





AGENDA



Welcome & Introductions



Our Commitments



DMC/RED in PAs Youth Justice System



On the Same Page



Implicit Bias and How to Mitigate Bias



Equity, Equality and Justice

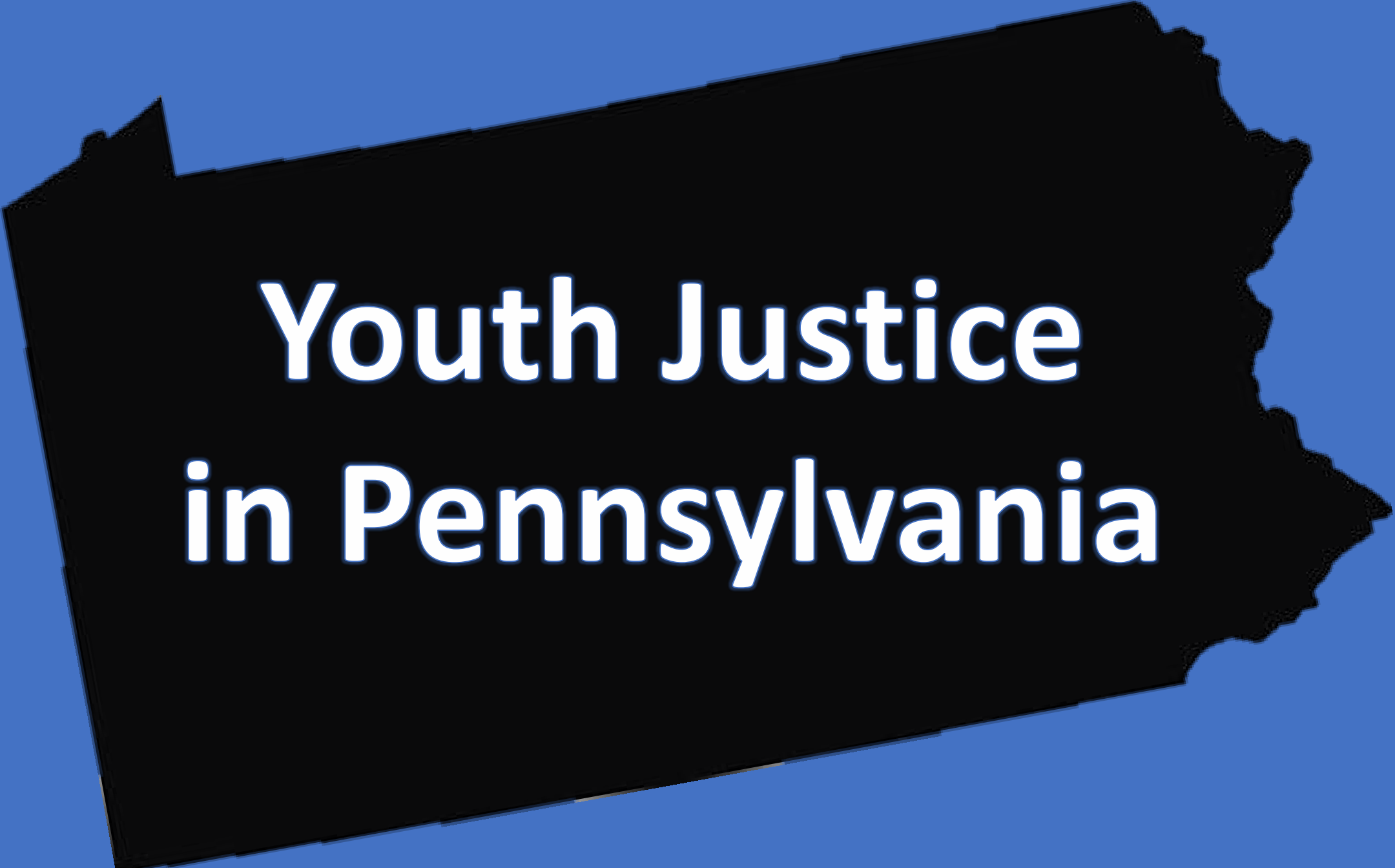


Closure

OUR COMMITMENTS



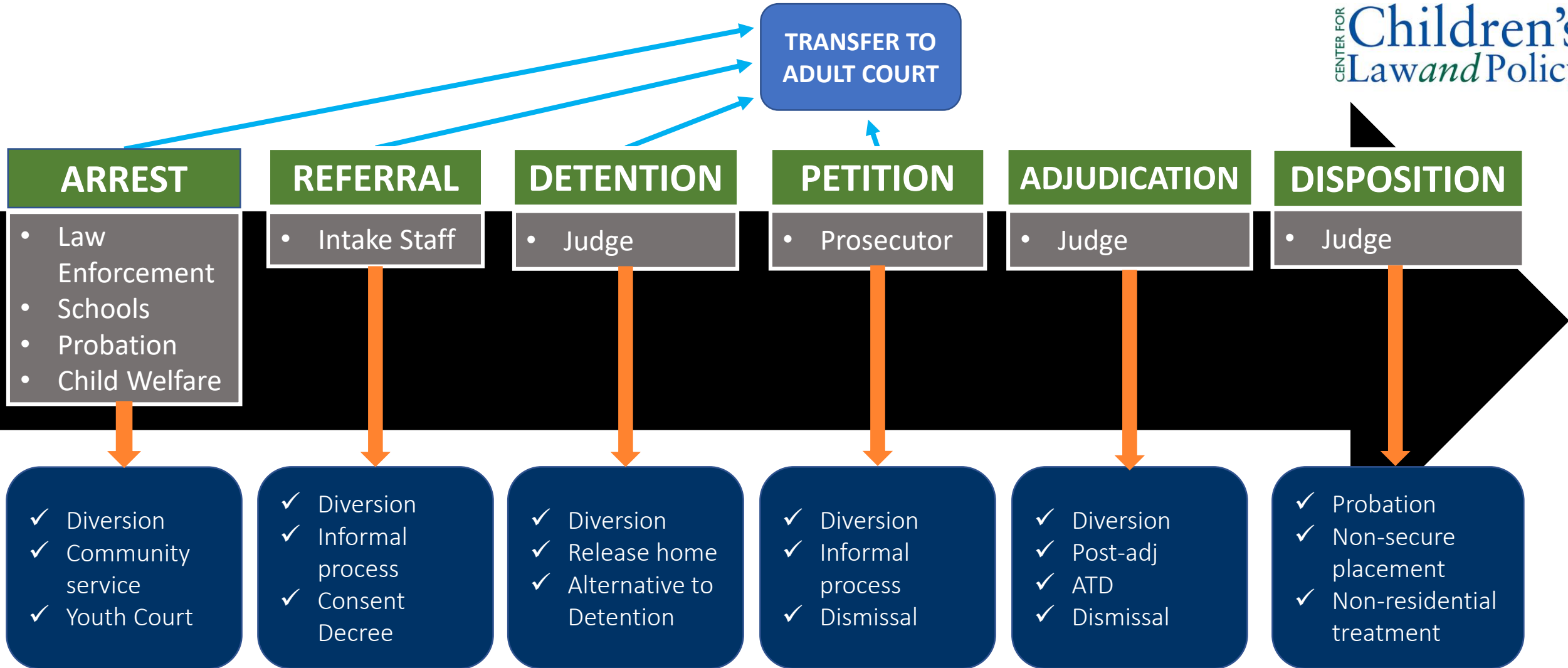
- Speak from our own experiences and perspectives.
- Listen with openness to the experiences and perspectives of others, creating supportive space for each person to learn
- Actively resist making assumptions about one another.
- Refrain from fixing, saving, advising, or correcting each other.
- Be mindful of “taking space and making space” to ensure everyone has opportunities to speak and to listen.
- Expect and accept non-closure, because the work of disrupting racism is ongoing.
- Be willing to be challenged to disrupt racist patterns, both by the activities and discussions and by other participants.
- Respect the confidentiality of personal information and stories shared here.



Youth Justice in Pennsylvania

THE JUVENILE JUSTICE PROCESS

Key Decision Points & Pathways Out





CAUTION

DATA ONLY TELLS YOU PART OF A STORY

TODAY WE ARE VIEWING STATEWIDE DATA

DETERMINING RACE AND ETHNICITY

10 DECISION POINTS

HUMANS



POLICY DISPOSITION REPORTING
 TO THE JUVENILE COURT
 COURT JUDGES' COMMISSION
 S' COMMISSION **GUIDELINES**
GUIDELINES FOR COLLECTING
COLLECTING AND RECORDING
THE RACE AND ETHNICITY
ETHNICITY OF JUVENILES IN
JUVENILES IN CONJUNCTION WITH
WITH JUVENILE DELINQUENCY
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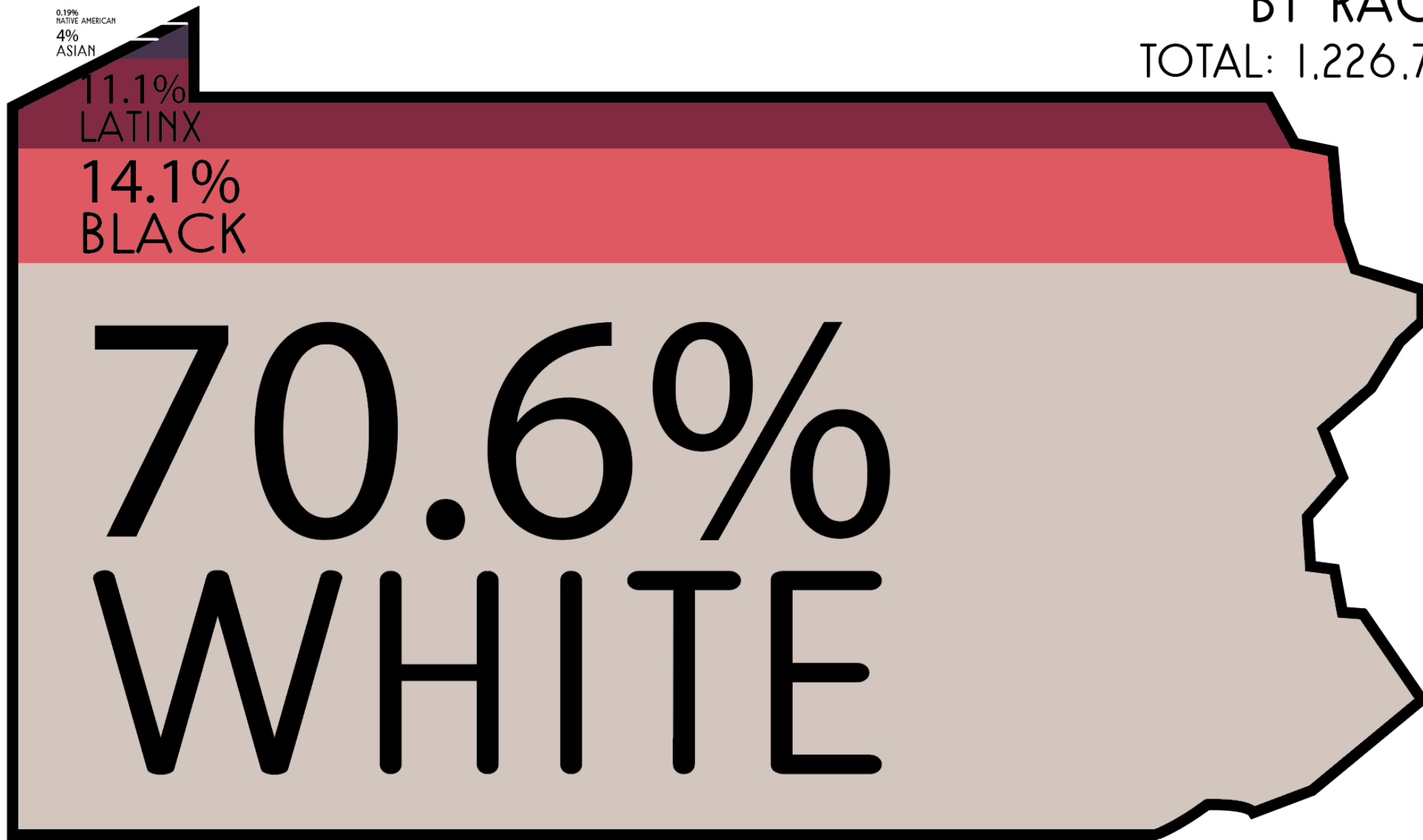
ncjj

CENSUS 2000 RACE CATEGORIES	FEDERAL MINIMUM RACE CATEGORIES
White	American Indian or Alaska Native
Black, African Am., or Negro	Asian
American Indian or Alaska Native, print tribe	Black or African American
Asian Indian	Native Hawaiian or Other Pacific Islander
Japanese	White
Native Hawaiian	
Chinese	
Korean	
Guamanian or Chamorro	
Filipino	
Vietnamese	
Samoan	
Other Pacific Islander	
Other Asian, print	
Some other race, print	

2017 PA POPULATION: YOUTH (AGE 10-17)

BY RACE

TOTAL: 1,226,713



0.19%
NATIVE AMERICAN
4%
ASIAN

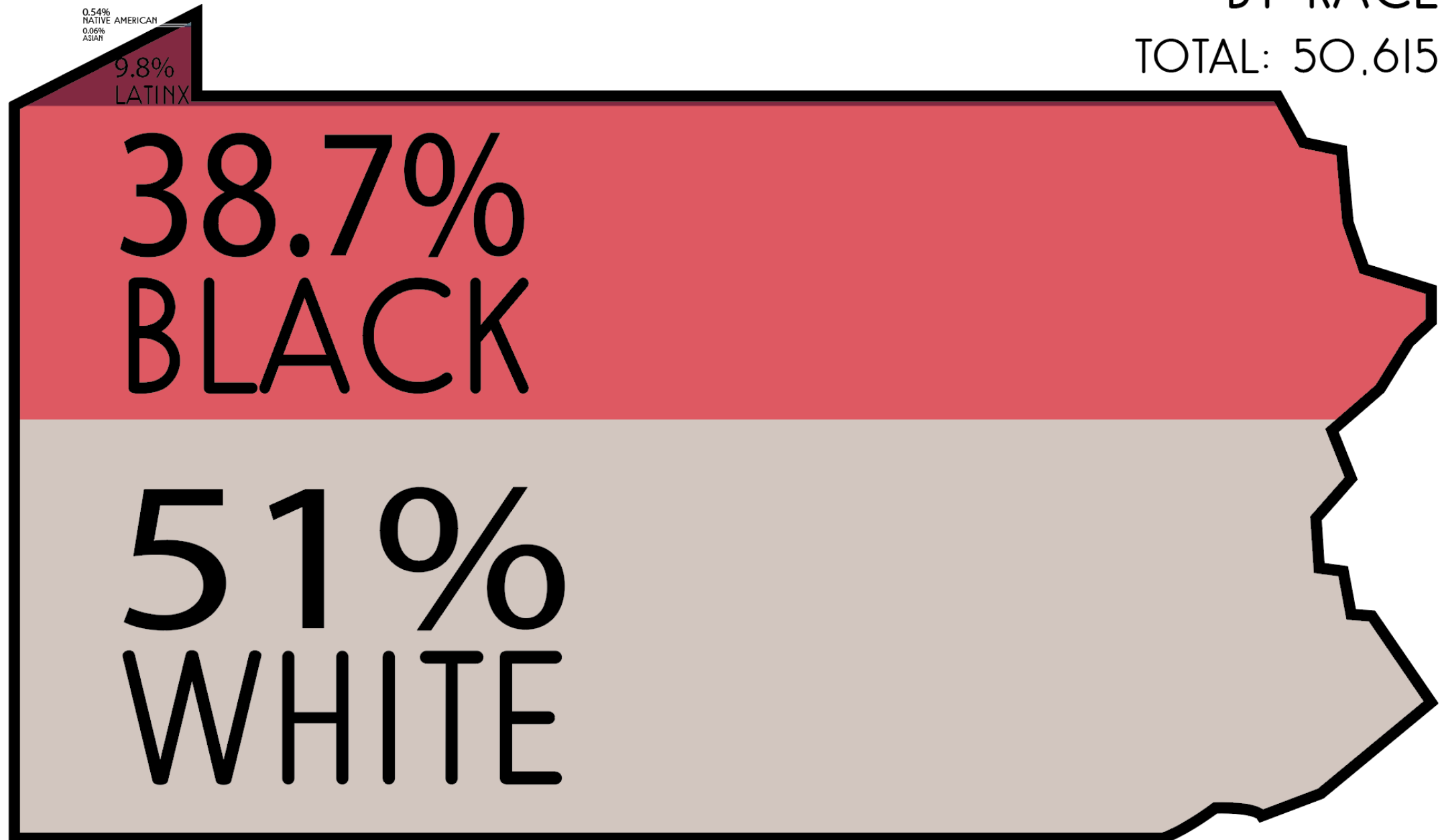
11.1%
LATINX

14.1%
BLACK

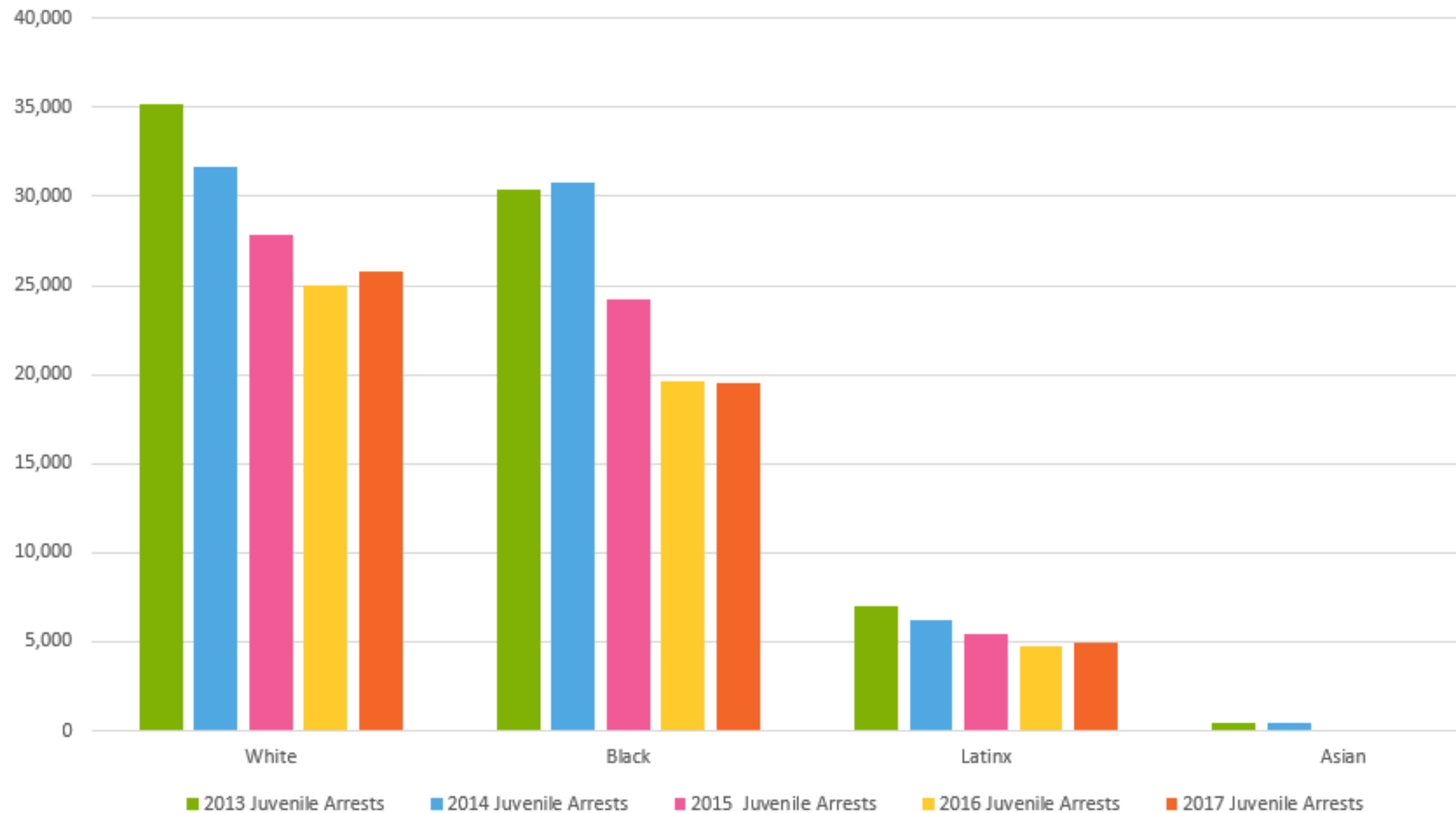
70.6%
WHITE

2017 PA YOUTH ARRESTS, TOTAL ARRESTS BY RACE

TOTAL: 50,615



YOUTH ARREST BETWEEN 2013 & 2017



DIVERSION

pre-adjudication

Avoid adjudication of delinquency or conviction for a summary offense.

Alternatives that can channel youth away from formal court processing.

Various levels: school, law enforcement, magisterial district judge and courts.

INFORMAL ADJUSTMENT

42Pa.Cons.Stat. §6323 and Rule 312



CONSCIENT DECREE

42Pa.Cons.Stat. §6340 and Rule 370

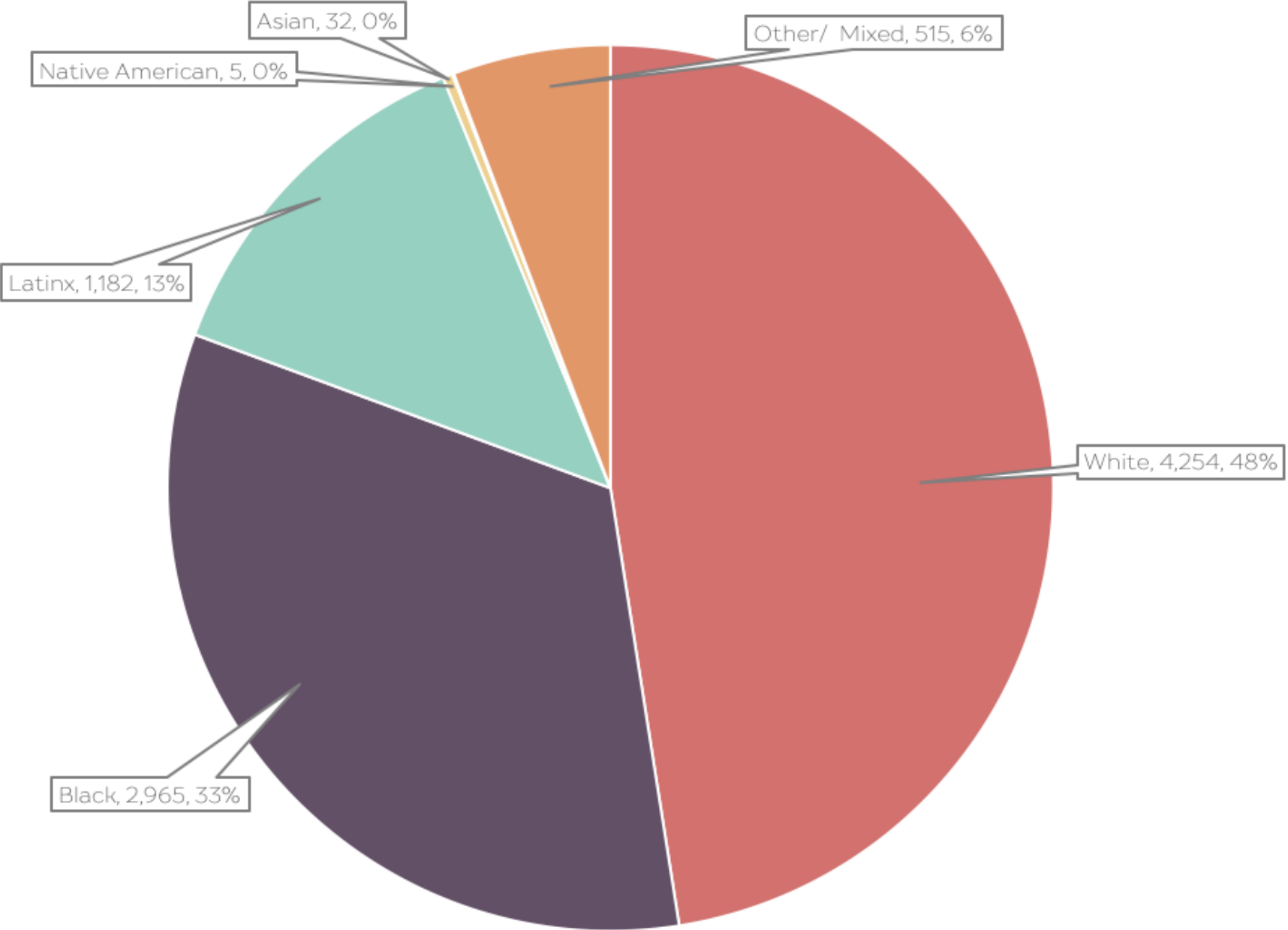


DEFERRED ADJUDICATION

42Pa.Cons.Stat. §6341 and Rule 409(b)

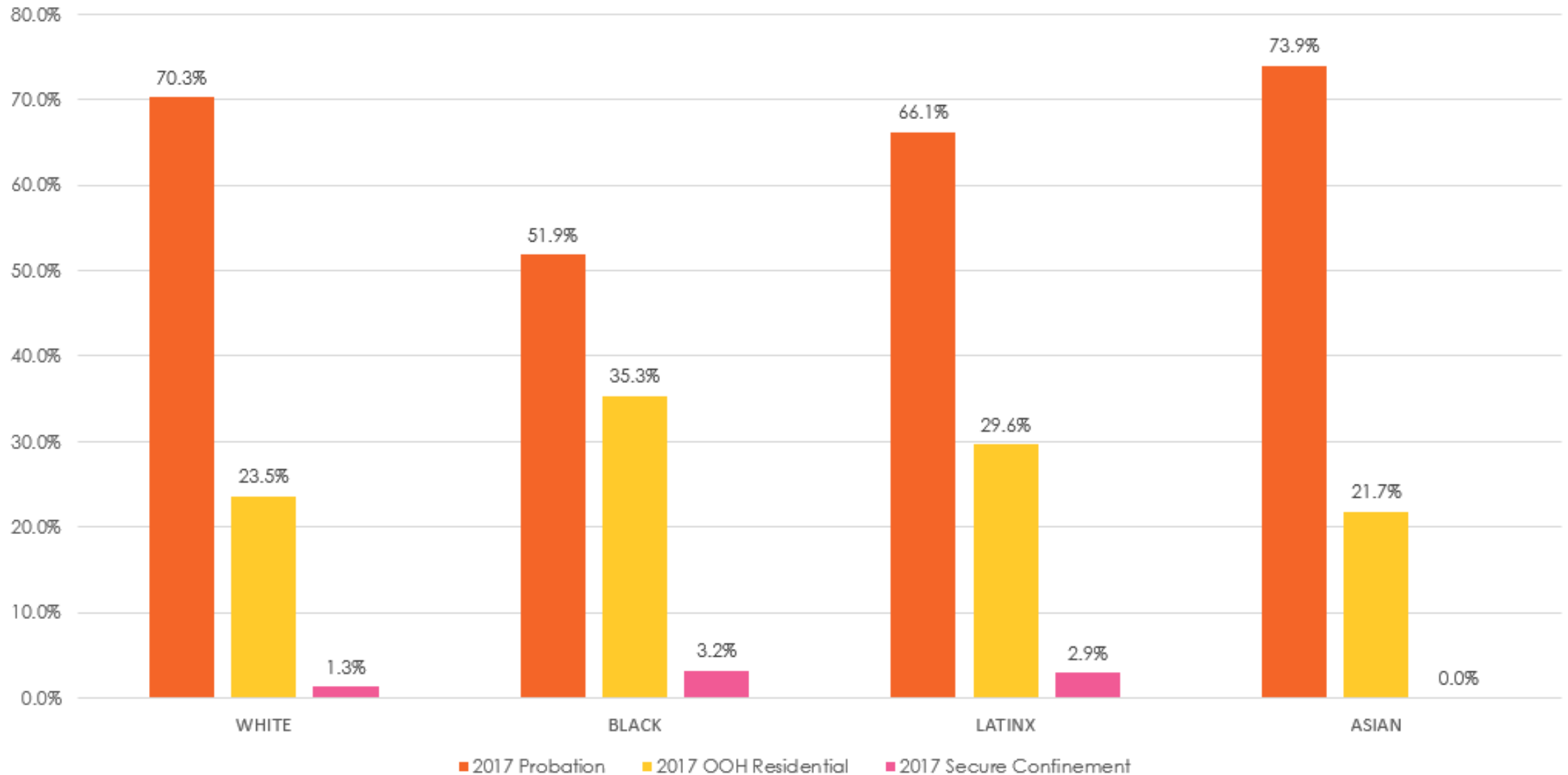


2017 PENNSYLVANIA YOUTH DIVERSION, BY RACE (n=8,953)



Disparities in Adjudication

2017 DISTRIBUTION OF PA YOUTH FOUND DELINQUENT, BY RACE



GETTING ON THE SAME PAGE



Diversity

The wide range of national, ethnic, racial and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in American culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class and much more.

Source: *Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.*

Ethnicity

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Examples of different ethnic groups are: Cape Verdean, Haitian, African American (black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (white).

Source: Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.

Race

A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. Racial categories subsume ethnic groups.

Source: Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.

Bias- Implicit and Explicit

Implicit Bias: a preference (positive or negative) for a social category that *operates outside of our awareness*.

The opposite of an explicit bias, which is a *conscious preference* (positive or negative) for a social category.

The Stroop Test

Blue

Red

Green

Black

Green

Red

Blue

Black

Black

Blue

Green

Red

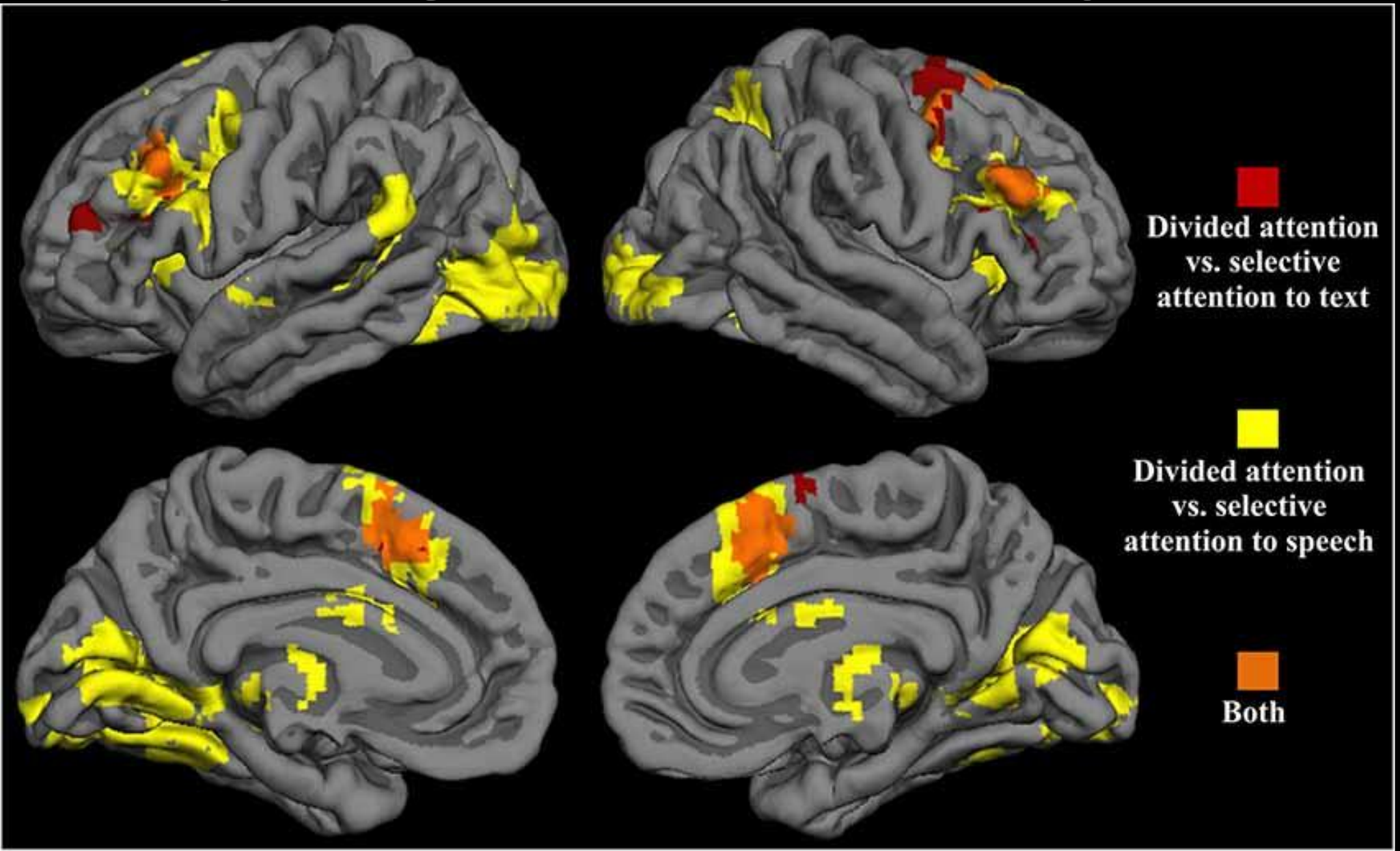
Green

Green

Black

Blue

SELECTIVE ATTENTION



Research on Bias: Probation Officers

Example: Two 17-year-old boys

- No prior criminal history for either one
- Both charged with first degree robbery with a firearm
- No injuries in either incident
- One case: gas station robbery
- Other case: robbery of two motels
- One boy was black, the other was white

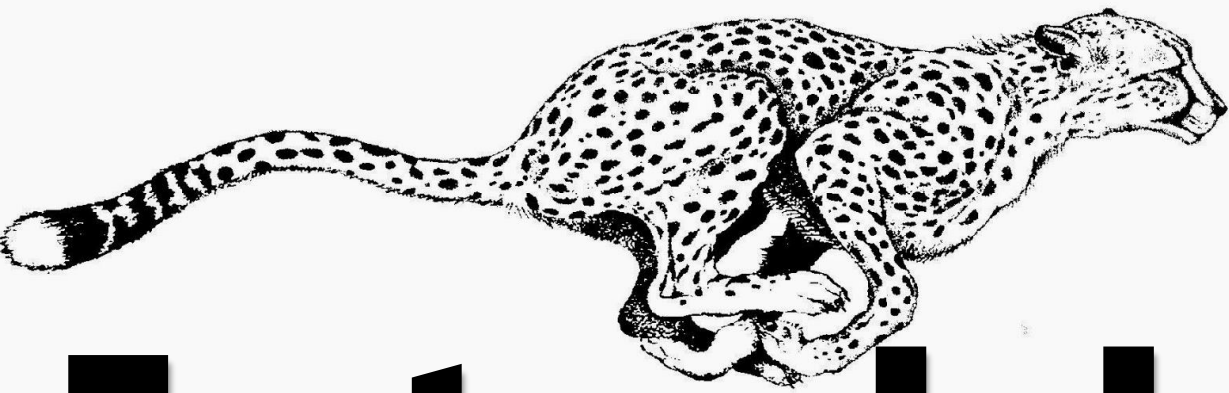
Research on Bias: Two 17-Year-Old Boys

Ed: “This robbery was very dangerous as Ed confronted the victim with a loaded shotgun. He pointed it at the victim and demanded that he place the money in a paper bag. This appears to be a premeditated and willful act by Ed...There was an adult quality to this referral. In talking with Ed, what was evident was the relaxed and open way he discussed his life style. There didn't seem to be any desire to change. There was no expression of remorse from the young man. There was no moral content to his comment.”

Research on Bias: Two 17-Year-Old Boys

Lou: “Lou is the victim of a broken home. He is trying to be his own man, but...is seemingly easily misled and follows other delinquents against his better judgment. Lou is a tall, emaciated little boy who is terrified by his present predicament. It appears that he is in need of drug/alcohol evaluation and treatment.”

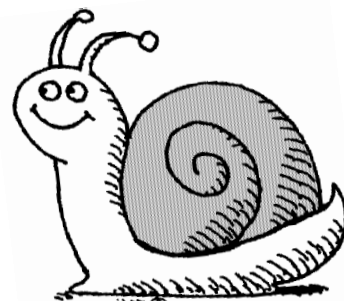
Which boy was black and which boy was white?



Fast and slow thinking

two modes of decision-making

- **System 1**: Automatic, fast and often unconscious way of thinking; requires little energy or attention, more potential for biases and systematic errors
- **System 2**: effortful, slow and controlled way of thinking; less potential for biases and errors



How Can We Mitigate the Effects of Bias?



- **Awareness**

- **Structured Decision Making**

- **Look at data and be curious**

- **Individuation. Get to know people from other groups through repeated conversations**



Pennsylvania DMC Youth/ Law Enforcement Forums and Curriculum

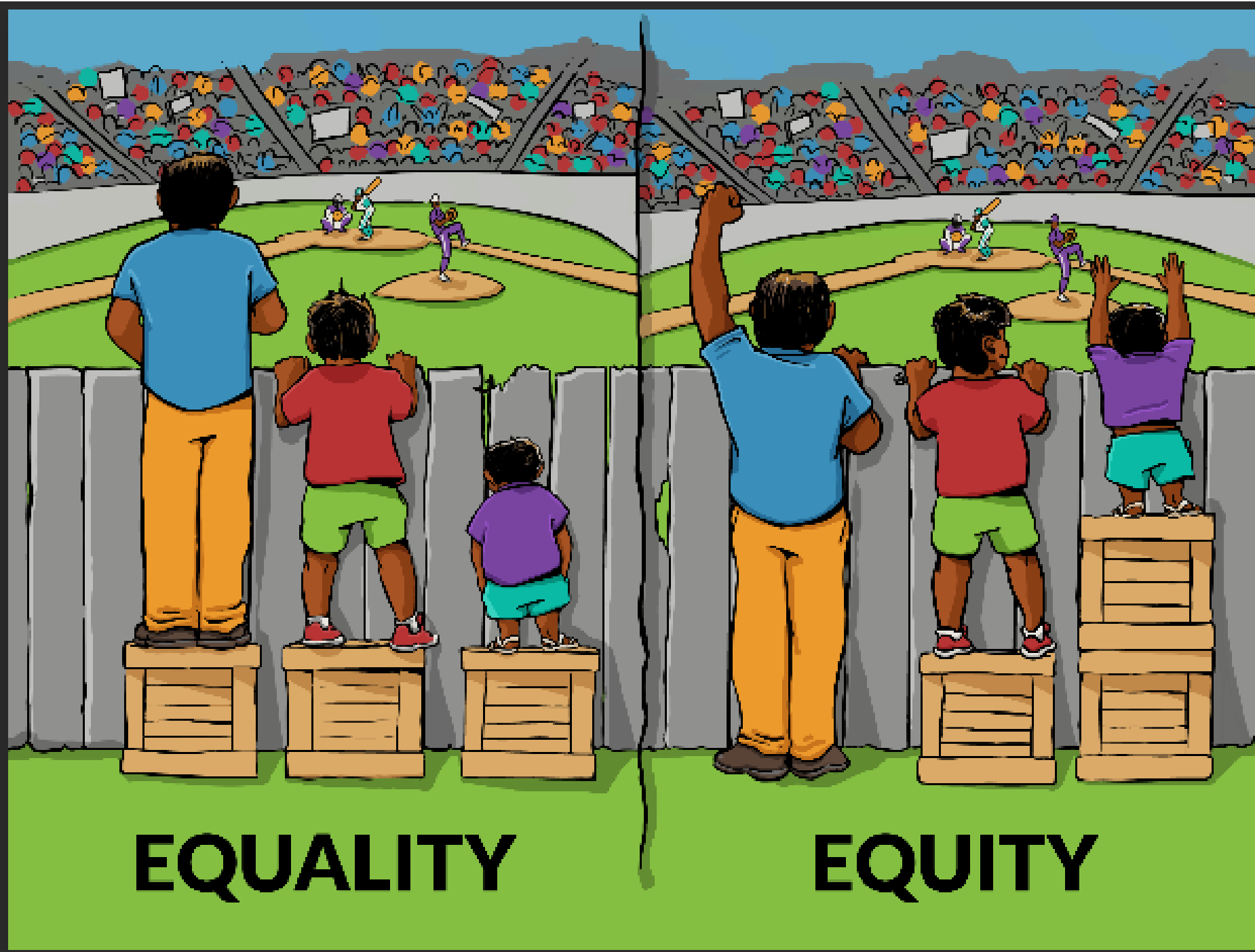
Open and Honest Dialogue between Youth and Law Enforcement

- Panel Discussions with Youth and Officers
- Small Group Workshops
- Adolescent Development, Youth Trauma and De-escalation Trainings
- Youth session “Think About it First”
- Role Play exercise



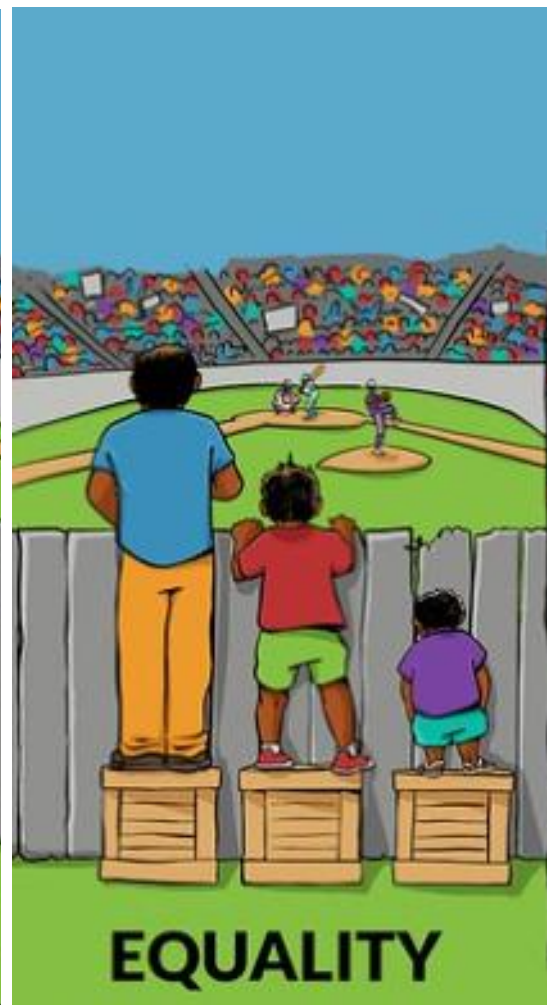
- PA Jurisdictions eligible for financial support for DMC Activities

EQUALITY
EQUITY &
JUSTICE



EQUALITY

EQUITY





DIVERSITY

**IT IS NOT ABOUT WHO IS IN THE ROOM.
IT IS ABOUT WHO IS LEADING THE ROOM.**



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