Older Youth Workgroup
December 16, 2021

Attendees:

Andrea Dencklau	Lori Shultice
Chad Jensen	Kelli Soyer
Robert Smith	Kristie Oliver
Kayla Powell	Marlo Nash

Each of the workgroups is working on their portion on what is going to become and overall plan for the Vision Council

Andrea has been working on a draft action plan for the Older Youth Workgroup including working within the components of the other workgroups, especially looking at housing and financial stability.

Goal today is to look at different parts of the plan and giving attendees time to read it and respond to some reflective questions.

Final decisions will not be made today, but there is a Vision Council meeting scheduled for January 26th. The goal is to have a good solid draft of the overall plan including the work on this group and the two other groups into one spot. We want to use the meeting at the end of January to get the whole groups (Vision Council's) reaction to where we are.

The decisions today are putting things more into a solid draft but are not going to be final/final decisions. If an attendee sees something that needs more research or finetuning or if things are missing – that is what the meeting is for today.

Proposed Meeting Results:
1. OYWG members are aware contents of the proposed draft action plan.
2. A complement of draft strategies will be prepared, building on the proposed draft action plan.
   - A chance to react to strategies, give input and add or delete
3. A set of strategies is adopted to present to the Vision Council on Jan 26.
4. The OYWG members will be aware of the draft indicators and what is needed to complete that portion of the action plan.
5. Action commitments are documented and assigned the further the development of the draft action plan.

Review [DRAFT] Story behind the baseline (pages 2-4)

When you imagine others reading the story behind the baseline, what stands out for you in terms of how it is written, what it includes and if it leaves anything out.

Chad: It is not the final version. It is written with a broad-brush approach. It needs to balance by highlighting some of the efforts, initiatives and projects that are underway to address some of the important issues that were raised. A person is walking away discouraged after reading it It is important to highlight what efforts are being done so we can more narrowly focus in on

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what is left to be done and what can we do that has not been attempted or tried. It is a good start. We need to be careful and double check the data and statistics, so we know they are accurate.

- Chad and/or staff can help with initiatives and data review.

Lori: We need more strengths outlining. Some of it was complicated to understand and some of the working needs to be revised. It needs to be clearer what it is that we are targeting.

- Lori will highlight and send it to Andrea

Robert: The readability and clarity needs to be reviewed. Twitter friendly – how do you make it more appropriate and clearer. It is not sunshine and bright, but the employment and housing information is stark. It is valuable to emphasize those points routinely. It is important to keep them in there to illustrate the gap.

- Underbellies of Entry
  - o School: JCS
  - o Employment Housing: DHS

Kelli: Kelli loves the data, and the information starts to paint the picture. How do you tie it back to indicators? We want to decrease JJ out of home placement so how do we tie everything we are seeing with poverty and housing with what causes kids to come in. The data is doing this with the school and discipline data, especially with JJ and detention. School information was interesting and eye opening. How do we take all that and tie it back to why we have the numbers so high in Iowa?

- Provide feedback to Andrea based on input.

Kristie: Written by an advocate who is utilizing language that is used in that world. It would be helpful to simplify so the language does not talk above people so we can get more buy-in and engagement. We need some light at the end of the tunnel. The information was negative, how do we include efforts.

- Kristie will highlight and send to Andrea.

Progress indicators:

Indicator 1: By 202x reduce by (# or %) the youth of color entering the juvenile justice system. Or by 2023, 24, 25,26 reduce by x percent (look at current data and determine what makes sense) Complaints? (35% in 2017) Charges? 2017 State Annual Report_Final Draft (1).xlsx (iowa.gov) Is there a newer one?

Indicator 2: By 202x reduce by (# or %) of youth of color entering the child welfare system.

(19%) Child Welfare | Iowa Department of Human Services

Indicator 3: By 202x reduce by (# or %) youth of color who enter out of home placements (% of youth in out of home placement (detention, shelter, group care, family foster care) (We can get older youth foster care data—as of 2018, 16% African American/Black but only 4% of population)

Review the Progress Indicators: (they are incomplete)
1. Are the indicators the right indicators?
2. If they are the right indicators how long will it take (over what period of time) …a five-year window? A ten-year window?

Between now and the next meeting – everyone is going to be asked to take an action commitment between now and the next meeting. We are not going to complete the indicators today, but we want the opportunity to hear everyone's feedback to where we are so far.

Question: What will be the effect of these three indicators if they are used to measure the progress of the Vision Council's work for the older youth population (families in youth of color ages 10 and over)?
- Will it measure the progress that we want to make?
- Will there be unintended consequences?
- Will there be resistance from public agencies to use it?

Chad: Indicator # 1: We need to drill down a little bit deeper and identify the complaints or allegations where we see the greatest disparities for youth of color.
- We need to define youth of color. Are we talking about black youth or all youth of color? Our strategies are going to depend on what the underpinnings are. If we really want to come up with approaches that move the needle, we need to be very specific what is driving the disparities for example, black youth coming into the juvenile justice system. This is the approach the JCS takes when developing their pre-arrest diversion programs. If the strategies are not narrowly specific to a specific population, they will overall reduce the complaints in numbers, but it won't reduce the disparities, which is the primary goal and objective. For example, in Cedar Rapids, their pre-arrest diversion program originated out of an in-depth analysis of what are those allegations where we see disparities, particularly among black youth. We then focused on those 3 allegations and what do we need to do from a programming services, interventions, and practice standpoint to reduce those numbers – specifically to that particular population.
  - **Recommendation:** Take a very similar approach in developing the indicators for the Older Youth Workgroup.
    - JCS (Chad) Partner with CJJP (Kayla) to get some of the data that is needed.
      - It is also more difficult to do it on a statewide level because there is not a statewide governance structure for pre-arrest diversion programs for example. JCS is not the pre-judicial branch. JCS does not have authority or control over each jurisdiction where the complaints get generated to dictate to them that they need to have a diversion program that is based on evidence-based practices.
        - **Recommendation:** Review a couple of jurisdictions where there are the greatest disparities and home in on some strategies for those jurisdictions. Otherwise, it is going to

be hard to affect the positive change that we are looking for.

Kelli: Is the goal to adopt all three of the indicators?
- That is what the Older Youth Workgroup needs to decide.
  - When you start to drill down into strategies, whatever that is, then we start to build a whole list of things that cannot be accomplished. We cannot have a laundry list of things. Typically, we need to keep ourselves between a 3 to 5 number ratio and not go beyond that scope. If we have indicator 1, 2, & 3 and under each indicator we have strategies and then are measuring those strategies – how many strategies are within each indicator?
    - Andrea: The older youth workgroup is not responsible for the entire plan.
      - However, who is monitoring the plan?
        - Andrea: This is a vision. We want to have some realism in mind, but when we create a vision - it is what we want to see, and we have to bring the right people to the table and/or see who is already doing it. Who else is working on this that we can partner and support? The Vision Council will have a different role, depending on what kind of activity or strategy they are working on. For example, Iowa ACEs360 is working on advocacy to ensure that systems are trauma informed and healing centered. The Vision Council just monitors how well that is going. So, there will be different people doing the work, but the Vision Council is the one saying here is the vision we are looking for so we can bring a set of complex issues to the table and find people who will support the work and creating a shared vision.

There are two different views. The views are captured.

Robert: There could be a forecast of resistance regarding indicators # 1 and # 2. Indicator # 3 holds the most potential to be further defined and incorporate family engagement.

Lori: It is going to be tough for indicators # 1 and # 2. Indicator # 3 stands out more.
- How are we defining youth of color?
  - Why does youth of color enter out of home placement more? We need more information and what we can do to prevent them from having to enter out of home placement. How can we help them to stay at in-home placement?

Kayla: One does not stick out and there is no resistance to any of them. The overall goal is to decrease the disparities, which is agreed with. Strategically thinking, what Kelli just said – who is monitoring this – there are several groups now who are addressing these indicators, but no one is monitoring them to see if they are actually doing something. Are they just sitting around and talking bout it? It is a goal on their sheet, and nothing gets done, so the idea of the Vision Council could get some accountability from some of those groups and motivate them to do it would be great. We have some conditions that make the indicators at the right

time and right now. For example, pre-charge diversion – communities do not have to do pre-charge diversion even though we know if we want to keep youth out of juvenile justice and then criminal justice, we need to divert them first.   If you look at who Cedar Rapids is diverting, they are more likely to be white. How can we address those things up front?
- CJJP received a $1.5 Million grant to give to communities. The RFPs have not been sent out yet, but there is potential for the Vision Council on those areas.
- Cross-Over Youth: Chief Justice Christiansen Task Force – one of the workgroups is cross-over/dully enrolled youth. How can the Vision Council infiltrate that task force?
- It feels like it is the right time to do this.

CJJP has a lot of information that will be helpful and there are a lot of things going on. It would be helpful to pull all of those into one place and acknowledge all the good work that is going on and demonstrate how the Vision Council's work would build.
- *Chad and Kayla will pull this information together.*

It is helpful to know other groups are not making sure they are making progress – this is an interesting tie in to how big does the scope of the Vision Council get. Do we make it broad to make an inventory in one place, but the role of the Vision Council plays is very specific?

Kristie: She was part of the substance use indicators conversation. For Indicator # 2, the issue becomes how do we measure it? Is it a reduction of intakes or assessments? If we reduce intakes the unintended consequence, is we do not want to see the public to see the data point lowing intakes because does this mean that people are not calling in? Intake is based on regulations. If it meets criteria for intake, it meets criteria for intake. The criteria is what the criteria is, we can have a different philosophy and it will not change the number because if they call in and meet criteria, they meet criteria. How do we measure Indicator #2?

Question: Would a different indicator be better?

Robert: Resource and family support. Service Areas have the capacity to track the following:
- how much funding goes toward African American Families?
- how many relatives were identified?
- how many youth are in congregate care?
- how many youth are engaged in extracurricular activities?
- how many youth are going to school?
- The race of parents who have parent partners.

Indicator # 3 – passed intake and assessment – once they are in care, how do we define and track ways to support families of color for the goal of reunification.

Annie E Casey project: Revamp and fortify African American case consultation teams.

PSSF Funding: Strictly for reunification purposes.
- How do we apply a race specific tracking measure?

Recommendation: Create an indicator around reunification.
- Can we get data that shows the disparity between white families and black families being reunified?

- Robert can get data disaggregated by age and race.
  - Oct – QI: Relative placements by service area. Within the DSM service area the youth that were in congregated care the longest were African American.
    - Robert will talk internally if he can share the data.

Strong new starting point at the next meeting by getting the action commitments worked into the material before the next meeting.

Action Commitments

Review the Strategies	Everyone	January 12th
Compilation of all the work that is being done in CW and JJ that will feed into the indicators	Kayla, Andrea, & Chad	Schedule the meeting the beginning of the week of January 10th
Review the data in the Story Behind the baseline	Kayla	By the next Older Youth Workgroup
Story behind the baseline: Highlight complicated language	Lori	January 11th
Story behind the baseline: Highlight complicated language	Kristie	January 11th
Input and data on how the data can tie back to the indicator	Kelli	January 5th
Data from the Service Areas on placement	Robert	January 19th
Further explore the 2 viewpoints regarding the scope of the Vision Council Results Action Plan	Vision Council Leadership Team • Marlo will support and structure a conversation and visual to support the conversation	December 20th.

CJJP is getting ready to release the data on 21-year-olds that aged out of Foster Care in Iowa. This will be data specifically around older youth. The release date is the week of January 24th.

Acknowledge the differing viewpoints of the work – is it broad is it more specific. Is there an action step to help with the conversation?
- The Vision Council needs an opportunity to see what the work group has been working on, but also identify and acknowledge that it does not have to be the way.
- The Leadership Team for the overall Vision Council is scheduled to meet on December 20th –**Proposal**: bring the conversation back to the group and have as an agenda item.