepreneur and recognizes the importance of identifying the creative ability that we all have within us. Alton's creative ability also carries over into print. His work has been featured in two books, *Rekindling the Human Spirit-* and

That's My Story and I'm Sticking To It from Liberty Publishing. In addition, he recently completed his inspirational memoir, *No More Handcuffs!*

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.



Hasan Davis is a nationally recognized performer, youth advocate and motivator. After an early history of social and academic challenges, including learning disabilities, pre-teen arrest and expulsion from alternative school and college, Hasan found the courage to change. Starting with a change in his attitude and opinions of personal worth, Hasan petitioned for re-admission to the College that expelled him twice. The year Hasan finally graduated from Berea College he was elected president of the student body, voted Homecoming King and received the Navy V-12 award in recognition of his outstanding contributions to campus life and interracial kinship. From Berea, Hasan went on to graduate from law school. Since earning his law degree, Hasan continues to pursue professional and personal milestones well beyond the expectations of the throw-away boy he almost became. Having worked in all areas of youth development from Alternative school educator to Youth Violence Prevention specialist to Vice-chair of the federal Advisory Committee on Juvenile Justice, Hasan continues to allow his experience to inform his work. Today, Hasan applies his intimate knowledge and

expertise as an active speaker, trainer and advocate for justice, education, and diversity initiatives on the local, state and national levels where he continues to encourage building living and learning communities where all people have the opportunity to succeed.

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.



Featured Speakers



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.

Shannon Rae Alvarez is a business owner, consultant, social activist, speaker, writer/author, poet, ordained minister, mother, friend, sister, daughter, and passionate woman. Shannon Rae has 17 years experience consulting and speaking with businesses, executives and non-profits as well as direct service work with youth, adults, addiction and domestic violence. She has published the book *Kaleidoscope*, and *Your Center, Your Power* along with several products for business and personal growth; including the “I AM Powerful” Series. She is co-producing a video series *HerStory, Stories of Power*. She has founded and directs the Power Integration Center, a community where people connect to peace, power and passion, and runs a consulting firm *ShannonSquared – Creating Exponential Heart, Exponential Results*. Shannon speaks on power dynamics, organizational development, leadership, and spiritual issues to groups of all sizes. She consults small to medium sized businesses and non-profits, as well as coaches executives and leaders in service.



Reverend Belinda Creighton-Smith is bi-vocational serving as pastor of Faith Temple Baptist Church, ABC in Waterloo, Iowa and as the Disproportionate Minority Contact Coordinator for Black Hawk County. She received her Masters of Divinity Degree from Central Baptist Theological Seminary Kansas City, Kansas in May 2004 and her undergraduate degree from UNI. She is a social activist promoting peace, justice and equity, challenging racial disparity and disproportionality in child welfare, criminal and juvenile justice systems and educational discipline and special education systems. She serves on the State DMC Committee, the Governor’s Task Force on Youth Race and Detention, the Statewide Juvenile Detention Alternative Initiative and as faculty for Casey Family Programs Break-through Series Collaborative. She is an active member of the NAACP serving on the Executive Board and as chair of the Community Coordination Committee, Chair of the Making Neighborhoods Safe Committee: Safety Committee, a collaborative of agencies and organizations including Family and Children’s Council, NAACP, Lutheran Social Services, Quakerdale, Juvenile Detention Reform, Waterloo Police Department, University of Northern Iowa Multicultural Center and Policy Department, Faith Temple Church and Jubilee UM Churches, and others. This group is working to implement Cedar



Valley’s version of Boston’s Ten Point Coalition; enhance community safety while advancing positive youth development and building culturally competent and racially diverse police force.

Richard Price is the author of seven novels. He lives in New York City. He told the tale on NPR’s *This American Life* called “Got You Pegged: Stories about the trouble people get into when they assume too much about strangers” (8/3/2009). While riding in a patrol car to research a novel, crime writer Richard Price witnessed a misunderstanding that for many people is pretty much accepted as an upsetting fact of life. To access the full program visit: http://www.thisamericanlife.org/Radio_Episode.aspx?sched=1309



SCHEDULE

Wednesday, December 9, 2009

TRAINING INSTITUTE

8:00 a.m. - 9:00 a.m.	REGISTRATION OPEN	
9:00 a.m. - 5:00 p.m.	STRENGTHS BASED DMC CURRICULUM Patricia Parker, DMC Resource Center, Milwaukee, WI	SALON A
9:00 a.m. - 5:00 p.m.	UNDERSTANDING AND USING RELATIVE RATES: THE DMC REDUCTION MODEL Dr. Michael Leiber, Virginia Commonwealth University	SALON B
9:00 a.m. - 5:00 p.m.	FACILITATING SMALL GROUPS: ADDRESSING GENDER, RACE & POWER Shannon Alvarez, ShannonSquared, Las Vegas, NV	SALON C

Thursday, December 10, 2009

7:00 a.m. - 8:45 a.m.	REGISTRATION OPEN	
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 Andrea Coleman, State Rep., U.S. Dept. of Justice, OJJDP Governor Chet Culver (invited) Karl Dennis, Karl Dennis & Associates Khatib Waheed, Center for Study of Social Policy, St. Louis, MO Dr. Gary Blau, Center for Mental Health Services Alton Jamison, PCF Group	GRAND BALLROOM
12:00 p.m. - 1:00 p.m.	LUNCH (ON YOUR OWN)	
1:15 p.m. - 2:25 p.m.	CONCURRENT SESSIONS I	
<i>Title:</i>	<i>WHAT WE DON'T SEE AND WHY WE DON'T SEE IT: THE REALITY OF WHITE PRIVILEGE, PART I</i>	CONCORD A
Presenter:	Judge Joe Smith	
Moderator:	Lisa D'Aunno	
Host:	Andrea Vitzthum	
<i>Title:</i>	<i>YOUTH PERSPECTIVES TRACK I</i>	SALON A
Presenters:	Youth Panel: Dare to Dream	
Moderator:	Lori Reynolds	
Host:	David Gleiser	
<i>Title:</i>	<i>UNDERSTANDING THE INDIVIDUAL & JOINT EFFECTS OF GENDER & RACE IN DECISION MAKING</i>	SALON B
Presenter:	Dr. Michael Leiber	
Moderator:	Kellee McCrory	
Host:	Doris Wells	

Title: *REDUCING DISPROPORTIONALITY AT REFERRAL TO COURT*
Presenter: Honorable Gary Chavers
Moderator: Dave Kuker
Host: John Spinks

SALON C

Title: *MYFI, ALLIANCE & BSC PROJECTS*
Presenters: Patricia Penning & Wendy Rickman, Iowa DHS
Moderator: Mary Nelson/Sandy Lint
Host: Julia Rembert

CONCORD B

2:25 p.m. - 2:40 p.m. **BREAK**

2:40 p.m. - 3:50 p.m. **CONCURRENT SESSIONS II**

Title: *WHAT WE DON'T SEE AND WHY WE DON'T SEE IT:
THE REALITY OF WHITE PRIVILEGE, PART II*
Presenter: Judge Joe Smith
Moderator: Lisa D'Aunno
Host: Andrea Vitzthum

CONCORD A

Title: *YOUTH PERSPECTIVES TRACK II*
Presenters: Youth Panel: Elevate
Moderator: Janice Lane
Host: Lori Reynolds

SALON A

Title: *IOWA'S JUVENILE DETENTION ALTERNATIVES INITIATIVE*
Presenters: David Gleiser, Joyce Bennett & Bruce Bernard
Moderators: Judge Frank Orlando
Host: Dave Kuker

SALON B

Title: *TEEN SCREEN: CULTURALLY COMPETENT SCREENING AND
SERVICE DELIVERY*
Presenters: Lori Rogerson & Laura Fefchak
Moderator: Jeff Grimes/Chastity Jackson
Host: Nansi Woods

SALON C

Title: *BUILDING ON STRENGTHS & RESILIENCE*
Presenters: Alton Jamison & Hasan Davis
Moderator: Doris Wells
Host: Brad Richardson

CONCORD B

SPECIAL CONFERENCE SESSIONS

2:45 p.m. - 4:00 p.m. **SPECIAL CONFERENCE SESSION FOR LAW ENFORCEMENT OFFICERS**
Presenter: Officer James McLain, Baltimore Police Dept.

SUITE 917

4:00 p.m. - 5:00 p.m. **COMMUNITY FORUM ON SAMHSA SYSTEMS OF CARE**
Presenter: Dr. Gary Blau

SUITE 917

4:00 p.m. - 6:00 p.m. **SPECIAL SESSION FOLLOWED BY RECEPTION**
Presenters: Mary Nelson, Iowa Child Welfare Director
Honorable Gary Chavers on "Reducing Disproportionality
at the Front End"

GRAND BALLROOM

Friday, December 11, 2009

8:00 a.m. - 11:00 a.m.

REGISTRATION

8:30 a.m. - 9:45 a.m.

CONCURRENT SESSIONS III

Title:

LAW AND ETHICS IN DMC

CONCORD A

Presenter:

Lisa D'Aunno, J.D.

Moderator:

Jim Morris

Host:

LaTasha Massey

Title:

YOUTH PERSPECTIVES TRACK III

SALON A

Presenters:

Youth Panel: Raging Dreams

Moderator:

Martha McCormick

Host:

Lori Reynolds

Title:

PERSPECTIVES ON GENDER, RACE AND CLASS

SALON B

Presenter:

Rita Cameron Wedding

Moderator:

Natalie Anderson

Host:

Doris Wells

Title:

NORTH CAROLINA'S UPWARD BOUND PROGRAM

SALON C

Presenter:

Joseph M. Green, Ph.D.

Moderator:

Stephan Pearson

Host:

Charles Clayton

Title:

REDUCING DISPROPORTIONALITY AT REFERRAL

CONCORD B

Presenter:

Officer James McLain, Baltimore Police Dept.

Moderator:

Kimberly Baxter

Host:

Andrea Vitzthum

10:00 a.m. - 3:00 p.m.

DMC/MYFI KEYNOTES & CLOSING PLENARY

GRAND BALLROOM

Brad Richardson, Ph.D., DMC Resource Center

Rita Cameron Wedding, Sacramento State University

Hasan Davis, Kentucky Dept. of Juvenile Justice

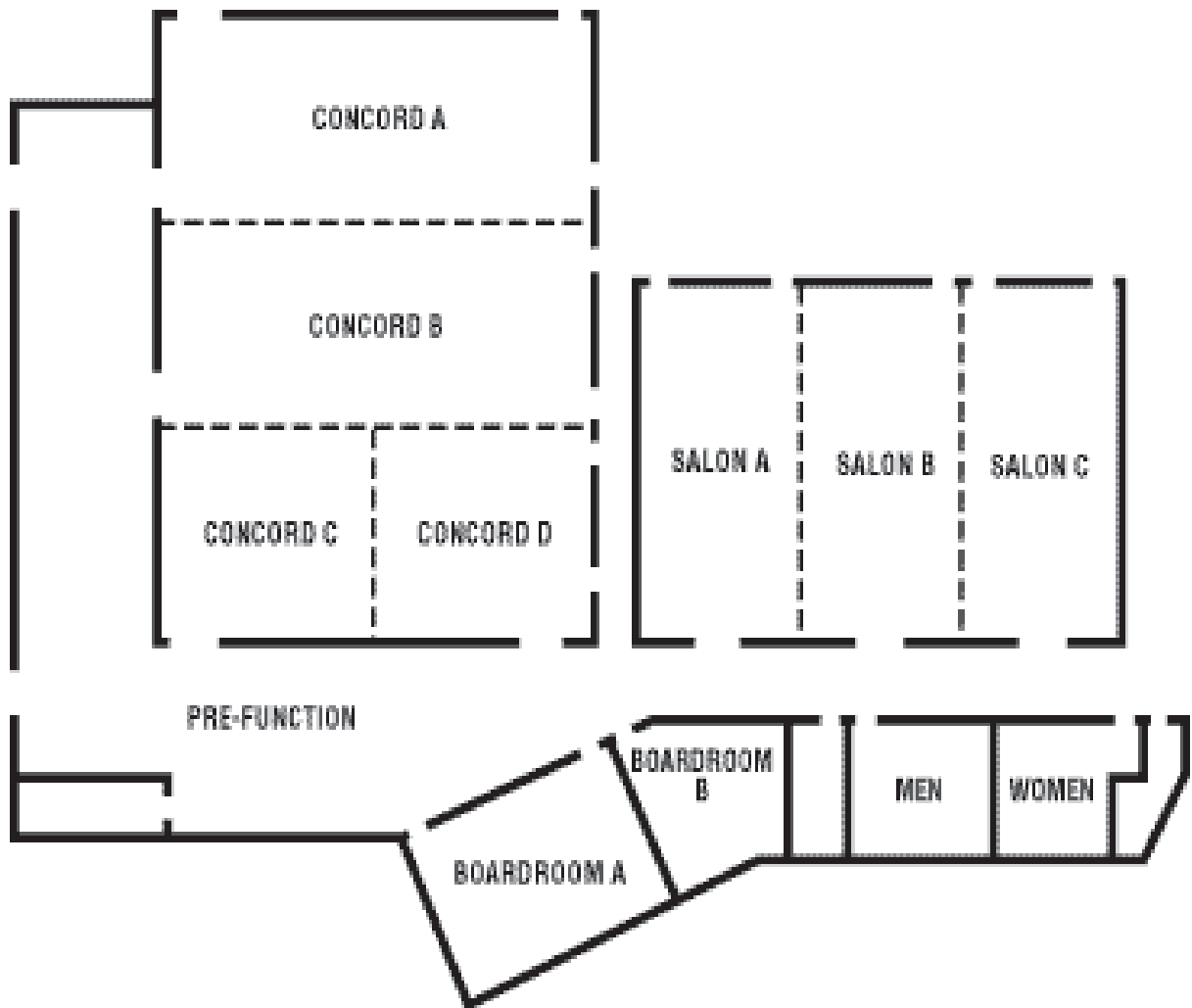
LUNCHEON PERFORMANCE BY THE ISISERETTES

Belinda Creighton Smith, DMC Coordinator & Pastor, Faith Temple Baptist Church

Miriam Landsman, UI School of Social Work & Exec. Director, NRCFCP

Marvin Spencer, Past Chair, DMC Committee

Frank LaMere, Family Advocate and Liaison



***8th Annual
DMC Resource Center &
Minority Youth & Families Initiative
Conference
December 10-11, 2009***

**Jordan Creek Marriott Hotel West,
West Des Moines, Iowa**

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

UNDERSTANDING AND USING RELATIVE RATES: THE DMC REDUCTION MODEL

The objective of this workshop is to discuss the DMC relative rates within the context of the DMC Mandate. Background information on the interrelated and ongoing phases of the DMC Mandate will be discussed along with data issues and interpretation of the relative rates, as well as the linkage of the rates to the assessment, intervention, and evaluation and monitoring components of the effort to address DMC.

Presenter: Dr. Michael Leiber, Virginia Commonwealth University

THURSDAY: 1:15 P.M. TO 2:25 P.M.

WHAT WE DON'T SEE AND WHY WE DON'T SEE IT: THE REALITY OF WHITE PRIVILEGE, PART I

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 I: 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

FACILITATING SMALL GROUPS: ADDRESSING GENDER, RACE & POWER

This workshop will address power dynamics; highlighting the impacts of race and gender on those dynamics. We will lightly touch on the underlying theory of the Cycle of Power as it relates to the practical application of shifting those dynamics. The session is experiential and will focus on tools that are applicable in small group formats, facilitating experiential activities, group dynamics, parallel processing in group, applying strengths based techniques, facilitation tools and one-one behavior modification.

Presenter: Shannon Alvarez, ShannonSquared, Las Vegas, NV

UNDERSTANDING THE INDIVIDUAL & JOINT EFFECTS OF GENDER & RACE IN 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: Dr. Michael Leiber

REDUCING DISPROPORTIONALITY AT REFERRAL TO COURT

Indiana is one of 16 states that has been found to have "extreme disproportion" represented in foster care and data reveal disproportionate minority contact with the juvenile justice system by Indiana's African-American juvenile population. One of the causes of disproportionality in the juvenile justice system is the disparity in arrests and referrals. "Chief Magistrate Gary Chavers discusses strategies to reduce secure detention of youth without compromise to public safety, including 'best interest of child or community' in processing juvenile cases. Strategies will be examined through a lens of disproportionate contact and confinement."

Presenter: Honorable Gary Chavers

MYFI, ALLIANCE & MYFI BSC PROJECTS

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 & Wendy Rickman

THURSDAY: 2:40 P.M. TO 3:50 P.M.

WHAT WE DON'T SEE AND WHY WE DON'T SEE IT: THE REALITY OF WHITE PRIVILEGE, PART II

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 II: 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

IOWA'S JUVENILE DETENTION ALTERNATIVES

Since April of 2008 three local sites (Black Hawk, Polk, and Woodbury Counties) have been participating in the Annie E. Casey Foundation's Juvenile Detention Alternatives Initiative (JDAI). JDAI requires the implementation key strategies (e.g. utilize of a diverse local collaborative, address racial disparities, implement detention screening, utilize detention alternatives, plan with key data sets, etc.) to affect reform of local detention efforts. There is a specific intention that as part of the detention reform effort Iowa will reduce the overrepresentation of minority youth. Local sites will talk about success, challenges, and future plans. A brief over-

view of the JDAI will be provided. State officials will comment on state implications.

Presenters: Joyce Bennett, David Gleiser & Bruce Bernard

TEEN SCREEN: CULTURALLY COMPETENT SCREENING AND SERVICE DELIVERY

Des Moines Public Schools has been implementing the Columbia Teen Screen Program for the past six years. Teen Screen is a suicide prevention screening tool developed by Columbia University as a universal screening tool appropriate for delivery in the school setting. This session will address components of the screening process from the debriefing to clinical interviewing to case management and the importance of culturally competent service delivery.

Presenters: Lori Rogerson & Laura Fefchak

BUILDING ON STRENGTHS AND RESILIENCE

Alton's story is a message of hope, determination and motivation. Using a positive youth development orientation Alton discusses the future for those who have been handcuffed because of their past. Alton's simple, yet profound message is that there is nothing that cannot be achieved and overcome. This presentation will draw from personal experience and achievement in overcoming barriers to provide a message about the positive potential in all youth.

Presenters: Alton Jamison & Hasan Davis

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

SPECIAL SESSION FOLLOWED BY RECEPTION

Presenters: Mary Nelson, Iowa Child Welfare Director
Honorable Gary Chavers on "*Reducing Disproportionality at the Front End*"

Having invested his professional career in working with juveniles in the delinquency system, Chief Magistrate Gary Chavers discusses the inevitable tensions within the juvenile system that exist between accountability, protecting public safety, and ensuring that children within the juvenile justice system are treated as persons in need of care, protection, treatment, and rehabilitation.

FRIDAY: 8:30 A.M. TO 9:45 A.M.**LAW AND ETHICS IN DMC**

This workshop will explore legal aspects of work to reduce DMC – the approaches of the major law advocacy organizations around the country, possible legal and factual bases for class action suits, the pros and cons of a litigation approach to DMC and the case for better legal representation of juveniles as a DMC reduction strategy. We will also consider the ethical implications of working in systems which contribute to DMC, including how the NASW Code of Ethics and Standards of Practice can guide work to create more culturally competent systems to reduce DMC.

Presenter: Lisa D'Aunno, J.D.

YOUTH PERSPECTIVES TRACK III: YOUTH PANEL: RAGING DREAMS

The Raging Dreams workshop will explore cultural, economic and academic impacts of an after-school program for girls. The Whyld Girls is in its eighth year of existence, starting with seed money from the Chrysalis Foundation for Women and Girls. With additional funding from the community, the program has grown to include Product with Purpose, a business that is building a scholarship fund, high school mentors that meet with younger girls five nights each week and a mirror program for boys. The workshop will include various media developed by the members and a discussion about their experiences. The participants will discuss transitions in their lives, group and neighborhood that have resulted from the Whyld Girls' work. There will be a brief review of the development of the program based on research and best practice.

Presenters: Youth Panel: Raging Dreams

PERSPECTIVES ON 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 im-

PLICIT 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

NORTH CAROLINA'S UPWARD BOUND PROGRAM

The Upward Bound program is a federally funded educational program, designed to teach skills and motivate students for success in education beyond high school. Upward Bound is funded by the United States Department of Education and is one of five programs referred to as the **TRIO** programs. This session will describe the program and its potential for reducing disproportionate minority contact when locally implemented.

Presenter: Joseph M. Green, Ph.D.

REDUCING DISPROPORTIONALITY AT REFERRAL

School based policing is the fastest growing area of law enforcement. Law enforcement officers are frequently the first point of contact between the juvenile justice system and youth. This session will discuss strategies and solutions for maintaining control and avoiding escalation when law enforcement comes in contact with young people. This session provides a law enforcement perspective for engaging youth and overcoming challenges in interactions.

Presenter: Officer James McLain

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 Resource Center 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 also directs the activities of the Iowa Center for Evaluation and Research, the University of Iowa's public health research and evaluation center. 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 coming to Iowa he served as 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. Some of his most recent works include articles on utilizing the results of evaluations to promote and demonstrate program effectiveness, incorporating results into program improvement strategies, and the use of social network analysis in improving community collaboration. Dr. Richardson has written extensively on disproportionality; including work on the original report for the Minnesota Sentencing Guidelines Commission addressing racial disparities in the Minnesota adult system and recent publications such as 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 Denette Derezotes, Julia Rembert and Betty Pratt. Contact information: bradrichardson@uiowa.edu.



DEBBIE BLACK has been 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 docu-

ments 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 and Project Director of the NRCIHS. 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.



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: kelleemccrory@uiowa.edu



DORIS WELLS is Project Assistant at the National Resource Center for Family Centered Practice. She is based in the National Resource Center's Des Moines office of The University of Iowa School of Social Work where she works on a variety of projects for the NRC research division, DMC Resource Center and Minority Youth and Families Initiative and the Iowa Center for Evaluation Research. She performs a variety of quantitative and qualitative research and evaluation duties including interpretation and translation. She is currently completing work on collaboration among providers serving to transition individuals with disabilities to communities utilizing social network analysis methods. Contact information: doriswells@uiowa.edu

WORKSHOP PRESENTER BIOSKETCHES

Dejah Banks is a freshman at Roosevelt High School and likes sewing class and biology. She wants to attend Iowa State University and study nursing. She loves her family and the Whyld Girls. The best thing about the Whyld Girls is they have fun but also do hard work. Whyld Girls has helped Dejah gain her voice; she is in her first year of being a mentor and really likes teaching the younger girls; she feels like she is on the other side of things now.

Joyce Bennett, MBA is Black Hawk County JDAI Coordinator. Prior to becoming JDAI Coordinator, Joyce served as Liaison Officer overseeing 10 government programs including No Child Left Behind after school program for the Provost at the University of Northern Iowa. She has also worked part-time for a family owned business, N E C A, as Operations Manager for over 25 years. Currently pursuing her Doctorate of Management in Organizational Leadership she is also active in the the greater Cedar Valley serving on the Board of the Boys & Girls Club, Advisory Board of Kaplan University, Cedar Falls, Iowa, HLP Foreign Missions & Gift of Life Church's advocate for fund-raising.

Bruce Bernard possesses a Bachelor's Degree in sociology from the University of Northern Iowa, and a Master's Degree in Public Administration from Drake University. Bruce spent his career in public service, most recently with Polk County where he served in various capacities including Organization Development Manager, Assistant County Manager and Director of Facilities and Support Services. While Assistant County Manager, Bruce was involved in the planning for the current Youth Detention Center and also served as the County Manager's liaison to the Youth Services Department. He is active in the Urbandale community serving as President of the Library Board, President of Friends of the Parks an advisor to the Public Art Committee, and a member of the School Facilities Committee. He currently serves as a consultant to private non-profits and local governments specializing in strategic planning, project management and organizational development.

Cheyenne Caldwell is a sophomore at North High School. She likes going to school and making time to be a student mentor at Whyld Girls. Cheyenne has been a part of Whyld Girls for five years and a mentor for two. She enjoys spending time with younger girls and building trust and relationships. She hopes to be doing this for a long time. Cheyenne is also involved in Upward Bound, Ignite, and Best Buddies. She wants to go to the University of Iowa to study to become an OB/GYN.

Judge Gary Chavers has served the entirety of his professional career working with juveniles in Indianapolis, Indiana. As Chief Magistrate of Initial Hearings in Juvenile Court, the Honorable Gary Chavers functions as a gatekeeper who carefully considers "the best interest of child or public" in determining whether to approve the filing of 300 new delinquency filings each month. He also closely monitors changing circumstances that may permit the earlier release of a child held in secure detention. Judge Chavers is co-chair of the JDAI-Indianapolis Steering Committee, and a graduate of the inaugural class of the Annie E. Casey Foundation's Applied Leadership Network. Previous work experience includes twenty years as Chief Deputy Prosecutor, Juvenile Division, during which he prosecuted serious and high-profile juvenile offenses, and trained

and supervised many deputy prosecutors. He has also served as a public defender, and probation officer, in the Juvenile Court. He has been a guest lecturer on Juvenile Law. Married, father and grandfather, he spends part of his personal time as a marathon runner.

Janessa Coleman is an active freshman at Roosevelt High School and sings in choir. In her first year as a mentor for the Whyld Girls, she feels like she's having a flashback when she works with the sixth graders who are just coming in to the program. She mentors three days a week at Whyld Girls and makes jewelry for Product with Purpose. She has gained a lot of confidence and is a lot more outgoing since she has been a member. Janessa's favorite subject is history because she loves her teacher and she wants to attend ISU and Drake Law School after she graduates from high school. She lives with her mom and dad in Des Moines.

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.

Laura Fefchak, MSW is the Coordinator of Student, Family and Community Services for the Urbandale School District. She serves six elementary schools, the middle school and the high school. Prior to working with the Urbandale school district Ms. Fefchak was employed by the Des Moines Public Schools where she assisted in special education entitlement, crisis intervention, and mental health screening. Ms. Fefchak has worked on the Crisis Team at Broadlawn Medical Center and private practice. She received her MSW from the University of Manitoba.

David Gleiser is the Juvenile Detention Alternatives Initiative (JDAI) Site Coordinator for Woodbury County, Iowa. As JDAI Site Coordinator, Mr. Gleiser is responsible for implementing and managing a major juvenile justice reform initiative for the State of Iowa in the Third Judicial District. Designed by the Annie E. Casey Foundation, JDAI is one of the most effective, influential, and widespread juvenile justice system reform initiatives in the nation. Endorsed by Iowa Governor Chet Culver in 2008, JDAI is being piloted in 3 Iowa counties, Blackhawk, Polk, and Woodbury. Based upon its success, JDAI sites in Iowa could set the precedent for the rest of the state, as it relates to juvenile justice policy, program, and practice reforms. Mr. Gleiser was raised in Sioux City, graduating from North High School. He later then attended the University of South Dakota and received a Bachelors of Science degree in Contemporary Media & Journalism, double emphasizing in Public

Relations and Advertising, with a Minor in Psychology, and an Inter-Discipline Study in Leadership. Mr. Gleiser is a former member of the Public Relations Student Society of America, American Advertising Federation, and Pi Sigma Epsilon. Currently, Mr. Gleiser is involved with many boards, committees, and commissions related to issues of juvenile justice, child welfare, education, public health, and minority communities, in Iowa and the for tri-state Siouland region.

Joseph Green has focused much of his career on preparing first generation, low income, and underrepresented students for post-secondary education and graduate studies. Before coming to Carolina, he was director of the Ronald E. McNair Program and the Research and Mentoring Program (RAMP) Scholars Post-Baccalaureate Achievement Program at the University of Central Florida. Prior to that, he served as McNair director and assistant professor of political science at North Carolina Agricultural and Technical State University. His scholarly work addresses mentorship, student development and leadership. He has presented workshops and seminars on best practices in higher education and understanding the minority community struggles. He also is well versed in public policy, specifically aspects of the Higher Education Act which focus on providing social, community and educational opportunities for first generation, low income and minority students. His research interests include Presidential policymaking, intergovernmental relations, electoral politics, interest groups and media activity. Green previously taught at Norfolk State University, Norfolk Va., and Christopher Newport University in Newport News, Va. He began his career as a social studies teacher, at-risk liaison and dean of students at the high school level in Delaware and Florida.

Dave Kuker has served the state of Iowa for nearly 20 years as JJ specialist. During that time he has served as state staff in charge of numerous state wide initiatives including the Statewide Advisory Group (SAG), Gender Specific Services Task Force, a state initiative to bring data systems from child welfare and juvenile justice together and managed a variety of state wide initiatives to improve the juvenile justice system. Along with the SAG, Dave helped to found the first in the nation DMC Resource Center, a public university and government partnership to reduce DMC in the state. In addition Dave has been instrumental in cross systems developments such as collaboration between child welfare and juvenile justice and the development of a new state JDAI and a Governor's Youth Race and Detention Task Force which recommended sweeping changes in the state juvenile justice system and related systems such as the child welfare, law enforcement and educational systems. He has emphasized cross systems work in the true spirit of collaboration and has earned respect of those of us in the state but also across the country among juvenile justice specialists and others who have interacted with Dave and who have seen the results Iowa has been able to achieve.

Kymerly Leothi is a senior at North High School in Des Moines; she likes to be called Kym for short. She enjoys tending to her classes and school and making time for the Whyld Girls. She has been part of the Whyld Girls since sixth grade and plans to work with them through college. She spends many hours working with the student mentor program and Product with Purpose. She would

like to go to school for nursing and health because helping people is her passion. She is in Upward Bound and was chosen to be part of the National Council on Youth leadership. She lives with her parents, grandfather, and little brother and enjoys spending time with her family.

Melanye Martinez is a freshman at Roosevelt High School and plays soccer and paintball. This is her first year as a mentor for the Whyld Girls; she also makes and sells jewelry for Product with Purpose. Her favorite subjects are art and Spanish, which she finds comforting since she is bilingual. The thing Melanye likes best about the Whyld Girls is the opportunities that the program provides.

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.

Judge Frank A. Orlando (ret.) is the director of the Center for the Study of Youth Policy at Nova Southeastern University, Shepard Broad Law Center. He coordinates technical assistance for the Annie E. Casey Foundation for Juvenile Detention Alternative Initiative. Judge Orlando coordinated the Annie E. Casey Foundation Broward County Detention Reform Initiative from 1988 to 1991. He directed the Florida Detention Initiative from 1994 to 1998. Judge Orlando supervises the work of law student interns assigned to the Center. In 2000-2001, Judge Orlando served as the Director of the International Network for Juvenile Justice, at the defense for Children International in Genève Switzerland. Prior to assuming his current position, Judge Orlando served as a Florida Circuit Court judge for 21 years. His primary assignments were in juvenile and family law divisions. He developed and supervised the court connected mediation program and has written extensively on mediation, juvenile justice and restorative justice. Judge Orlando was Assistant Attorney General for the state of Florida. He is past Chair of the Florida Supreme Court Mediation Training and Standards Commission. He served as the Chair of the Florida Delegation to the White House Conference on Families and served as the Chair of the Florida Juvenile Justice Reform Task Force where he directed the development of the 1990 Juvenile Justice Reform Act. In 1992 he chaired the Florida Legislative Detention Reform Task Force. He is a member of the Florida State Advisory Group for Juvenile Justice. Judge Or-

lando has received the American Bar Association Livingston Hall Justice Award, the Florida Council on Crime and Delinquency Distinguished Service Award, the A.L. Carlisle Child Advocacy Award from The National Coalition for Juvenile Justice, and the Lifetime Achievement Child Advocacy Award from Associated Marine Institutes.

Pat Penning, LMSW, is a graduate of Morningside College in Sioux City, Iowa majoring in Social Work and Psychology 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 of the state of Iowa. She has worked in 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. Pat has developed and implemented the Minority Youth and Family Initiative in Woodbury County with a focus on the disproportionality of Native American children in the child welfare system. Through this initiative and the local grass roots efforts of the community Woodbury County was listed in the Places to Watch publication from the Casey-Center for the Study of Social Policy Alliance for Racial Equity. Woodbury County was selected as one of 4 sites and has been working with the CSSP since 2006. Pat has presented at numerous national conferences on the work that is occurring in Sioux City around disproportionality. Family Drug Courts have recently started in 3 of the 14 counties Pat oversees and she serves on the Statewide Oversight Committee for the PACT grant that was awarded to the state of Iowa in 2008.

Wendy Rickman, LISW, 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, MSW, is a social worker for Des Moines Public Schools and serves as social worker at Des Moines North High School and George Washington Carver Community School. Her work with DMPS includes working with special education entitlement, as district trainer for Positive Behavior Supports and coordinator of the district's grief response team. Prior to coming to DMPS, Ms. Rogerson was employed by the Iowa Department of Human Services in the child protection services division in Polk County and later in the Office of Field Support at the DHS Central Office in Des Moines. Ms. Rogerson received her MSW from The University of Iowa School of Social Work.

Rebecca Sandoval is a junior at East High School in Des Moines; her favorite class is photography. She has attended Whyld Girls for six years, served as a student mentor for three years; she makes and sells jewelry for Product with Purpose. Rebecca wants to study education in college. Rebecca plays soccer and likes to run. She lives with her mom, dad and older brother.

Judge 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 from the First Judicial District in Waterloo, Iowa where he has worked for the past nineteen years. As a former 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 past chair of the statewide DMC Committee and a member of the Governor's Race and Detention Task Force.

DMC Committee

Wayne Clinton, Chair, Story Co Board of Supervisors, Nevada
Natalie Anderson, Bridges Program, Des Moines Public Schools
Kimberly Baxter, Iowa Accountability Project, Des Moines
Joyce Bennett, JDAI Coordinator, Waterloo
Bruce Bernard, JDAI Coordinator, Polk County
DeVon Binion, 7th Judicial District, Juvenile Court Services, Davenport
Rev. Michael Blackwell, Ph.D., Cedar Falls
Brad Buckley, Juvenile Court Services, Des Moines
Stephen C. Clarke, First Judicial District, Waterloo
Charles Clayton, Fort Dodge
Margo Collins-Draine, Urban Dreams, Waterloo
Belinda Creighton-Smith, Urban Dreams U-CARE Project, Waterloo
Marchelle Denker, Juvenile Public Defender's Office, Sioux City
Janice Edmunds-Wells, Iowa Dept. of Public Health, Des Moines
Melissa Esquivel, Latino Affairs, Des Moines
Rita Ferneau, Quakerdale, Waterloo
Abraham Funchess, Status of African Americans Commission, Des Moines
David Gleiser, Woodbury County Detention Reform, Sioux City
Virgil Gooding, Sr., Keys to Awareness & Assoc, Cedar Rapids
Bob Greenlee, Police Officer (ret.), Shell Rock
Jeff Grimes, A Mid-Iowa Organizing Strategy, Des Moines
Todd Hensley, Third Judicial District, Sioux City
Stephanie Hernandez, Annie Wittenmyer., Davenport
Vernon Johnson, Des Moines
Dr. Michael Leiber, Virginia Commonwealth Univ., Richmond, Virginia
Sandy Lint, Iowa Department of Human Services, Des Moines
Amber Martin, Urban Dreams, Des Moines
LaTasha Massey, Johnson Co. Social Services, Iowa City
Rosa McRoy, Juvenile Court Services, Des Moines

Marcy Mendenhall, Scott Co. Kids/Scott Co. Empowerment, Davenport
Kathy Nesteby, Commission on the Status of Women, Des Moines
Stephan Pearson, 3rd Judicial District Juvenile Court Services, Sioux City
Chief Mark Prosser, Storm Lake Police Dept., Storm Lake
Dr. Brad Richardson, U of I, National Resource Center for Family Centered Practice, Iowa City
Lori Rinehart, Geez Louise, Des Moines
Marvin Spencer, Department of Corrections, Waterloo
John Spinks, PACE Juvenile Justice Center, Des Moines
James Tillman, Youth Visionary Producers, Sioux City
Miguel Trevino, 7th Judicial District Juvenile Court Services, Davenport
David Tristan, Juvenile Court Services, Davenport
Andrea Vitzthum, Prosecuting Attorney's Training Council, Des Moines
John D. Wauters, 8th Judicial District JCS, Des Moines
Taska Welters, United Action for Youth, Iowa City
Nansi Woods, Ask Resource Center of Iowa, Des Moines
Ex Officio: Walter Reed, Jr., Iowa Dept of Human Rights, Des Moines

Division of Criminal and Juvenile Justice Planning Staff:

Paul Stageberg
 Dave Kuker
 Kile Beisner
 Scott Musel
 Eric Sage
 Julie Rinker-Lind

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

Social Work CEU's	CLE's
Pre-Conference Institute—6.5 hours Conference—11.9 hours	3.75 hours (includes ethic hours)
Program # 09-343-01-C	Activity # 64002

Breakdown of CEU's

Wednesday, December 9, 2009—6.5 CEUs
Thursday, December 10, 2009—6.6 CEUs
Friday, December 11, 2009—5.3 CEUs

TOTAL CEUs—18.4

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