

Respecting Differences

A Pennsylvania DMC Youth/ Law Enforcement Corporation
Newsletter



Above, Philadelphia Police Officer, Eddie Lopez, Sr. encourages local students to stay in school and arrest-free

A Pennsylvania Effort...

To eliminate the overrepresentation of youth of color in the Pennsylvania juvenile justice system by advocating strategies for policy changes, education programs, funding and technical assistance at the local and state levels.



Winter 2014

www.padmcc.org

Funding for
The Pennsylvania DMC Youth / Law
Enforcement Corporation
is made possible by:



Disproportionate Minority Contact (DMC)

Describes the higher rate of involvement of youth of color at a particular decision point in the juvenile justice system when compared with the previous decision point and when compared to the rate at which non-Hispanic White youth appear at the same decision points.

to assess and address the problem of DMC at multiple points in the juvenile justice system.

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A History of DMC:

The Disparate Treatment of Minority Youth in the Juvenile Justice System

In a nation that is based on notions of fairness and equality...

The realization that our laws and justice system are often administered in a way that has a disproportionately harsh impact on youth of color is extremely troubling.

In 1986, Pennsylvania identified that this disproportionate treatment of youth of color immediate action.

By 1987, the Pennsylvania Commission on Crime and Delinquency (PCCD) began funding a series of activities in an effort to decrease racial and ethnic disparities in its juvenile justice system.

Disproportionate Minority Confinement is created

In 1988, Congress included in the Juvenile Justice and Delinquency Prevention Act (JJDP), a mandate that states receiving federal formula one grant through the Office of Juvenile Justice and Delinquency Prevention (OJJDP) address **Disproportionate Minority Confinement (DMC)**. The initial focus was addressing

The Pennsylvania Story

In 1990, the Pennsylvania Governor's Juvenile Justice and Delinquency Prevention Committee formed a DMC Subcommittee

DMC History

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The Subcommittee took early and aggressive action to earn itself a national reputation for innovation by funding, *"The Role of Race"* study which examined the issue of race in Pennsylvania juvenile justice practices.

Minority Youth More Likely to be arrested

The DMC research determined that in many areas of Pennsylvania:

African-American and Hispanic-American youth are more likely to be arrested for certain types of offenses than white youth and are also more likely to be detained prior to trial and subsequently placed in secure state run residential placement than their white counterparts.

This study became the standard model by which states throughout the nation examined their practices regarding juvenile justice and race.

Throughout the 1990's, the Pennsylvania DMC Subcommittee continued to fund additional research, funded various prevention programs in counties throughout the Commonwealth, convened DMC conferences to discuss best practices, and sponsored other efforts to address the issues of DMC.

DMC Expands Scope beyond Confinement

In 2002, Congress reauthorized the JJDP and expanded the definition of DMC to include all aspects of the juvenile justice processing, including *prevention*, redefining the issue as one of **Disproportionate Minority Contact** as opposed to just confinement.

Police Training: A Strategy for Reducing DMC

Disparities in the treatment of youth of color at earlier stages in the system have a dramatic impact on the rates at which youth of color are sent to secure facilities. Reducing disparities in the treatment of minority youth at the point of contact with police on the street and the point of arrest will also reduce the disproportionate representation of youth of color at later points of the system.

The DMC Subcommittee recognized that one way that disparities in the rates of arrest for minority youth may be reduced is by training police to recognize cultural and developmental differences between adolescent and adult behavior and improving relationships between youth and law enforcement on the street. Efforts to enhance those law enforcement and youth relationships began throughout regions of Pennsylvania that included: Philadelphia, Harrisburg, Reading, Lancaster, and Pittsburgh.

Philadelphia Working Group Forms: *Challenging DMC in the State's Largest City*

In 2003, the Philadelphia Working Group was formed to address the problem of DMC at the local level. The Working Group includes members from the Defender Association of Philadelphia, the Philadelphia District Attorney's Office, five branches of law enforcement, the School District of Philadelphia, Juvenile Probation, faith-based and community organizations who share a commitment to eliminating racial disparities in the juvenile justice system.

"Just because a kid wears a hoodie, it doesn't mean that they're a juvenile delinquent."

-Philadelphia Police Officer

Youth-Law Enforcement Forums Are Created

With the support of the state DMC subcommittee, Philadelphia became the first of five counties in Pennsylvania to sponsor:



Minority youth- law enforcement forums which brought officers and minority youth together to talk frankly and openly about the problems on the street and the troubled relationships between the two groups.

By opening a dialogue, the Working Group hoped...

To reduce the number of volatile interactions between youth and officers on the street, to decrease arrests of minority youth and to diminish the chance of injuries to officers and youth on the street.

The forums provide an opportunity for both youth and officers to be heard and to consider each other's views without endorsing either side as completely right or wrong.

At the end of each forum, both officers and youth have said that they have developed a new understanding of each other.

Of greater importance, both officers and youth have indicated that they might react differently to situations on the street as a result of the forums.

The Working Group used those discussions to develop a series of policy recommendations designed to change the system.

One of the primary recommendations was the creation of a training program for officers relating to youth development and culture.

MacArthur Foundation Partners with DMC Movement: *The Pennsylvania DMC Youth-Law Enforcement Curriculum is created*

In 2007, the Philadelphia Working Group, with the support of the DMC Subcommittee and the MacArthur Foundation DMC Action Network, began working on a curriculum for law enforcement. The curriculum was created through close collaboration between youth, law enforcement, the District Attorney's Office, the Public Defender's Office, faith-based institutions, community organizations and was prepared with the assistance of experienced curriculum developers.

Over 1700 officers and recruits have been trained in Philadelphia using the curriculum.

Maybe Contacts Aren't Such a Bad Thing

By: George D. Mosee, Jr., Philadelphia Deputy District Attorney

Dear Readers,

Disproportionate Minority Contacts and, the name that preceded it, Disproportionate Minority Confinement were both chosen to identify: **not only a problem, but also a focal point for change.**

Expanding the Focus

The word "contacts" replaced "confinement" in 2002 to place the focus on a variable that preceded the confinement. The expectation was that decreasing the contacts would achieve the ultimate goal of decreasing the disproportionality in confinement.

The change in focus insured that the DMC movement would be attacking the issue at a point closer to the root of the problem.

The Unexpected

However, something unexpected happened on the way to decreasing the contacts.

"Attributing negative outcomes solely to the number of contacts between law enforcement and minorities paints a pretty bleak picture of law enforcement and the potential for changing the outcomes."

Quality, Not Just Quantity

Fortunately, the Pennsylvania DMC approach looks at the quality of the contact and not just the quantity.

Efforts across the state are making significant inroads toward changing the negative perceptions minorities and law enforcement may have toward one another."

Changing the perceptions and improving the relationships can change the outcomes when the two groups make contact.

Reducing the tragic and life altering outcomes that result from negative contacts makes the work being done in Pennsylvania worthy of support and recognition.

An Entire State Effort

This Newsletter highlights the efforts across our state to make sure that we don't have to fear more minority contacts with law enforcement.

We actually encourage more contacts, just so long as they are the kind highlighted in this Newsletter.

Keeping in School and Out of Courts:

Department of Justice awards Philadelphia grant for Youth-Anti Violence School Diversion

On September 29, 2014 – Mayor Michael A. Nutter announced that the City of Philadelphia won three competitive grants from the U.S. Department of Justice (DOJ) Office of Juvenile Justice and Delinquency Prevention (OJJDP) as part of the City's ongoing efforts to reduce youth violence and provide productive pathways to adulthood.

School Justice Collaboration Program

Through the School Justice Collaboration Program, the DOJ partnered with the U.S. Department of Education to address declining school climates and improve early detection of mental and behavioral health issues in youth.

Philadelphia Takes on the Challenge

In response to the nation's growing "school-to-prison" pipeline and to address excessive school disciplinary practices and disproportionate minority contact with the juvenile justice system, Philadelphia developed the innovative School Diversion Program. For their efforts, the program was awarded a grant for \$600,000.00.

Program partners include the Philadelphia Police Department, the School District of Philadelphia, the City Department of Human Services, Good Shepherd Mediation Program and Drexel University as evaluation partner.

"I am proud of the partnership that Philadelphia has developed with the U.S. Department of Justice and for the national reputation we have built as one of the country's leaders in the prevention and reduction of youth violence."

- Philadelphia Mayor,
Michael Nutter

Courts, Law Enforcement, Schools, and the Community Working Together

The School Justice Collaboration: Keeping Kids in School and Out of Courts School Diversion Program reflects the collaborative efforts between the judiciary, police, and community stakeholders **(Cont. on Page 3)**



Enjoy,

George

IN THIS ISSUE:

Lancaster Begins "Mini" Forums

For the past 8 years, the Lancaster Co. DMC Working Group has been hosting large-scale Youth-Law Enforcement Forums (150 Youth & 100 Law Enforcement), but recently decided to host a smaller scale "Mini" Forum. **Page 4**

Susquehanna Launches Middle School Program and Looks at Alternatives to Arrests

The Susquehanna Township DMC Working Group begins Youth-Law Enforcement Forums at local middle school and begins exploring diversion alternatives to arrests. **Page 5**

Keeping Kids in School

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in helping to ensure that schools are a safer place for students to learn without becoming a pathway to prison.

“We call on communities to see what can be done in your own schools and to take steps locally to help ensure that children spend their days where they belong: in schools, not jails.”

- Philadelphia Police
Deputy Commissioner,
Kevin Bethel

Where it began

First implemented in May 2014, the School Diversion Program served students, who had committed first time low-level delinquent acts on or about school premises by diverting them from arrest and into Intensive



Above, Philadelphia Working Group President and Deputy District Attorney, George Mosee, explores stereotypes that youth may have about police

Prevention Services for them and their families.

During the 2013-2014 school year 1,555 children, aged 10 and over, were arrested on the premises of the School District of Philadelphia. The School Diversion Program aims to deliver a 50% reduction in the number of arrests of children and elimination of the racial disparity in these arrests and related school based disciplinary actions at the School District of Philadelphia.

“These programs are about improving our support for at-risk youth and creating opportunities for them to succeed.”

-OJJDP Administrator,
Robert L. Listenbee

View the acceptance speeches via YouTube:
http://www.youtube.com/watch?v=Ho1QXzJK_I



Lancaster Co. “Mini Forum”

“While none of us is proud to have an Officer posted regularly in one of our elementary schools, it was a wonderful revelation to learn that the Students and the Officer have a great relationship marked by respect and friendship. “

Lancaster Co. Probation Officer,
Rufus Tolbert

Lancaster Co. Begins “Mini” Forums

On October 8, 2014 – Over the course of 8 years, the Lancaster DMC Working Group has held large-scale, annual “Youth-Law Enforcement Forums” which have grown increasingly popular year after year. These forums regularly host about 150 middle school students and nearly 100 law enforcement personnel and other community stakeholders.

A Different Approach

While the Working Group has always enjoyed the thrill and excitement that such a big event brings, they recently decided to take a different approach and host a scaled down version that they aptly titled: “Mini-Forum.” The event, which was conducted at Martin Luther King Elementary School, proved to be just as fulfilling as the larger, annual event and received rave reviews from all parties involved.

The Method

Essentially, the Working Group introduced the concepts of DMC to 30 students, who

were encourage to explore the topic with Juvenile Probation Officers, School Personnel, local Church members, and two local Law Enforcement Officers. One of the Officers was quite familiar with the students because he is the School Resource Officer (SRO) assigned to King Elementary.

Creating Understanding

The familiar interaction between King’s SRO and the students paved the way for a smooth introduction of the concepts students needed to learn to help make good choices whenever they might interact with law enforcement and thereby, reduce DMC.

On the other hand, the Officers present had little problem accepting and honestly discussing the role Law Enforcement plays in reducing DMC through improved understanding of the youth they are likely to interact with while on patrol.

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“Mini” Forums

(Continued from Page 5)

The Result

Those who attended the Mini-Forum left feeling great. Some even suggested that the intimacy and effectiveness of the smaller venue might be worthy of consideration as the main method of educating the community of DMC issues moving forward.

“Congratulations to all participants, adult and child, alike, who were willing to take another brave step toward eradicating DMC, one of the ills of our society that can be done away with completely and for good as long as we all continue to work together.”

Special Thanks

Many thanks to the Lancaster DMC Coordinator, Derek Smith of CACC; MLK Elementary Principal; School District of Lancaster Co.; and Lancaster City Bureau of Police.



Below, Lancaster Co. Juvenile Probation Officer, Rufus Tolbert, spreads the DMC message to MLK youth during “Mini Forum”

Susquehanna Township Launches Middle School Program and Looks at Alternatives to Arrests

Susquehanna Township, Dauphin Co., PA—

As a result of a 2013 Pennsylvania Commission on Crime and Delinquency (PCCD) grant, the Susquehanna Township DMC Working Group was created. The group consists of community leaders including: Mr. Joseph Robinson; Commissioner Mona Johnson; Probation Officer Katie Gaughen; PCCD Re-entry Coordinator, Charla Plaines; and Susquehanna Township Police Corporal, Francia Doñe Henry, who also serves as the Working Group’s chair.

Starting the Movement

In June 2014, the group hosted their first “Youth-Law Enforcement Forum,” which saw the participation of over 140 sixth grade students from the Susquehanna Township Middle School. The event included a police/youth panel, guest speakers and entertainment, and several interactive breakout sessions.

“In a short time, our project has accomplished the projected program goals set forth in the DMC grant using DMC best practices and current trends to address the issues in our township. We look forward to continuing on our mission to address DMC in Susquehanna Township.”

-Susquehanna Township
Police Department,
Francia Doñe Henry

Police Role-Play Scenarios

The sessions included interactive scenarios with officers and youth participants with mock-police subject and traffic stops. Officers provided real scenarios using their equipment, while explaining the purpose and

function of police actions and procedures. The youth were very engaged and were allowed to ask questions and interact with officers in small groups.

Understanding the Legal System

There were also local public defenders that made presentations on citizen rights, police duties and explanations on how to interact with the police; these sessions were very informative and provided youth with the legal perspective.

Training our Officers

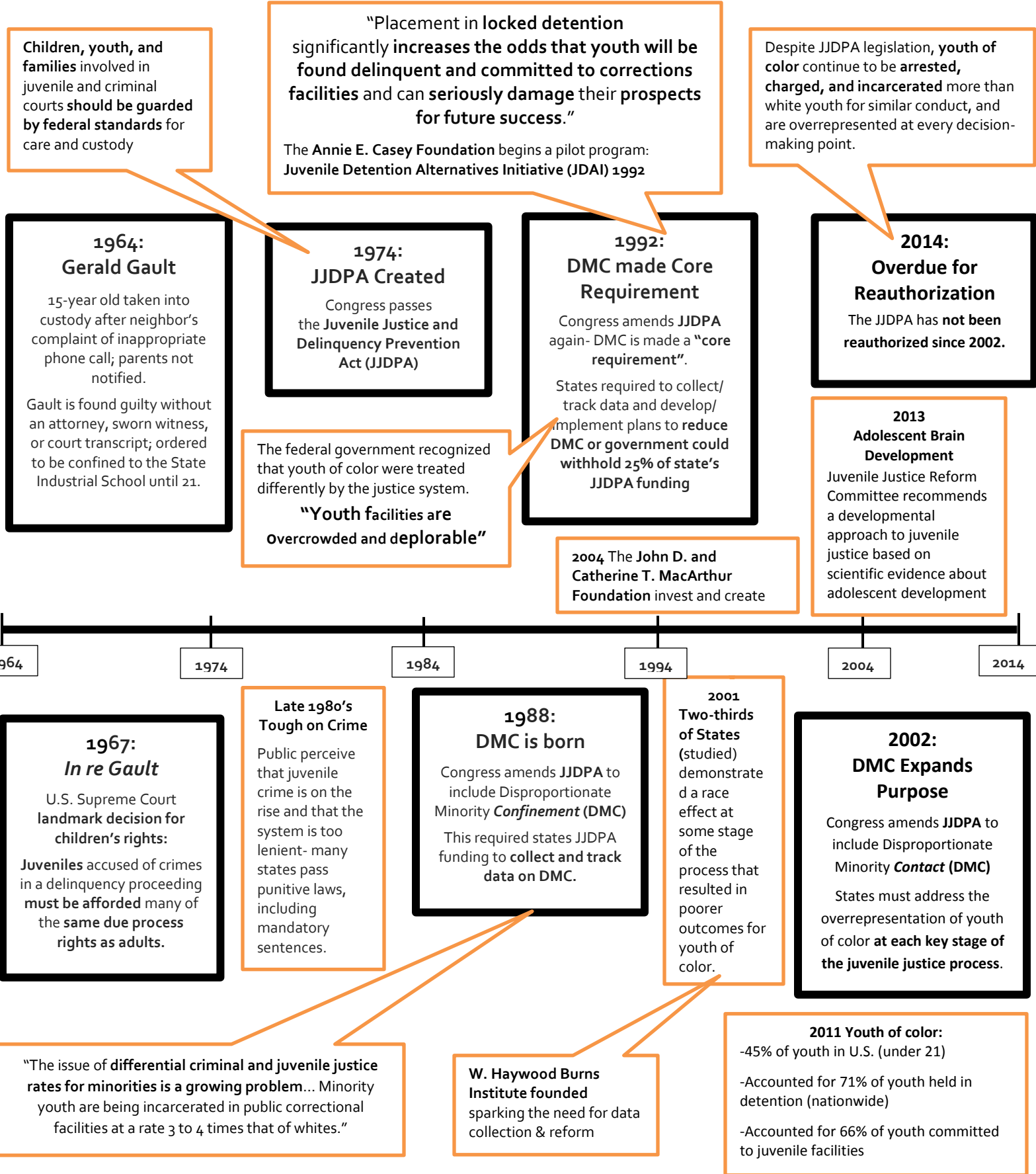
The next phase includes police training with our local county police departments explaining DMC’s history, purpose, and importance in central PA. An outline has been created for police roll call trainings with a focus on the School Resource Officers to address criminal arrest deterrence in schools. Additionally, directed patrols are scheduled for schools to interact with school officials regarding DMC.



Exploring Alternatives to Arrests

Alternatives to arrests will be reviewed by a youth panel and school officials for diversions to programs such as the Boys and Girls Club as a means to prevent arrests for minority youth. A criterion to attend these programs will be reviewed and adapted by the Working Group and shared with county jurisdictions for furtherance of these missions.

The Juvenile Justice System and Disproportionate Minority Contact/ DMC: A Fifty Year History



Upcoming DMC Events in 2015

Lancaster Working Group:

TBA 2015

Mini Youth & Law Enforcement Forum
-Columbia High School, Columbia, PA:

Training will involve Columbia HS students, 2 Columbia Borough DMC-trained Police Officers, Juvenile Probation Officers, & the DMC Coordinator.

May 2015

DMC Youth & Law Enforcement Forum
-Millersville University, Millersville PA

Lancaster Juvenile Probation Officer, Rufus Tolbert, will be the lead facilitator and trainer; he will meet to review the material with the Juvenile Probation Officers, and other volunteers.

On-Going Activities:

The Working Group will also continue their Faith-Based partnership with Pastor Gerald Simmons of the Faith Tabernacle Church, as they work together to reduce the number of Lancaster City's male youth from entering the juvenile justice system.

The partnership between the Working Group and Big Brothers Big Sister's Mentoring Program also remains strong as juveniles (aged 10-16) are paired with a Big Brothers/Big Sisters.



Philadelphia Working Group:

19 January 2015

Law Enforcement Community Forum
-Arcadia University, Glenside PA

The panel discussion will involve Arcadia University students, DMC-trained Police Officers, and Philadelphia Working Group members on a day of remembrance for Dr. Martin Luther King, Jr.

26 January 2015

Youth & Law Enforcement School Forum
-World Communications Charter School
Philadelphia, PA

University of Pennsylvania's Black Law Student Association/ BLSA have become part of the Philadelphia Working Group and have adopted local Philadelphia school, World Communications Charter. The students will be engaging in Youth-Law Enforcement panel discussion with local police officers; small-group breakout sessions between students and officers will follow the panel.

15 February 2015

Community & Law Enforcement Forum
-Saint Raymond of Penafort,
1350 East Vernon Road, Philadelphia, PA

In light of the Ferguson, Missouri Incident, the Parish of St. Raymond expressed interest in a panel discussion to help the Parish youth express their emotions and strengthen their relationship with local law enforcement. The hope is to try to prevent a tragic event such as this from occurring in Philadelphia.

23 February 2015

Youth & Law Enforcement Training
-Philadelphia Police Academy
8501 State Road, Philadelphia, PA

The DMC Youth-Law Enforcement Corporation will once again be invited to the Philadelphia Police Academy to conduct training with Philadelphia police cadets in recognizing the cultural and developmental differences between adolescent and adult behavior and improving relationships between youth and law enforcement on the street.

Local Philadelphia youth will be invited to participate in a Youth-Law Enforcement panel discussion with local law enforcement which will be led by Philadelphia Deputy District Attorney, Mr. George Mosee, Jr. Small-group breakout sessions will follow between youth, cadets, and experienced officers to discuss the relationship and challenges that youth and law enforcement face on the street.

The DMC Youth-Law Corporation will sponsor a lunch afterward where cadets, officers, and youth will have the chance to eat together and connect one-on-one.

On-Going Activities:

The Philadelphia Working Group will also continue to conduct DMC Youth-Law Enforcement Trainings with cadets at The Philadelphia Police Academy.

Respecting Differences:

A Pennsylvania DMC Youth-Law Enforcement Newsletter

The Pennsylvania DMC
Youth/ Law Enforcement
Corporation
1441 Sansom Street
Philadelphia, PA 19102
(267) 765-6347

The Pennsylvania Commission on Crime and Delinquency Disproportionate Minority Contact State Subcommittee:

Chair:

Mr. Daniel P. Elby

Subcommittee Members:

Mr. Lonnie S. Barnes	Mr. Stephen Bishop	Ms. Kimberly Booth	Ms. Linda Hicks
Ms. Sherry Lupton	Ms. Rhonda McKitten, Esq.	Ms. Maritza Robert, Ph.D.	Ms. Arlene Prentice
Mr. James Randolph	Ms. Charla Plaines	Ms. Patricia Russell	Chief Keith Sadler
	Ms. Yvonne Stroman	Ms. Vanessa Williams-Cain	

The Pennsylvania DMC Youth/Law Enforcement Corporation Board Members:

Board Members:

Mr. George Mosee, Jr., Esq. (President), Ms. Rhonda McKitten, Esq. (Vice President),
Staff Inspector, Paris Washington (Treasurer), Ms. Sherry Lupton (Secretary), Deputy Commissioner, Kevin Bethel
Mr. Edwin Desamour Ms. Kimberly Booth Ms. Linda Hicks Mr. James Randolph
Ms. Vanessa Williams-Cain Ms. Patricia Russell Mr. Daniel Elby

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