

State of Iowa

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



School of Social Work



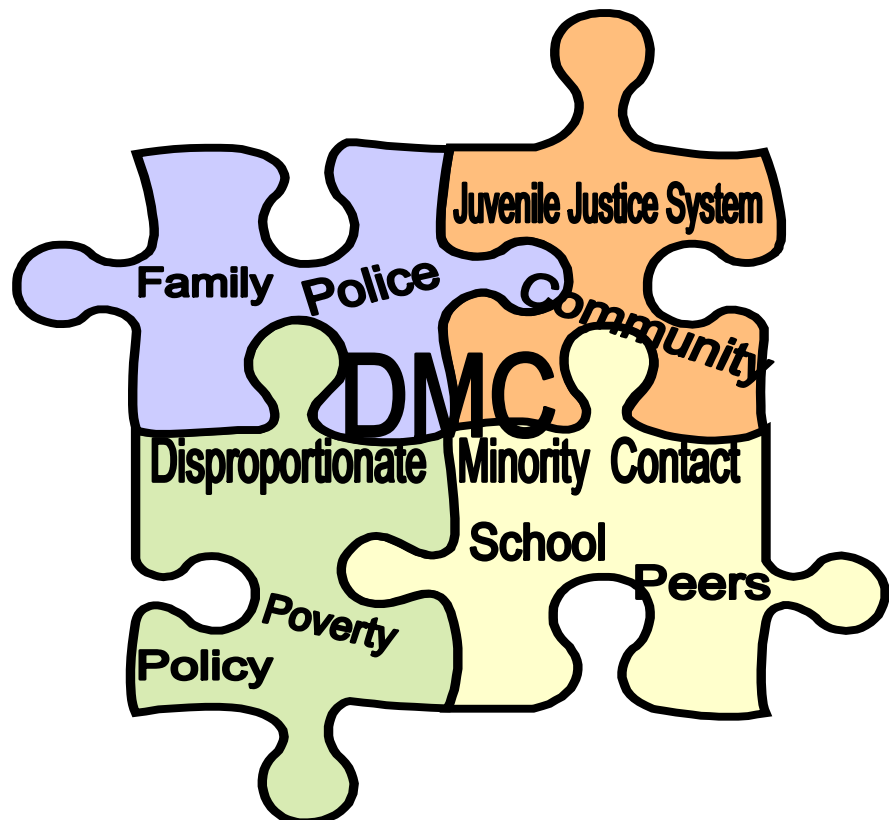
National Resource Center
for Family Centered Practice

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

*Third Annual
DMC Resource Center Conference
&
Iowa Juvenile Court
Services Association Conference*

December 1-3, 2004
Downtown 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 two decades, originated in 1978 as the National Clearinghouse for Home Based Family Centered Services. At that time the Clearinghouse provided staff training and collected and disseminated information about innovative child welfare programs that used in-home service approaches. In 1981, the Clearinghouse became the National Resource Center on Family Based Services and expanded its scope to include technical assistance, more extensive training programs, research on family centered child welfare programs, and specialized information services. In 1994, the Center was funded as the National Resource Center for Family Centered Practice through a Cooperative Agreement with the Children's Bureau of the U.S. Department of Health and Human Services to assist states, federal regions, and localities with implementing the requirements of the Family Preservation and Support Services Program.

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

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

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.

SCHEDULE

Wednesday, December 1, 2004

| | | |
|------------------------------|--|-------------------------|
| 8:00 a.m. - 9:00 a.m. | REGISTRATION OPEN-CONTINENTAL BREAKFAST | <i>12TH FLOOR HALL</i> |
| 9:00 a.m. - 5:00 p.m. | IJCSA TRAINING INSTITUTE Robert Barnoski, Washington State Institute for Public Policy Laura Roeder-Grubb, Iowa Court Information System Howard Snyder, National Center for Juvenile Justice | <i>TOP OF THE TOWER</i> |
| | NRC TRAINING INSTITUTE: STRENGTH BASED CULTURALLY COMPETENT APPROACH TO REDUCING DMC Patricia Parker, University of Iowa, National Resource Center for Family Centered Practice | <i>NORTH VIEW</i> |
| 12:00 p.m. | LUNCH | <i>TOP OF THE TOWER</i> |

Thursday, December 2, 2004

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| 8:00 a.m. - 9:00 a.m. | REGISTRATION OPEN-CONTINENTAL BREAKFAST | <i>12TH FLOOR HALL</i> |
| 9:00 a.m. - 12:00 p.m. | OPENING PLENARY: DMC & MYFI Brad Richardson & Patricia Parker, DMC Conference & Minority Youth & Families Initiative | <i>TOP OF THE TOWER</i> |
| | DMC EFFORTS IN IOWA: FEDERAL PERSPECTIVE Heidi Hsia, Office of Juvenile Justice & Delinquency Prevention | |
| | KEYNOTE: LINKING CHILD WELFARE & JUVENILE JUSTICE Shay Bilchik, Child Welfare League of America | |
| | SPECIAL SESSION: OVER-REPRESENTATION AMONG NATIVE AMERICAN CHILDREN & YOUTH Terry Cross, National Indian Child Welfare Association | |
| 12:00 p.m. - 1:15 p.m. | LUNCH (ON YOUR OWN) | |
| 1:15 p.m. - 2:45 p.m. | CONCURRENT SESSIONS I | |
| <i>Title:</i> | <i>ELIMINATING THE ACHIEVEMENT GAP</i> | <i>NORTH VIEW</i> |
| <i>Presenter:</i> | Linda Lane, Des Moines Public Schools | |
| <i>Moderator:</i> | Lori Rogerson | |
| <i>Host:</i> | Natalie Anderson | |

Title: *LOST IN TRANSLATION: PROVIDING EQUAL ACCESS* *DES MOINES WEST*
Presenter: John-Paul Chaisson-Cárdenas, Division of Latino Affairs
Moderator: Rose Vasquez
Host: Diane Finnerty

Title: *EFFECTIVE USE OF THE WASHINGTON STATE JUVENILE COURT ASSESSMENT* *TOP OF THE TOWER*
Presenter: Robert Barnoski, Washington State Institute for Public Policy
Moderator: Dave Huff
Host: Miriam Landsman

Title: *UNDERSTANDING RELATIVE RATE CALCULATIONS OF DMC* *DES MOINES EAST*
Presenter: Howard Snyder, National Center for Juvenile Justice
Moderator: Dave Kuker
Host: Marvin Spencer

Title: *STATE DMC COORDINATORS & CHILD WELFARE ADMINISTRATORS* *ROOM 1009*
Presenters: Anna Lopez, Colorado DMC Coordinator
Charles Perez, Colorado Division of Child Welfare
Brad Richardson, Iowa DMC Resource Center & Minority Youth & Families Initiative
Phil Rangsuebsin, Wisconsin DMC Coordinator
Moderator: Heidi Hsia
Host: Barry Bennett

2:45 p.m. - 3:00 p.m. **BREAK**

3:00 p.m. - 4:30 p.m. **CONCURRENT SESSIONS II**

Title: *EQUAL JUSTICE FOR ALL: USE OF INTERPRETERS IN THE FIELD* *DES MOINES WEST*
Presenter: Mark Prosser, Storm Lake Public Safety
Moderator: Dave Kuker
Host: John Wauters

Title: *REDO THE DO: WHY TRADITIONAL JUVENILE JUSTICE PROGRAMS FAIL AFRICAN-AMERICAN YOUTH* *TOP OF THE TOWER*
Presenter: Terry Stevens, Family Service League
Moderator: Diane Finnerty
Host: Patricia Parker

Title: *DMC RESEARCH: INTENSIVE CASE ANALYSIS* *ROOM 1009*
Presenter: Michael Leiber, University of Northern Iowa
Moderator: Miriam Landsman
Host: Charles Grigsby

Title: *RESEARCH ON RESILIENCY IN AFRICAN-AMERICAN FAMILIES* *NORTH VIEW*
Presenter: Carolyn Cutrona, Iowa State University
Moderator: Brad Richardson
Host: Kittie Weston-Knauer

Title: *WORKING WITH AFRICAN-AMERICAN MALES* *DES MOINES EAST*
Presenter: Uriah McGee, PACE Juvenile Justice Center
Moderator: John Spinks
Host: Charles Perez

4:30 p.m. - 6:30 p.m. **EVENING PLENARY (BUFFET PROVIDED)** *TOP OF THE TOWER*
PERFORMANCE BY THE ISISERETTES
Ruth White, Director, Iowa Department of Human Rights
Kevin Concannon, Director, Department of Human Services
Charles Perez, Colorado Division of Child Welfare
Anna Lopez, Colorado DMC Coordinator

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

Friday, December 3, 2004

8:00 a.m. - 11:00 a.m. **REGISTRATION OPEN- CONTINENTAL BREAKFAST** *12TH FLOOR HALL*

8:00 a.m. - 8:45 a.m. Lt. Governor Sally Pederson

8:45 a.m. - 10:00 a.m. **JUVENILE DETENTION ALTERNATIVES INITIATIVE**
Bart Lubow, Annie E. Casey Foundation

10:00 a.m. - 10:15 a.m. Break

10:15 a.m. - 11:45 a.m. **CONCURRENT SESSIONS III**

Title: *FAMILIES AND SCHOOLS TOGETHER (FAST)* *TOP OF THE TOWER*
Presenter: Lynn McDonald, University of Wisconsin
Moderator: Patricia Parker
Host: Miriam Landsman

Title: *OVER-REPRESENTATION AMONG NATIVE AMERICAN CHILDREN/YOUTH* *DES MOINES EAST*
Presenter: Terry Cross, National Indian Child Welfare Association
Moderator: Connie Bear King
Host: Stephan Pearson

Title: *TURNING THE CORNER: COMMUNITY PARTNERSHIPS FOR A STRONGER & MORE INCLUSIVE IOWA* **ROOM 1009**

Presenters: Wayne Ford, Urban Dreams
Diane Finnerty, National Resource Center for Family Centered Practice

Moderator: Marvin Spencer

Host: Charles Grigsby

Title: *COMMUNITY INITIATED PREVENTION INTERVENTION EFFORTS* **DES MOINES WEST**

Presenters: Joe Gonzalez, Des Moines Police Department
Vince Valdez, Des Moines Police Department

Moderator: Cecil Brewton

Host: Ed Barnes

Title: *IMPLEMENTING MULTIPLE INITIATIVES IN WOODBURY & POLK COUNTIES* **NORTH VIEW**

Presenters: Todd Hensley, District Associate Judge, Judicial Branch
Roxanne Gould, Iowa Department of Human Services
Denise Hotopp, Polk County Decategorization
Vernon Johnson, PACE Juvenile Center

Moderator: Julia Kleinschmit-Rembert

Host: Barry Bennett

12:00 p.m. - 2:30 p.m. **DMC/MYFI CLOSING PLENARY & LUNCHEON (PROVIDED)** **TOP OF THE TOWER**
Richard Moore, Criminal and Juvenile Justice Planning
Mary Nelson, Iowa Department of Human Services
Jon McCaine, Youth Services International
Salome Raheim, University of Iowa School of Social Work

SCHEDULE AT A GLANCE

WEDNESDAY, DECEMBER 1

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| Session: Presenter(s): | 9:00 a.m. - 5:00 p.m. IJCSA TRAINING INSTITUTE Robert Barnoski, Laura Roeder-Grubb, Howard Snyder IJCSA Business Meeting immediately follows the Institute | TOP OF THE TOWER |
| Session: Presenter(s): | NRC TRAINING INSTITUTE: STRENGTH BASED CULTURALLY COMPETENT APPROACH TO REDUCING DMC Patricia Parker | NORTH VIEW |

THURSDAY, DECEMBER 2

| | | |
|---|--|-------------------------|
| CONCURRENT SESSIONS I—1:15 p.m. - 2:45 p.m. | | |
| Session: Presenter(s): Moderator: Host: | ELIMINATING THE ACHIEVEMENT GAP Linda Lane Lori Rogerson Natalie Anderson | NORTH VIEW |
| Session: Presenter(s): Moderator: Host: | LOST IN TRANSLATION: PROVIDING EQUAL ACCESS John-Paul Chaisson-Cardenas Rose Vasquez Diane Finnerty | DES MOINES WEST |
| Session: Presenter(s): Moderator: Host: | EFFECTIVE USE OF THE WASHINGTON STATE JUVENILE COURT ASSESSMENT Robert Barnoski Dave Huff Miriam Landsman | TOP OF THE TOWER |
| Session: Presenter(s): Moderator: Host: | UNDERSTANDING RELATIVE RATE CALCULATIONS OF DMC Howard Synder Dave Kuker Marvin Spencer | DES MOINES EAST |
| Session: Presenter(s): Moderator: Host: | STATE DMC COORDINATORS & CHILD WELFARE ADMINISTRATORS Anna Lopez, Charles Perez, Brad Richardson, Phil Rangsubsin Heidi Hsia Barry Bennett | ROOM 1009 |
| CONCURRENT SESSIONS II—3:00 p.m. - 4:30 pm | | |
| Session: Presenter(s): Moderator: Host: | EQUAL JUSTICE FOR ALL: USE OF INTERPRETERS IN THE FIELD Mark Prosser Dave Kuker John Wauters | DES MOINES WEST |
| Session: Presenter(s): Moderator: Host: | REDO THE DO: WHY TRADITIONAL JUVENILE JUSTICE PROGRAMS FAIL AFRICAN-AMERICAN YOUTH Terry Stevens Diane Finnerty Patricia Parker | TOP OF THE TOWER |

SCHEDULE AT A GLANCE

| | | |
|---|--|-------------------------|
| Session: Presenter(s): Moderator: Host: | DMC RESEARCH: INTENSIVE CASE ANALYSIS Michael Leiber Miriam Landsman Charles Grigsby | ROOM 1009 |
| Session: Presenter(s): Moderator: Host: | RESEARCH ON RESILIENCY IN AFRICAN-AMERICAN FAMILIES Carolyn Cutrona Brad Richardson Kittie Weston-Knauer | NORTH VIEW |
| Session: Presenter(s): Moderator: Host: | WORKING WITH AFRICAN-AMERICAN MALES Uriah McGee John Spinks Charles Perez | DES MOINES EAST |
| FRIDAY, DECEMBER 3 | | |
| CONCURRENT SESSIONS III—10:15 a.m. - 11:45 a.m. | | |
| Session: Presenter(s): Moderator: Host: | FAMILIES AND SCHOOLS TOGETHER (FAST) Lynn McDonald Patricia Parker Miriam Landsman | TOP OF THE TOWER |
| Session: Presenter(s): Moderator: Host: | OVER-REPRESENTATION AMONG NATIVE AMERICAN YOUTH Terry Cross Connie Bear King Stephan Pearson | DES MOINES EAST |
| Session: Presenter(s): Moderator: Host: | TURNING THE CORNER: COMMUNITY PARTNERSHIPS FOR A STRONGER & MORE INCLUSIVE IOWA Wayne Ford & Diane Finnerty Marvin Spencer Charles Grigsby | ROOM 1009 |
| Session: Presenter(s): Moderator: Host: | COMMUNITY INITIATED PREVENTION INTERVENTION EFFORTS Joe Gonzalez & Vince Valdez Cecil Brewton Ed Barnes | DES MOINES WEST |
| Session: Presenter(s): Moderator: Host: | IMPLEMENTING MULTIPLE INITIATIVES IN WOODBURY & POLK COUNTIES Todd Hensley, Roxanne Gould, Denise Hotopp, Vernon Johnson Julie Kleinschmit-Rembert Barry Bennett | NORTH VIEW |
| 12:00 p.m. - 2:30 p.m. | | |
| CLOSING PLENARY & LUNCHEON (PROVIDED) | | |
| TOP OF THE TOWER | | |

THURSDAY: 1:15 P.M. TO 2:45 P.M.

Eliminating the Achievement Gap

The session will cover the use of classroom, school and district data to learn more about the achievement gap. Board, district and school responsibilities to address the gap will be discussed. Community resources and the role of parents will also be discussed in examining issues, needs and strategies both inside the classroom and outside the classroom. Information will be provided on resources available at the national level to assist districts and learn more about the achievement gap and some exemplary districts having success will be reviewed.

Presenter: Linda Lane

Lost in Translation: Providing Equal Access

Workshop will use hands-on exercises in combination with touching personal experiences and current research in order to introduce participants to issues affecting translation and interpretation in Iowa. Special emphasis will be placed on using interdisciplinary models and interventions that promote linguistically and culturally appropriate services for Latino persons. A second area of emphasis will be HF2441: The Interpreters Law and other current initiatives which are being sponsored by the Iowa Division of Latino Affairs.

Presenter: John-Paul Chaisson-Cárdenas

Effective Use of the Washington State Juvenile Court Assessment

This session is designed to provide practical experience with the incorporation of an assessment tool in the decision making process using a research based instrument.

Presenter: Robert Barnoski

Understanding the Relative Rate Calculations of DMC

Calculation of over-representation has undergone recent revision. New calculations include relative rates for comparing minority youth over-representation with white youth rates at each point of contact in the juvenile justice system. This session will provide an understanding of the calculations at the national, state and local level and the implications for practice.

Presenter: Howard Snyder

DMC Coordinators & Child Welfare Administrators

DMC Coordinators from the Midwest region (e.g., Wisconsin, Iowa, Colorado) and Child Welfare administrators from Colorado and Iowa, along with the federal program specialist from the Office of Juvenile Justice and Delinquency Prevention will discuss over-representation and the current state of DMC reduction efforts, joint child welfare and juvenile justice initiatives, and the future for efforts to eliminate disparity in the child welfare and juvenile justice systems.

Facilitator: Heidi Hsia

THURSDAY: 3:00 P.M. TO 4:30 P.M.

Equal Justice for All: Use of Interpreters in the Field

Policing in a diverse community - Storm Lake, Buena Vista County. This session will provide a brief history of Storm Lake's recent evolution into a rich, diverse community and how the community, via trial and error, learned to provide services in an extremely diverse setting where language barriers created some of the biggest challenges.

Presenter: Mark Prosser

Redo the Do: Why Traditional Juvenile Justice Programs Fail African American Youth

The intent of the presentation is 1) promote cultural competency as the way to understanding African American youth and 2) to bring professionals up to speed on alternative ways to positively reach African-American youth and reduce their involvement in the system by embracing their culture. Many problems that exist in current juvenile justice programs lie in facing the challenge of understanding the complexity of the African-American youth culture. One consequence is that the design and implementation of programs often prohibits the successful navigation through the juvenile justice system and transition back into the community.

Presenter: Terry Stevens

DMC Research: Intensive Case Analysis

Results and findings from extensive DMC research in several counties in Iowa will be presented. Dr. Lieber will provide historical background on research on over-representation in Iowa and will review research conducted to date along with his most recent studies in three counties in Eastern Iowa.

Presenter: Michael Leiber

Research on Resiliency in African-American Families

African American youth and families have many strengths that enable them to deal effectively with the stresses of poverty, racial discrimination, and other stressors. Iowa State University is conducting a long-term study of over 800 African American families, half in Iowa and half in Georgia. Results of this study will be presented regarding factors that promote good outcomes for youth and adults, including involvement in church activities, family cohesion, and commitment to education.

Presenter: Carolyn Cutrona

Working with African American Males

Years of working with African American youth have provided insight into how to most effectively provide interventions. This session will discuss model interventions for substance abuse and mental health issues specifically designed for work with African American male youth.

Presenter: Uriah McGee

FRIDAY: 10:15 A.M. TO 11:45 A.M.**Families and Schools Together (FAST)**

Families and Schools Together (FAST) is a multifamily group intervention designed to build protective factors for children (4 to 12 years old) and empower parents to be the primary prevention agents for their own children. Dr. Lynn McDonald developed FAST in 1988 to serve teacher-identified, at-risk 5- to 12-year-old elementary school youth and their families; however, universal recruitment is now the recommended strategy. A collaborative team of parents, trained professionals and school personnel recruit then deliver FAST program components to 5 to 25 families at a time. *Team members do not lecture at FAST, but structure highly participatory, research-based activities with turn taking, experiential learning, and parent support.* Since its beginnings in Madison, Wisconsin, the FAST program is now implemented regularly nationally in 45 U.S. states and internationally in five countries (Canada, Germany, Australia, Austria, and Russia). FAST has been identified as a science-based SAMHSA model program to prevent substance abuse and mental health problems (Schincke, 2003) and best practice family strengthening model program to prevent juvenile delinquency.

Presenter: Lynn McDonald

Over-Representation Among Native American Children/Youth

This presentation will examine the link between child maltreatment, delinquency and the disproportionate representation of Native Americans in both child welfare and juvenile justice. Current available data will be reviewed and the need for access to reliable data will be discussed. Participants will examine strategies to reduce maltreatment and unnecessary out of home placement both of which are strongly associated with future delinquency. The presenter will outline research and advocacy agendas that are developing or underway nationally to stimulate a national public policy dialog among tribal leaders and policy makers. An explanation of the key provisions of the Indian Child Welfare Act of 1978 (ICWA) in non-legal language and recommended performance steps for state, county, and tribal child welfare workers will be provided. In addition, general information about Native American and Alaskan Native cultures will be discussed. Both the act and handling of ICWA cases will be discussed.

Presenter: Terry Cross

Turning the Corner Together: Community Partnerships for a Stronger and More Inclusive Iowa

Indicators of “disproportionate over-representation” of youth of color in child welfare and juvenile justice, “achievement gaps” in educational environments, and health disparities present a challenging picture. This workshop will discuss a model for a statewide effort, coordinated by Urban Dreams, Inc., to bring together community organizations, public and private universities, business and education in collaboration to meet the challenges and opportunities in making this transition.

Presenters: Wayne Ford & Diane Finnerty

Community Initiated Prevention-Intervention Efforts

This workshop will provide a brief history of H.O.N.R.A. (Hispanic Outreach Neighborhood Resource Advocate), an outreach program working in neighborhoods in the City of Des Moines. Descriptions of work with newly arrived immigrants will be provided such as work with the Latino Community Orientation at Visitation Church and suggestions for what other agencies can do to better serve new immigrants will be discussed. The gang prevention and intervention programs the presenters provide address issues of violence and high drop out rates and work with Project Safe Neighborhood which includes churches, schools and intervention agencies such as Employee and Family Resources, Inc. The need to take into account language and cultural differences will be specifically addressed in the context of the population served.

Presenters: Joe Gonzalez and Vince Valdez

Multiple Initiatives to Reduce DMC

The Iowa counties of Polk and Woodbury have engaged in multiple initiatives to reduce the over-representation of minorities in the juvenile justice and child welfare systems. This session will describe those efforts and some of their successes to date. Lessons learned will also be discussed for other communities considering engaging in the implementation of similar initiatives.

Presenters: Judge Todd Hensley, Roxanne Gould, Vernon Johnson, Denise Hotopp

STAFF OF THE NATIONAL RESOURCE CENTER FOR FAMILY CENTERED PRACTICE

MIRIAM LANDSMAN, Ph.D., M.S.W., is Executive Director of the National Resource Center for Family Centered Practice and Assistant Professor of Social Work at the University of Iowa. Dr. Landsman has worked for the Center as a researcher, program evaluator, and technical assistance consultant for more than fifteen 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.



DEBBIE BLACK has been the Office Manager at the National Resource Center for Family Centered Practice for more than ten 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.



DIANE FINNERTY, M.S., is Director of Training for the National Resource Center for Family Centered Practice. Diane develops, coordinates, and presents educational programs for community organizations and social service agencies and also serves as Adjunct Lecturer for the University of Iowa. Areas of expertise include: leadership in a diverse society, international business, race/class/gender in the U.S., and study seminars on immigration and global economics in England and Mexico.

Prior to coming to the National Resource Center, Diane served as Diversity Resources Coordinator in the University of Iowa's Office of Equal Opportunity and Diversity, reporting to the Office of the President. She was responsible for overseeing the implementation of institution-wide diversity initiatives and civil rights education. Diane has numerous years experience working in administrative and direct service capacities in community-based organizations addressing issues of domestic violence, sexual assault, and women's health. Since 1981, she has consulted with community and business organizations on organizational and individual cultural competence, recruiting/retaining diverse staffs, gender and sexual harassment, sexual identity development, cross-cultural conflict resolution and mediation, and building alliances across difference. Contact information: diane-finnerty@uiowa.edu.



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



KIM NISSEN is Information/Publications Specialist for the National Resource Center for Family Centered Practice. Kim is responsible for all publication requests. In addition to answering/referring incoming calls and a variety of other duties, Kim is responsible for updating the Center's Training and Conference database and the Prevention Report newsletter list. She also handles re

quests for general information packets. Kim exhibits at national conferences to disseminate information on the many facets of the organization, and assists with special projects. Contact information: kimberly-nissen@uiowa.edu.



PATRICIA PARKER, M.S.W., is Senior 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. Contact information: pa_parker@msn.com.



BRAD RICHARDSON, Ph.D., is DMC Coordinator, Associate Research Scientist at the National Resource Center for Family Centered Practice and Adjunct Associate Professor at the University of Iowa School of Social Work. Dr. Richardson has directed numerous research and evaluation projects. He has provided training and technical assistance on data management, outcome measures, research and evaluation, performance monitoring of work with families and utilization of results of evaluations to promote and demonstrate effectiveness along with incorporating those results into program improvement strategies. Contact information: brad-richardson@uiowa.edu.



JEONG HEE RYU, B.A., is advanced practicum student and MSW candidate at the University of Iowa School of Social Work. Jeong Hee assists with data coordination, statistical analyses and report writing on evaluation projects. Her main areas of interest include community organizing, urban poverty, and minority children and families. Contact information: jeong-hee-ryu@uiowa.edu.



AARON SILANDER is a graduate student in Social Work at the University of Iowa. She worked for many years with young people in a psychiatric setting, and has been involved in ongoing community work related to substance abuse prevention and recovery. She has participated in community education and coalition building regarding LGBT issues in general, and substance recovery efforts involving this group, in particular. Currently she is completing a practicum in education and curriculum development at the National Resource Center for Family Centered Practice at the University of Iowa. Contact information: a-silander@uiowa.edu.



PRESENTER/HOST/MODERATOR BIOSKETCHES

Natalie Anderson, LMSW is a high school social worker at the Des Moines Public Schools Bridges Alternative School. Ms. Anderson has worked with high risk youth and families for a total of fifteen years and has worked for Des Moines schools for ten years. Ms. Anderson has been a trainer for the American Red Cross HIV/AIDS project and has also worked as an advocate at the Family Violence Center. Ms. Anderson received her Bachelors degree from Drake University and Masters Degree from the University of Iowa. Ms. Anderson is also a certified Family Development Specialist through the University of Iowa and is a member of the DMC Committee.

Ed Barnes currently serves as Executive Director of Willkie House, Inc., a child enrichment and youth development organization. Prior to accepting this position, Ed served as Director of Community Services at Employee and Family Resources, a private nonprofit organization. Ed is a licensed social worker, state certified Substance Abuse Assessment Counselor, a certified HIV/AIDS educator; and is a contracted trainer for the State of Iowa, and a contracted trainer for the National Resource Center for Family Centered Practice. Ed has lectured widely throughout the state and the country in a variety of forums focusing on issues pivotal to the promotion of health, wellness and spiritual well being of African American individuals and families, corporate culture and cultural diversity. A trained author of cultural diversity programming, Ed has presented this topic to several diverse audiences. Active in church and civic organizations, Ed also serves as adjunct professor at the University of Iowa School of Social Work, board member of the Iowa Civil Rights Advisory Rights Committee, board member of Heartland Area Education Association, member of the Governor's Advisory Committee on Substance Abuse, and as a member of the Iowa Practice Improvement Collaborative.

Robert Barnoski, Ph.D., is Senior Researcher with the Washington State Institute for Public Policy. He is the principal investigator on the validation of the Washington State Juvenile Court Assessment which is a risk assessment instrument for juveniles. Dr. Barnoski has conducted extensive research on criminal sentencing laws and prison capacity, and statewide sentencing guidelines which are used by judges in sentencing adult felons. Dr. Barnoski has been working with the Division of Criminal and Juvenile Justice Planning through the Office of Juvenile Justice and Delinquency Prevention assisting with the implementation of a detention screening tool to reduce over-representation of minorities in the juvenile justice system and to provide a more complete assessment for the Iowa's juvenile court services system.

Connie R. Bear King, an enrolled member of the Standing Rock Sioux Tribe, is Executive Director of the Sioux City Office of Indian Education in Sioux City, Iowa. As Director of the Indian Education Office, Ms. Bear King oversees a nonprofit organization that provides services to meet the special educational needs of American Indian students attending public schools in Sioux City. In addition to directing the Sioux City Office of Indian Education, Ms. Bear King serves in a variety of national, regional, state, and community leadership positions. Ms. Bear King was elected to the board of the National Association for Community Mediators. By appointment of Iowa Governor Thomas Vilsack, with confirmation by the Iowa Senate, Ms. Bear King serves on the nine-member Child Advocacy Board (CAB). The CAB oversees The Court Appointed Special Advocates (CASA) and the Iowa Citizen Foster Care Review Board (ICFCRB) programs. Her committee memberships include the Steering Committee for the Community Initiative for Native Children and Families in Sioux City and the Administration for Children-Region VII Permanency Meetings. She also serves as Vice President and Member of the Board of Directors of the Native Family Resource Center in Sioux City and is a member of the DMC Committee.

Barry Bennett is a Program Planner with the Iowa Department of Human Services Division of Behavioral, Developmental, and Protective Services. He is the policy specialist for the Department's family centered services and family preservation programs and is the Department's representative on the CJP Disproportionate Minority Contact Committee. Mr. Bennett has a BSW degree from the University of Northern Iowa and has over 30 years of child welfare work experience as a caseworker, supervisor, and policy specialist. Barry serves on the DMC Committee.

Shay Bilchik, J.D., is President and CEO of the Child Welfare League of America. Throughout his career, Mr. Bilchik has been involved in drafting key juvenile justice and child abuse legislative proposals, as well as authoring many articles and opinion pieces on children's issues. Mr. Bilchik travels extensively around the country participating in member forums on child welfare issues and delivering keynote addresses to national and state organizations, always carrying the message that children must be made a priority in our society. He has received numerous awards for his tireless advocacy. Mr. Bilchik earned his B.S. and J.D. degrees from the University of Florida. Mr. Bilchik came to CWLA from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) in the U.S. Department of Justice. Prior to serving as OJJDP Administrator from 1994-2000, he served the Department as Associate Deputy Attorney General. At OJJDP, he focused on developing policies and programs that supported efforts to reduce juvenile offending and victimization. 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 for Administration. As Chief Assistant, he had supervisory authority over all child protection and juvenile delinquency related activities. In this capacity, he established and had oversight responsibility for the Child Advocacy Center, a multidisciplinary intake unit for child abuse cases.

Cecil H. Brewton III, is the Principal of Longfellow Elementary in Des Moines, Iowa. Cecil grew up in Des Moines and attended the Des Moines Public Schools. He has worked in education for 32 years, most of which has been in schools of "high need" and has worked with students through high school.

John-Paul Chaisson-Cárdenas, M.S.W., is an immigrant from Guatemala, Central America. He is currently the appointed **Administrator** of the Iowa Division of Latino Affairs in the Department of Human Rights. Before his appointment he was the Training and Technical Assistance Director at the National Resource Center for Family Centered Practice (NRC/FCP) and the Executive Director of the Institute for the Support of Latino/a Families and Communities (ISLFC) at the University of Iowa. John-Paul has developed, coordinated and presented training and technical assistance for educational institutions, governmental agencies, community organizations, businesses, health organizations and social service systems across the United States, Mexico, Canada and Central America. His areas of expertise are Cultural Competence, Community Development and Strength Based Family Centered Practice. John-Paul is also adjunct faculty at the University of Iowa School of Social Work where he teaches graduate level classes such as: Latino Culture and Immigration to the United States, Family Development and Discrimination, and Oppression and Diversity. John-Paul serves on the DMC Committee.

Terry L. Cross, MSW, ACSW, LCSW (Seneca Nation) is an enrolled member of the Seneca Nation of Indians and is the developer and founder of the National Indian Child Welfare Association. He is the author of the *Heritage and Helping*, curriculum for tribal child welfare staff, *Positive Indian Parenting*, and *Cross-Cultural Skills in Indian Child Welfare*. He also co-authored "Toward a Culturally Competent System of Care" published by Georgetown University, Child Development Center. He has 32 years of experience in child welfare, including 10 years working directly with chil-

dren and families. He served on the faculty of Portland State University School of Social Work for 15 years. He has directed the Indian Child Welfare Association since its founding in 1983 and has traveled to make presentations internationally in relation to child welfare, children's mental health and cultural competence.

Carolyn Cutrona, received her Ph.D. from UCLA in Clinical Psychology in 1981. She served on the faculty at the University of Iowa until 1992 then moving to the Department of Psychology at Iowa State University. She currently serves as the Director of the Institute for Social and Behavioral Research at Iowa State University. Dr. Cutrona's research centers on factors that enable people who are under stress to deal effectively with adversity and to maintain positive mental health. She is currently the principal investigator on a multi-million dollar project funded by the National Institutes of Health to examine stress and coping among African American families in Iowa and Georgia.

Diane Finnerty, M.S., is Director of Training at the National Resource Center for Family Centered Practice. In this position, Diane develops and coordinates educational programs for non-profit, business, and social service organizations throughout the United States. Diane has a strong background in community-based services having worked in the areas of domestic violence, sexual assault intervention and prevention, and women's healthcare and since 1981 has consulted with organizations on issues of cultural competence and organizational development. Prior to coming to the National Resource Center, Diane served as Diversity Resources Coordinator in the University of Iowa's Office of Equal Opportunity and Diversity, which is charged with overseeing the implementation of institution-wide diversity initiatives and civil rights education. Diane also serves as Adjunct Lecturer at the University of Iowa, teaching subjects that include: leadership in a diverse society, race/class/gender in the U.S., international business, and study seminars on immigration and global economics in England and Mexico.

Wayne Ford is the Executive Director and Founder of Urban Dreams, Inc. Founded in 1985, Urban Dreams provides a wide range of human service programs to Des Moines inner city residents. In 1996 Mr. Ford was elected to the Iowa State Legislature as Representative for House District 71. Mr. Ford is currently the only minority in the state's legislature and is only the tenth African-American elected to the legislature in the history of the state. He attended Drake University in Des Moines, Iowa, where he earned a Bachelor's degree in Education. In 1984, Mr. Ford founded and organized the Brown & Black Presidential Forum, the only minority presidential forum in America.

Sergeant Joe Gonzalez of the Des Moines Police Department was born in Yurecuaro, Michoacan, Mexico, and immigrated to the United States in 1957. Sergeant Gonzalez began his career as a Police Cadet in November of 1971 as one of the first Latino officers on the department. He graduated from the Des Moines Police Regional Academy in June of 1975 and has served for more than 30 years with the department. During his tenure he has been assigned to the Narcotics Unit, Tactical Unit, Patrol Section, and H.O.N.R.A (Hispanic Outreach Neighborhood Resource Advocate). He has been involved with H.O.N.R.A. since its beginning in December of 2000. The program was started to work with the Hispanic community on issues affecting them.

Roxanne Gould is the Community Liaison for the Iowa Department of Human Services, Sioux City Service Area, which is 14 counties in north-west Iowa. She has been with the Department since 1977, with experience as a caseworker, policy specialist, project manager and now community liaison. Roxanne is a member of the Community Initiative for Native Children and Families in Woodbury County, and is currently a member of the planning committee for an October 29 conference in Sioux City - "*ICWA-25 Years Later.*" Ms. Gould has been involved in the planning of the Woodbury County DHS' plan to address the overrepresentation of Native

American children in the foster care and child protection system. She received a BSW degree from Morningside College.

Charles Grigsby is an Investigator for the Department of Justice, Attorney General's Office, Crime Victim Assistance Division. Charles also has been sworn in and volunteers his time as a CASA (Court Appointed Special Advocate) working with youth in the court system advocating for children's rights. He is a participant in the Polk County Citizens Academy. He is also a member of the local chapter of Prevent Child Abuse of Iowa. He serves as a member of the DMC Committee.

Todd Hensley was an attorney for the Woodbury County Public Defenders Office from October of 1988 until he took the bench as an Associate District Court Judge in 2000. He graduated from the University of Iowa Law School in 1988. Todd is currently the Co-chair for the Woodbury County DMC Committee and the Third Judicial District representative on the Board of Directors for the Iowa Judges Association. He serves in an advisory capacity for the Reality Education Alcohol Program (REAP) Board and the Community Coalition Against Domestic Violence.

Denise Hotopp, has coordinated the Decategorization Project in Polk County, Des Moines, Iowa for the past 13 years. Decategorization is the entity that plans for the delivery/implementation of child welfare/juvenile justice services at the local level. Ms. Hotopp has over 10 years experience as an adjunct instructor at both the community college and university level. For the past 8 years, she has taught a variety of Psychology and Sociology classes within the Human Services curriculum at Upper Iowa University. She has over 25 years of combined experience in child welfare/juvenile justice and education. Recent awards include the Courageous Advocacy Award for Policy Shapers from the Gender Specific Task Force of the Iowa Commission on the Status of Women; 2004 Excellence in Teaching Award from Upper Iowa University; and outstanding Community Service Award from the American Red Cross. Ms. Hotopp has an M.S. in Guidance and Counseling from the University of Nebraska at Omaha and a B.S. from Iowa State University in Family Environment. Denise serves on the DMC Committee.

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.

David Huff was awarded his Ph.D. by Iowa State University in Sociology with a concentration in Criminal and Deviant Behavior and Family Issues. He earned a Master of Arts degree in Sociology from Minnesota State University with an emphasis on qualitative research. Dr. Huff has been a Senior Research Analyst with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) for the past thirteen years. Dr. Huff has managed or participated in over 50 research projects and planning efforts focusing on juvenile justice, criminal justice and disproportionate confinement. Most recently, Dr. Huff has been responsible for conducting an evaluation of a local juvenile drug court, developing and studying structured decision making instruments, and leading juvenile justice outcomes efforts. Dr. Huff is currently co-facilitating the State's initiative to develop and implement a uniform risk assessment for use at intake and a detention screening instrument to impact disproportionate detention holds.

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

Vernon Johnson is Vice President of PACE Juvenile Center in Des Moines. Prior to coming to PACE, Mr. Johnson served as Director of Residential Group Care for Iowa Children and Family Services (now Children and Families of Iowa, CFI). At Iowa Children and Families of Iowa Mr. Johnson was Director of Minority Residential Group Homes and also served as a caseworker. He received his Bachelor of Science in Biology from Wiley College in Marshall, Texas and has attended graduate studies in Industrial Relations at Iowa State University and Social Work at the University of Iowa. Mr. Johnson is an active member of the Greater Des Moines Community. He is Chair of The Director's Council and is an active member of several professional, civic, and social organizations.

Julia Kleinschmit-Rembert, MSW is a Clinical Assistant Professor for the University of Iowa's School of Social Work. She teaches in the Sioux City part-time program. Kleinschmit-Rembert's background includes community organizing with students, farmers, and faith-based organizations. She has also directed a homeless shelter in Iowa City, done political organizing in the western U.S., and served as the media director for the Nebraska Farmers Union. As well as teaching, Kleinschmit-Rembert consults with organizations on program development, grant writing, and program evaluation. She facilitated Woodbury County DHS' plan to address the overrepresentation of Native American children in the foster care and child protection system.

Dave Kuker is a Program Planner for the Division of Criminal and Juvenile Justice Planning, Department of Human Rights. He has been involved in various capacities in DMC issues for the past 14 years. He is a staff person for Iowa's Disproportionate Minority Confinement Committee, which is a Committee of Iowa's Juvenile Justice Advisory Council. His other responsibilities include administration of Juvenile Justice and Delinquency Prevention Act formula grant funding. Dave is an active member in Iowa's Gender Specific Services Task Force for Girls. His career has been focused primarily in Child Welfare/Juvenile Justice issues. Dave has a BA from the University of Northern Iowa.

Miriam Landsman, Ph.D., M.S.W., is Executive Director of the National Resource Center for Family Centered Practice and Assistant Professor of Social Work at the University of Iowa. Dr. Landsman has worked for the Center as a researcher, program evaluator, and technical assistance consultant for more than fifteen 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.

Linda Lane, Linda Lane is a native Iowan and graduated from Des Moines North High. She completed a B.A. at the University of Iowa and a master's degree at Drake University. She taught elementary school in both Iowa City and Des Moines. She worked in the Human Resources department of the Des Moines schools for 17 years before becoming Chief Operating Officer for Des Moines Schools in 1999. She has been deputy superintendent for one year. She was selected as a Broad Fellow and completed The Broad Urban Superintendent Academy in 2003.

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 Subcommittee, and is a consultant for the OJJDP.

Anna Lopez, MPA, is the disproportionate minority contact (DMC) coordinator for the state of Colorado. She has worked in the field of juvenile justice for over ten years and has experience in delinquency prevention, mental health, and gender specific services. As the DMC Coordinator she works with the state coalition to develop a coordinated response at the state level as well as assisting communities in their response at the local level. She provides technical assistance and training to communities who are just beginning to look at DMC issues, systems professionals who want to learn about the issue and agencies looking to implement programs.

Bart Lubow, is Director, Program for High-Risk Youth at the Annie E. Casey Foundation. He is the developer of the Juvenile Detention Alternatives Initiative (JDAI), the Foundation's juvenile justice reform initiative begun in 1993 and currently implemented in several counties and state-wide across the country. Prior to joining the Foundation in 1991, Bart was Deputy Director of the New York State Division of Probation and Correctional Alternatives, a post he had held for eight years. In this position he developed, funded, and regulated a statewide system of adult alternatives to incarceration programs and local probation program services. From 1974 to 1984, Bart worked for the Criminal Defense Division of the New York City Legal Aid Society, eventually serving as Director of Special Defender Services, the nation's largest defender-based advocacy program.

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.

Lynn McDonald, Ph.D., is founder of the Families and Schools Together (FAST) program. FAST is recognized as an evidenced-based best practice by the Federal Substance Abuse and Mental Health Services Administration (SAMHSA).

Uriah McGee, is certified substance abuse counselor with the PACE Juvenile Justice Center. He is currently working with several Des Moines area schools providing on-site counseling for youth and their families. Mr. McGee provides classes for youth on tobacco and alcohol as well as individual and group counseling. Recently Mr. McGee was awarded a grant by Polk County Decategorization to provide curriculum and instruction for the Enforcing Underage Drinking Laws (EUDL) program.

Richard Moore, is Administrator of the Division of Criminal and Juvenile Justice Planning in the Iowa Department of Human Rights. Mr. Moore has served Iowa state government for three decades and has been instrumental in the state's DMC initiative.

Mary Nelson, is the Administrator of the Division of Behavioral, Developmental and Protective Services for Families, Adults and Children within the Department of Human Rights. Ms. Nelson has served Iowa state government for three decades and has been instrumental in the state's efforts to address disproportionality within the child welfare system.

Patricia Parker, is Senior 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.

Stephan J. Pearson, B.S., 3rd Judicial District Juvenile Court Services, Sioux City. Currently Co-Chairs the Woodbury County Local DMC Committee, Member of the Statewide DMC Committee, Chair of the Woodbury County Minority Health Coalition, Member of the Statewide MHC Committee. Formerly, Assistant Deputy Director and Clinical facility director for Youth Services International, provided eight years of extensive services for YSI. Stephan serves on the DMC Committee.

Charles Perez, Ed.D., is Manager in the Colorado Division of Child Welfare. Before coming to the Division of Child Welfare, Dr. Perez was Coordinator of Colorado's Child and Adolescent Service System Program (CASSP). Charles has worked as a consultant with Georgetown University, University of Iowa, American Humane Association, and the Administration for Families and Children - Children's Bureau. He has worked as an elementary school teacher, elementary school counselor, family and child therapist in residential child care facilities, child protection caseworker and supervisor at the Denver Department of Social Services, and as the program manager and supervisor for the Child and Adolescent Division at the Mental Health Corporation of Denver. His Doctorate in Education is from the University of Northern Colorado in Psychology, Counseling and Guidance. His Master of Education in Counseling is from Wichita State University. As an undergraduate, Charles studied education and majored in both physical education and business education.

Mark Prosser, is originally from East St. Louis, Illinois. He earned his B.S. in Police Administration from Eastern Kentucky University in Richmond, KY. He currently studies Theology at Briar Cliff University in Sioux City, IA. For many years Mr. Prosser served on the O'Fallon, Illinois Police Dept. (near St. Louis, MO). In 1989 he was appointed Storm Lake's Chief of Police and he is currently Public Safety Director for Storm Lake overseeing police, fire, animal control, emergency management and school safety operations. Mr. Prosser has taught for 19 years at the Illinois Regional Police Academy in Belleville, IL., Buena Vista University and Iowa Central Community College and is a charter member of the Storm Lake Diversity Task Force and a former member of the Lt. Governor's Diversity Task Force. Mark serves on the DMC Committee.

Salome Raheim, Ph.D., A.C.S.W., is Associate Professor and Director of The University of Iowa School of Social Work. She holds secondary faculty appointments in the Consortium for Substance Abuse Evaluation and Research and the Department of Community and Behavioral Health, College of Public Health. Dr. Raheim has over twenty-five years of experience as an educator, administrator, program evaluator, and researcher. Her areas of expertise include economic empowerment, and individual and organizational cultural competence. Nationally and internationally, Dr. Raheim has provided consultation and training to human service and educational organizations on issues of oppression, privilege and working effectively in multi-cultural and multi-racial/ethnic contexts. She has also provided leadership for a major organizational change effort to improve the preparation of students for professional practice with diverse populations.

Phillip R. Rangsuebsin, J.D., is the DMC Coordinator for the State of Wisconsin. He earned his law degree from Marquette University Law School in Marquette, WI. He served in the delinquency, CHIPS, domestic violence and sexual assault units while a prosecutor in the Milwaukee County District Attorney's Office. Mr. Rangsuebsin was also Assistant City Attorney, Section 8 Advisor for the Housing Authority for the City of Los Angeles, CA, and has worked in the Hennepin County (MN) State Public Defenders Office and the Legal Aid Society of Milwaukee, WI and for a private insurance litigating firm.

Brad Richardson, Ph.D., is DMC Coordinator and Project Director for the DMC Resource Center and Minority Youth and Families Initiative. He is also Associate Research Scientist at the National Resource Center for Family Centered Practice and Adjunct Associate Professor at the University of Iowa School of Social Work. 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. He has served as project director on numerous applied research and evaluation projects employing both quantitative and qualitative methods. In addition to work on eliminating over-representation in the child welfare and juvenile justice systems, Dr. Richardson currently conducts evaluations of programs and provides technical assistance on strengths-based and family-centered practice, and has provided training and technical assistance on data management, outcome measures research and evaluation. He has provided training to staff of provider and government agencies on how to monitor outcomes in their work with families, and has written and provided instruction on utilizing the results of evaluations to promote and demonstrate program effectiveness along with incorporating those results into program improvement strategies. Dr. Richardson serves on the DMC Committee.

Laura Roeder-Grubb, received her B.A. from Iowa State University and has worked with the Iowa Division of Criminal and Juvenile Justice Planning since 1990. She has served as a Statistical Research Analyst and is currently Information Technology Specialist. Ms. Roeder-Grubb manages databases, conducts statistical analyses, prepares reports, and provides information technology support to the Division of Criminal and Juvenile Justice Planning and other State agencies. Currently she manages the collection and analysis of charge, disposition and sentencing data, and conducts predictive computer modeling of prison admissions for the state prison population forecast. During the past year, Ms. Roeder-Grubb has implemented a system to help justice system officials better utilize the information contained in Iowa's Justice Data Warehouse and has developed enhancements by adding data elements, and improving the quality of the data housed in the state's Justice Data Warehouse.

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

Howard Snyder, is Senior Researcher at the National Center for Juvenile Justice. Dr. Snyder is knowledgeable about DMC, RRI and other data related issues common to communities seeking to connect child welfare and juvenile justice, and best practices for reducing over-representation. Dr. Snyder has provided technical assistance and has spoken on over-representation in communities across the country. He has been identified as having special expertise for this initiative. He provides policymakers, justice professionals, the media, and the public with current statistical information available on children (as both victims and offenders) and the juvenile justice system. In recent years, he has worked closely with the U.S. Department of Justice to improve the quality, accuracy, and utility of national data on juvenile justice and to disseminate this information through research reports, customized software, and educational programs.

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

John Spinks Jr., is from Lakeland, Florida. John came to Des Moines in 1978 to attend Drake University on a football scholarship where he received his undergraduate degree in education. In 1979 John started working in a group home for minority males operated by Iowa Children's and Family Services, now known as Children and Families of Iowa. John has also worked for Polk County Youth Services as a supervisor and Gang Intervention Counselor with Youth Emergency Shelter and Services. In 1992 John was hired by PACE and has been part of helping develop PACE to its current status. He works very closely with Juvenile Court Services and the Department of Human Services. John is a member of the Disproportionate Minority Confinement (DMC) Committee. This committee's focus is to explore ways to decrease the confinement of minorities in the correctional system, but the overall goal is to reduce confinement for all youth.

Terry L. Stevens, BA, C.D.A.A. III, C.S.A.C., currently directs the Community Intervention Program for Family Service League, a victim services agency in Waterloo, Iowa. Ms. Stevens has worked with at-risk African American youth and families for more than twenty years through agencies such as the YWCA, Waterloo Community Schools, Four Oaks Youth Treatment Centers and Juvenile Court Services. As a performing artist, she often uses dance, music, and poetry to train on topics of diversity

Vincent Valdez, is Senior Police Officer for the Des Moines Police Department. He has served for more than 20 years with the Department. Mr. Valdez graduated from the Des Moines Police Regional Academy in 1985. During his tenure he has served as the Chief Union Steward, and has had assignment in the Patrol Section, Crime Prevention Section, and coordinator of Metros Most Wanted, a fugitive recovery program that airs inside Americas Most Wanted on KDSM Fox 17.

Rose Vasquez is the Executive Director of the Polk County Human Services Planning Alliance. She is an "executive-on-loan" from Principal Financial Group, where she is Diversity Consultant in Human Resources. Her appointment as Executive Director of the Human Services Planning Alliance is a first step toward the achievement of Project Destiny goals to transform the human services delivery system in central Iowa. For the next 24 months Rose will work with key leaders to align human services and connect formal support systems with informal ones; look at how to invest human services funding most effectively and for the best outcomes; ensure that all who need human services get the services and support they need to move toward sustained self-sufficiency and, finally, to engage our community to meet these goals. Ms. Vasquez was Director of the Iowa Department of Human Rights prior to her current appointment and was recently named to the Iowa Board of Regents.

Kittie Weston-Knauer is principal of Scavo Campus in Des Moines, Iowa. Since 1973, her career has included being a teacher at Franklin Junior High School, Meredith Middle School and Merrill Middle School; a vice principal at Callanan Middle School; and principal of Casady Alternative School and currently, of Scavo Campus. Ms. Weston-Knauer has served on a number of district and statewide committees that have impacted teaching and learning. She has designed and presented workshops in many educational disciplines throughout the nation for administrators, teachers, students, parents, and stakeholders. In addition to serving on the Disproportionate Minority Confinement Committee, Ms. Weston-Knauer is co-chair of the Polk County Disproportionate Confinement of Minority Youth Concerned Citizens Committee. Ms. Weston-Knauer has been presented the Drake University School of Education Outstanding Alumni Award, Minority Youth Restoration Initiative Addressing Disproportion Award for Outstanding Contributions through Education, Young Women's Resource Center Visionary Woman, the Drake Medal of Service Award, and Alpha Kappa Alpha Sorority, Inc. Outstanding African American Woman of Achievement in the Area of Education. Her professional preparation includes a BS and MS from Drake University.

Ruth E. White, Ph.D., is currently Director of the Iowa Department of Human Rights. She comes to this position following a brief tenure as Director of the Division on the Status of African Americans, within the Department of Human Rights. An educator by training, Dr. White retired from the Cedar Rapids Community School District after having taught Advanced Placement English and having served as Academic Advisor to Minority Students at Washington High School for twenty-two years. She considers herself a cultural advocate, realizing the importance of maintaining one's culture as a means of merging into the mainstream. Dr. White's degrees are from Southern Illinois University at Carbondale (BS.ED), Southern Illinois University at Edwardsville (MS. ED), and The University of Iowa (Ph.D.). Dr. White serves on the DMC Committee.

DMC Committee

Dr. Michael Leiber, Presiding Chair, University of Northern Iowa, Cedar Falls
Natalie Anderson, Des Moines Public Schools, Des Moines
Kimberly Baxter, Commission on the Status of African Americans, Des Moines
Connie Bear King, Community Initiative for Native Children, Sioux City
Barry Bennett, Iowa Department of Human Services, Des Moines
Deborah Berry, State Representative, Waterloo
DeVon Binion, 7th Judicial District, Juvenile Court Services, Davenport
Sam Black, Dept. of Correctional Services, Cedar Rapids
Ray Blase, Polk County Attorney's Office, Des Moines
John-Paul Chaisson-Cardenas, Division of Latino Affairs, Des Moines
Marchelle Denker, Juvenile Public Defender's Office, Sioux City
Janice Edmunds-Wells, Iowa Dept. of Public Health, Des Moines
Allison Fleming, Des Moines
Bob Greenlee, Shell Rock
Charles Grigsby, Office of the Attorney General, Des Moines
Jack Hatch, State Senator, Des Moines
Denise Hotopp, Polk County Decat Coordinator, Des Moines
Kathy Nesteby, Commission on the Status of Women, Des Moines
Stephan Pearson, 3rd Judicial District Juvenile Court Services, Sioux City
Sara Peterson, North Iowa Juvenile Detention Center, Waterloo
Chief Mark Prosser, Storm Lake Police Dept., Storm Lake
Dr. Brad Richardson, U of I, National Resource Center for Family Centered Practice, Iowa City
Carl Smith, Iowa State University, Ames
Marvin Spencer, 1st Judicial District Juvenile Court Services, Waterloo
John Spinks, PACE Juvenile Justice Center, Des Moines
Felicia Toppert, Scott County Decat Program, Davenport
Miguel Trevino, 7th Judicial District Juvenile Court Services, Davenport
John D. Wauters, 8th Judicial District Juvenile Court Services, Burlington
Kittie D. Weston-Knauer, Des Moines Public Schools
Ruth White, Department of Human Rights, Des Moines

Division of Criminal and Juvenile Justice Planning Staff:

Dick Moore, Administrator
Janet Clayton
Amy Croll
Dave Huff
Dave Kuker
Scott Musel
Laura Roeder-Grubb
Eric Sage

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

The University of Iowa does not discriminate in employment or in its educational programs and activities on the basis of race, national origin, color, religion, sex, age, disability, or veteran status. The University also affirms its commitment to providing equal opportunities and equal access to University facilities without reference to affectional or associational preference. For additional information on nondiscrimination policies, contact the Coordinator of Title IX, Section 504 and the ADA in the Office of Affirmative Action, telephone 319/335-0705, 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

Participant List

Third Annual DMC Resource Center Conference & Iowa Juvenile Court Services Association Conference

**December 1-3, 2004
Downtown Holiday Inn
Des Moines, Iowa**

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Des Moines, IA 503111-3210

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

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

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

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

All donations made to the Isiserettes are tax deductible.

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