

*** Explanation of the Morning Presentation

Presenters: Ralph Bayard & Oronde Miller, Casey Foundation

“Race: The Power Of An Illusion” and “History of Race in Child Welfare”

This film historically examines the concepts of race and racial differences and their perceived genetic and social aspects.

***Explanation of the Lunch Presentation

**Panel of Presenters: The New York State Office of Children and Family Services:
Youth in Progress (YIP)**

*“Overrepresentation of Minorities in Foster Care: The Perspective as a Youth Currently
in Foster Care”*

This panel discussion will provide personal messages and perspectives of what it is like growing up in Foster Care and experiencing the effects of racial disparities.

The following workshops will be offered twice for one hour each in the afternoon. Participants will select their first choice & alternate choice.

**A. Honorable Katherine Delgado, DISTRICT COURT JUDGE, SEVENTEENTH
JUDICIAL DISTRICT, STATE OF COLORADO**

Leadership Conversation: Risk and Safety & the Judiciary

Led by Judge Kathy Delgado, this workshop will focus on the role and responsibility of leadership in examining and addressing the barriers of disproportionality. Judge Delgado will share national models of success in the Judiciary. Conversation on moving forward within the legal system begins here.

**B. Ralph Bayard Senior Director for Systems Improvement/Strategic Consultation at
Casey Family Programs**

Oronde Miller, Casey Family Foundation

Best Practices in the USA to Address DMR

Presenters will explore and discuss various models and programs that address the issues of disproportionality across the country.

**C. Jasmin S. Brandow, Senior Court Analyst, NYS Office of Court Administration,
Division of Court Operations**

**Rebecca Koch, Senior Court Analyst, NYS Unified Court System, Office of Alternative
Dispute Resolution and Court Improvement Programs**

Potential for Ethnic and Racial Bias in Judicial/Legal Decision-Making

This presentation will provide an overview of the research and scientific theories of ethnic and racial bias as related to the legal system. An understanding of how explicit and implicit bias concepts are specifically addressed in the legal system and therefore,

identification of potential effects in legal and judicial practice will be explored. Further, a comparison of historical efforts towards amelioration and current Promising Practices for use in cases will be addressed.

D. Dr. Peter K. B. St. Jean CEO of Quality of Life Associates, Inc.

L. Daisy Henderson of Quality of Life Associates, Inc.

PATHWAYS TO SOLUTIONS: Effectively Addressing the “Active Ingredients and Common Denominator” of Disproportionate Minority Representation in Foster Care, Erie County, NY

In this presentation, the causes, consequences, and proposed solutions to the problem of disproportionate representation of children who hold minority racial status in Erie County, New York will be outlined and explained. The findings are presented in a manner intended to urge focused corrective actions in response to the identified underlying factors and processes that are termed to be the “active ingredients and common denominator”.

E. Marie Morilus-Black CSW-R D. C. Department of Mental Health Children and Youth Services

Equal Access, Appropriate Services and Equitable Outcomes: Key ingredients for the elimination of racial/ethnic disparities in behavioral healthcare

This workshop will provide key strategies and describe measurable factors that are associated with increased accessible, appropriate services and equitable outcomes for minority children and their families. It will also highlight the utility of evaluation data in building, developing and sustaining a framework that will ultimately result in a culturally responsive system of care and the reduction of disparities in behavioral health care.

F. Dr. Lorraine Peeler, Executive Director, Bright Options Family Services, Inc.

Mrs. Kathy Evans-Brown, MS - Family Services Director, Bright Options Family Services, Inc.

Family Building versus Parent Education: Empowering Culturally Diverse Families

Dr. Peeler and Mrs. Evans-Brown will present on a shift in focus that will empower culturally diverse families through parent training. The objective is to help parents to see the family as a unit and that they are the builders of that unit and can engage their children to help in the process.

G. Greg G. Owens, The New York State Office of Children and Family Services (OCFS)

Policy & Statewide Initiatives Relative to DMR

The discussion about the disproportionate numbers of children of color in the juvenile justice and foster care systems is not new. Research and initiatives aimed at addressing the over representation of children and families of color, or minority families, in the foster care system have gained national attention over the past 2 decades. This session will offer the OCFS perspective and process developed over the last 2 years to deal with DMR from the state level.

- H. Michael Martin** , Executive Director of Native American Community Services
Pete Hill, Director of Health & Wellness of Native American Community Services
Impact & Implications of Historical Trauma and Inter-generational Issues

The presentation will be discussed from a Native American perspective on historical traumas, such as residential boarding schools. Discussion will focus on the inter-generational impacts on families and what that means for service providers attempting to make positive change and break cycles of dysfunction and poor decision making.

The Socio-Cultural Model of HIV Prevention will be explored (which addresses Historical Underpinnings, External Factors, and Cultural Norms) as one approach for serving minority communities.

- I. Jorge Cabrera**, Senior Director for Casey Family Programs – San Diego field office
"Latino Disproportionality in the Child Welfare System"

Participants attending this workshop will be able to increase their awareness of the unique issues impacting Latino children and families involved in child welfare, leading to a growing overrepresentation and disparity of outcomes and other factors such as immigration. The importance of harnessing and mobilizing cultural strengths to create better permanency outcomes and well-being for Latino children and families will also be discussed.

THE PRESENTERS

Honorable Katherine Delgado, DISTRICT COURT JUDGE SEVENTEENTH JUDICIAL DISTRICT STATE OF COLORADO

Judge Delgado graduated from Colorado College in Colorado Springs, Colorado with a Bachelor of Arts Degree in Political Science and History in 1979. She graduated from the University Of Denver College Of Law in Denver, Colorado in 1983 and was licensed to practice law in 1984. She practiced corporate law and was a Chief Deputy District Attorney in the Boulder County District Attorney's Office prior to her appointment as a District Court Judge. She was appointed as a District Court Judge in July, 2002 by Governor Bill Owens.

Judge Delgado began working as a district court judge in the Domestic Division, followed by a term in the Criminal Division. She rotated to the Juvenile Division in July, 2006. During her tenure, her commitment to the work of the Juvenile Division has been evident through her initiative to access all kinds of training and become quickly familiar with all of the various stakeholders in order to take on a strong leadership role.

Judge Delgado took on the role of Lead Judge for the Model Court Project through the National Council for Juvenile and Family Court Judges and is providing judicial leadership for numerous collaborative initiatives to undergo continuous evaluation and improvements to the juvenile justice system. Some of her current project priorities include: impacting issues related to Disproportionate Minority Contact within the Child Welfare and Delinquency systems; various process improvements to the D & N system such as ensuring timely assessment and resources for respondent parents; allowing children to have a voice and thorough information in the D & N process and the development of a drug court model specifically for respondent fathers. Additionally, she was appointed by Governor Bill Ritter to the Child Welfare Action Committee. She spearheaded a project for early intervention and treatment for mental health offenders and has organized a committee to work on creation of a mental health court for juveniles. Judge Delgado was selected to serve on the National Task Force for Minority Overrepresentation in the Child Welfare System through the National Council for Juvenile and Family Court Judges and Casey family programs. In October 2008, she was recognized as the Colorado Casa Judge of the year.

Dr. Ralph Bayard, Senior Director for Systems Improvement/Strategic Consultation at Casey Family Programs

Dr. Bayard leads and coordinates the organization's national work efforts on addressing and reducing disproportionality and disparities for children of color in the child welfare system. Dr. Bayard serves as the Casey Family Programs lead representative to the Alliance for Racial Equity in Child Welfare, an alliance of all of the Casey Foundations including Annie E. Casey/Casey Family Services, Marguerite Casey, Jim Casey Youth Opportunities Initiative, and the Center for the Study of Social Policy. He currently serves on the CSSP Institutional Analysis/Race Equity Design Team, and is a member of the Race Matters Consortium, a national think tank focusing on disproportionality and disparities from both

a research and practice perspective. Dr. Bayard co-chaired the Casey Family Programs national Breakthrough Series Collaborative on Disproportionality, and currently serves as a member of the California Disproportionality Project faculty.

Dr. Bayard received his doctorate from the University of Washington in Educational Leadership and Policy Studies. He also received his Masters' and Bachelors' degrees in Communications, also at the University of Washington

Oronde Miller, Casey Family Programs Washington, DC

Oronde Miller is a Senior Director of Strategic Consulting at Casey Family Programs, where he is responsible for providing consultation and support to several public child welfare agencies throughout the United States. Before taking on this role, Oronde was the Director of Systems Improvement Methodologies at Casey Family Programs and was responsible for all of Casey Family Programs' staff-led Breakthrough Series Collaborative child welfare systems improvement work, as well as the Technical Assistance Unit's disproportionality work efforts. Oronde was also the Manager of Casey Family Programs' Breakthrough Series Collaborative on Reducing Disproportionality and Disparate Outcomes for Children and Families of Color in the Child Welfare System, a national systems improvement effort (addressing race, culture, and child welfare practice and policy) involving thirteen public child welfare agencies throughout the United States.

Prior to joining Casey Family Programs in March 2005, Oronde worked in the National Center for Research and Data at the Child Welfare League of America, where he was responsible for the evaluation of the Collaboration to AdoptUSKids, a multi-year national adoption initiative of the U.S. Children's Bureau. He also worked for several years as a Research Associate for the National Center on Permanency for African American Children in Washington, DC.

Oronde's professional experience includes direct service, program development and management, community engagement as well as child welfare and educational system reform efforts. Before working in child welfare, Oronde was involved in similar urban public school system reform efforts addressing race, cultural socialization, teacher training and institutional bureaucracy.

Dr. Peter K. B. St. Jean, CEO of Quality of Life Associates, Inc

Dr. St. Jean is an internationally recognized sociologist, criminologist, and film maker. He is the founder and CEO of Quality of Life Associates, Inc., an international research and consulting firm which specializes in research, development, implementation, and evaluation of issues and efforts that are related to quality of life. Between August 2002 and August 2009, he served as an Assistant Professor at the University at Buffalo, Department of Sociology. Currently, he is affiliated with UB as an Adjunct Professor of Sociology, and a fellow at the Center for Urban Studies. Dr. St. Jean is the author of many publications that include two books, *Lessons from Grand Bay: Prospect for Maintaining Low Crime in Dominica, Nature Island of the Caribbean* (which focuses on his work in Dominica), and *Pockets of Crime: Broken Windows, Collective Efficacy and the Criminal Point of View* (which focuses on his work on the South Side of Chicago. Dr. St. Jean is the director and producer of the documentary *Lessons from Homicides: The Buffalo Story* and is currently completing a follow-up documentary entitled *The Solutions*

to Homicides. He received his honors AS degree in Criminal Justice from Essex County College, Newark, NJ (1993); his honors BA and BS degrees in English and Criminal Justice, respectively from St. John's University, NYC, NY (1996); his Masters in Criminology from Simon Fraser University, Canada (1997), and Ph.D. from the Department of Sociology, University of Chicago (2002). He is particularly interested in projects through which the results of his work can be used to reduce suffering and improve quality of life.

L. Daisy Henderson, Quality of Life Associates, Inc

Ms. Henderson holds a Bachelor of Science Degree in Criminal Justice and a Master of Arts degree in Sociology. She is presently a PhD candidate in the Department of Sociology at the University at Buffalo, SUNY. Her dissertation focuses on exploring the structural and cultural processes and mechanisms that influence the risk factors which results in the disproportionate placement of children in the child welfare system. Her research interests include race/class/ethnicity, family structure, immigration, neighborhoods, social inequality, and child welfare. She is currently a research assistant with the UB/CDHS Partnership Development Project.

Gregory G. Owens, The New York State Office of Children and Family Services (OCFS)

Mr. Owens was born and raised in Westchester County, Mr. Owens, completed college with a BA in sociology from Rider College, (now Rider University) in Lawrenceville, New Jersey, and graduated with a Masters Degree in Social Work, specializing in Criminal and Juvenile Justice from the University Of Pennsylvania School Of Social Work, in Philadelphia, Pennsylvania. He is a licensed master social worker.

He began his professional career at The Children's' Village, in Dobbs Ferry, NY as a caseworker. He has worked for the Westchester Urban League as Vice President of Service Programs; was the Executive Director of Homes Away From Home, Inc., a program for runaway and homeless youths in East Harlem, NY; and the NYS Division for Youth, now the Office of Children and Family Services. In his 22 years with the State, he has held many management and leadership positions including Executive Assistant to Director of the Division for Youth, Director of The Bureaus of Counseling Services and Family Advocacy, for the Office of Children and Family Service. He is currently the Director of Special Projects, a position that reports both to the Director of the Office of Strategic Planning and Policy Development as well as the Commissioner of the Office of Children and Family Services, and is responsible for state wide initiative including mentoring, youth gangs and violence, disproportionate minority representation, cultural competence and responsible fatherhood.

Mr. Owens is a trainer of Leadership for High Performance Organizations, a leadership development consultant, and a certified trainer for Crucial Conversations, a curriculum based on the NY Times bestselling book. He has been a trainer with the National Juvenile Partnership Services (formerly the National Juvenile Detention Association) and presented in Ohio, Michigan and Hawaii. He has presented workshops on Drugs and Sports in St. Vincent in the Eastern Caribbean, and has provided training on working with young Black males.

He is a member several boards and committees, including the Editorial Board of the Journal of Cognitive Behavioral Interventions (JCBI), 2006; Child Welfare of League of America, National Advisory Committee on Cultural Competence and Racial Disproportionality and Disparity of Outcomes, 2006 – present; and the disproportionality subcommittee of the Positioning Public Child Welfare Initiative: Strengthening

Families for the 21st Century, a major initiative on the National Association of Public Child Welfare Administrators (NAPCWA) in partnership with Casey Family Programs in 2008.

Mr. Owens has been a treating clinician for the NFL, has served as the Master of Ceremonies for the NYS Martin Luther King celebration and the Legislative Dinner for the NYS Association of Black and Puerto Rican Legislators for many years. As *Gregory McKnight*, he enjoyed a successful 9-year career as a night host on smooth jazz radio stations in the Capital Region. He has done numerous “voice over” ads and commercials for state agencies, businesses, colleges and universities both locally and throughout the United States.

Mr. Owens was a USA Track and Field Coach, for the Country Mills Eagles Track Team, in 2006 and 2007. He specialized in coaching athletes in the long and triple jumps, sprints and relays. He had the pleasure of coaching his daughter to 2 appearances in the USA Track and Field Junior Olympics in 2006 and 2007.

Michael Martin, Executive Director of Native American Community Services (NACS)

Mr. Martin is an Onondaga of the Beaver Clan from the Six Nations of the Grand River reservation in Southern Ontario, but was born and raised in Buffalo, New York. Mr. Martin is a graduate of both Buffalo State College (BS) and Babson College (MS) and in February of 2004 was named the Executive Director of Native American Community Services of Erie and Niagara Counties, Inc.

Prior to joining NACS, Mr. Martin had started his own company, “Xlerent Services” which focused on consulting, personal coaching and organizational development. In his earlier career, he held senior financial and business management positions with such companies as AT&T, Lucent Technologies and Praxair.

Over the years Mr. Martin has been involved at various levels with both local and national Native American organizations including serving as an American Indian Ambassador for 2008-2009 for Americans for Indian Opportunity (AIO), a national leadership organization based in Albuquerque, NM. In 2007, Mr. Martin traveled to Guatemala and Ecuador after being selected to participate in a cultural exchange and conference on sustaining indigenous cultures funded by the US State Department.

Pete Hill, Director of Health & Wellness of Native American Community Services (NACS)

Pete Hill, an enrolled member of the Cayuga Nation, Heron Clan, is currently the Health & Wellness Director at Native American Community Services of Erie and Niagara Counties, Inc. Mr. Hill has been actively involved with promoting health and wellness for children, youth, adults, and elders in Native and other communities for several years, including addressing strengths-based approaches, risk and protective factors, developmental assets, and risk reduction to combat alcoholism, addictions, HIV transmission, inter-generational trauma, and other threats to Native health and wellness. He has been actively involved with several efforts in prevention education, community mobilization, policy development, cultural competency, organizational capacity issues, community input, and understanding historical trauma relevant to Native and other communities.

Jorge Cabrera, Senior Director for Casey Family Programs – San Diego field office

Mr. Cabrera is the Senior Director for Casey Family Programs – San Diego field office. Casey is a national operating foundation based in Seattle, WA. that provides direct services to foster youth and engages in collaborative and systems improvement efforts in partnership with the public child welfare system and other community organizations.

Jorge has a Masters in Social Work (MSW) degree from Arizona State University. Prior to his work in Casey, Jorge worked in Tucson, Arizona as a family therapist with a focus on serving Latino families and children who were involved in the child welfare system.

Jorge has a strong interest and experience in building partnerships that effectively impact the lives and well-being of children and families of color. He has been a presenter at national conferences focusing on the development of collaborative efforts that best serve kinship care families, the intersection of immigration and child welfare and the delivery of clinical services to underserved populations.

Youth In Progress (YIP), Buffalo Regional Office, Office of Children and Family Services, New York State Foster Care Youth Leadership Advisory Team

The mission of Youth In Progress is to enhance and advance the lives of today's and tomorrow's youth by enhancing their sense of self and responsibility. To do this, we pledge to educate everyone involved in the various systems Youth In Progress members represent to the realities.

Members of the Youth In Progress Leadership Advisory Team are youth who are growing up or have grown up for at least a portion of their lives in foster care. These youth spend their time serving on leadership boards for agencies, local districts, and national organizations; Participating in a variety of speaking engagements and conferences, regionally, statewide, and nationally; Acting as co-trainers for caseworkers, child care staff, and foster parents; Helping produce and appear in training videos specific to working with adolescents in care; Participating in and conducting focus groups and Hosting the annual regional foster care Youth Speak Outs.

Dr. Lorraine Peeler, Executive Director, Bright Options Family Services, Inc.

Dr. Lorraine Peeler is an Assistant Professor of Human Development at SUNY-Empire State College. She has a Ph.D. in Counselor Education. Dr. Peeler's research focus is a good balance between Human Development and Community and Human Services. This has allowed her to conduct research and teach in the areas Social Psychology, Cultural Diversity, Multicultural Education and Counseling and other issues relative to culture, psychology and marginalized groups for over 15 years.

In addition to her work as a professor, Dr. Peeler is called upon by profit/non-profit businesses, faith-based and educational institutions to consult in areas of cultural diversity, strategic planning, leadership and organizational development, and ethical issues in human services. She has developed, conducted and written numerous manuals for training in Diversity Awareness and Organizational Development. Her strength is her ability to apply the topics to various settings and present them in practical ways. She has applied her Diversity Awareness Training (DAT) to various organizations: criminal justice, human services, educational, faith-based and health care.

Mrs. Kathy Evans-Brown, MS, Family Services Director, Bright Options Family Services, Inc.

Kathy Evans-Brown, is the Director of Family Services for Bright Options Family Services. She has an extensive leadership and work-related background in the areas of Child Protective Services, at-risk youth and families and in the Child Welfare Arena. She has held administrative positions at the University at Buffalo, Empire State College, and Child and Family Services. She holds a Masters of Science Degree and Bachelors in Human Services. She is a doctoral student in the Applied Management & Decision Sciences Leadership and Organizational Change at Walden University.

Jasmin S. Brandow, Senior Court Analyst, NYS Office of Court Administration, Division of Court Operations

Jasmin Brandow is a Senior Court Analyst for NYS Office of Court Administration, Division of Court Operations. She works closely with the Office of Trial Court Operations and the Office of Alternative Dispute Resolution and Court Improvement Programs. Jasmin grew up in Catskill, NY; spent several years living, working and learning in Albany, NY; and just recently relocated to New York City. She has a B.A. in Sociology from the University at Albany, State University of New York (SUNY) and an M.A. in Political Science from the Nelson A. Rockefeller College of Public Affairs and Policy, University at Albany, SUNY. During her graduate career, she completed the Fellowship on Women and Public Policy with the Center for Women in Government and Civil Society. Jasmin is passionate about social justice issues and has worked and volunteered to facilitate community dialogues regarding the intersection of race, class and gender in dominant culture.

Rebecca Koch, Senior Court Analyst, NYS Unified Court System, Office of Alternative Dispute Resolution and Court Improvement Programs

Rebecca Koch joined the NYS Unified Court System Office of Alternative Dispute Resolution and Court Improvement Programs in October 2007 as a Senior Court Analyst. Prior to moving to Albany, Rebecca was the director of youth programs for the Community Dispute Resolution Center in Chemung, Schuyler, and Tompkins counties, where she was also trained as a transformative mediator. Rebecca has lived in the states of Minnesota, New Jersey, Alabama, Virginia, Pennsylvania, Washington, and New York. She has a background in social work, having spent five years in Seattle working with students in the elementary, middle school, high school, and college levels. Rebecca has a passionate interest in social justice matters and has worked and volunteered as a facilitator of group dialogues focused on race, class, gender, and other social identities.

Marie Morilus-Black CSW-R, D. C. Department of Mental Health Children and Youth Services

Marie Morilus-Black is currently the Director of Child and Youth Services for the District of Columbia. Previously, Marie was the Director of Family Voices Network of Erie County, the children's division of the Department of Mental Health of Erie County, Buffalo, New York where she successfully ran and sustain a System of Care Grant. She obtained her Master of Social Work at the University of New York at Buffalo. She has been in the field of Human Services for almost 20 years. She is an expert in the field of Child Welfare and Mental Health and is very knowledgeable of the Juvenile Justice System. She is responsible for managing and implementing the Substance Abuse and Mental Health Services Administrative (SAMHSA) grant of \$9.5 million dollars over six years for the Erie County Department of Mental Health,

which works in collaboration with the Department of Social Services and Juvenile Justice Probation of Erie County.

In March 2007, Marie Morilus- Black was invited to present at the 20th Annual Research Conference of the University of South Florida, the Research and Training Center for Children's Mental Health in Tampa, Florida. Marie Morilus-Black has conducted numerous workshops on issues impacting children and families involved in the multiple systems cited above both, locally and nationally. Marie Morilus-Black will be published on the Community Mental Health Journal for her work on impact of natural support in the work with youth and families.

She served on the Federal Advisory Board of SAMHSA's Adolescent Division, the Council of Collaboration and Coordination (the CCC). She is on the Board of Sarah Minnie Badger Foster Care Agency. She is also on the Board of the Erie County Community Coordinating Council on Children and Families. Marie Morilus-Black is a member of many civic, community and professional organizations. At church, she is a member of the trustee board, the deaconess board and the ushers board to just name a few.