

## 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
- ♦ University of Iowa DMC Resource Center



School of Social Work



National Resource Center  
for Family Centered Practice

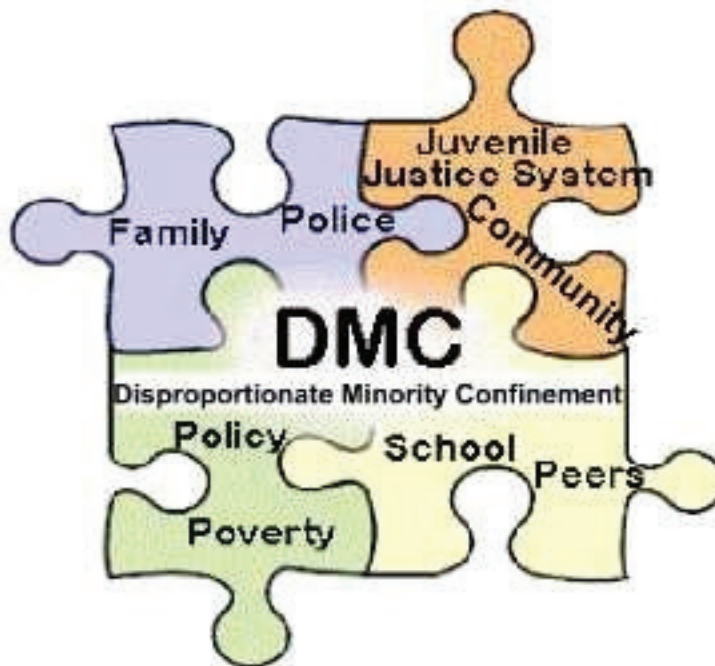
University of Iowa  
University Research Park  
100 MTP4 Room 162  
Iowa City, Iowa  
52242-5000  
Phone: (319) 335-4965  
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# Reducing DMC in Schools: Engaging, Empowering, and Finding Solutions Through Student Supports

## 9th Annual DMC Resource Center Conference

September 27-28, 2011

Airport Holiday Inn  
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.

Welcome to the **Ninth 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. 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 would like to thank the following individuals for their contributions to the Conference Planning Committee: Dave Kuker, Sandy Lint, LaTasha Massey, Stephanie Hernandez, Stephan Pearson, Marvin Spencer, and David Tristan. 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/dmrc/>. 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.*

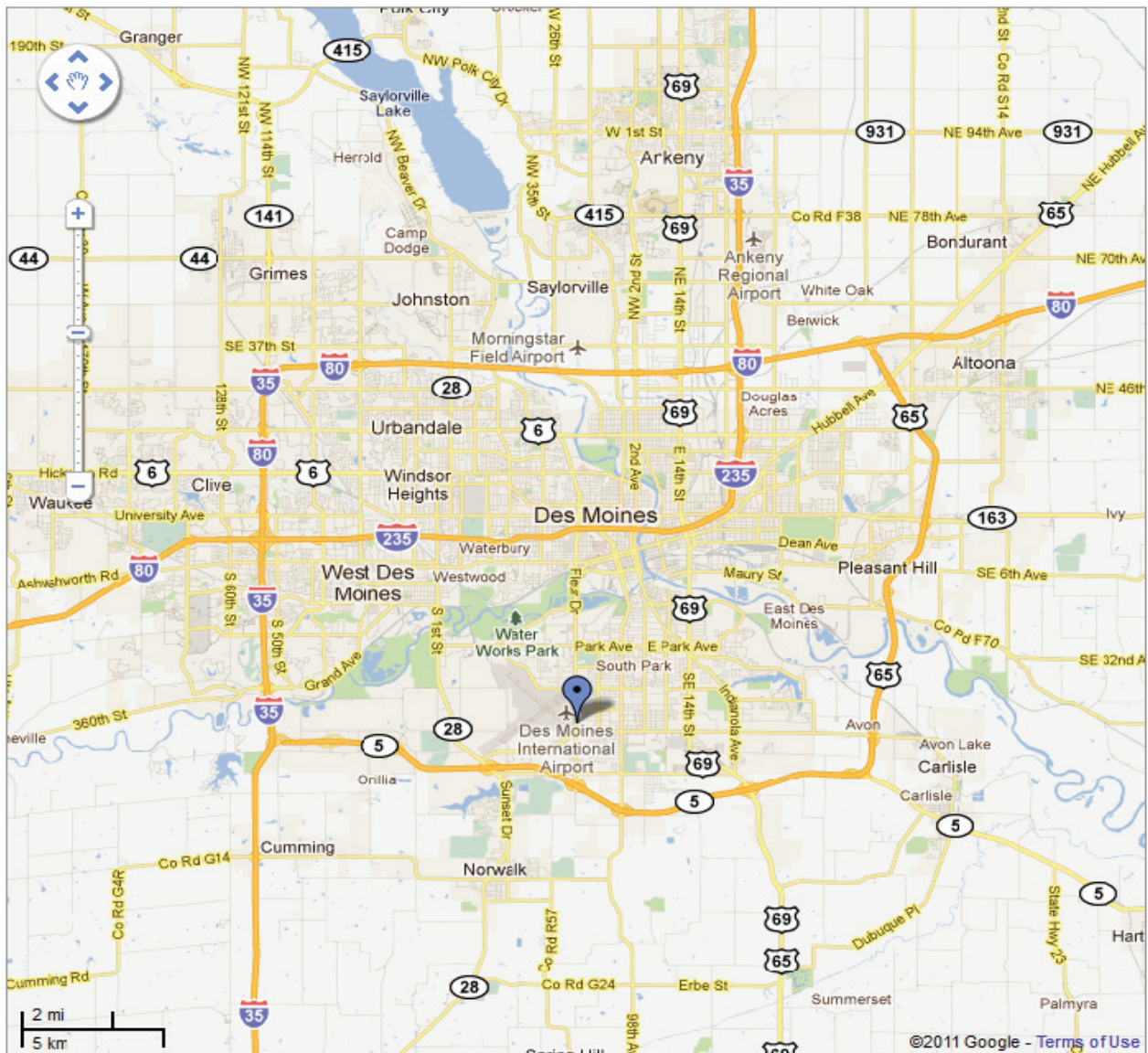
Brad Richardson, Ph.D.  
DMC Coordinator & Research Director  
University of Iowa School of Social Work  
DMC Resource Center/NRCFCP



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**Holiday Inn : DES MOINES-AIRPORT/CONF CENTER**  
**6111 FLEUR DRIVE, DES MOINES, IA , UNITED STATES**  
**Hotel Reservations : 1 800 315 2621 | Hotel Front Desk : 1-515-287-2400**



**Driving Directions:**

Directly across from Des Moines Int'l Airport; 3 MI south of Downtown on Fleur Dr.; From I-35: take Exit #68, then 7 MI east on Hwy #5 S to Fleur Dr. Exit #97, then North 1 MI to Hotel. I-80 Eastbound View More  
Directly across from Des Moines Int'l Airport; 3 MI south of Downtown on Fleur Dr.; From I-35: take Exit #68, then 7 MI east on Hwy #5 S to Fleur Dr. Exit #97, then North 1 MI to Hotel. I-80 Eastbound: take I-35 South & follow I-35 directions. I-80 Westbound: take Exit #141, Hwy #65S/#5, follow 17 MI to Fleur Dr. Exit #97 -DO NOT take Hwy #65/69 Exit #70, continue on Hwy #5 N to Fleur Dr Exit #97, then North 1 MI to Hotel.

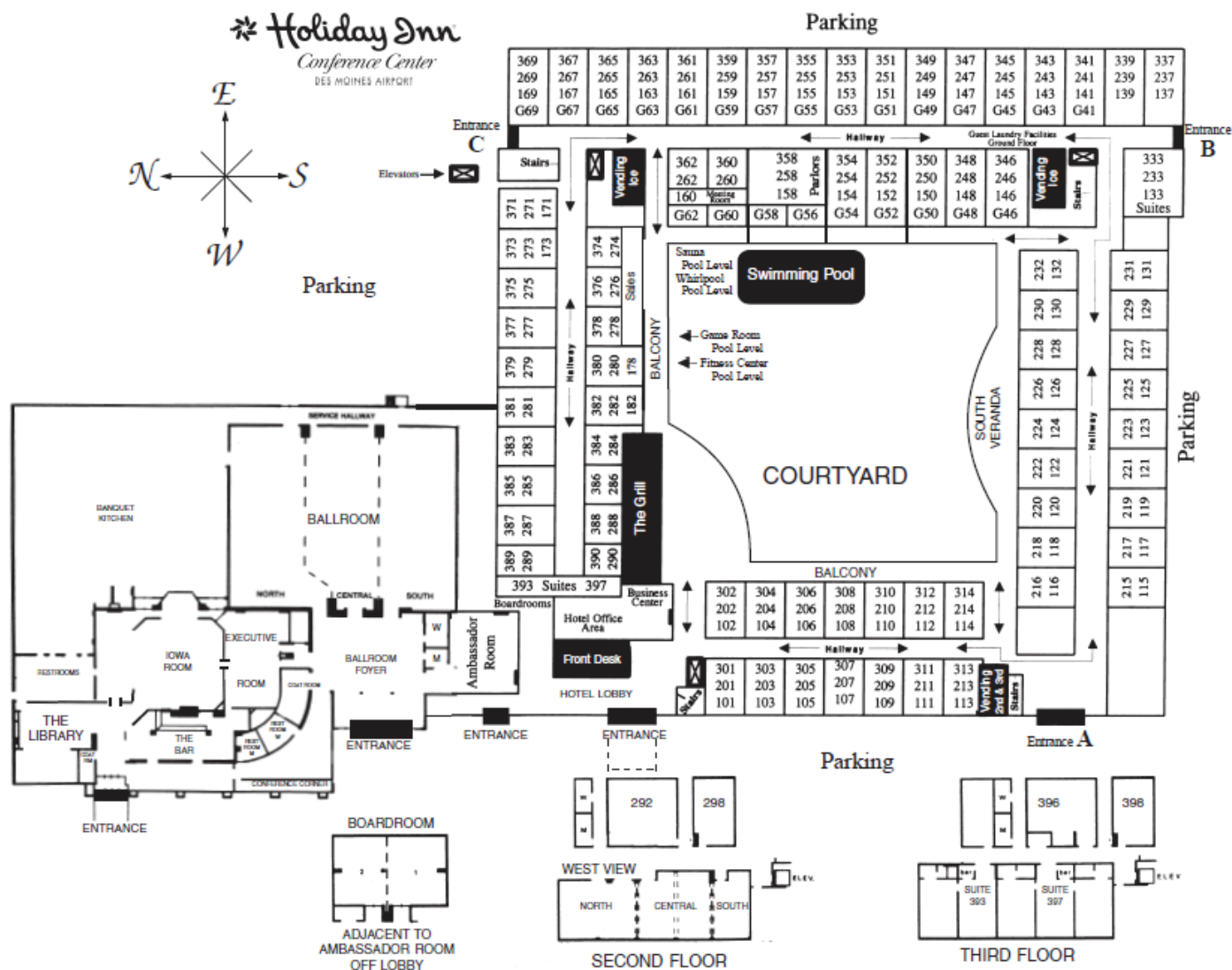
**Transportation To and From Hotel:**

Des Moines International Airport( DSM)

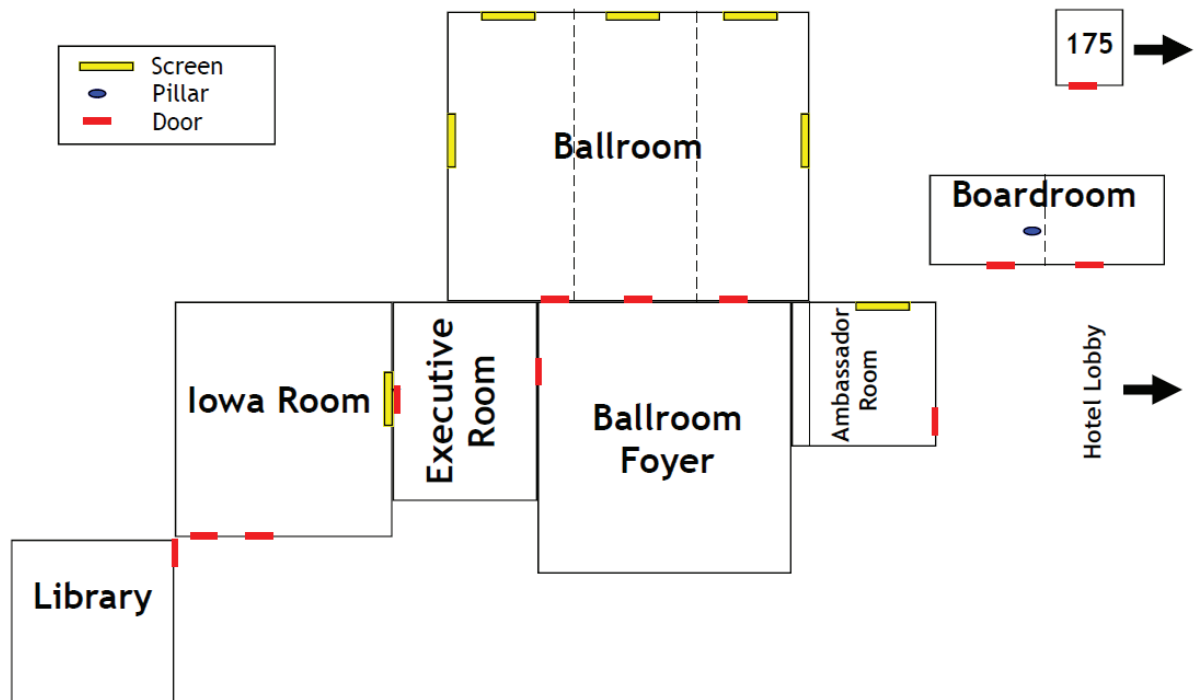
Distance: 0.25 MI/0.4 KM EAST to Hotel

Exit Airport, Turn Right on to Fleur Drive (south), go one block, hotel is on left (east) side of Fleur Drive.

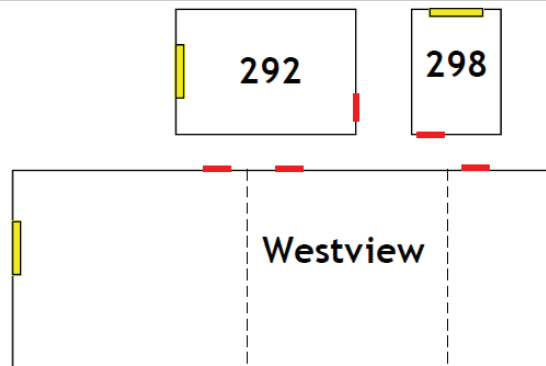
## Hotel Diagram



## First Floor Meeting Rooms



## Second Floor Meeting Rooms



# SCHEDULE

**Tuesday, September 27, 2011**

**ROOMS**

**7:00 A.M. - 8:45 A.M.**

**REGISTRATION OPEN**

**9:00 A.M. - 12:00 P.M.**

**OPENING PLENARY/WELCOME**

**BRAD RICHARDSON**

**SULAIMAN MUHAMMED**

**PATRICIA PARKER**

**SHAY BILCHIK**

**TRACEY CAMPFIELD & REBECCA JONES GASTON**

**RUSS SKIBA**

**GARY NILES**

**BALLROOM**

**1:15 P.M. - 2:30 P.M.**

## **CONCURRENT SESSION I**

**LEGAL TRACK**

**SPEAKER**

**MODERATOR**

**HOST**

**LEGAL STRATEGIES FOR ADDRESSING DMC**

**LISA D'AUNNO**

**KELLEE MCCRORY**

**TASHA WELLS**

**AMBASSADOR**

**YOUTH TRACK**

**SPEAKER**

**MODERATOR**

**HOST**

**MY BEAUT "I" FUL SELF PROGRAM: USING THE GIRLS CIRCLE MODEL; Y.E.S.! (YOUTH EMPOWERED TO SERVE) SUMMER**

**PRE-EMPLOYMENT PROGRAM**

**LA TASHA MASSEY**

**DAVE KUKER**

**DAVID TRISTAN**

**IOWA ROOM**

**GENDER & RESEARCH TRACK**

**SPEAKER**

**MODERATOR**

**HOST**

**A HARD LOOK IN THE MIRROR**

**SUZAN STROUD**

**STEPHAN PEARSON**

**GEMMA ELKS**

**BALLROOM NORTH**

**SCHOOLS TRACK**

**SPEAKER**

**MODERATOR**

**HOST**

**LET'S NOT WAIT: INTERVENING AT SCHOOLS TO REDUCE DISPROPORTIONALITY IN DISCIPLINE**

**RUSS SKIBA**

**LORA ROGERSON**

**LORI REYNOLDS**

**BALLROOM CENTER**

**CHILD WELFARE TRACK**

**SPEAKERS**

**MODERATOR**

**HOST**

**THE CASEY BREAKTHROUGH SERIES COLLABORATION APPROACH**

**TRACEY CAMPFIELD & REBECCA JONES GASTON**

**BRAD BUCKLEY**

**SANDY LINT**

**BALLROOM SOUTH**

**JDAI TRACK**

**SPEAKERS**

**MODERATOR**

**HOST**

**IOWA'S JDAI: WATERLOO**

**RUTH FRUSH, JOYCE MAYS-BENNETT, & TODD MEYERHOFF**

**RITA FERNEAU**

**JOHN SPINKS**

**BOARDROOM**



**Tuesday, September 27, 2011**

**ROOMS**

**2:45 P.M. - 4:00 P.M.**

**CONCURRENT SESSION II**

**LEGAL TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

***MEDIATION IN CHILD WELFARE***

***CORY McCLURE***

***ANDREA VITZTHUM***

***BRUCE BERNARD***

***IOWA ROOM***

**YOUTH TRACK**

***SPEAKERS***

***MODERATOR***

***HOST***

***YOUTH PANEL: WOODBURY COUNTY***

***STEPHAN PEARSON, WILL MEIER, BETH ORTMANN***

***CHARLES CLAYTON***

***GEMMA ELKS***

***BALLROOM CENTER***

**GENDER &  
RESEARCH TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

***LOOKING BACK TO MOVE FORWARD***

***HASAN DAVIS***

***JIM MORRIS***

***PAUL STAGEBERG***

***AMBASSADOR***

**SCHOOLS TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

***REDUCING DISPROPORTIONALITY AT REFERRAL***

***CORA TURNER, TIM PILLACK***

***BELINDA CREIGHTON-SMITH***

***KELLE McCrory***

***BALLROOM SOUTH***

**CHILD WELFARE  
TRACK**

***SPEAKERS***

***MODERATOR***

***HOST***

***EMPLOYING TRAUMA INFORMED PRACTICE***

***DR. ROBERT MACY & FRANK GRIJALVA***

***LORA ROGERSON***

***RITA FERNEAU***

***BALLROOM NORTH***

**JDAI TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

***IOWA'S JDAI: SIOUX CITY***

***DAVID GLEISER***

***LEESA McNEIL***

***SAN WONG***

***BOARDROOM***

**4:00 - 7:00 P.M.**

***CLOSING***

***DAVE KUKER***

***WAYNE FORD***

***CONVERSATION WITH AUTHORS & BOOK SIGNING:***

***SUZAN STROUD & ORONDE MILLER***

***RECEPTION***

***BRIAN CONGDON***

## Wednesday, September 28, 2011

**8:30 A.M. - 9:45 A.M.**

### **LEGAL TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

### **YOUTH TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

### **GENDER & RESEARCH TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

### **SCHOOLS TRACK**

***SPEAKER***

***MODERATOR***

***HOST***

### **CHILD WELFARE TRACK**

***SPEAKERS***

***MODERATOR***

***HOST***

### **JDAI TRACK**

***SPEAKERS***

***MODERATOR***

***HOST***

**10:00 A.M.- 3:00 P.M.**

## **CONCURRENT SESSION III**

### ***RACE, RACISM & WHITE PRIVILEGE***

***JUDGE JOE SMITH***

***LATASHA MASSEY***

***JULIE RINKER***

### ***CONVERSATION WITH THE AUTHORS***

***SUZAN STROUD & ORONDE MILLER***

***RITA FERNEAU***

***STEPHAN PEARSON***

### ***UTILIZING IN HOME SERVICES***

***LISA D'AUNNO***

***DAVE KUKER***

***KILE BEISNER***

### ***EFFECTIVE STRATEGIES IN MEMPHIS PUBLIC SCHOOLS***

***JOHN HALL***

***BOB GREENLEE***

***GEMMA ELKS/TASHA WELLS***

### ***MYFI & BSC PROJECTS IN SIOUX CITY & DES MOINES***

***PAT PENNING, MICKI ROBINSON, FRANK LAMERE, TOM BOUSKA***

***JULIA KLEINSCHMIT***

***WAYNE CLINTON***

### ***IOWA'S JDAI: DES MOINES***

***BRUCE BERNARD, MARILYN LANTZ***

***JIM MORRIS***

***KELLEE MCCRORY***

### ***CLOSING***

***ANDREA COLEMAN***

***ORONDE MILLER***

***HASAN DAVIS***

***ISISERETTES***

***MIRIAM LANDSMAN***

***FRANK LAMERE***

## **ROOMS**

***IOWA ROOM***

***BALLROOM CENTER***

***AMBASSADOR ROOM***

***BALLROOM NORTH***

***BALLROOM SOUTH***

***BOARDROOM***

## Featured Speakers



**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 of 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.

**Shay Bilchik** is the founder and Director of the Center for Juvenile Justice Reform at Georgetown University Public Policy Institute. The Center's purpose is to focus the nation's public agency leaders, across systems of care and levels of government, on the key components of a strong juvenile justice reform agenda. This work is carried out through the dissemination of papers on key topics, the sponsorship of symposia, and a Certificate Program at Georgetown providing public agency leaders with opportunities for short, but intensive, periods of study. Prior to joining the Institute on March 1, 2007, Mr. Bilchik was the President and CEO of the Child Welfare League of America, a position he held from February of 2000. He led CWLA in its advocacy on behalf of children through his public speaking, testimony and published articles, as well as collaborative work with other organizations. He worked closely with the CWLA Board of Directors, staff, and its public and private agency members on issues impacting the well-being of children and families. In 2001, 2004, 2005 and 2006, he was named among The NonProfit Times Power and Influence Top 50 for making his mark in the public policy arena and championing child welfare issues. Prior to his tenure at CWLA, he headed up the Office of Juvenile Justice and Delinquency Prevention (OJJDP) in the U.S. Department of Justice, where he advocated for and supported a balanced and multi-systems approach to attacking juvenile crime.



**Russell Skiba, Ph.D.** is a Professor in the School Psychology program at Indiana University. He received his doctorate in special education from the University of Minnesota in 1987. He has worked with schools across the country in the areas of disproportionality, school discipline, and school violence, has been project director or principal coordinator on numerous federal and state grants, and has published extensively in the areas of school violence, zero tolerance, and equity in education. Skiba is currently Director of the Equity Project, a consortium of research projects offering evidence-based information to educators and policymakers on equity in special education and school discipline. In Indiana, he served in 2008 as co-chair of the Education Subcommittee of the Indiana Commission on Disproportionality in Youth Services, a statewide commission that led to the passage of three bills addressing disproportionality in education. Skiba has testified before the United States Civil Rights Commission, spoken before both Houses of Congress on issues of school discipline and school violence, and in 2008, acted as a special consultant to OSEP on issues of disproportionality and equity in special education. He was awarded the Push for Excellence Award by the Rainbow Coalition/Operation PUSH for his work on African American disproportionality in school suspension. In his current research, he is seeking to implement a statewide network of culturally responsive positive behavior supports to address issues of disciplinary disproportionality, and conducting case study research to better understand the factors that contribute to racial and ethnic over-representation in suspension and expulsion.



**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.

## Featured Speakers



**John Hall** holds a Bachelor of Science Criminal Justice Degree from Delta State University, and an Associates Arts Degree from Mississippi Delta Junior College. He is the founder and coordinator of the School House Adjustment Program, the Enterprise Department of School Security, and Safety and Emergency Management for Memphis City Schools. From 2003-2007 he was the administrator of the Pupil Service Center for Memphis City Schools. From 2000-2003 he served as the Truancy Center Specialist for the Pupil Service Center at Memphis City Schools. From 1994-2000 John was the supervisor of Probation for the Children's Bureau of Memphis/Shelby County Juvenile Court. From 1987-1994 he was a Probation Counselor II for the Children's Bureau of Memphis/Shelby County Juvenile Court. He served on the 2009 Board of Directors of the Boys and Girls Club of Greater Memphis, was the Chairman of the Statewide Disproportionate Minority Contact Taskforce

from 2007 to present, a member of the Statewide Disproportionate Minority Contact Taskforce from 2002-2007. He was the Chairman of the Local Disproportionate Minority Contact Taskforce 2000 to present, as well as a Member of the Amateur Athletic Union, National Association of Blacks in Criminal Justice and Fellowship of Christian Athletes from 1988 to present. John was one of the Outstanding Young Men of America in 1988, the 1980 Probation Officer of the Year in the Children's Bureau of Memphis/Shelby County Juvenile Court, and a member of the National Association of Blacks in Criminal Justice.



**Suzan Stroud**, a graduate of the Stone School of Business in New Haven CT, through independent study and personal experience has designed a program which promotes strengthening organizations through Leadership and Team building skills with practical methods to influence and motivate your team. In her teambuilding component entitled The Ultimate G.A.M.E. (Growth, Administration, Marketing and Execution) Plan, a few of her key focal points are company brand protection by employees, rebuilding internal/external customer service and executing alternative teambuilding methods. Suzan has selected the profession of Motivational Speaking because of her passion to inspire others to maximize their potential, develop the leadership within and achieve their personal and professional goals. In her keen ability to be transparent with her audience, she incites enthusiasm while prompting them to become more focused and motivated in accomplishing their goals of becoming more effective and inspiring leaders. In her recent book, "I'm Not Successful Because I Don't Want To Be" she engages in a dynamic conversation with the reader about awakening to pursue their personal and professional goals.

**Oronde A. Miller** is a Senior Director of Strategic Consulting at Casey Family Programs, where he is responsible for providing consultation and support to state and local public child welfare systems throughout the United States. Prior to this role, Mr. Miller was Director of Systems Improvement Methodologies and was responsible for the Breakthrough Series Collaborative child welfare systems improvement work efforts and the Technical Assistance Unit's disproportionality work efforts. Previously, he was manager of Casey Family Programs' Breakthrough Series Collaborative on Reducing Disproportionality and Disparate Outcomes for Children and Families of Color in the Child Welfare System, a national systems improvement effort addressing race, culture, and child welfare practice and policy and involving 13 public child welfare agencies nationwide. Prior to joining Casey Family Programs in March 2005, Oronde worked in the National Center for Research and Data at the Child Welfare League of America, where he was responsible for the evaluation of the Collaboration to AdoptUSKids, a multi-year national adoption initiative of the U.S. Children's Bureau. He also worked for several years as a Research Associate for the National Center on Permanency for African American Children in Washington, DC.





## Featured Speakers

**Andrea R. Coleman** is the Disproportionate Minority Contact (DMC) Coordinator for the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP). In this capacity Ms. Coleman is charged with ensuring participating 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 1974, as amended. In her capacity as the national DMC Coordinator she also serves as co-chair of the Coordinating Council on Juvenile Justice's Racial and Ethnic Disparities Team, which in part, is responsible for coordinating all Federal juvenile delinquency activities in cooperation with states, localities, and tribes. She has over fifteen 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.



**Tracey Campfield, PhD** is a Licensed Clinical Psychologist with a wealth of experience in direct service, program development and system reform. Dr. Campfield is currently a Director in the Technical Assistance Unit at Casey Family Programs where she is primarily responsible for the oversight of the delivery of systems change methodologies that assist jurisdictions in improving child welfare practice. Prior to joining Casey, Dr. Campfield served as the Clinical Director at the DC Child and Family Services Agency (CFSA). Some of her notable successes in this capacity include leading an education reform project aimed at improving educational outcomes for children in care and changing the agency culture to make education and well being issues priorities when planning for children and families. Also during her tenure at CFSA Dr. Campfield worked with other District agencies, community partners and child advocates to develop programs and policies to enhance mental health and support service delivery citywide. Prior to her service with CFSA, Dr. Campfield was the Assistant Director for Interagency and Residential Programs with the DC Public Schools Office of Special Education. She has also served as a consultant to a number of community-based programs as well as the US Army Center for Substance Abuse Prevention. In addition to her full time employment and consultation services, Dr. Campfield maintained a private practice for 7 years.



**Sulaiman Muhammad** resides in Des Moines, Iowa with his mother, father and five brothers and sisters. Sulaiman attends Moulton Extended Learning Center and is in the 8th grade. Sulaiman participated in a district wide speech competition with the Student African American Brotherhood's local chapter of the Brother to Brother Program and earned the right to attend the National Brother to Brother Conference in Indianapolis, Indiana in March 2011. Student African American Brotherhood (SAAB) is an organization established specifically to assist our participants to excel academically, socially, culturally, professionally, and in the community. SAAB is primarily comprised of male students who strive for academic excellence and make a commitment to plan and implement programs that benefit their community at large. We encourage our participants to embrace leadership by being positive examples for each other through a strong commitment to academic achievement, brotherhood, and community service. (SAAB National Headquarters [saabnational.org](http://saabnational.org))



**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.





**Brian Congdon** is a singer/songwriter from Des Moines who has been a professional musician since 1999. He began playing piano at age 3. In high school he discovered the guitar and has played

since. After graduating from Iowa State and working as a landscape foreman, he formed his first band. At People's in Des Moines he was paired up with Brad Seidenfeld as "Dueling Guitars" and the two have been playing together since 2007. He has collaborated with several musicians in Des Moines and also plays with Dorothy Hecht and the Rubber Tramps. You can check out his music on [www.briancongdon.com](http://www.briancongdon.com).



**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.

## TUESDAY: 1:15 P.M. TO 2:30 P.M.

### LEGAL STRATEGIES FOR ADDRESSING DMC

This session 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. Non-lawyers will be interested to learn how well-documented community advocacy may serve as the evidentiary basis for legal action.

**Presenter: Lisa D'Aunno, J.D.**

### MY BEAUT "I" FUL SELF PROGRAM: USING THE GIRLS CIRCLE MODEL; Y.E.S.! (YOUTH EMPOWERED TO SERVE) SUMMER PRE-EMPLOYMENT PROGRAM

This workshop will discuss the challenges of having an increased population of minority young women in Iowa. Some of the struggles of practitioners locally with how to connect with young women in transition and the post traumatic stress of reverse Black migration. Participants will learn how to implement productive girl groups that will address the trauma of these young women and connect them to the community in which they now reside using the Girls Circle Association Model. We will also discuss the YES! Programs dynamics working with youth during out of school time and some of their life changing experiences with having stipend dollars to prepare them for the school year. This session will introduce the main components of the program and how it can assist with dispelling myths about minority youth and teenagers in general.

**Presenter: LaTasha Massey**

### A HARD LOOK IN THE MIRROR

Our youth of today have a form "Identity Theft" which is a critical factor in their behavior at home, school and their overall interaction within society. Knowing who we are is the driving force to obtaining success and becoming productive model citizens. Teens are ritualistic in relinquishing their identity to the media, music, fashion, drugs and most of all gangs. This workshop will address key characteristics (Vision, Passion, Motivation, Education, Funding and Taking Action) and their practical application in how influencing our youth to have goals and aspirations can ultimately lead to them having hope in their future and acquiring success.

**Presenter: Suzan Stroud**

### LET'S NOT WAIT: INTERVENING AT SCHOOLS TO REDUCE DISPROPORTIONALITY IN DISCIPLINE

Despite extensive data defining the existence of disproportionality, the intervention base for addressing racial and ethnic disparities in school discipline remains sparse. It is possible, however, to use what we know to outline a set of promising culturally-responsive practices for reforming disciplinary practices. This workshop will use an interactive format and draw upon the best of our research knowledge to identify a series of actions that schools and school districts can take to address racial and ethnic disparities in school discipline.

**Presenter: Russ Skiba**

**THE CASEY BREAKTHROUGH SERIES COLLABORATION  
APPROACH**

This session will provide participants with an opportunity to understand an approach to reducing disproportionality in the child welfare system utilizing what has become known across the country as the Breakthrough Series Collaboration (BSC). In Iowa the BSC is sponsored by the Casey Foundation and is being implemented in collaboration with the Iowa Department of Human Services and the Court Improvement Project. The workshop will describe the BSC, a continuous quality improvement methodology that approaches systemic change from the ground up, and utilization of the Plan, Do, Study, Act (PDSA) methodology. Participants will have an opportunity to learn the basics of the methodology and how to apply the tenants of it in their everyday work.

**Presenters: Tracey Campfield & Rebecca Jones Gaston**

**IOWA'S JDAI: WATERLOO**

The Black Hawk County Juvenile Detention Alternative Initiative (JDAI) has incorporated Casey's eight core strategies into the local juvenile justice system. This workshop will describe the impact of the strategies on the use of detention from different perspectives. Opportunities to support AA youth created through the strong community collaboration will also be highlighted.

**Presenter: Ruth Frush, Joyce Mays-Bennett, Daniel Block, & Todd Meyerhoff**

**TUESDAY: 2:45 P.M. TO 4:00 P.M.****MEDIATION IN CHILD WELFARE**

This session presents child welfare mediation being implemented in Polk County by the County Attorney's office. The approach is gaining wide acceptance as an evidence based practice in child abuse and neglect cases to involve family systems in the promotion of permanency for children. According to recent reports, child welfare mediation programs now exist in counties in many states (e.g., Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Iowa, Massachusetts, Michigan, New Jersey, Ohio, Oregon, Utah, Wisconsin, Texas and Washington, D.C.).

**Presenter: Cory McClure**

**YOUTH PANEL: WOODBURY COUNTY**

This workshop will showcase two programs currently developed to engage the Native American youth and female youth within the Woodbury County community. The presenters will discuss their involvement in developing and implementing these programs within the Woodbury County Community. The first half of the workshop session will provide background information on the development and teaching model of Girls' Group. Learn the positive effects of the Girls Circle curriculum and how similar programs can benefit your community. The second half of the workshop session will provide insight on the Native Youth Standing Strong (NYSS)

program which is a collaborative program between Juvenile Court Services, Department of Human Services, local providers, and the Native Community. Thirty to forty children attend each week. During these meetings, youth and their parents have the opportunity to create authentic Native American arts and crafts, participate in presentations on Native American culture, spirituality, and history. The program is staffed by all volunteer workers and parents. This interactive presentation will include members of the Girls' Group and Native Youth Standing Strong (NYSS) sharing their stories and views of the programs.

**Presenters: Stephan Pearson, Will Meier, & Beth Ortmann**

**LOOKING BACK TO MOVE FORWARD**

This session focuses on contextualizing historical disparities through dramatic interpretation. The conversation around disproportionality is a difficult one. Even those of us who champion this work are challenged by our own legacy of guilt, and/or shame for our historical and systemic roles as victims and/or perpetrators. Hasan has been using dramatic historical interpretation as a primer for race and justice conversations for more than 15 years. Beyond the data we need to connect to the problem in a way that charges us to act differently in hopes of achieving a different result. In this workshop he will introduce you to York, the only African American member of the famed Lewis and Clark expedition. Through York's eyes, participants will experience the triumph and the tragedy of a diverse corps of adventurers who were forced to put race, class and culture aside in order to accomplish the directives of President Thomas Jefferson.

**Presenter: Hasan Davis**

**REDUCING DISPROPORTIONALITY AT REFERRAL**

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 & Tim Pillack**

**EMPLOYING TRAUMA INFORMED PRACTICE**

The PTSM development team, founded in 1995 and managed by The Center for Trauma Psychology, now the International Center for Disaster Resilience, and the Boston Childrens Foundation works closely with State Departments of Education, Mental Health, Youth and Family Services, and Federal agencies including DOE, SAMHSA, FEMA, DHS and the Red Cross to incorporate evidence-based and emerging practice models for psychological first aid and recovery phase protocols.

**Presenters: Dr. Robert Macy & Frank Grijalva**

**IOWA'S JDAI: SIOUX CITY**

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

**Presenter: David Gleiser**

## TUESDAY: 4:00 P.M. CLOSING

**WAYNE FORD**

**CONVERSATION WITH AUTHORS & BOOK SIGNING:**

**SUZAN STROUD & ORONDE MILLER**

## RECEPTION

**BRIAN GONGDON**

## WEDNESDAY: 8:30 A.M. TO 9:45 A.M.

### RACE, RACISM & WHITE PRIVILEGE

This workshop surveys the history of race and racism in the United States by reviewing governmental choices that established white privilege. The successes and failures of the Civil Rights Movement over the past fifty years will be discussed. The presentation will wrap-up with concrete proposals participants can take to their workplaces to enable evaluation of how issues of race play out in their day to day work.

**Presenter: Judge Joe Smith**

**CONVERSATION WITH THE AUTHORS**

**Presenters: Suzan Stroud & Oronde Miller**

### UTILIZING IN-HOME SERVICES

Effective in-home services which allow youth to remain in their own homes can reduce the impact of DMC. This presentation will focus on evidence-informed approaches to identifying family strengths (such as Signs of Safety), evidence-based services family preservation services, and gender-specific services for pregnant and parenting teens in substitute care to improve outcomes for the youth and their children.

**Presenter: Lisa D'Aunno**

### EFFECTIVE STRATEGIES IN MEMPHIS PUBLIC SCHOOLS

This diversionary program allowed students to continue with their academic studies and have their behavioral prog-

ress monitored by school staff, instead of being transported to Juvenile Court for minor infractions such as gambling, criminal trespassing, disorderly conduct and simple assault (no injuries). Students were not transported, which prevents them from having a formal record. Students in the program received and participated in a violence prevention curriculum that is based on best practices by the Office of Juvenile Justice and Delinquency, along with Mindful Communication which is essential in Restorative Justice. This reinforced program strategies and concepts in everyday interactions with students and taught them how to model skills and behaviors with other students and staff.

**Presenter: John Hall**

### MYFI & BSC PROJECTS IN SIOUX CITY & DES MOINES

The DHS Minority Youth and Families Initiative (MYFI) was originated as part of the 2003 child welfare redesign. Through legislation it established the Sioux City and Des Moines MYFI projects. In Sioux City, a specialized unit and a community based approach in collaboration with the Community Initiative for Native Children and Families and the UI School of Social Work DMC Resource Center was implemented to serve Native American families with a goal of reducing disproportionality. The Woodbury County MYFI set the stage for the development of partnerships with the Casey Family Alliance, Center for the Study of Social Policy and Race Matters Consortium targeting reductions in disproportionality. Other initiatives have developed from the MYFI foundational piece including the Georgetown University Center for Juvenile Justice Reform "Crossover" initiative addressing child welfare and juvenile justice systems involvement and the Breakthrough Series Collaboration. In Des Moines, culturally responsive services which can lead to better outcomes for children and families involved with the child welfare system have been the focus of a series of practice improvements. This session will describe the initiatives, findings and lessons learned to date.

**Presenters: Pat Penning, Micki Robinson, Frank LaMere, & Tom Bouska**

### Iowa's JDAI: Des Moines

A group of graduates of the People's Institute's Undoing Racism workshop has focused its attention on developing a local follow-up program for those participants who want to move from information to action. Additionally, Polk County Juvenile Court Services has concentrated considerable time and energy on implementing "Best Practices" as it seeks to best serve youth in the juvenile justice system. Learn about these efforts and the "numbers we feel good about" in this workshop.

**Presenters: Bruce Bernard & Marilyn Lantz**



## STAFF OF THE

### NATIONAL RESOURCE CENTER FOR FAMILY CENTERED PRACTICE

**MIRIAM LANDSMAN, Ph.D., M.S.W.**, is Associate Profes-



sor 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 overrepresentation 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. 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 documents and curricula, submission of financial and human resource data, and production of training materials. Contact information: debbie-black@uiowa.edu.

**BELINDA CREIGHTON SMITH, MDIV, BA**, has served as



DMC Project Assistance with the University of Iowa DMC Resource Center since April of 2009 providing technical assistance to Johnson and Black Hawk County. Served as the DMC Coordinator of Black Hawk County DMC Task Force from May 2005 to April 2009. Developed cross systems collaboratives and partnerships for the purpose of providing more equitable and effective juvenile justice, education and child welfare

services to communities of color. Examination of institutional racism and the role it plays in disparate outcomes and the review and revision of policies and practices having disparate impact on communities of color. Collaborative with BHC Detention Reform initiative, served on the Governors Task Force on Race and Detention, State DMC Committee, faculty for Iowa's Breakthrough Series Collaborative, HHS Outreach Initiative Grant Reviewer.

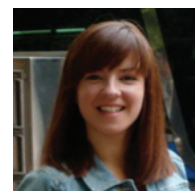
**LISA D'AUNNO, J.D.**, is Director of Training for the National



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.

**GEMMA ELKS** is a research assistant at the Des Moines office of The University of Iowa School of Social Work, National Resource Center for Family Centered Practice. Prior to coming to the U.S. she was the clinical team lead for the Leeds (UK) Early Intervention in



Psychosis Team, providing services to young people (14-35) and their families. She has 12 years experience working and training in the UK mental health services. Ms. Elks is a qualified mental health nurse, specializing in community outreach and young people. Her additional interests include systemic family practice alongside designing and delivery of training.

**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](mailto:kellee-mccrory@uiowa.edu)



**JULIA KLEINSCHMIT, M.S.W., Clinical Associate Professor and Practicum Administrator**, has primarily taught in and coordinated the three-year, Part-Time MSW program in Sioux City. The program includes students from Iowa, Nebraska, and South Dakota. Julia teaches Research, Policy, Discrimination Oppression and Diversity, Organization and Community Practice, and Integrated Theory and Practice. She also directs Practicum. Her interests include Disproportionate Minority Contact, especially in regards to reducing the number of Native children in the child welfare system and the number of children of color in juvenile detention. Julia is the co-project director for a statewide project to understand how schools, the police, juvenile justice, and community agencies can reduce DMC for kids. Other interests are practice in rural communities (including sustainable agriculture), distance education and social work practice using various technologies, program development, grantwriting, and meeting facilitation. Contact information: [julia-kleinschmit@uiowa.edu](mailto:julia-kleinschmit@uiowa.edu)



**JULIA NEFF, A.A., B.A.** is a recent addition to the NRC staff. As a graduate of the University of Iowa, Julia holds a Bachelor of Arts degree in Psychology, with a concentration in English literature and writing. After 15 years as an Administrative Assistant in a University of Iowa research department, Julia joined the NRC as an Administrative Services Coordinator. Julia supports training and project staff by assisting in office operations, in the editing and production of materials, and in the administration, tracking and certification processes of trainings and conferences. Contact information: [julia-neff@uiowa.edu](mailto:julia-neff@uiowa.edu)



**BONNIE WASHECK** coordinates the NRCinhome's training and technical assistance, serving as primary liaison with States and the Regional Offices and coordinating the work of the NRCinhome consultants. Bonnie retired in 2009 as Deputy Director of the Missouri Department of Social Services Children's Division, where she worked since 1978, beginning as a case manager with protective services cases for intact families. She also has practice experience with CA/N investigations, foster care, and Intensive In-Home Services. Bonnie began supervisory experience in 1993, mid-management in 1996 and was promoted to Deputy Director of agency in February 2004. In this position Bonnie led the Practice and Professional Development Section of the Children's Division which housed the functions of the Child Abuse and Neglect hotline; CA/N background screening program; School Violence Hotline; and Child Abuse and Neglect Review Board coordination. She also worked on development, interpretation and implementation of policy and practice improvement for all program areas which includes receipt of CA/N reports, investigations, services to intact families, foster care and adoption, oversaw staff professional development and licensure of foster and adoptive homes, and worked closely with contract management and financial management to monitor and enforce the contractual and fiscal compliance of service providers.



**TASHA WELLS** is a Program Assistant at the National Resource Center for Family Centered Practice. She is based in the NRC'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, 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. Prior to working at the NRC she worked for Creighton University and Wells Fargo. Contact information: [tasha-wells@uiowa.edu](mailto:tasha-wells@uiowa.edu)





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## WORKSHOP PRESENTER BIOSKETCHES

**Shay Bilchik** is the founder and Director of the Center for Juvenile Justice Reform at Georgetown University Public Policy Institute. The Center purpose is to focus the nation public agency leaders, across systems of care and levels of government, on the key components of a strong juvenile justice reform agenda. This work is carried out through the dissemination of papers on key topics, the sponsorship of symposia, and a Certificate Program at Georgetown providing public agency leaders with opportunities for short, but intensive, periods of study. Prior to joining the Institute on March 1, 2007, Mr. Bilchik was the President and CEO of the Child Welfare League of America, a position he held from February of 2000. Shay led CWLA in its advocacy on behalf of children through his public speaking, testimony and published articles, as well as collaborative work with other organizations. He worked closely with the CWLA Board of Directors, staff, and its public and private agency members on issues impacting the well-being of children and families. In 2001, 2004, 2005 and 2006, he was named among The NonProfit Times Power and Influence Top 50 for making his mark in the public policy arena and championing child welfare issues. Prior to his tenure at CWLA, Shay headed up the Office of Juvenile Justice and Delinquency Prevention (OJJDP) in the U.S. Department of Justice, where he advocated for and supported a balanced and multi-systems approach to attacking juvenile crime. Before coming to the nation's capital, Mr. Bilchik was an Assistant State Attorney in Miami, Florida from 1977-1993, where he served as a trial lawyer, juvenile division chief, and Chief Assistant State Attorney. Mr. Bilchik earned his B.S. and J.D. degrees from the University of Florida. He and his wife Susan are the proud parents of two young adults, Melissa and Zach.

**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. He resides in Urbandale. 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 responsible for the development of a low-income housing rehabilitation program, a Citizen's Academy, the Polk County Leadership Academy, and county-wide projects to implement HIPAA, ADA, and Y2K. He is active in the Urbandale community serving as President of the Urbandale Community Action Network, President of Friends of the Parks and as an advisor to the Public Art Committee. He currently serves as a consultant to private non-profits and local governments specializing in leadership development, strategic planning, project management and organizational development.

**Daniel L. Block**, Associate Juvenile Judge; Judge Block earned his undergraduate degree from the University of Iowa in 1985. In 1989, he graduated from Creighton University Law School. Judge Block began his law career serving as Assistant Black Hawk County Attorney from 1990 to 1996. He was in private practice from 1996 until his appointment to the bench. Judge Block is an Adjunct Professor at the University of Northern Iowa, teaching Juvenile and Family Law and chairs the Black Hawk County Juvenile Detention Alternative Initiative. He is a member of the Black Hawk County Bar Association, and the Iowa Judges Association. Judge Block is married and has three sons.

**Thomas C. Bouska** is the Service Area Manager for the Iowa Department of Human Services (DHS) for the Western Iowa Service Area. He has served in a variety of management positions for DHS over the last 35 years in both the Mental Health and Field Services Divisions. Bouska is involved in several Decategorization and ECI Boards in western Iowa as well as an active member of the Community Initiative for Native Children and Families (CINCF) in Woodbury County.

**Andrea R. Coleman** is the Disproportionate Minority Contact (DMC) Coordinator for the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP). In this capacity Ms. Coleman is charged with ensuring participating 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 1974, as amended. In her capacity as the national DMC Coordinator she also serves as co-chair of the Coordinating Council on Juvenile Justice's Racial and Ethnic Disparities Team, which in part, is responsible for coordinating all Federal juvenile delinquency activities in cooperation with states, localities, and tribes. She has over fifteen 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.

**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.

**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

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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.

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**Ruth Frush**, Chief Juvenile Court Officer, First Judicial District, has an undergraduate degree in Secondary Education and Business Administration. She served as a Juvenile Court Officer for 25 years before becoming Chief of the First Judicial District, and supervising eleven counties in northeast Iowa. She is an active member of the Juvenile Detention Alternatives Initiative collaboration, Black Hawk County DMC task team, and Cedar Valley's Promise DCAT executive board among many others.

**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 Siouxland region.

**Frank Grijalva**; As a director of the Midwest Trauma Services network Frank Grijalva is tasked through OJJDP to facilitate the understanding of Trauma Informed Care throughout Iowa and Nebraska. Introduction of evidence based trauma informed practices, direct training of those practices, the training of selected interventions and capacity building are the focus of Frank's activities through 2012. As a clinical programming consultant for the Boys and Girls Home he has spent the last few years introducing and training selected trauma informed evidence based practices as well as designing innovations specific to at risk children. As a program manager for the International Center for Disaster Resilience, an operational partner with the Harvard school of Disaster Medicine, Frank has trained clinicians from Nepal, Jordan, Turkey, Afghanistan and Sudan as well as many others to stabilize child populations in the aftermath of traumatic events. Frank managed safety and logistics for clinicians and federal employees working at ground zero in the immediate aftermath of 9/11 and trained clinicians in and around New Orleans in the after math of hurricane Katrina. Frank Grijalva has a BS in disaster psychology with an emphasis on mental health and is pursuing a doctorate in Public Health with a focus on child mental health.

**John Hall** holds a Bachelor of Science Criminal Justice Degree from Delta state University, and an Associates Arts Degree from Mississippi Delta Junior College. He is the founder and coordinator of the School House Adjustment Program, the Enterprise Department of School Security, and Safety and Emergency Management for Memphis City Schools. From 2003-2007 he was the administrator of the Pupil Service Center for Memphis City Schools. From 2000-2003 he served as the Truancy Center Specialist for the Pupil Service Center at Memphis City Schools. From 1994-2000 John was the supervisor of Probation for the Children's Bureau of Memphis/Shelby County Juvenile Court. From 1987-1994 he was a Probation Counselor II for the Children's Bureau of Memphis/Shelby County Juvenile Court. He served on the 2009 Board of Directors of the Boys and Girls Club of Greater Memphis, was the Chairman of the Statewide Disproportionate Minority Contact Taskforce from 2007 to present, a member of the Statewide Disproportionate Minority Contact Taskforce from 2002-2007. He was the Chairman of the Local Disproportionate Minority Contact Taskforce 2000 to present, as well as a Member of the Amateur Athletic Union, National Association of Blacks in Criminal Justice and Fellowship of Christian Athletes from 1988 to present. John was one of the Outstanding Young Men of America in 1988, the 1980 Probation Officer of the Year in the Children's Bureau of Memphis/Shelby County Juvenile Court, and a member of the National Association of Blacks in Criminal Justice.

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**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.

**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.

**Marilyn Lantz** is the Chief Juvenile Court Officer for the 5th Judicial District. She is responsible for Juvenile Court Services policy and administration and for the provision of treatment services for delinquents in her 16 county District. Marilyn is an attorney who has spent her career working in the field of juvenile justice. Prior to becoming the Chief JCO, she was Director of the Juvenile Law Section in the Iowa Department of Justice and was a legislative liaison for the Attorney General's Office. Marilyn was a founder and Executive Director of the Youth Law Center in Des Moines, a law office that advocates for young people in Juvenile Court. She is also the former Executive Director of ChildSafe, a Story County agency that served victims of child sexual abuse and their families, and a former Staff Attorney for the Polk County Legal Aid Society. She is a Phi Beta Kappa graduate of Earlham College and received her law degree from Drake University Law School.

**Robert Macy, Ph.D.** is a Founder and Director of the International Center for Disaster Resilience-Boston, and the Founder and Executive Director of The Boston Children's Foundation, also in Boston. Macy also Co-Directs the Midwestern Trauma Services

Network with Frank Grijalva. Macy is a pioneer in the field of psychological trauma, psychosocial recovery and resiliency in research, interventions and violence prevention initiatives for children, youth, their families, adults and their communities exposed to traumatic events including large-scale disasters, terrorist events, and political, community and armed conflict violence. Macy co-directs the Division of Disaster Resilience at the Beth Israel Deaconess Medical Center (BIDMC) – a Harvard Medical School teaching hospital, and is an Instructor in the Division of Emergency Medicine at Harvard Medical School. Macy designs, implements and evaluates trauma focused psychosocial resiliency initiatives and violence prevention programs, in the United States, Europe, Middle East, Eurasia and Africa.

**LaTasha Massey, LMSW**; Community Projects Specialist, Johnson County Social Services in Iowa City, IA. Current member of the National Association of Black Social Workers, Member of the University of Iowa School of Social Work Diversity Committee, trained Girl Circle Assoc. facilitator, member of the Disproportionate Minority Contact Subcommittee, Governor's Task for Detention Alternative – Implementation Committee, Family Team Meeting Facilitator, Co-Chair of Club Kazi (African American Professional Work Group) Community Partnership for Protecting Children Coordinator for Johnson County, DMC Coordinator for Johnson County, and community volunteer and event coordinator including conferences, seminars and workshops and community events.

**Joyce Mays-Bennett, M.B.A., D.P.A.**, is Black Hawk County's Detention Reform Director/JDAI Project Coordinator. Joyce presently coordinates the Juvenile Detention Alternative Initiative efforts in Black Hawk County on Racial Disparity and Disproportionality. She also volunteers as a Treatment Foster Care Recruiter and a Community/School Liaison Family Support Group Facilitator. Joyce serves on the Boards of several organizations including the Iowa Drug Task Force, State DMC, and the DST Screening Tool Committee. Joyce earned her Doctorate in Public Administration/with specialization in Organizational Management.

**Cory McClure** received his undergraduate degree In American Studies with Honors from the University of Iowa and stayed in Iowa City to get his Juris Doctorate. Cory began his career at an agency called the Youth Law Center representing abused and neglected children in Iowa's most populated county. Since 1995, Cory has been an Assistant Polk County Attorney prosecuting abuse and neglect cases in the Juvenile Division. Cory has been very active in child welfare mediation and in October 2002, launched the Polk County Child Welfare Mediation program. Since March of 2004, his time has been devoted to that endeavor as well as maintaining a full-time case-load. Cory is an adjunct professor of Juvenile Law at Des Moines Area Community College in Ankeny, Iowa. Cory has also taught Iowa Department of Human Service workers a legal foundations course for the past fifteen years and conducts a course on Testifying in Court. Cory has served on numerous boards and committees dedicated to child welfare and strengthening families. Cory has three boys (ages 17, 15 and 6) who never cease to amaze (or infuriate him). In his spare time he enjoys traveling, reading and baseball.



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**Will Meier, B.A.** is a Juvenile Court Officer III for the Third Judicial District in Sioux City, Iowa. Mr. Meier graduated from Briar Cliff University in 1996. After graduation he accepted a position as a School Liaison Officer at West Middle School in Sioux City. In 2002 he became a Juvenile Court Officer. Mr. Meier is currently one of three Juvenile Drug Court Officers and has helped implement programs such as Native Youth Standing Strong (NYSS)

**Todd Meyerhoff**, Juvenile Court Officer IV, First Judicial District. Todd holds a BA in Criminology and Sociology. He has been employed in the human services field for the past 24 years starting in an adolescent residential treatment program, then working with both adolescent and adults in a hospital based substance abuse program before spending the last 12 years as Juvenile Court Officer in the First Judicial District.

**Oronde A. Miller** is a Senior Director of Strategic Consulting at Casey Family Programs, where he is responsible for providing consultation and support to state and local public child welfare systems throughout the United States. Prior to this role, Mr. Miller was Director of Systems Improvement Methodologies and was responsible for the Breakthrough Series Collaborative child welfare systems improvement work efforts and the Technical Assistance Unit's disproportionality work efforts. Previously, he was manager of Casey Family Programs' Breakthrough Series Collaborative on Reducing Disproportionality and Disparate Outcomes for Children and Families of Color in the Child Welfare System, a national systems improvement effort addressing race, culture, and child welfare practice and policy and involving 13 public child welfare agencies nationwide. Prior to joining Casey Family Programs in March 2005, Oronde worked in the National Center for Research and Data at the Child Welfare League of America, where he was responsible for the evaluation of the Collaboration to AdoptUSKids, a multi-year national adoption initiative of the U.S. Children's Bureau. He also worked for several years as a Research Associate for the National Center on Permanency for African American Children in Washington, DC.

**Beth Ortmann** graduated from the University of South Dakota with a bachelor's degree in Psychology and minor in Criminal Justice. She received her Master's degree in Criminal Justice, with an emphasis in Counseling at the University of Nebraska-Omaha. Beth previously worked at West High School as a Program Coordinator for mental health services, including the Teen Screen Mental Health Screening. Beth began her work with Juvenile Court Services in the spring of 2008 with the start of "Girls Group" before becoming an Intake Officer in 2010. Beth is a member of the Siouxland Youth Mental Health Task Force.

**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 of 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 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.

**Captain Tim Pillack** has been with the Waterloo, Iowa Police Department since 1979. He is currently in charge of the Investigation Division. He has a B.S. Degree in Criminal Justice from Northeast Missouri State University and is a graduate of the F.B.I. National Academy, Session #224.

**Mykala M. Robinson** is currently employed as a Social Work Supervisor with the Polk County Department of Human Services in Des Moines, Iowa. She has been with the Department for 15 years, spending 4 years as a direct line social worker before assuming her current supervisory position. Ms. Robinson served as a core team member on the Casey Family Programs' Breakthrough Series Collaborative (BSC) aimed at reducing disproportionality and disparate outcomes in the child welfare system. She has participated in several of the Undoing Racism Trainings facilitated by the People's Institute for Survival and Beyond and have led follow-up, debriefing groups for attendees. Ms. Robinson currently chairs the Model Court – Disproportionality Sub-Committee within the Polk County Juvenile Court System and represents that sub-committee at the Polk County Model Court Meeting.

**Russell Skiba, Ph.D.** is a Professor in the School Psychology program at Indiana University. He received his doctorate in special

education from the University of Minnesota in 1987. He has worked with schools across the country in the areas of disproportionality, school discipline, and school violence, has been project director or principal coordinator on numerous federal and state grants, and has published extensively in the areas of school violence, zero tolerance, and equity in education. Skiba is currently Director of the Equity Project, a consortium of research projects offering evidence-based information to educators and policymakers on equity in special education and school discipline. He was a member of the writing team that produced the U.S. Department of Education's document on school safety Early Warning, Timely Response, and a member and lead author of the American Psychological Association's Task Force on Zero Tolerance. In Indiana, he served in 2008 as co-chair of the Education Subcommittee of the Indiana Commission on Disproportionality in Youth Services, a statewide commission that led to the passage of three bills addressing disproportionality in education. Skiba has testified before the United States Civil Rights Commission, spoken before both Houses of Congress on issues of school discipline and school violence, and in 2008, acted as a special consultant to OSEP on issues of disproportionality and equity in special education. He was awarded the Push for Excellence Award by the Rainbow Coalition/Operation PUSH for his work on African American disproportionality in school suspension. In his current research, he is seeking to implement a statewide network of culturally responsive positive behavior supports to address issues of disciplinary disproportionality, and conducting case study research to better understand the factors that contribute to racial and ethnic over-representation in suspension and expulsion.

**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.

**Suzan Stroud**, a graduate of the Stone School of Business in New Haven CT, through independent study and personal experience has designed a program which promotes strengthening organizations through Leadership and Teambuilding skills with practical methods to influence and motivate your team. In her teambuilding component entitled The Ultimate G.A.M.E. (Growth, Administration, Marketing and Execution) Plan, a few of her key focal points are company brand protection by the employees, rebuilding internal/external customer service and executing alternative teambuilding methods. Suzan has selected the profession of Motivational Speaking because of her passion to inspire others to maximize their potential, develop the leadership within and

achieve their personal and professional goals. With over 20 years of combined experience working with companies such as Blue Cross/Blue Shield, Kemper Auto and Home and MetLife her key focus areas are of Corporate Training, Leadership and Teambuilding and Customer Service. In her keen ability to be transparent with her audience, she incites enthusiasm while prompting them to become more focused and motivated in accomplishing their goals of becoming more effective and inspiring leaders. Her experience also includes facilitating a Reading Workshop with a team of Middle School teachers and an 8 week Inner City Neighborhood Transition class. Prior to throwing her hat into the Motivational Speaking arena, Suzan worked in the Insurance Industry for over 25 years as a Trainer, Customer Service Representative and Administrative Support Supervisor. Her interest in public speaking evolved since becoming a part of the Toastmaster's International, the leading organization in training up leaders and public speakers. One of her most valuable qualities beyond being fun-loving and charming is her ability to "keep it real" with her audience delivering a direct and firm message, but yet impactful. Whether she is speaking of her own personal experiences or telling her audience the hard core truth about a matter Suzan challenges her audience to go beyond the normal measures in every goal they seek to achieve. In her recent book, "I'm Not Successful Because I Don't Want To Be" she engages in a dynamic conversation with the reader about awakening to pursue their personal and professional goals. In this book, she discusses the six following characteristics; Vision, Passion, Motivation, Education, Funding and Taking Action and how focusing on each of these can catapult you to your next level of success in whatever you're attempting to accomplish. A native of Connecticut, currently residing in Charlotte, North Carolina, she and her loving husband John are the proud parents of two adult children, Artee' and John.

**Cora J. Turner** is the Executive Director of Student and At-Risk Services at Waterloo Community Schools. Cora graduated in 1974 from East High School in Waterloo and from Wartburg College in 1978 with a Bachelors Degree in Social Work. In 1994 she was hired by the Waterloo Community School District to coordinate a program for students in lieu of being expelled. The school started with one class and in a years' time the EDC housed over 240 students. In May 2000 she received her Masters of Secondary Education from the University of Northern Iowa and in December 2000 she received her Bachelor's of Arts Teaching from Upper Iowa University. Currently, Cora is employed by the Waterloo Community School District as the Executive Director of Student and Supplemental Services where her main responsibilities include problem-solving with students, teachers, administrators, parents, community members and promoting education for all.



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**Joyce Bennett**, JDAI Coordinator, Waterloo  
**Bruce Bernard**, JDAI Coordinator, Polk County  
**Brad Buckley**, Juvenile Court Services, Des Moines  
**Kim Checks**, Office on Status of African Americans, Des Moines  
**Charles Clayton**, Fort Dodge  
**Janice Edmunds-Wells**, Iowa Dept. of Public Health, Des Moines  
**Rita Ferneau**, Quakerdale, Waterloo  
**David Gleiser**, Woodbury County Detention Reform, Sioux City  
**Bob Greenlee**, Police Officer (ret.), Shell Rock  
**Todd Hensley**, Third Judicial District, Sioux City  
**Stephanie Hernandez**, Family Resources, Davenport  
**Vernon Johnson**, Des Moines  
**Sandy Lint**, Iowa Department of Human Services, Des Moines  
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**Kathy Nesteby**, Commission on the Status of Women, Des Moines  
**Stephan Pearson**, 3<sup>rd</sup> Judicial District Juvenile Court Services, Sioux City  
**Marvin Spencer**, Department of Corrections, Waterloo  
**John Spinks**, PACE Juvenile Justice Center, Des Moines  
**Miguel Trevino**, 7<sup>th</sup> Judicial District Juvenile Court Services, Davenport  
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THIS CONFERENCE IS APPROVED FOR GENERAL CEU'S AND CLE'S AS NOTED BELOW.

### CEUs

**Program #:**  
**11-270-01-C**

### CLEs

**Activity #:**  
**82250**

### Breakdown of CEU's

**Tuesday, September 27, 2011 — 6.5 hours**  
**Wednesday, September 28, 2011 — 6.25 hours**  
**TOTAL CEUs — 12.75 hours**

**Total CLE Hours Approved — 3.75 hours**  
 (includes ethics hours)

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

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