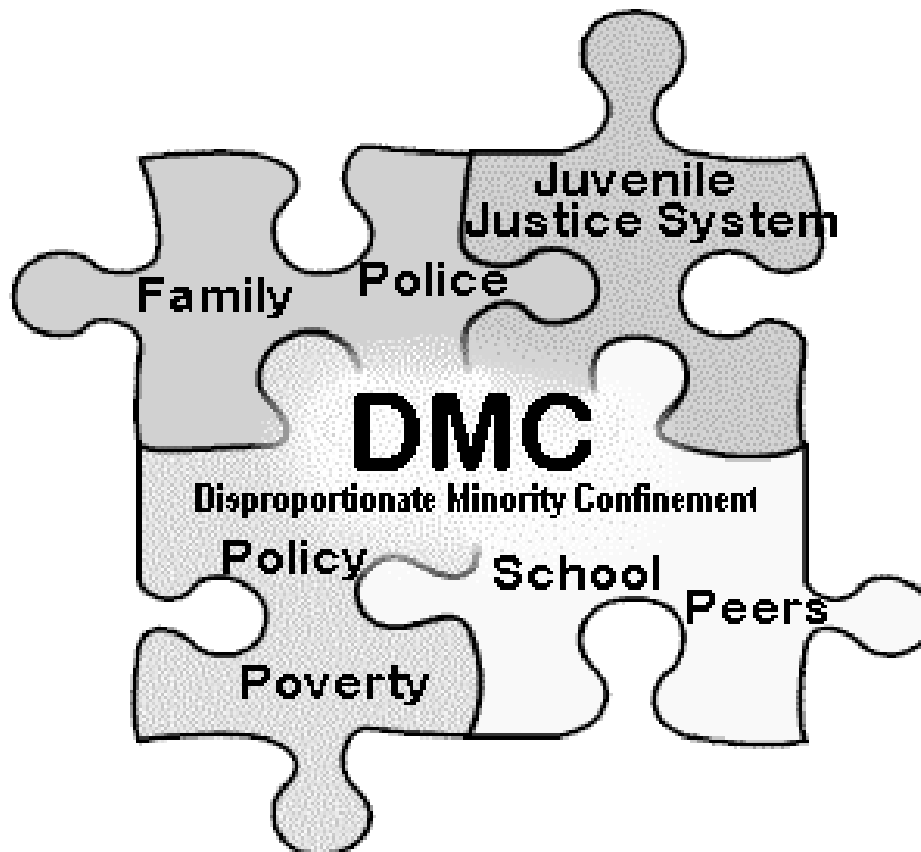


“Investing In Iowa’s Youth, Investing In Iowa’s Future”

*FIRST ANNUAL
IOWA DISPROPORTIONATE MINORITY CONFINEMENT CONFERENCE*

**NOVEMBER 7 & 8, 2002
ADVENTURELAND INN: ALTOONA, IOWA**



State of Iowa

Department of Human Rights
Division of Criminal and Juvenile Justice Planning (CJJP)
Juvenile Justice Advisory Council (JJAC)
Disproportionate Minority Confinement (DMC) Committee
Disproportionate Minority Confinement Resource Center (DMCRC)



*University of Iowa
School of Social Work*

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



*National Resource Center
for Family Centered Practice*

We are pleased that you are joining us for the first statewide conference on Disproportionate Minority Confinement (DMC) in Iowa. The overrepresentation of minority youth detained or confined in secure detention and secure correctional facilities, jails and lock-ups is a significant problem in Iowa as well as nationally. This two-day conference on DMC is designed to examine the issues, explore potential solutions, learn about current efforts to reduce DMC, and provide resources to those who want to reduce DMC in their communities.

This conference is intended for everyone concerned about the high rate of confinement of minority youth, including juvenile court officers, police officers, social workers, judges, attorneys, youth workers, community representatives, youth, parents, mental health and substance abuse service providers, researchers, educators, and students. DMC is a community issue requiring broad-based solutions. These two days are intended for learning, exchanging information, and most important, problem-solving to reduce the confinement of youth, especially minority youth, throughout Iowa. The conference is a project of the Disproportionate Minority Confinement Resource Center at the University of Iowa School of Social Work's National Resource Center for Family Centered Practice. It is supported with funding from the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning, the Juvenile Justice Advisory Council, and the University of Iowa School of Social Work.

A variety of individuals representing the Division of Criminal and Juvenile Justice Planning of the Iowa Department of Human Rights, the Disproportionate Minority Confinement Committee, and the National Resource Center for Family Centered Practice worked together to develop the agenda for this first conference on DMC in Iowa. We plan to continue to organize conferences such as this one as we continue our efforts toward reducing DMC. We welcome your feedback about the conference through the evaluation forms provided. Your responses will be most helpful as we plan future events.

Thank you for taking the time to participate in this important conference.

Sincerely,

Miriam Landsman, Ph.D., M.S.W.
Executive Director, National Resource Center for Family Centered Practice

SCHEDULE AT A GLANCE

THURSDAY, NOVEMBER 7, 2002

9:00 AM – 10:00 AM

REGISTRATION

*Front of Grand
Ballroom*

10:00 AM – NOON

Welcome & Overview

Grand Ballroom

Brad Richardson, Ph.D., Project Director, DMCRC
National Resource Center for Family Centered Practice
University of Iowa School of Social Work, Iowa City,
Iowa

and

Ed Barnes, MSW, Director-Community Services
Employee & Family Resources, Des Moines, Iowa

Opening Remarks

Honorable Larry J. Eisenhower, Iowa Court of Appeals,
Des Moines, Iowa

Solutions to Impacts DMC

Honorable Ernestine Gray, Orleans Parish Juvenile Court
New Orleans, Louisiana

Effective Practice Approaches to Reduce DMC

William Feyerherm, Ph.D.

Vice Provost for Research and Graduate Studies
Portland State University, Portland, Oregon

12:15 PM – 1:00 PM

LUNCHEON

North Parkview

Common Solutions and Successes to Impact DMC

Luncheon Speaker: **Heidi Hsia, Ph.D.**, Manager
Title V Community Prevention and Challenge Grants
Office of Juvenile Justice and Delinquency Prevention
Washington, D.C.

1:15 PM – 2:45 PM

WORKSHOPS

1:15 PM – 2:45 PM

WORKSHOPS

**Alternatives to Confinement:
Multnomah County, Oregon**
William Feyerherm
Facilitator: Julie Spears

Iowa Ballroom 3

**Incorporating Strengths & Resiliency
Factors into the Assessment Process**
Patricia Parker
Facilitator: Elizabeth Salinas Newby

South Park View

Cultural Identity Development of Minority Youth
Dr. Jon McCaine
Facilitator: Stephan Pearson

Iowa Ballroom 1 & 2

**Youth Rights & Responsibilities: The Jeopardy
Version**
Denise Denton & Youth Panel
Facilitator: Gladys Chaisson

Iowa Ballroom 5

Recruiting & Maintaining a Diverse Workforce
Diane Finnerty
Facilitator: Marvin Spencer

Iowa Ballroom 4

Civil Rights of Disenfranchised Communities
R. Ben Stone
Facilitator: Frank Dunn

Boardroom

2:45 PM – 3:00 PM

REFRESHMENTS-

*Iowa Ballroom
Balcony*

3:00 PM – 4:15 PM

WORKSHOPS

Judicial Solutions to Reducing Minority Confinement
Honorable Ernestine Steward Gray
Facilitator: David Kuker

Iowa Ballroom 1 & 2

**Substance Abuse Rehabilitation Alternatives to
Confinement**
Ed Barnes
Facilitator: Jessica Dolph

South Park View

Programmatic Approach to Reducing Confinement
Patricia Parker
Facilitator: Sarah Nash

Iowa Ballroom 5

Navigating the Juvenile Justice System

Warren Morrow
Facilitator: Brad Richardson

Iowa Ballroom 4

**Applying Research to Practice for Reducing
Minority Confinement**

Michael Leiber
Facilitator: Nancy Graf

Board Room

**Privilege, Power and its Effects in Iowa's Young
Women**

Diane Finnerty
Facilitator: Amy Croll

Iowa Ballroom 3

5:00 PM – 6:00 PM

NETWORKING RECEPTION

North Park View

FRIDAY, NOVEMBER 8, 2002

8:00 AM – 8:30 AM

REGISTRATION

*Front of Grand
Ballroom*

8:00 AM – 8:30 AM

CONTINENTAL BREAKFAST

*Iowa Ballroom
Balcony*

8:30 AM – 9:45 AM

WORKSHOPS

**Bringing People to the Table to Help Iowa's
Minority Youth**

John-Paul Chaisson-Cardenas, Training and Technical
Assistance Director, National Resource Center for Family
Centered Practice
Facilitator: Ruth White

Iowa Ballroom 1 & 2

**Extending Mental Health Care as a Strategy to
Reduce DMC**

Salome Raheim, Director
School of Social Work, University of Iowa
Facilitator: Miriam Landsman

Iowa Ballroom 3 & 4

10:00 AM – NOON

GENERAL SESSION

Welcome and Introductions:

Miriam Landsman, Ph.D., MSW, Executive Director
National Resource Center for Family Centered Practice
Assistant Professor, UI, School of Social Work

Community Reports of Local Efforts to Reduce DMC

Blackhawk County: Marvin Spencer

Woodbury County: Stephan Pearson &
Judge Tom Hensley

Hamilton/Humboldt/Wright Counties: Ann Stewart,
Bruce Johnson & Sonya Hayes

Polk County: Denise Hotopp & Kile Scharf

Scott County: Priscilla Smith & Patricia Henderson

Iowa Ballroom 5

**PEER-TO-PEER CONSULTATION: Learning and
Building on Community Strengths and Processes**

Charles Perez, Ph.D., State of Colorado Department of
Human Services, Division of Child Welfare

12:30 PM – 2:00 PM

LUNCHEON

North Park View

**REPORTS FROM PEER-TO-PEER
CONSULTATION**

2:00 PM – 2:15 PM

CLOSING

Salome Raheim, Ph.D., Director

University of Iowa, School of Social Work

2:15 PM – 4:00 PM

**Individualized Meetings with Technical Assistance
Consultants—Sign Up During the Conference**

**THANK YOU FOR COMING AND
HAVE A SAFE TRIP HOME!**

WORKSHOP DESCRIPTIONS: Thursday: 1:15 pm to 2:45 pm

Alternatives to Confinement: Multnomah County, Oregon — William Feyerherm

This workshop will focus on community-based strategies that divert youth from formal involvement with the juvenile system such as home detention programs, day and evening reporting centers, shelter care, and specialized foster care homes. The discussion will include Multnomah County's juvenile detention alternatives initiative (JDAI) which is fast becoming known as "the national model."

Incorporating Strength & Resiliency Factors into the Assessment Process — Patricia Parker

This workshop will help participants create a holistic assessment of youth that incorporates not only the "problem" behavior but also the techniques to identify strengths and resiliency factors. Integration of solution-focused and family-systems approaches will be explored, with considerable attention placed on applying assessment information to a measurable case plan.

Cultural Identity Development of Minority Youth— Jon McCaine

This workshop will focus on the process of helping youth to develop a new picture of the possibilities that exist in order to make sense of the challenges they have experienced in life. The presenter will highlight approaches blending traditional cognitive-behavioral approaches with innovative nontraditional strategies and methods.

Youth Rights and Responsibilities: The Jeopardy Version — Denise Denton & Youth Panel

(Youth Friendly Workshop) This workshop will utilize the Jeopardy Game Show format to highlight the relationship between the rights youth have and the responsibilities that accompany those rights.

Recruiting & Maintaining a Diverse Staff — Diane Finnerty

This workshop will explore the role of staffing in developing organizational cultural competency. In particular, we will discuss issues of organizational preparedness, recruitment, retention and the development of an organizational culture in which people of all backgrounds can thrive, contribute, and develop necessary competencies for a diverse workforce. We will examine participants' agencies and work together to define actions to create an organization with a culturally diverse and competent staff.

Civil Rights of Disenfranchised Communities in the Wake of September 11 — Ben Stone

In the wake of September 11th, there was a flood of legislation that affected the civil rights of every person in the United States. Much of this new legislation has had a disproportional effect on already disenfranchised populations. This workshop will explore and compare the effects of September 11 on the civil liberties of religious and racial groups, ethnic minorities and immigrants and refugees.

WORKSHOP DESCRIPTIONS: Thursday: 3:00 pm to 4:30 pm

Judicial Solutions to Reducing Minority Confinement — Judge Ernestine Gray

This workshop is intended primarily for those working in the judicial system. The focus is on solutions that can impact DMC including: changing policies and procedures, engaging local communities, increasing planning and training efforts, and identifying available resources.

Substance Abuse Rehabilitation Alternatives to Confinement — Ed Barnes

Are all youth getting the same opportunity for rehabilitation within the juvenile justice system? This workshop will explore extending substance abuse treatment to minority youth as a viable strategy to reduce DMC. This workshop will provide a special emphasis on employing culturally competent models of service.

Programmatic Approach to Reducing Confinement — Patricia Parker

This workshop will present an approach for agencies to understand the sentiment of minority communities regarding the over-representation of minority youth in confinement facilities. Participants will work to develop programmatic solutions that can garner support at multiple levels and reduce DMC.

Navigating the Juvenile Justice System — Warren Morrow

(Youth Friendly Workshop) The Latino Leadership Project (LLP) will facilitate a discussion among a panel of individuals who may have contact with the juvenile justice system. Panelists will discuss strategies such as youth mentoring and community organizing.

Applying Research to Practice for Reducing Minority Confinement — Mike Leiber

Research findings regarding the assessment phase of addressing disproportionate minority confinement in Iowa will be reviewed. The intervention stage for DMC and links to current research data and practice will be discussed.

Privilege, Power and its Effects on Iowa's Young Women — Diane Finnerty

Making the commitment to provide leadership in developing lasting commitment to girls of all racial/ethnic backgrounds, requires us to understand how issues of culture and identity affect the lives of our girls/young women, as well as, ourselves. This presentation will explore the development of culturally competent programs, including an exploration of the obstacles, such as white privilege, which affect the vision and realities of the girls we want to serve, as well as, the service providers poised to help.

WORKSHOP DESCRIPTIONS: Friday: 9:30 am to 10:45 am

Bringing People to the Table to Help Iowa's Minority Youth — John-Paul Chaisson-Cardenas

(Youth Friendly Workshop) Focus of this session will be the coalition building skills needed when governmental departments, community organizations and other stakeholders join forces to deal with difficult community issues like disproportionate minority confinement. A special emphasis will be given to community involvement, goal setting, resource development, leadership development, and public awareness campaigns.

Extending Mental Health Care as a Strategy to Reduce DMC — Salome Raheim

This workshop will focus on extending mental health care for minority youth as a viable strategy to reduce DMC. Particular attention will be given to issues of access, availability, utilization and cultural competence.

Disproportionate Minority Confinement Committee & Conference Planning Committee

Dr. Michael Leiber, Presiding, University of Northern Iowa, Department of Sociology
Devon Binion, 7th Judicial District Juvenile Court Services, Davenport, Iowa
John-Paul Chaisson-Cardenas, Training & Technical Assistance Director, National Resource Center for Family Centered Practice
Kim Cheeks, Iowa Commission on the Status of African Americans, Des Moines, Iowa
David Farley, Executive Director, Native Family Resource Center, Sioux City, Iowa
David Kuker, Criminal and Juvenile Justice Planning, Des Moines, Iowa
Dick Moore, Director, Criminal and Juvenile Justice Planning, Des Moines, Iowa
Elizabeth Salinas-Newby, Commission on Latino Affairs, Iowa Dept of Human Rights
Sarah Nash, Marketing Director, National Resource Center for Family Centered Practice
Amy Ostrander-Croll, Criminal and Juvenile Justice Planning, Des Moines, Iowa
Carl Smith, Drake University, Resource Center for Issues in Special Education
Allison Fleming, Des Moines, Iowa
Jerry Young Bear, Tama, Iowa
Bob Greenlee, Shell Rock, Iowa
Denise Hotopp, Decat Coordinator, Des Moines, Iowa
Warren Morrow, Latino Leadership Project, Des Moines, Iowa
Stephan Pearson, Assistant Chief Juvenile Court Officer, Sioux City, Iowa
Sara Peterson, North Iowa Juvenile Detention Center, Waterloo, Iowa
Brad Richardson, Associate Research Scientist, National resource Center for Family Centered Practice
Lori Rinehart, Young Women's Resource Center, Des Moines, Iowa
Eric Sage, Criminal and Juvenile Justice Planning, Des Moines, Iowa
Marvin Spencer, Juvenile Court Services, First District, Waterloo, Iowa
John Spinks, PACE Juvenile Justice Center, Des Moines, Iowa
Christine Taylor, Commission on Latino Affairs, Iowa DHR, Des Moines, Iowa
Miguel Trevino, 7th Judicial District Juvenile Court Services, Davenport, Iowa
Ruth White, Division on the Status of African Americans, Des Moines, Iowa

Presenter Biographies:

Edward Barnes, MSW, is Director of Community Services at Employee and Family Resources, a private nonprofit organization located in Iowa and California. Mr. Barnes is a licensed social worker, state certified Substance Abuse Assessment Counselor, a certified HIV/AIDS educator, and has been a Contracted Trainer for the State of Iowa, as well as a Contracted Trainer for the National Institute of Drug Abuse (NIDA).

John-Paul Chaisson-Cardenas, MSW, is Training and Technical Assistance Director for the National Resource Center for Family Centered Practice (NRC/FCP) and the Institute for the Support of Latino/a Families and Communities (ISLFC) at the University of Iowa. Mr. Chaisson-Cardenas provides training and technical assistance to governmental agencies, community organizations and social service systems across the United States, Mexico, Canada and Central America.

Denise Denton is a Certified Prevention Specialist with Youth and Shelter Services, Inc. in Ames, Iowa and has worked with youth and communities in the area of substance abuse and prevention for over twenty-five years. She speaks and trains throughout the state each year on a variety of issues including stress and suicide, juvenile justice, self-esteem and youth development.

Judge Larry J. Eisenhower was appointed to the Iowa Court of Appeals in 2001. After graduating from Drake law school, he practiced law privately and served as a juvenile referee from 1985-1993. Judge Eisenhower was appointed to the district court bench in 1994. He is a member of Polk County and Iowa State Bar Association and the National Council of Juvenile Court Judges.

William Feyerherm, Ph.D., has long been engaged in the study of disparities in treatment within the juvenile justice system. In 1987 he and his colleague Carl Pope completed a comprehensive review of literature and program models for the OJJDP, and subsequently was selected to provide technical assistance & leadership to five pilot states to make special efforts in the area of over-representation. He is also involved with the Casey Foundation funded detention reform efforts in Multnomah County as a member of the Local Public Safety Council and the Juvenile Justice Council.

Diane Finnerty is Diversity Resources Coordinator for the University of Iowa Office of Affirmative Action, and adjunct faculty in the Henry B. Tippie College of Business. She brings many years of experience as an educator, activist and private consultant focusing on issues of sexual/gender violence, white privilege and racial identity development, heterosexism and sexual identity development and cross-cultural competency.

Honorable Ernestine Steward Gray has worked with the Baton Rouge Legal Aid Society, the Attorney General of the State of Louisiana and the United States Equal Employment Opportunity Commission. She was elected to the Orleans Parish Juvenile Court bench in 1984 where she still serves. Judge Gray has been very involved with the National Council on Juvenile and Family Court Judges, American Judges Association, Louisiana Council of Juvenile and Family Court Judges, National Association of Women Judges, American Bar Association, CASA, and many other committees around juvenile offenders and permanency planning.

Heidi Hsia, Ph.D., has worked as a clinician and administrator in the fields of juvenile justice, community mental health, and victim services in Montgomery County, Maryland as well as a consultant to the Federal Office of Minority Health and the American Psychological Association on issues such as minority and adolescent health, victimization, and violence prevention. Dr. Hsia joined the Office of Juvenile Justice Prevention in 1996 and is the manager for the Title V Community Prevention Grants and the Challenge Grants program. She is also Disproportionate Minority Confinement Coordinator for the Formula Grants program.

Miriam Landsman, Ph.D., is Executive Director of the National Resource Center for Family Centered Practice, Assistant Professor of Social Work at the University of Iowa, and Principal Investigator for the Disproportionate Minority Confinement Resource Center. Dr. Landsman has directed multi-state research projects, statewide evaluations, and evaluations of community-based programs and interagency collaboratives across a variety of service systems including child welfare, corrections, education, substance abuse, community action, and maternal and child health.

Michael J. Leiber, Ph.D., is a professor in the Department of Sociology/Anthropology and Criminology and the director of the Sociology Graduate Program at the University of Northern Iowa. Dr. Leiber has published and presented on issues related to juvenile delinquency, juvenile justice, and race/ethnicity. Dr. Leiber also conducted a study on race and juvenile justice decision making in Iowa. He serves on the State of Iowa's Governor's Juvenile Justice Advisory Group, Chairs the DMC Committee, and serves as a consultant for OJJDP.

Jon McCaine, Ph.D., currently serves as the Senior Vice President and National Clinical Director for Youth Services International. He is responsible for the design and oversight of developmental programs for high-risk children and adolescents across the country in residential and community based services. He is the recipient of the Attorney General's Distinguished Service Award for Family Violence Prevention and Education, the Martin Luther King Memorial Reward for Community Service and Education and was a panel member for the CBS news special on Children and Violence hosted by Dan Rather.

Warren Morrow is Director of the Latino Leadership Project (LLP), an organization whose mission is to provide educational and leadership programs that promote social change in Latino communities. Mr. Morrow has served the Iowa community by involving hundreds of Latino students in programs and by serving in various advocacy roles, including the Lt. Governor's Diversity Committee, chairing a Latino Community Advisory Committee to the Des Moines Public Schools, and co-chairing a Wraparound committee for improving services to Latino adolescents and their families.

Patricia Parker is a Training Associate at the National Resource Center for Family Centered Practice with over twenty years of experience working in human services and conducting workshops. Ms. Parker has expertise in family centered practice, child welfare, case management and supervision, diversity and spirituality in family centered practice, and services to drug and alcohol affected families. Ms. Parker also has expertise in "wrap around" models and services to incarcerated individuals and their families. Ms. Parker is also an ordained minister and brings a refreshing and energized spirituality to her presentations.

Charles L. Perez, Ed.D., is currently the Child Welfare Manager, Colorado Department of Human Services, Office of Child and Family Services, Division of Child Welfare. For more than 20 years, Charles provided direct services in Colorado's public sector working with children, adolescents, and their families. His

activity on national and community boards has included the Board of Directors for the National Association on Family Based Services, Colorado Chapter of the Federation of Families for Children's Mental Health, The Colorado Child and Adolescent Mental Health Coalition, Urban Peak, and the Colorado Family Resource Network.

Salome Raheim, Ph.D., ACSW, is Associate Professor and Director of The University of Iowa School of Social Work. She earned a Bachelor of Social Work degree from Bowie State College, an historically black college in Maryland. She earned the M.S.W. degree at the National Catholic School of Social Service, Catholic University, Washington, D.C. and a Ph.D. in Communication Studies at The University of Iowa. Prior to her career in social work education, Dr. Raheim served as a psychiatric social worker in a community mental health center in Maryland. Dr. Raheim's scholarship focuses on cultural competence and economic empowerment. Her most recent publication is "Cultural Competence: A Requirement for Empowerment Practice" in *Pathways to Power: Readings in Contextual Social Work Practice*, Michael O'Melia and Karla Miley, Editors, Boston, Allyn & Bacon, 2002.

Brad Richardson, Ph.D., is Associate Research Scientist at the National Resource Center for Family Centered Practice, Adjunct Associate Professor at the University of Iowa School of Social Work, and Project Director for the DMC Resource Center. Dr. Richardson has directed numerous research and evaluation projects, statewide evaluation projects, and has provided training and technical assistance on data management, outcome evaluation, and research throughout the U.S. He has provided training on how to monitor outcomes and given presentations on utilizing outcome measures and evaluation results to improve program performance.

Ben Stone, Esq. is the Executive Director of the Iowa Civil Liberties Union, the fifth-oldest ACLU affiliate in the nation. Previously, he was an associate attorney with Parrish, Kruidenier, Moss, Dunn and Montgomery in Des Moines, and Executive Director of United Students of Iowa, a statewide student advocacy association representing the students at ISU, the U of I, and UNI. Mr. Stone has periodically practiced as a court appointed criminal defense attorney. He has taught legal courses at Des Moines Area Community College, Simpson College, and Drake University.