

## Lancaster County Reducing Racial and Ethnic Disparities (RED) Committee

Quarterly Meeting

August 7, 2020

**Attendance:** Kay Mathews (Friendship Home), Karen Bell-Dancy (YWCA), Chris Turner (County Attorney), Vicky Smith (Cedars), Joe Wright (LPS), Jason Stille (LPD), Matt Baker (OTP), Dawn Rockey (CASA), Mindy Vogel (Juvenile Probation), Rich Wiener (UNL), Brandon McWilliams (Lighthouse), Zach Schafer (Lighthouse), Sheli Schindler (LCYSC), Renee Dozier (Region V), Lori Griggs (Probation), Kristy (youth voice), Sara Hoyle (Human Services), Becky Steiner (Human Services), and Jenni Ryan (Human Services)

This was the quarterly meeting that is open to the community.

### Overview of the Committee

This committee reviews data for various system points by race/ethnicity and age to look at disproportionality. We also do presentations, case studies, and educational events. Have worked with Georgetown University. Currently our work falls within the priority in our Comprehensive Juvenile Services Plan of: Ensuring equitable treatment of all youth in the system. Have struggles with data in the past, having cumulative data which doesn't show the entire picture or what is working/not working so we reached out to Dr. Wiener to collect & analyze the data from all system points on a broader, but more detailed scale.

### Dr. Wiener's Data

See attached. Dr. Wiener shared his powerpoint containing Nov 2018-Dec 2019 data. He will soon have it updated to include data through April 2020.

- Zach commented that the ways minority youth feel they're treated as less than fuels their behavior later on, which also impacts disparity in the system. Matt asked about if there's a way to track complaints.
- Matt would also like to see Native data broken out – the numbers are too small currently to break them out without distorting the analyses due to the methodology being used.
- Zach also asked about tracking implicit bias. Would like to know if people are making an effort to be aware of it and change themselves. – Dr. Wiener stated there's a lot of research regarding that and positions of power. It's next to impossible for people to reduce it on their own, the best method is establishing distinct rules and practices aimed at eliminating it.

### Collective Voices

Would like to collect more stories to continue to have qualitative data to add to the other data to be able to map and integrate them together.

**Next Meeting:** Sept 25, 2020, 12pm-1pm via zoom

Respectfully Submitted:

Jenni Ryan, Lancaster County Human Services