The ABA Coalition on Racial and Ethnic Justice, Criminal Justice Section and the Council for Racial & Ethnic Diversity in the Educational Pipeline Presents:

"The School-to-Prison Pipeline
Mapping Out Solutions"
A Complimentary Roundtable Discussion

Date:     Friday, July 31, 2015 | 9:00 a.m. to 11:00 a.m.
Location: Hyatt Regency Chicago Hotel, Regency Ballroom B (Gold Level, West Tower) 151 East Upper Wacker Dr.

You are cordially invited to attend our dynamic “Mapping Out Solutions Roundtable.” The "School-to-Prison Pipeline" has become shorthand for the continuing failures in the education system where students of color and other groups are disproportionately placed in special education, disciplined more harshly, achieve at lower levels, and eventually drop out or are pushed out of school, often into juvenile justice facilities and prisons. For the Past year COREJ and its fellow ABA groups have been engaged in a series of Town Halls across the country to discuss the problem and possible solutions. This Roundtable will highlight what we’ve learned and focus exclusively on “Solutions” as we talk about next steps for the ABA work. We want to hear from you! Join some of our star presenters from the Town Halls and help us develop a collaborative plan of action to break this cycle. You will not want to miss the opportunity to participate in this vibrant, informal dialogue. Register today!

This program is part of the American Bar Association’s 2015 Annual Meeting and registration is required to attend the Roundtable Discussion.
July 31, 2015

Dear Colleague:

Welcome to Chicago and the Coalition on Racial & Ethnic Justice and its co-sponsors Roundtable titled “School-to-Prison Pipeline: Mapping Out Solutions.” Your participation in this dynamic and interactive Roundtable Discussion is essential to the success of this significant project.

The American Bar Association Coalition on Racial and Ethnic Justice, the Council for Racial and Ethnic Diversity in the Educational Pipeline and the Criminal Justice Section bring voices and convening powers to the issue by hosting a series of seven Town Halls across the country and now this exciting Round Table Discussion.

The goal of this Round Table is to individually and collectively bring together key individuals and organizations like you to recognize ongoing research, and to showcase national and local programmatic interventions. This Roundtable will particularly call for conversations and recommendations about “Solutions.”

Today we will offer informal presentations, discussion, networking, and resource sharing, as well as provide a critical opportunity for organizations and individuals an opportunity to discuss specific solutions to the issues.

The ABA Coalition on Racial and Ethnic Justice along with its partners, seek your assistance in identifying model programs, successful projects and strategies for addressing solutions to the “School-to-Prison Pipeline.”

Additional information regarding our town halls may be accessed through our website at www.ambar.org/corej. Please contact our staff director, Rachel Patrick at Rachel.Patrick@americanbar.org

Sincerely,

Justice Michael B. Hyman
Chairperson,
Coalition on Racial and Ethnic Justice
ABA

ROUNDTABLE DISCUSSION

“THE SCHOOL-TO-PRISON PIPELINE: MAPPING OUT SOLUTIONS”

Friday, July 31, 2015

9:00 a.m. – 11:00 a.m.

Hyatt Regency Hotel Chicago

PROGRAM SCHEDULE

PART ONE: 9:00 a.m. -10:00 a.m.

1. Welcome and Introductions – Justice Michael Hyman, Chairperson, Coalition on Racial and Ethnic Justice (COREJ)
   a. Introduction of ABA President-elect Paulette Brown
   b. Introduction of “Reserving School-to-Prison Pipeline” Co-Chairperson and Moderator, Professor Sarah Redfield

2. Overview of the Roundtable Discussion, Professor Sarah Redfield

   Introduction of the Speakers: Professor Sarah Redfield
   a. Patty Ferguson-Bohnee, Faculty Director, Indian Legal Program Director, Indian Legal Clinic
   b. Leigh-Ann Buchanan, Business Litigation Attorney, Incoming Chairperson of Coalition on Racial & Ethnic Violence (COREJ)
   c. Nancy Heitzeg, Professor of Sociology & Critical Studies of Race and Ethnicity, Saint Catherine University, St. Paul, MN
   d. Craig Holden, President-California State Bar
   e. Jessica Schneider, Staff Attorney, Educational Equity and Fair Housing Projects
f. Rev. Janette Wilson, Esq. Senior Advisor, National Rainbow PUSH Coalition, Chicago, IL

PART TWO: 10:00 a.m. –10:50 a.m.

1. Questions & Answers of the Panelists Professor Redfield
2. Open Forum, Comments, Questions from the Audience

3. Acknowledgment of the Supporters and Sponsors and Co-Sponsors
   Professor Sarah Redfield

SUPPORTER:
Paulette Brown, Esq.

SPONSORS:
Coalition on Racial & Ethnic Justice (COREJ)
ABA Criminal Justice Section
Council for Racial & Ethnic Diversity in the Educational Pipeline

4. Wrap-up and Next Steps- Professor Redfield
ABA ROUNDTABLE DISCUSSION

Friday, July 31, 2015

Hyatt Regency Hotel Chicago

“SCHOOL-TO-PRISON PIPELINE: MAPPING OUT SOLUTIONS”

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AMERICAN BAR ASSOCIATION COALITION ON RACIAL & ETHNIC JUSTICE

A presidential Task Force on Minorities in the Justice system was created in 1992 in the aftermath of the Rodney King disturbances. Shortly thereafter, a report was issued with recommendations by the Task Force. In 1994 the Task Force was re-named the Council on Racial and Ethnic Justice (now the Coalition or COREJ). The Coalition was designed to implement the recommendations and develop partnerships among community groups, civil rights organizations, businesses, religious organizations, and bar associations for the purpose of eliminating racial and ethnic bias in the justice system. Its primary goal is to serve as a catalyst for eliminating racial and ethnic bias in the justice system with a focus on systemic change.

COREJ (1) assists with the development of educational programs; (2) provides public forums for dialogue between legal institutions and non legal groups; and (3) provides technical assistance and advice on how to implement specific programs, strategies, and partnerships that eliminate racial and ethnic bias.

Since its inception in 1992, COREJ has been on the cutting edge of social justice issues. It has focused on a number of substantive and diverse issues such as racial profiling, access to the justice system, overrepresentation of juveniles of color and "Teen Violence", indigent defense, racial profiling and the war on terrorism, the impact of foreclosures on communities of color, voting disenfranchisement and the impact of technology, election protection, injustices and discrimination in Tulia, Texas, restoring justice and equity by providing strategies for disaster preparedness and response that reduce patterns of discrimination and unfairness in the delivery of disaster aid and services e.g. Katrina Project, and most recently, the impact of Stand Your Ground Laws on people of color.

RECENT PROGRAMS

- Six School-to-Prison Pipeline Townhall meetings have been held across the county during 2014 – 2015.
- Stand Your Ground - Final Report 2015
- National Stand Your Ground Task Force Public Hearing, Miami, FL, October 2013
- National Stand Your Ground Task Force Public Hearing, San Francisco, CA, August 2013
- National Stand Your Ground Task Force Public Hearing, Philadelphia, PA, June 2013
- National Stand Your Ground Task Force Public Hearing, Chicago, IL, May 2013
- National Stand Your Ground Task Force Public Hearing, Dallas, TX, February, 2013
- Know Your Foreclosure Rights: There's Hope (August 2012, Tampa, FL)
- Do or Die: Analysis of the Stand Your Ground Statutes (August 2012, Chicago, IL)
- Justice Equality and A More Perfect Union: Community Recovery and Restoration After A Crisis (February 2012, New Orleans, LA)
- Raising The Bar on Foreclosure Prevention Efforts – Implementing Pro Bono Programs To Help Michigan Homeowners, Hosted by Federal Reserve Bank of Chicago- Detroit Branch (October, 28, 2011, Detroit, MI)
- HELP! I Need A Housing LIFELINE! (October 29, 2011, Detroit, MI)
- The War Against Foreclosures: Combating Foreclosures and Mortgage Crisis in
• The War Against Foreclosures: Combating Foreclosures and Mortgage Crisis in Communities of Color (July 31, 2011, Baltimore, MD)
• Combating Foreclosures and the Mortgage Crisis in Communities of Color (February 12, 2011, Atlanta, GA)
• Stop Teen Violence: Time To Deliver (August 7, 2010, Golden Gate Law School, San Francisco, CA)
• Stop Teen Violence: Time To Deliver (May 3, 2010, Youthville Detroit, Detroit, MI)
• Stop Teen Violence: Time To Deliver (November 20, 2009, Chicago State University, Chicago, IL)

SIGNIFICANT PROJECTS

• National Stand Your Ground Task Force –
  The Task Force will embark upon a comprehensive legal analysis of the impact of the Stand Your Ground statutes and the extent to which racial or ethnic bias impact the construction, application, and/or operation of Stand Your Ground laws.

  The Task Force’s multidisciplinary study will be national in scope, incorporating criminological and social science methodology and perspectives to assess the utility and necessity of existing and proposed Stand Your Ground laws across the United States. The scope of the analysis the Task Force intends to undertake will encompass several areas that directly and indirectly impact the criminal justice system.

  There are four integral components of the Task Force: (1) Four Public Hearings across the country; (2) Research and an Investigative Review of the Statutes; (3) Policies and Resolutions; and (4) Final Report.

• Joint Project with the 10CORE Law Student Organization on Foreclosure
  The co-sponsored project is titled "Combating Foreclosures and Mortgage Crisis in Communities of Color." This project is an outgrowth of the 10CORE Project, and it consists of a series of educational panels in key cities that have some of the highest foreclosure rates in the country, especially in communities of color.

  The primary goals of the Foreclosure & Mortgage Crisis Program are to: (1) provide pro bono assistance to individuals and communities that are in the throes of the challenges of foreclosures and the mortgage crisis; (2) educate the legal community and communities of color regarding strategies and resources that are available to help save homes from foreclosure; and (3) train, educate and recruit law students and young lawyers to provide pro bono assistance to communities of color that have been plagued by foreclosures and the mortgage crisis.

• Overrepresentation of Juveniles of Color in the Juvenile Justice System
  After an alarming number of national studies and reports revealed evidence that there is an overrepresentation of juveniles of color in the juvenile justice system and the justice system, the Coalition implemented a two-prong attack on the problems confronting juveniles of color. The first prong focuses on strategies that prevent young people of color from being trapped in the justice system; and the second prong focuses on
strategies that divert young people of color and prevent their initial entrance into the juvenile justice system. A complete listing of juvenile justice programs sponsored by COREJ is available.

- Election Protection Project
COREJ developed a partnership in conjunction with the Lawyers’ Committee and five ABA sections, divisions and entities to remove barriers to the electoral process for citizens of color who sought to participate in the 2004 election. COREJ, along with the Section of Individual Rights & Responsibilities and the Election Law Committee renewed their partnerships for the 2008 Elections and broadened the scope of the Project.

The goals of the 2008 Election Protection Project were: (1) Safeguard voters’ rights before, during and after Election Day by giving voters the information and resources they needed to cast meaningful ballots; and (2) Provide a comprehensive support system for eligible voters across the country that included support for registration programs, developing voter education materials, and providing direct legal assistance to protect the rights of voters. A primary goal for COREJ was to train volunteer lawyers who worked with voters on a national and local level to monitor polling places, educate voters,
What is the School-to-Prison Pipeline?

The School-to-Prison Pipeline is shorthand for the continuing failures in the education system where students of color disproportionately are incorrectly over-categorized in special education, are disciplined more harshly, achieve at lower levels, and eventually drop or are pushed out of school, often into juvenile justice facilities and prisons.

For too many of our young people of color, the education pipeline stands broken, and the doors to meaningful education remain closed. Students who drop out or are pushed out of school are disengaged as citizens; they lose earning capacity; they become more dependent on welfare; or they join the expensive prison population.

How is COREJ Addressing the Problem? COREJ is working in conjunction with several ABA entities (Sponsors) including the Council on Racial and Ethnic Diversity in the Educational Pipeline (Pipeline), and the Criminal Justice Section to dismantle the school to prison pipeline.

Goals and Objectives: The three sponsors of the RStPP are working nationally in conjunction with other civil rights, social justice, educational and community based organizations to dismantle the StPP by: 1) calling particular attention to the role of the legal community in collaboratively addressing pipeline issues; 2) directing focus on the role implicit bias may play in these issues; 3) recognizing ongoing research and programmatic intervention and allowing opportunity for networking to support replication of successful efforts; 4) developing an action plan (Report) to address the components of the school-to-prison pipeline dilemma; and 5) presenting a Resolution to the ABA House of Delegates regarding the dismantling of the school to prison pipeline.

Current Projects: RStPP Town Halls use the convening power of the ABA to host a series of national gatherings of key individuals and organizations. In addition, the Town Halls follow a proven format for engagement for change. First, expert panelists speak to the designated topic area and to their experience with pipeline programs and interventions. Second, the forum opens up the program to the audience for questions, comments, and discussion between the panelists and participants from the audience.

The goal was to implement eight Town Halls through-out the country with a focus on the issues identified by the regions. Thus far, eight highly successful town halls have been held in major cities.
**Town Hall Forums:**

1. Chicago - This was the inaugural town hall and the issues were broad-based
2. Boston – Special Education Pipeline Issues
3. Houston – Texas Programs and nonprofit engagement with pipeline issues
4. Washington, D.C. - The role of government and non-profit, philanthropic entities in addressing pipeline issues particularly implicit bias and role of the legal community.
5. Tempe Arizona - pipeline and education civil rights issues in Indian country.
6. New Orleans- Pipeline issues and issues raised by charter schools
7. Hawaii - Focus on Native Hawaiian Programs
8. Miami -Hispanic Pipeline issues

**Next Steps:** The sponsoring entities have formed a Task Force with representation from ABA entities, social justice projects, civil rights organization, educational entities and diverse organizations throughout the country. The Task Force, in conjunction with the entities listed above, will focus on Solutions to Reversing the School-to-Prison Pipeline. Several Roundtable Discussions will be held in conjunction with bars of color meetings, ABA meetings and other civil rights and social justice entities.

A Final Report will be drafted in 2016 by the Task Force, and recommendations from the Report will be presented to the ABA House of Delegates for approval.

Please contact Rachel Patrick, Director of ABA COREJ, rachel.patrick@americanbar.org or 312/988-5408.
“School -to- Prison Pipeline Mapping Out Solutions”

Annual Meeting Chicago 2015

July 31, 2015

Panelist

Sarah E. Redfield, Professor Emeritus

Moderator:

Professor Sarah E. Redfield is a tenured member of the faculty at the University Of New Hampshire School Of Law. Her primary teaching areas are education and administrative law.

In 2004, Governor Baldacci appointed Professor Redfield to represent the State of Maine on the Education Commission of the States.

Professor Redfield is a nationally known author and presenter. Her book, Thinking Like a Lawyer: An Educator’s Guide to Legal Analysis and Research, was published in 2002 by Carolina Academic Press. She has published law review and bar articles on threatening speech, the convergence of law and education and K20 school reform. This year she will be presenting at meetings on the Education Law, including the annual national Education Law Conference, the Virginia Education Law Conference and others.

She served as Assistant Attorney General in the Civil Division of the Maine Attorney General’s Office and as Associate Commissioner for the Department of Agriculture, Food Rural Resources. During this time, in addition to writing Vanishing Farmland (Lexington Books), she published articles on environmental and land use issues, with particular emphasis on farmland and pesticide use.
Paulette Brown, Partner and co-chair of the firm wide Diversity & Inclusion Committee at Locke Lord LLP, is president-elect of the American Bar Association. Brown has held a variety of leadership positions within the ABA. She has been a member of the ABA House of Delegates since 1997 and is a former member of the ABA Board of Governors and its Executive Committee as well as the Governance Commission. While serving on the Board of Governors, Brown chaired the Program, Planning and Evaluation Committee. Brown has served on the Commission on Women in the Profession and was a co-author of "Visible Invisibility: Women of Color in Law Firms." Brown also chaired the ABA Council on Racial and Ethnic Justice (now Coalition on Racial and Ethnic Justice) and is a past co-chair of the Commission on Civic Education in our Nation's Schools. Brown served on the Section of Legal Education’s Council on Legal Education and Admissions to the Bar and its Executive Committee. Brown joined the ABA Young Lawyers Division in 1976. She became active in the Section of Litigation in 1995, which has continued to be her section “home” ever since. She is a former member of The Fund for Justice and Education (FJE), FJE President's Club and a Life Fellow of the American Bar Foundation.

Brown has held many positions throughout her career, including as in-house counsel to a number of Fortune 500 companies and as a municipal court judge. In private practice, she has focused on all facets of labor and employment and commercial litigation.

Brown has been recognized by the National Law Journal as one of "The 50 Most Influential Minority Lawyers in America" and by the New Jersey Law Journal as one of the “prominent women and minority attorneys in the State of New Jersey." She has received the New Jersey Medal from the New Jersey State Bar Foundation and currently serves on its Board of Trustees.

Brown has repeatedly been named as a New Jersey Super Lawyer and by US News as one of the Best Lawyers in America in the area of commercial litigation. In 2009, Brown was a recipient of the Spirit of Excellence Award from the ABA Commission on Racial and Ethnic Diversity in the Profession. In
2011, she was honored with the Margaret Brent Women Lawyers of Achievement Award by the ABA Commission on Women in the Profession.

Brown earned her J.D. at Seton Hall University School of Law and her B.A. at Howard University.

Patty Ferguson-Bohnee, Faculty Director, Indian Legal Program
Director, Indian Legal Clinic

Patty Ferguson-Bohnee has substantial experience in Indian law, election law and policy matters, voting rights, and status clarification of tribes. She has testified before the United States Senate Committee on Indian Affairs and the Louisiana State Legislature regarding tribal recognition, and has successfully assisted four Louisiana tribes in obtaining state recognition. Professor Ferguson-Bohnee has represented tribal clients in administrative, state, federal, and tribal courts, as well as before state and local governing bodies and proposed revisions to the Real Estate Disclosure Reports to include tribal provisions. She has assisted in complex voting rights litigation on behalf of tribes, and she has drafted state legislative and congressional testimony on behalf of tribes with respect to voting rights’ issues.

Before joining the College in 2008, Professor Ferguson-Bohnee clerked for Judge Betty Binns Fletcher of the 9th U.S. Circuit Court of Appeals and was an associate in the Indian Law and Tribal Relations Practice Group at Sacks Tierney P.A. in Phoenix. As a Fulbright Scholar to France, she researched French colonial relations with Louisiana Indians in the 17th and 18th centuries.

Professor Ferguson-Bohnee, a member of the Pointe-au-Chien Indian tribe, serves as the Native Vote Election Protection Coordinator for the State of Arizona.
Leigh-Ann Buchanan, Business Litigation Attorney, COREJ Incoming Chair

Leigh-Ann A. Buchanan is a business litigation attorney at Berger Singerman LLP, where she concentrates her practice in complex commercial and transnational litigation, white-collar criminal defense and international commercial arbitration. Leigh-Ann’s passion lies in promoting fairness and equality within the legal system through advocacy and by increasing awareness of social justice issues. She was appointed to serve on the American Bar Association’s Coalition on Racial and Ethnic Justice and to lead the ABA’s National Task Force on Stand Your Ground Laws as co-chair. Leigh-Ann’s local leadership affiliations include serving as the President of the Wilkie D. Ferguson, Jr. Bar Association, Founder & Chair of the International Human Factor Youth Leadership Program, Selections Chair for the Miami Chapter of the New Leaders Council and as a member of the Executive Committee of Friends of New World Symphony. Leigh-Ann has been recognized as a Rising Star by the National Bar Association’s Women Lawyers Division, named one of South Florida’s 40 Under 40 Professionals of Today and Tomorrow by Legacy Magazine, and selected as a finalist for the Greater Miami Chamber of Commerce HYPE Award.

Dr. Nancy Heitzeg, Professor of Sociology and Co-Director of the interdisciplinary Critical Studies of Race/Ethnicity Program

Dr. Nancy A. Heitzeg is a Professor of Sociology and Co-Director of the interdisciplinary Critical Studies of Race/Ethnicity Program at St. Catherine University, St. Paul, MN. Professor Heitzeg has written and presented widely on issues of race, class, gender, and social control with particular attention to the school to prison pipeline and the prison industrial complex. Recent and forthcoming publications include: The School to Prison Pipeline: Education, Discipline and Double-Standards, Praeger, 2015, “Criminalization and Medicalization: The School to Prison Pipeline and Racialized Double-Standards of Disciplinary Control” in The Race Controversy in American Education Lillian D. Drakeford, PhD,

For the past six years, Professor Heitzeg has also been co-editor of an on-line blog series, Criminal InJustice, which is devoted to encouraging public education, dialogue, and action on issues of mass criminalization and incarceration.

Craig Holden, President –California State Bar

Craig Holden is a partner in the Los Angeles office and is Chair of the firm’s National Commercial Litigation Practice. Craig’s practice focuses on a wide range of complex commercial matters, with an emphasis on intellectual property, privacy and data breach, and financial transactions. His clients have ranged from Fortune 100 companies and entrepreneurs to professional athletes and entertainment companies. Craig’s peers in the legal industry have named him “Super Lawyer” (awarded to less than 5% of practicing lawyers) and “Advocate of the Year”; and clients have lauded him for his strategic thinking, meticulous preparation, and cut-to-the-chase focus.

Craig has been a leader in legal, business and charitable organizations, and has been recognized for his efforts to mentor and develop programs to help at-risk youth, increase diversity and inclusion in the legal profession, and
increase access to legal services for people of modest means. Among other leadership roles, he is the President of the State Bar of California for the 2014-2015 terms, and serves on a leadership council for the Rand Corporation, a non-partisan think-tank focused on cutting edge issues relating to business regulation and civic justice.

Jessica Schneider, Staff Attorney Chicago Lawyer’s Committee for Civil Rights under Law

Jessica Schneider is currently a Staff Attorney in the Educational Equity and Fair Housing Projects. She co-counsels with volunteer attorneys on housing discrimination cases both in court and at administrative agencies. She helps secure housing choices for the Project’s clients and combat housing discrimination in Chicago. She also serves as an intake specialist for fair housing complaints and does outreach for the Project. In addition, Jessica coordinates the Educational Equity Project, including a pro bono project representing students in expulsion hearings and other educational civil rights issues. Jessica participated in Shriver’s Racial Justice Training Initiative in 2014, which provides advocates with the full range of education, training and leadership development resources they need to obtain justice for their clients. Jessica joined the Chicago Lawyers’ Committee in 2011 as a Civil Rights Fellow. Prior to joining the Chicago Lawyers’ Committee, she provided legal advice and brief services in family law, housing, and consumer debt at the Coordinated Advice and Referral Program for Legal Services (CARPLS) as a volunteer. Jessica is fluent in Spanish, and has previously worked with immigrant communities including doing immigration casework. She received her bachelor’s degree in Political Science and Spanish from Washington University in St. Louis and her law degree cum laude from DePaul University with a Certificate in Public Interest. She is a member of the PILI Alumni Leadership Council.
Rev. Dr. Janette C. Wilson currently serves as the Senior Advisor to Rev. Jesse L. Jackson Sr. Rev. Janette C. Wilson began her career as a chemist, which led to various teaching positions at all levels – from elementary school to college – in the Chicago area, to the legal profession and finally to Christian ministry. Her employment record is as diverse as her educational background. Dr. Wilson has taught schools, served as an environmental chemist, a pump engineer, trial lawyer (for 15 years), hosted a weekly cable television broadcast (for 15 years), administered a union based medical center (for 8 years) and been engaged in the struggle for civil and human rights all of her life. DL Wilson has served as Associate Pastor of Grace Calvary United Methodist, and Cosmopolitan Community Church, Associate Pastor for Family Ministry for the 1st Baptist Congregational United Church of Christ in Chicago and currently the Associate Pastor of Leadership Development and Strategic Planning for the Providence MB Church. She recently served as the 1st African American female Dean of the Doctor of Ministry Program for United Theological Seminary in Dayton, Ohio.

Dr. Wilson is employed as the Manager of School Climate for the Chicago Public Schools. She organized the volunteer legal clinic for the National Rainbow PUSH Coalition Inc. and became its first volunteer director for a number of years. Prior to her employment with the Chicago Public Schools, Rev. Attorney Wilson was the Acting General Counsel for Chicago State University. Prior to that, she was Executive Director of Operation
PUSH. In this role, she implemented day-to-day operations of the organization, created community development networking programs, and created local and national voter registration and education seminars, and introduced alternative sentencing programs in cooperation with various religious organizations.

Rev. Wilson spent most of her adult life as a civil rights advocate. She has utilized her investigative skills developed during her years as an environmental scientist, her negotiating skills developed while practicing as a criminal defense attorney and her conscience as a Christian, to assist minorities’ in receiving social justice and economic parity. Rev. Wilson's commitment to youth is unquestionable, she has spent her adult life hiring, mentoring, employing, and establishing internship programs for youth.

Dr. Wilson accepted the call to the ministry in 1994, when she preached her first sermon on October 5, 1994, at the Fellowship Missionary Baptist Church in Chicago, Illinois. She was ordained the Reverend Clay Evans, Pastor of Fellowship, September, 1997. She was awarded a Doctorate of Divinity from United Theological Seminary in Dayton, Ohio in May of the same year.

In 1971, Dr. Wilson received her Bachelor's degree in Chemistry from MacMurray College in Jacksonville, Illinois. Four years later, she earned a Master of Arts Degree in Environmental Science/Planning from Governor's State University and in 1980, received her Juris Doctorate from the John Marshall Law School and was admitted to the Illinois Bar the same year.
Can New Thinking Help Reverse the School-to-Prison Pipeline?

By Sarah Redfield, Co-Chair of COREJ’s School-to-Prison Pipeline Program

He who opens a school door, closes a prison, attributed to Victor Hugo.

Ultimately, full-scale change ... means ensuring that students are not victims of the kind of stereotyping or racial bias that results in unfair punishments. As a nation, we need to embrace the reforms, both large and small, that keep kids in school learning rather than out of school misbehaving. New York Times Editorial Feb. 17, 2014.

6.7 Guarantee that all violence-exposed children accused of a crime have legal representation. Recommendations of the Attorney General’s National Task Force on Children Exposed to Violence (2012)

The last issue of Diversity Voice outlined the work of the Coalition on Racial and Ethnic Justice (COREJ) to convene a national series of Town Halls to focus on issues of what is now commonly referred to as the school to prison pipeline, where young people are pushed out of school and often find themselves caught up in the juvenile justice or prison systems. Consistent with the opening quotes, old and new, the Town Halls are drawing particular attention to two areas: the significance of emerging research on implicit bias to understanding how individual decisions contribute to the school to prison pipeline and the role that the legal community can play in reversing its direction.

One way to understand the issue is to look at disproportionalities—the over or under representation of a particular group in comparison to their presence in the population. At each juncture along the pipeline from a failed education (including special education) to referral to law enforcement or arrest and points thereafter these differences manifest themselves in lesser or harsher treatment based on race or ethnicity or other status. These differences as so well-documented, so large, and so long known that one must question why the pattern has not yet yielded to change despite decades of study, reports, and initiatives (Coleman Report, National Research Council, National Coalition of State Juvenile Justice Advisory Groups). For just one example—taken at the juncture between schools and entry into the juvenile justice system—the Civil Rights Data Collection (CRDC) shows that Black students (who are 16% of population reported in the CRDC sample) are 27% of students referred to law enforcement and 31% of students subject to school-related arrest. American Indian-Alaskan Native numbers are also out of proportion; less than 1% of the student population, they are 3% of students referred to law enforcement and 2% of students subject to school-related arrest. For White students, the numbers are 41% and 39%, both lower than their 53% portion of the juvenile population (Census, CRDC).
Looking at the broad sweep of this kind of data—and there are analogous numbers at other points along the education pipeline (Redfield, NCES) and at virtually every point in the criminal justice system (OJJDP)—it is sometimes hard to remember that these numbers represent decision after decision point in an individual young life. That is, most of the critical decisions impacting young people along the educational pipeline are discretionary individual decisions. For the most part, these are made by people acting in good faith—the teacher who considers a student capable of advanced Spanish (or not), the principal who decides a young person should be suspended for insubordination (or not), the special education team that classifies a child as emotionally disturbed (or not) (Sheets, Rosenthal, Harry & Klingner, Fabelo). Analogous decisions are made in juvenile justice, whether a young person is arrested (or not), detained (or not), locked up (or not), and so on (OJJDP). While decision makers may well be acting in good faith, and may well sincerely believe they are acting without bias, when the decisions are viewed cumulatively, it is hard to deny the serious disproportionalities and biases they represent. To change this requires us to question what causes the dissonance between individuals’ honestly held beliefs that their decisions are not biased and the cumulative biased results (Nosek & Riskind).

Answers from emerging mind science (both social science and neuroscience) suggest that attention need be paid to unintended unconscious implicit biases (Greenwald). Implicit bias is defined as an unconscious association or preference that operates outside of our awareness (Marsh). Implicit attitudes reflect learned associations that can exist outside of conscious awareness or control and affect our decisions (Banaji & Greenwald). The mind science research increasingly shows that all humans are influenced by these biases (NJC). Here, then is a possible explanation for how it is that so many decisions by so many acting in good faith can cumulate to biased results. Attention to this research can change the results. With training, critical discretionary decision points can be revamped to show more individuation and less bias (Dasgupta). To get a copy of the Ten Tips for Debiasing Professor Redfield uses in her trainings, email sarah.redfield@gmail.com.

* Full list of citations available on request.
This graph is from USDOE as illustration if do the source is Civil Rights Data Collection, 2011-2012.
Disproportionate Minority Contact (DMC) is the involvement of youth-of-color in the juvenile justice system at rates that are disproportionate compared to those of White, non-Hispanic youth.

DMC has been recognized on the national level since 1988, when the issue was presented to Congress by the Coalition for Juvenile Justice. The Office for Juvenile Justice and Delinquency Prevention (OJJDP) coordinates DMC action on the national and state levels.

Through examination of multi-year data trends, PCJCC has clearly established that DMC exists in Pima County at key decision points in the juvenile justice process, including referral (arrest), detention, petition, diversion, adjudication, and disposition.

While these trends have been identified, the factors that result in DMC across the full spectrum of the juvenile justice process are many, and the degree to which each factor contributes to disparate outcomes is unknown. These factors may include personal and institutional biases, social-economic factors, disproportionate rates of crime, and more.

In reality, there is neither a single cause nor a single solution to DMC. Acknowledging this, PCJCC, in collaboration with its partners, has accepted a shared responsibility in creating strategies to identify and address the factors that result in DMC.

In 2004, PCJCC collaborated with James Bell from the W. Haywood Burns Institute to begin the intentional work of reducing DMC and eliminating disparities. A detailed chronology of the Court’s Juvenile Detention Alternatives Initiative (JDAI), including its DMC work, describes these efforts to present.

Today, the Pima County DMC Intervention Model Project, an intensive, collaborative effort undertaken by the Court and its partners, continues to address DMC through active engagement, data driven decisions, intentional and strategic analysis, committed leadership, and informed staff. These efforts promote the Court’s emphasis on equity, fairness, and community safety for all youth and families in Pima County.

What is the DMC Intervention Model Project?

The DMC Intervention Model Project, funded by the Arizona Governor’s Office for Children, Youth and Families, is a six-year effort, on the part of PCJCC and its partners, to identify and address causes of DMC and disparity in Pima County. Pima County DMC Intervention Model Project partners include:

- Chicanos por la Causa
- Community Partnership of Southern Arizona
- Continental Elementary School District
- Diocese of Tucson, Catholic Schools
- Division of Children, Youth and Families—formerly CPS
- Lutheran Social Services
- Office of the Pima County School Superintendent
- Pima County Attorney’s Office
- Pima County Board of Supervisors
- Pima County Juvenile Justice Task Force on Racial & Ethnic Disparities
- Pima County Public Defender’s Office
- Pima Prevention Partnership
- Sunnyside Unified School District
- Tucson Black Chamber of Commerce
- Tucson Indian Center
- Tucson Police Department
- Tucson Unified School District
- Tucson Urban League
- University of Arizona
- Vail Unified School District

In Phase I of the project (2010-12), data from key decision points in the juvenile justice system were studied to determine trends in DMC and the magnitude of DMC gaps over time. Workgroups then convened to discuss the factors that contribute to DMC at each decision point. Based on these discussions, 89 recommendations were developed. More details on Phase I of the project is available in the Phase I Workgroup Reports.

Phase II of the project (2012-present) is focused on implementation of workgroup recommendations and evaluation of the project, including its impacts on DMC. To date, project accomplishments include:

- Development of guidelines for schools to use to determine when to contact law enforcement for student violations
- Increased capacity of PCJCC to train on and reinforce Motivational Interviewing practice among staff
- Initiation of a mentoring program targeting the most vulnerable court-involved youth
- Revision of court letters with emphasis on clarity and readability
- Assurance of interpretation services for all languages, including translation of court communication materials into Spanish
- Publications of brochures on the Court’s Diversion and Legal Clinic options
- Development of data collection/analysis capabilities at key decision points
- Distribution of monthly reports to decision makers

For more information on the Pima County DMC Intervention Model Project, please contact Kevin Koegel, Research & Evaluation Specialist, at kevin.koegel@pcjcc.pima.gov or (520) 724-2287.
On Behalf of the Coalition on Racial and Ethnic Justice, we sincerely appreciate the continued support, over a number of years, of our past Chairperson of COREJ and soon to be ABA President:

Paulette Brown. Esq.
Locke Lord LLP
44 Whippany Road
Morristown, N.J.
Chicago School-to-Prison Pipeline Mapping Out Solutions
Roundtable Discussion
EVALUATION FORM July 31, 2015

“The School-to-Prison Pipeline: Mapping Out Solutions Roundtable”

NAME (optional): ___________________________ E-mail: ___________________________

EVALUATION SCALE is 1 through 10, with 10 representing the highest rating & 5 an average rating.

Overall rating of the Roundtable 1 2 3 4 5 6 7 8 9 10
General organization 1 2 3 4 5 6 7 8 9 10
Value of printed materials 1 2 3 4 5 6 7 8 9 10
Relevancy of Issues Discussed 1 2 3 4 5 6 7 8 9 10

SPEAKER RATINGS -

Paulette Brown - ABA President 1 2 3 4 5 6 7 8 9 10
Patty Ferguson-Bohnee 1 2 3 4 5 6 7 8 9 10
Leigh-Ann Buchanan 1 2 3 4 5 6 7 8 9 10
Nancy Heitzeg 1 2 3 4 5 6 7 8 9 10
Craig Holden 1 2 3 4 5 6 7 8 9 10
Jessica Schneider 1 2 3 4 5 6 7 8 9 10
Rev. Janette Wilson 1 2 3 4 5 6 7 8 9 10

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