

# Hennepin County Youth Justice Council

## Reducing Racial Disparities Workgroup Charter

### Purpose

The Reducing Racial Disparities (RRD) Workgroup is a collaborative forum where representatives from systems partners, community agencies, and justice involved youth work together to reduce and/or eliminate ethnic and racial disparities at all decision points within the Hennepin County Juvenile Justice System.

### Objectives

1. Intentionally aim to eliminate ethnic and racial disparities, and, at a minimum, reduce ethnic and racial disparities within the juvenile justice system.
2. Identify and examine specific variables leading to ethnic and racial disparities for the most impacted communities at key decision points, policies, and practices within systems.
3. Collect, analyze, and utilize data through a racial and ethnic lens.
4. Provide suggestions and strategies to the Youth Justice Council (YJC) and YJC Steering Committee for addressing ethnic and racial disparities.
5. Engage system and community stakeholders to implement strategies for eliminating disparities at critical decision points within the juvenile justice system.
6. Be transparent in sharing data as it relates to disparities in the juvenile justice system.

## Membership

The mission of the Reducing Racial Disparities Workgroup is best served when membership includes a broad spectrum of stakeholders and reflects the racial and ethnic diversity of the communities most impacted by the juvenile justice system. As such, the workgroup will consistently include representatives from the Courts, County Attorney's Office, Public Defender's Office, Department of Community Corrections and Rehabilitation, community agencies, community members, and youth. Members from the above stakeholder groups may vary based on the identified work plan.

The Reducing Racial Disparities Workgroup will solicit interest for membership for each workplan, task, or project through the YJC and Steering Committee and will continuously evaluate the need for additional representation. Membership should reflect the diversity of the community who have an interest or expertise in the identified area of the juvenile justice system.

Meetings are held every month on the second Thursday, from 4:00-5:30pm. Meeting frequency may be adjusted based on the workplan. Members are expected to attend all meetings. If unable to attend or no longer able to participate, it should be communicated to the YJC coordinator(s).

## Governance

The Reducing Racial Disparities (RRD) Workgroup will be chaired by the DOCCR representative (YJC Coordinator) and a Judge. In addition, each workplan/project will have a lead. Project leads will vary based on the particular workplan. The YJC Steering Committee will identify priorities based on input from the participants from the Youth Justice Council and delegate initiatives to the RRD Workgroup to move established priorities. The workgroup will also provide regular updates and/or recommendations regarding ongoing projects to the YJC Steering Committee. The workgroup will make recommendations to the YJC steering committee regarding modifications to Hennepin County policies and practices relative to juvenile justice practices and reducing ethnic and racial disparities.

## Decision-Making Process

1. The decision-making process of the Reducing Racial Disparities (RRD) shall be driven by principles of racial equity and focused on eliminating racial and ethnic disparities in Hennepin County's juvenile justice system.
2. Decisions will be made via consensus. Consensus is defined as; *agreement of all committee members that they will either support the decision or at least not block it from going forward. A "yes" means that the decision will be actively supported or at a minimum nothing will be done to undermine the success of the decision.* The goal in effective decision-making is to find ways to say "yes" wherever possible and to say "no" only when necessary.
3. If consensus cannot be reached, a vote will be taken of RRD committee members present and a majority (51%) will move the decision forward to the YJC Steering Committee.

