

Office of Juvenile Justice and Delinquency Prevention



OJJDP

Strategies for Moving the Discussion Forward Around Disproportionality at Arrest

June 8, 2023

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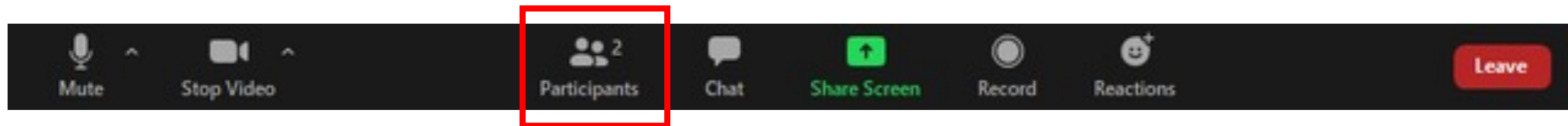
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- First, select **Participants** in the Zoom Control Bar.
- Hover over your name, click **More**, and choose **Rename** to change how your screen name is displayed to other participants.



Agenda

- I. Welcome from the Office of Juvenile Justice and Delinquency Prevention
- II. Panel Discussion
- III. Presentation by Dr. Adrian Carter “Building the Groundwork and Overcoming Difficult Conversations”
- IV. Q&A
- V. Highlight Upcoming Events and Opportunities
- VI. Closing Remarks

Welcome from OJJDP



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Working for Youth Justice and Safety

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Speakers

- Dr. Adrian Carter, PhD, Founder and CEO, Carter Development Group, LLC
- Callie Hargett, Juvenile Justice Specialist and Compliance Monitor, Minnesota
- Craig Neal, Deputy Chief, Waukegan Police Department, Illinois
- Steve Anjewierden, former Chief of Police Services, Salt Lake County, Utah

Panel Discussion

OVERCOMING

building the groundwork &

Difficult Conversations



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The Carter Development Group is a diversity, equity and inclusion, alternative dispute resolution, and leadership development consulting firm that provides services in strategic planning, change management, educational consulting, human resource management solutions, dispute system design, mediation, facilitation, executive coaching, and professional development training on various leadership topics.

DIVERSITY, EQUITY & INCLUSION

RACIAL DISPARITY TRAINING

CONFLICT RESOLUTION

CHANGE MANAGEMENT

EXECUTIVE COACHING

LEADERSHIP DEV TRAINING



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- Conversations Are Difficult?
- Establishing Leverage
- Relationship Building Through Allyship
- Facilitating Difficult Conversations

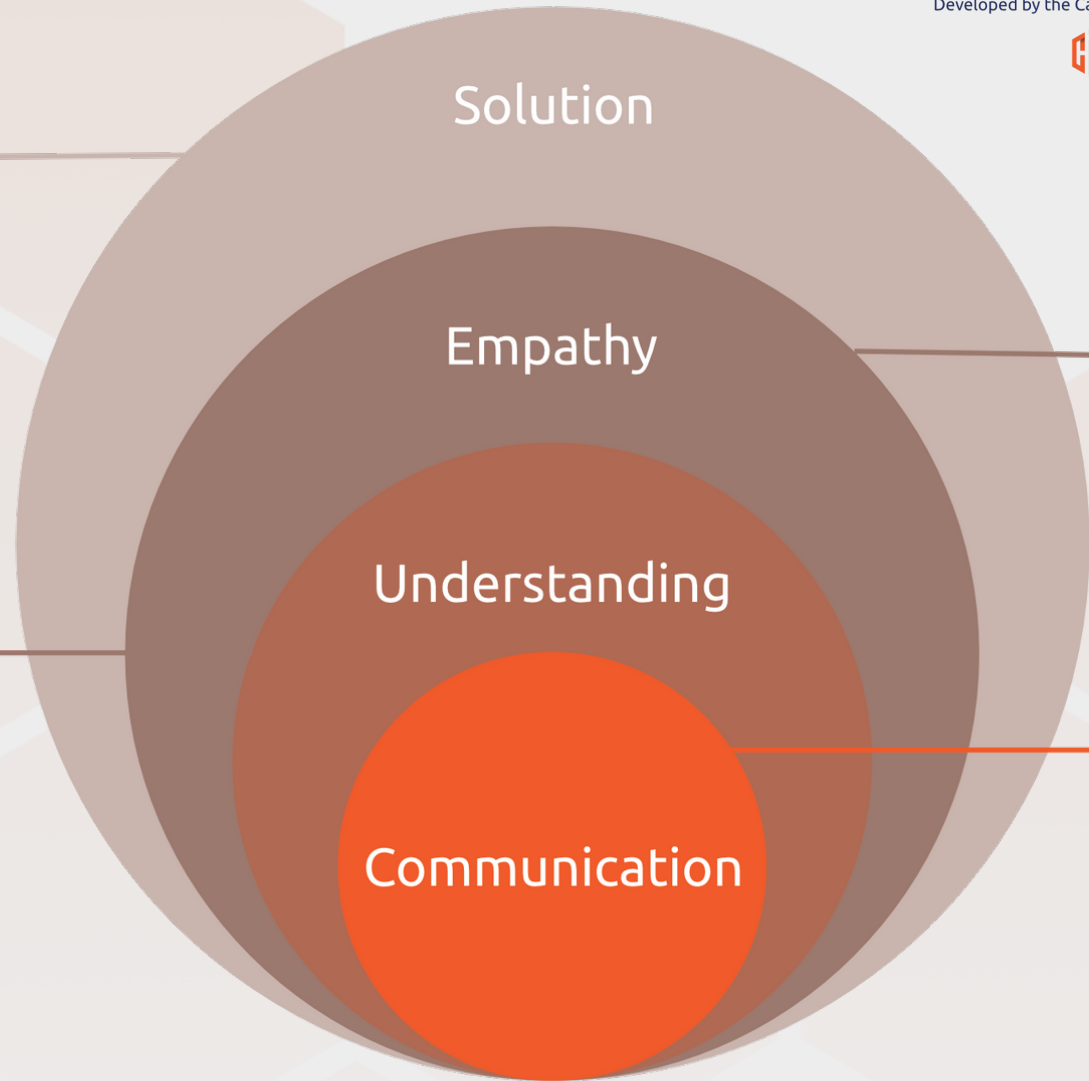
C.U.E.S. to Conflict Resolution™

Developed by the Carter Development Group, LLC



Solution
Disruptive process
to remove barriers
and pain points.

Understanding
Comprehensive
awareness of the
personal and
community impact



Empathy
Sensitivity toward
the personal and
community impact.

Communication
Open exchange of
information that
conveys needs and
values.

Conversations are Difficult...



Identity

Who are you in the
conversation?

Power

What leverage do
you have in the
conversation?

Emotion

Do you "feel" equipped and
empowered to have the
conversation?
What outcomes are you
anticipating?

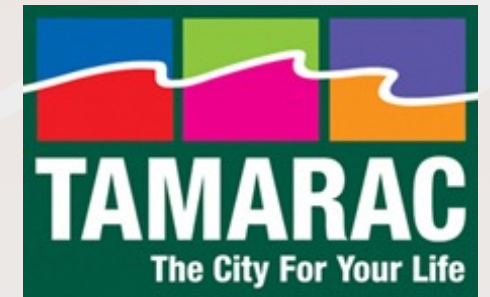
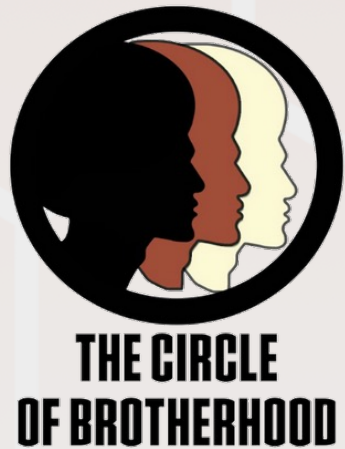
Establish Leverage



- Prepare for the conversation with data, facts, and anecdotes.
- Understand the **needs vs. values** of law enforcement officers.
- Focus on **collaboration**, not negotiation.



Relationship Building Through Allyship







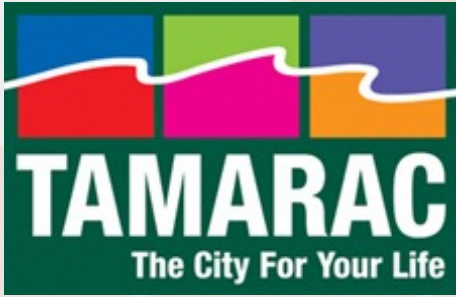
The Circle of Brotherhood is an organization of primarily Black men from all walks of life dedicated to community service, economic development, crime prevention, conflict resolution and mediation, educational services, and youth mentorship. Members of the Circle have dedicated their lives to collectively solving the social ills of our community.



Built relationships:

- City of Miami Mayor
- Miami-Dade School Board Member Dorothy Bendross-Mindingall
- Police officers from their neighborhoods
- Making appearances to city council meetings





Identified allies:

**The City of Tamarac Commissioner hosted a
Community Forum about community policing.**



Conflict Resolutions Skills for Difficult Conversations around disparity issues.

**Conflict Resolutions Skills
for Difficult Conversations
around disparity issues.**



1 Non-blaming communication style

**Emphasize training, policies, procedures, and
systems as the problem, not the officer.**

**"I'm concerned that current policy and procedures don't take into
consideration the bias against Black boys when encountering police officers."**

**Conflict Resolutions Skills
for Difficult Conversations
around disparity issues.**



Develop a "We" Approach

**Emphasize your desire to work in collaboration
with law enforcement to address the issue.**

"How can we work together to address this matter?"

**Conflict Resolutions Skills
for Difficult Conversations
around disparity issues.**



**Maintain optimism --
Use the Jedi mind trick.**

**Remain solution-oriented and maintain a posture of
positivity and optimism. It reinforces the energy of
the outcome you desire.**

"I know this issue is important to you and you want the best for our youth."

**Conflict Resolutions Skills
for Difficult Conversations
around disparity issues.**

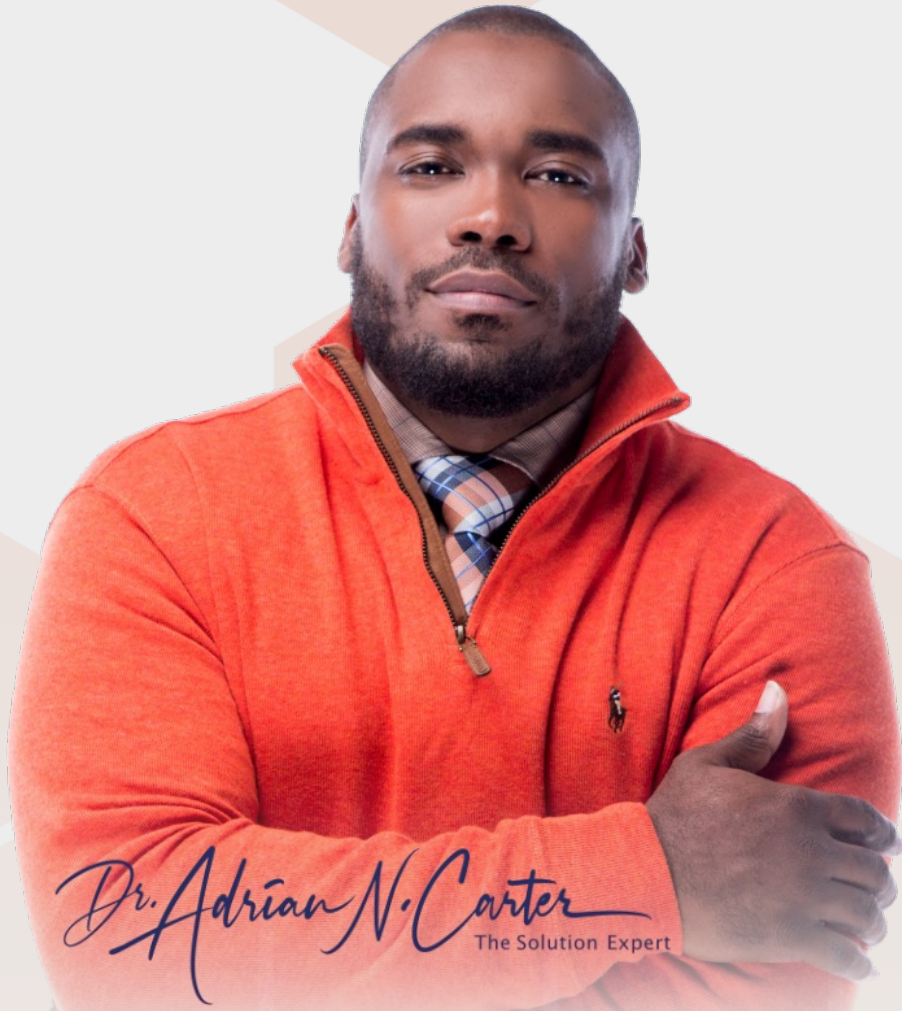


Active and Reflecting Listening

**Practice active and reflective listening by summarizing
what you heard and asking clarifying questions.
Your goal is to build a relationship.**

"What i heard you say was ..."

Thank You



Dr. Adrian N. Carter
The Solution Expert



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Question-and-Answer Session



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Racial and Ethnic Disparity Learning Series

To augment the R/ED Coordinators Calls, CCAS will be facilitating an **R/ED Learning Series** to occur in-between the state calls. The R/ED Learning Series will bring in new speakers from organizations doing innovative work around racial and ethnic disparity, as well as provide practical information to further state efforts. The upcoming topics in this Learning Series will include:

- ***Session 2 : Knowledge Equals Power- Empowering Young People with Information Prior to Justice Contact***
 - Street law is an education program for young people to help them understand their rights when interacting with police. They are available via law schools in many of the states in the country and could be a resource for R/ED work. Additionally, we will discuss other front-end interventions.
 - **July 25th from 2-3:30 ET**
- ***Session 3 : Juvenile Hearing Boards of Rhode Island: A Restorative Justice Based State Diversion Intervention***
 - As a strategy for disrupting the school-to-prison pipeline, Rhode Island has introduced Juvenile Hearing Boards in 30 of 39 of their counties. Hear from the leadership that is deeply involved in the program about the successes and challenges of implementing this intervention.
 - **September 6th from 2-3:30 ET**

New R/ED Coordinator's Orientation

June 27th from 2-4:00 PM ET

Please email Vivie Satorsky at lsatorsky@air.org to
enroll

Closing Remarks