



KUNTA (TOBY)?-
Holistic criminal justice reform and beyond...



"Children Can Not Aspire To Be What They Can Not See"
-The Post, 2016 Award Winning Documentary

Kunta (Toby)?
 Context and Disclaimer



• Conference focus-

- This year the goal is to go beyond the ACE Study, focusing on deeper issues of racial trauma and successful strategies for helping individuals and African American community heal, build resiliency, and prevent future ACEs.
- The conference provides an opportunity for meaningful community engagement and access to national and local educators, and community practitioners to discuss and introduce practical culturally sensitive trauma informed, outcome driven methods and services. The overall goal is to improve the health and wellness of African American men and their families, resulting in the larger community becoming healthier and safer. We realize that a stronger, thriving African American community improves the health of the community and the society as a whole.


• Sociological- History

• Psychological- Trauma

• Professional- Solution-Based


• Personal- Contemporary/Debatable

• Straightforward- No offense intended



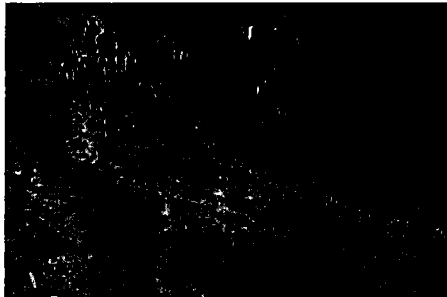
• Researched Program- Identity Project

MALCOLM, MANDELA, OR MLK?



Which do you prefer and why? What belief systems guided these leaders?

Kunta (Toby)?
 Initial Foundation



- Kunta Kinta was not only a name but an identity that went back lineages and inculcated all that this young man was and was to aspire to be. To relinquish that name was to relinquish who he was, a way of life, indeed a substantial piece of the totality of his humanity. Moreover, and much more impactful, it was to bring about a deep-rooted depression and future confusion of purpose and practicality.
- This mini-series depicted the real-life history of Alex Haley, its author. The beauty of the series was how this family was able to keep its identity through the many horrific and unjust ostracizes of American racism and slavery. However, this drama firmly depicts something far greater than the physical beatings and the slavery of human beings; it depicts the fight to not lose individual, cultural, and community self-worth. It shows the tremendous struggle, journey and often loss that even beyond the year 2017 sheds a very important and descriptive light on many at-risk African Americans and other at-risk minorities that frequent the criminal justice system.

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 The Continued Reality

THE CASE FOR A MORE EVOLVED LOOK AT CRIMINAL JUSTICE REFORM

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The New Jim Crow

Michelle Alexander

YOU ARE A WIGGLER OF THE DRUG WAR

13th

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BLACK LIVES MATTER

9TEAM Chicago Crime Up

24% VIOLENT CRIME

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The Continued Reality

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The Sentencing Project report, *The Color of Justice: Racial and Ethnic Disparities in State Prisons, Key Findings:*

- African Americans are incarcerated in state prisons at a rate that is 5.1 times the imprisonment of whites. In five states (Iowa, Minnesota, New Jersey, Vermont, and Wisconsin), the disparity is more than 10 to 1.
- In twelve states, more than half of the prison population is black: Alabama, Delaware, Georgia, Illinois, Louisiana, Maryland, Michigan, Mississippi, New Jersey, North Carolina, South Carolina, and Virginia. Maryland, whose prison population is 72% African American, tops the nation.
- In eleven states, at least 1 in 20 adult black males is in prison.
- In Oklahoma, the state with the highest overall black incarceration rate, 1 in 15 black males ages 18 and older is in prison.
- States exhibit substantial variation in the range of racial disparity, from a black/white ratio of 12.2:1 in New Jersey to 2.4:1 in Hawaii.
- Latinos are imprisoned at a rate that is 1.4 times the rate of whites. Hispanic/white ethnic disparities are particularly high in states such as Massachusetts (4.3:1), Connecticut (3.9:1), Pennsylvania (3.3:1), and New York (3.1:1).

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The Continued Reality

Racial and ethnic disparities in prisons and jails

U.S. population

Prison and jail population

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The Continued Reality

- The majority of the 2.3 million people incarcerated in U.S. prisons and jails are people of color, people with mental health issues and drug addiction, people with low levels of educational attainment, and people with a history of unemployment or underemployment.


-Misplaced Priorities: Over Incarcerate, Under Educate, NAACP 2011

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The Continued Reality

US General Population	US Prison Population
79.79% White American	33.44% White American
12.84% African American	40.21% African American
15.25% Hispanic	20.29% Hispanic
4.55% Asian American	6.06% including Indian population
1.01% American Indian	6.06 including Asian Population
MN General Population	MN Prison Population
90.94% White American	54% White American
4.96% African American	35% African American
3.40% Hispanic	7% Hispanic
3.65% Asian American	2% Asian American
1.63% American Indian	9% American Indian


United States Census 2010, Minnesota Department of Corrections 2010

Kunta (Toby)?
The Last Leg of Historic Racism




- "Amid the many challenges with the African American community, the scourge of disparities and the plight of ACE's as it relates to children of color and trauma, The American Criminal Justice System is the Last Leg Of Historic Racism and thus the primary barrier to moving beyond the historic trauma that often binds African American children/youth and communities of color as a whole."

Kunta (Toby)?
The Last Leg of Historic Racism




- Why? Historic Intentionality
 - The New Jim Crow: Mass Incarceration in the Age of Colorblindness- Michelle Alexander
 - 2016 Netflix documentary, 13th
- The historic intentionality of racist tendencies within law enforcement, courts and the criminal justice system as a whole stands alone. Debates can rage, think-tank's can muse, and research after research can be produced, but there is no denying its history and its current residual impact; and yes some systems that continue to be racist in criminal justice practice. As mentioned earlier, activism and advocacy needs to enthusiastically continue to change this negativity, this intentionality. Further, upon this historic intentionality this discourse stands and will evolve.

Kunta (Toby)?
The Last Leg of Historic Racism



- Why? Collateral Consequences
- In context what are collateral consequences and why is it so important and impactful? Imprisonment brings about natural and intended consequences, and that is to be expected, "when you do the crime, you do the time", as the saying goes. This will include the consequence of imprisonment, an internal consequence. Then also external consequences such as probation and its various requirements and restraints, the inability to vote if you have a felony, also a small window of grace with probation or parole if a re-offense occurs, or even registry for violent offenders once in society. There are natural consequences to crime committed in any society and admittedly some an offender can't get beyond due to the nature of the crime committed. However, collateral consequences is criminal justice phraseology that speaks to the unfortunate and overreaching direct and indirect consequences that come about socially and civically to an individual after imprisonment or conviction of a crime. These consequences are often insurmountable barriers that many felons find it very difficult to overcome, even if a felon has fulfilled their prison and probation sentence. In effect, "doing the time" means much more than state and federal consequences. Among various dynamics, it includes the stigma of a prison record, the proverbial and contemporary "Scarlett Letter" that society puts on a person and it's often ugly stereotypes guide the community in how it reacts to a former felon.


Kunta (Toby)?
The Last Leg of Historic Racism



- Societal Collateral Consequences (Most Attention)
 - Incarceration is Concentrated Among Men, The Young, The Uneducated And Racial And Ethnic Minorities—Especially African-Americans
 - More young (20 to 34 year old) African-American men without a high school diploma or GED are currently behind bars (27 percent) than employed (16 percent).
 - Incarceration Negatively Affects Former Inmates' Economic Prospects.
 - Incarceration depresses the total earnings of white males by two percent, of Hispanic males by six percent, and of black males by nine percent.
 - Former Inmates Experience Less Upward Economic Mobility Than Those Who Are Never Incarcerated.
 - Of the former inmates who were in the lowest 90th of the male earnings distribution in 1986, two-thirds remained on the bottom rung in 2006, twice the number of those who were not incarcerated.
 - The Impacts Of Incarceration Reach Far Beyond Former Inmates To Their Children And Families.
 - 54 percent of inmates are parents with other children (1,210,177), including more than 100,000 mothers and 1.1 million fathers.
 - 2.2 million children have a parent behind bars— 3 in every 28 children (7.6 percent) have a parent incarcerated, up from 1 in 125 just 25 years ago. Two-thirds of those children's parents were incarcerated for non-violent offenses.
 - One in 9 African American children (11.4 percent), 1 in 28 Hispanic children (3.5 percent) and 1 in 57 white children (1.8 percent) have an incarcerated parent.
 - A Child's Prospect Of Upward Economic Mobility is Negatively Affected By The Incarceration Of A Parent.
 - Children of the poorest 10 percent have a one-third increased chance of being unemployed and homeless.
 - Children with fathers who have been incarcerated are significantly more likely than other children to be enrolled in special education (1.6 percent compared with 1 percent).
 - Children whose mothers are behind bars are 1.5 times more likely to be incarcerated themselves.
 - Children whose mothers are behind bars are 1.5 times more likely to be in foster care.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the juvenile justice system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child welfare system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child protective system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child support system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child care system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child health system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child nutrition system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child mental health system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child social services system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child transportation system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child housing system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child energy system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child environment system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child safety system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child justice system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child labor system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child military system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child space system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child time system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child water system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child waste system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child weather system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child wireless system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child workforce system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child education system.
 - Children whose mothers are behind bars are 1.5 times more likely to be in the child economic mobility system.


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The Last Leg of Historic Racism

- Societal Collateral Consequences, cont.... via Criminal Justice Reform Efforts... (Most Attention)
- Clemency Issues/Life under Probation Restrictions
- Recidivism-Institutionalization
- Voting Restrictions
- Re-entry Concerns
 - Housing
 - Job placement
 - Stigma
 - Education Access
- Violent Crime- Failing Communities,
- Policing
- <https://obamewhitehouse.archives.gov/node/352936>




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The Last Leg of Historic Racism

- Psychosocial Collateral Consequences (Less Attention)
 - Personal Identity
 - Cultural Identity
 - Familial Construction
 - Historical Trauma
 - Post Traumatic Slave Syndrome
 - Medical Health
 - Mental Health



Kunta (Toby)?
The Last Leg of Historic Racism




- We could empty the jails, prisons, and probation caseloads of the wrongfully imprisoned. We could reform the diabolical issues that unearthed the much needed *Black Lives Matter* movement. We could even scale back or nullify in some magical, spiritual, or socially conscious way, racism and its historic impact on oppressed minorities...however, even still, we would still see a significant amount disparities in the criminal justice system and collateral consequences on black men, families, minority children. Front end activism and policy change is key, critical, and imperative...but if we do not see the same, and I would submit, more energy and resources on a back end agenda or internal issues disparities and the various residual issues will continue.

PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE


Kunta (Toby)?
A THEORY FOR PRACTICAL CHANGE: RUMINATION

Why is there continued racial disparity within the criminal justice system?

- *is it a natural propensity for crime,*
- *is it a racist criminal justice system,*
- *is it a culture of poverty,*
- *is it the war on drugs,*
- *is it a dysfunctional family structures,*
- *is it just choices,*
- *is it economics,*
- *is it a spiritual issue,*
- *is it a lack of education,*
- *is it mental health,*
- *is it Identity???*

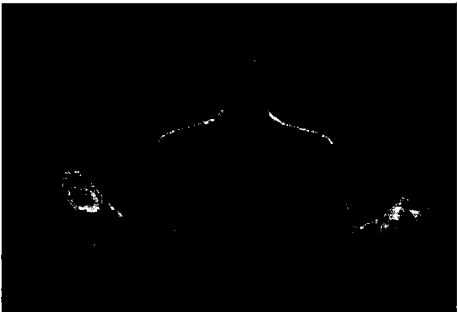


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A THEORY FOR PRACTICAL CHANGE: RUMINATION




- The Gene Story
- The Public Defender Social Worker Perspective
- As an agent of the Public Defender work it is important to bring in the value of this work and its holistic application and championing of the issues of disparities in the criminal justice system. This work extends via the basis of the United States Supreme Court in *Gideon v. Wainright*, when it recognized that the fundamental right to a fair trial requires an indigent person accused of a crime to have the assistance of counsel. As the Constitutional champions of the *equal protection of the laws* this work is dedicated to protect society's most powerless people and assist the American Ideal where everyone's constitutional rights are upheld. Moreover, as a social worker in the public defender field, or otherwise known nationally as a Sentencing Advocate and Mitigating Specialist and more specifically named in my work, Dispositional Advisor, my work consists of finding the deeper issues as it relates to clientele in the criminal justice system and then communicating those thoughts as it related to proper sentencing and outcomes in criminal court. This involves research, community advocacy, many one on one meetings and assessments of our clientele and a myriad of other aspects to support the work.

Surreal...




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A THEORY FOR PRACTICAL CHANGE: RUMINATION


- *"The cultural identity crisis is the key barrier in the criminal justice system as it relates to the historic, disproportionate and embedded culture of minorities in the criminal justice system. Due this barrier and the fact that minorities compromise most of the criminal justice system all alternatives and solutions must have an ethnocentric treatment component focusing on changing identity paradigms."*




Kunta (Toby)?
A THEORY FOR PRACTICAL CHANGE: RUMINATION




Dr. Thomas Peacock




Dr. Eduardo Duran




Dr. Joy DeGruy



Dr. William Cross




Dr. Susan Abadian



Dr. Beverly Tatum

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A THEORY FOR PRACTICAL CHANGE: RUMINATION




- **Key Definitions**
- Identity –
- the distinguishing character or personality of an individual: PERSONALITY is the relation established by psychological identification
- **Crisis -**
 - an unstable or crucial time or state of affairs in which a decisive change is impending; especially: one with the distinct possibility of a highly undesirable outcome.
 - A situation that has reached a critical phase
- Cultural-
 - of or relating to a culture or civilization
- Crisis-
 - A crucial or decisive point or situation, especially a difficult or unstable situation involving an impending change.
- Identity Crisis- Erik Erickson
- According to Erikson the term "identity crisis" refers to a social psychological theory in which an individual loses a sense of personal sameness and historical continuity.

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A THEORY FOR PRACTICAL CHANGE: RUMINATION


Key Foundational Concepts

"The Soul Wound"




- Dr. Eduardo Duran- Clinical Psychologist
- *The "Soul Wound" is essentially physical, psychological and spiritual damage which is the direct and residual result of the mass genocide and colonization campaign that followed the initial contact between American Indians and Europeans and Americans. The "Soul Wound" is the result of the shameful history of persecution of American Indians which continues to this day to be propagated by all of society. This essentially means that the trauma of over five hundred years of oppression has been instilled and passed from generation to generation. This is not to suggest that it is a genetic ailment, only that it is passed from parents and other family and friends on to their offspring, through the demonstrated behaviors observed by the child. The fact that the Holocaust committed against American Indian people has yet to be acknowledged by most of the world and certainly not the United States remains a principle impediment to the healing process.*
- Dr. Susan Abadian
- *[Soul] wounds are both deep and widely shared in a traumatized society...they are typically the fundamental reason why such cultures cannot develop economically, socially, or politically until they address collective trauma and begin to heal it. Defeating a people has as much to do with destroying their sense of purpose—their confidence in their world-view and meaning system—as it does with physical conquest...adding that traumatic stressors engender in the victim characteristic feelings of deep violation and hopeless impotence in the face of violation.*

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- **Key Foundational Concepts**
- **Historical Trauma**
- "The premise of this theory is that populations historically subjected to long-term, mass trauma—colonialism, slavery, war, genocide—exhibit a higher prevalence of disease even several generations after the original trauma occurred. Understanding how historical trauma might influence the current health status of racial/ethnic populations in the U.S. may provide new directions and insights for eliminating health disparities." (Sotero, 2006)

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A THEORY FOR PRACTICAL CHANGE: RUMINATION




- **Key Foundational Concepts**
- **Post Traumatic Slave Syndrome**
- This research is a fascinating look at what would seem to be very obvious for those that understand mental health. This eludes to a cultural PTSD, Post Traumatic Stress Syndrome. As a recent example, we know of the PTSD that many of our soldiers have been dealing with in the United States and thankfully our country is working on this issue to assist our brave men and woman that have dealt with very extreme circumstances in the defense of the United States. In that same vein PTSD is much broader to all extremes dynamics that cause trauma. Dr. Degruy in a very practical manner but well researched has concluded on the obvious trauma of slavery and the residuals of this hideous trauma on African American. While noting the obvious she speaks to adaptive survival behaviors that we still see in today's culture. Additionally she coupled that with the unfortunate dynamic the absence of the ability to heal. (DeGruy, 2011)

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A THEORY FOR PRACTICAL CHANGE: RUMINATION

Key Foundational Concepts

Racial Identity Development



- Dr. William Cross-The Psychology of Becoming Black-Stages of Racial Identity Development and the 5 stages of identity development:
 1. Pre-encounter
 2. Encounter
 3. Immersion/Action
 4. Internalization and
 5. Internalization/commitment
- Dr. Beverly Tatum - *Why are all the Black Kids Sitting Together in the Cafeteria,*
 - **Identity Development in Adolescence**

As children enter adolescence, they begin to explore the question of identity, asking "Who am I?", "Who can I be?" in ways they have not done before. For Black youth, asking "Who am I?" includes thinking about "Who am I ethnically and/or racially? What does it mean to be black?"


- **Racial Grouping**

...racial grouping is a developmental process in response to an environmental stressor, racism. Joining with one's peers for support in the face of stress is a positive coping strategy. What is problematic is that the young people are operating with a very limited definition of what it means to be Black, based largely on cultural stereotypes.

- **Positive Self-Defined Identity**

Cultural identities are not solely determined in response to racial ideologies, but racism increases the need for a positive self-defined identity in order to survive psychologically. To find one's racial or ethnic identity, one must deal with the negative stereotypes, resist internalizing negative self-perceptions, and affirm the meaning of ethnicity for oneself.


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A THEORY FOR PRACTICAL CHANGE: RUMINATION



Other Adjacent Concepts/Perspective

- Social Identity
- Normification
- Adaptation
- Stigma
- Ethnic Identity
- Actual Social Identity
- Acculturation
- Cultural Relativism
- Virtual Social Identity
- Enmeshment
- Assimilation
- Worldview
- Ethnicity
- Identity Diffusion
- Normalization
- Ethnocentric


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A THEORY FOR PRACTICAL CHANGE: RUMINATION



Rethink???

- Racism
- Prejudice
- Discrimination
- Stereotypes
- Microaggressions
- White Privilege
- Post-Racial America
- Multiple-Identities
- Diversity
- Cultural Competence
- Inclusion
- Black Lives Matter
- Unrest in Urban Cities
- The Presidency of Barack Obama
- The Achievement Gap
- Disparities in Health
- Criminal Justice Reform
- Disproportionality in Prisons, Jails, and Probation Caseloads, and it's residual impact on families, men, women and specifically children and youth.



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A THEORY FOR PRACTICAL CHANGE: RUMINATION



The Disenting Opinion- Really???

- The Ying and Yang of Research and Statistics
- From a Criminogenic standpoint racial issues do not matter
- Racial issues are not risk factors to assess change and effect change
- (King, Holmes, Henderson, & Latessa, 2001)
- Crime Is Declining
- Since 1991 this source quotes:
- A steady decline over the last two decades.
- The crime rate is about half of what it was at its height in 1991.
- Violent crime has fallen by 51 percent.
- Property crime by 43 percent.
- (Rensler, Lauren-Brook Eban, Chettlar, & Stiglitz, 2015)
- Full Circle on the Issue of Disparities
- The Sentencing Project concluded that there are three recurrent explanations for racial disparities:
 1. policies and practices that drive disparity,
 2. the role of explicit bias and stereotypes in decision making,
 3. structural disadvantages in communities of color which are associated with high rates of offending and arrest.
- This organization further suggests the following ideas for racial disparity reform, drug law reform, mandatory minimum sentence reform, scaling back punishments on serious crimes, adequate and regular trainings on implicit bias for those within the criminal justice business. These notions correlate well the criminal justice reform goals previously mentioned and highlighted via the previous presidential administration of Barack Obama. (Trump Administration focus not yet formed).
- (Wells, 2016)

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A THEORY FOR PRACTICAL CHANGE: RUMINATION

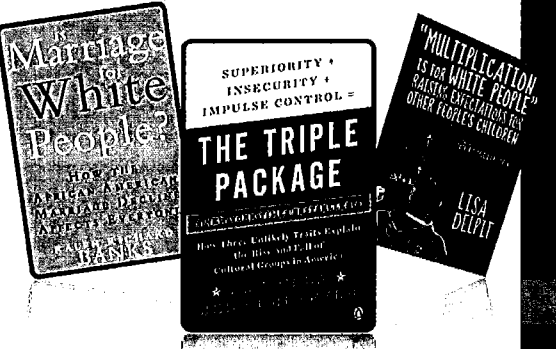



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A THEORY FOR PRACTICAL CHANGE: RUMINATION




• **Marriage of White People?**

• **THE TRIPLE PACKAGE**
 SUPERIORITY + INSECURITY + IMPULSE CONTROL =
 How Three Cultural Traits Explain the Rise and Fall of Cultural Groups in America

• **"MULTIPLICATION IS FOR WHITE PEOPLE" Raising Expectations for Other People's Children**
 LISA DELOIT

Kunta (Toby)?
PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE




Simply Said...

- The Criminal Justice System (Courts, Jails, Prison, Corrections, Probation, State/Federal Policies) needs to adopt concepts and practices already developed within the psychological, counseling and social work arena...
- The Association of Multi-Cultural Counseling and Development (American Counseling Association)
 - Counselor Awareness of Own Cultural Values and Biases
 - Counselor Awareness of Client's Worldview
 - Culturally Appropriate Intervention Strategies
 - (Arrendondo, 1996)


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PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE

Culturally Responsive Interventions: Innovative Approaches To Working With Diverse Populations.

- Five key practice components to affective treatment and advocacy:
 1. Acculturation
 2. Violence
 3. Trauma
 4. Discriminatory Practices
 5. Culture-Related Stressors
- (Anesh, 2004)



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PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE




The foundation and professional prevalence of the DSM-5 is the gold standard in assessment and practice in relation to mental health diagnosis. It notes...

- Mental disorders are defined in relation to cultural, social, and familial norms and values. Culture provides interpretive frameworks that shape the experience and expression of the symptoms, signs, and behaviors that are criteria for diagnosis. Culture is transmitted, revised, and recreated within the family and other social systems and institutions. Diagnostic assessment must therefore consider whether and individual's experiences, symptoms, and behaviors differ from sociocultural norms and lead to difficulties in adaptation in the cultures of origin and in specific social and familial contexts. Key aspects of culture relevant to diagnostic classification and assessment have been considered in the development of the DSM-5.
- (Association, 2013)

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PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE

Almost...



- *Multicultural Competencies In Probation- Issues and Challenges:*
- The first step in "cultural competence" is awareness of the predominant philosophical schemes of the other person's (client's) culture. These schemes include views of life and death, of conflict resolution, and of individual vs. family control.
- The second step is to maintain true respect for the other person's culture, accepting it as valid in its own right and equal in status to the customs of the dominant culture.
- The third step is to maintain an awareness of one's own limitations. Cultural competence means that the probation officer should be open to human differentness and enthusiastic about these differences.
- Fourth, cultural competence is client-centered learning, which means the officer admits what he or she does not know to the probationer. The officer should also request cultural information and seek out the probationer's view of the crime, probation process...
- (Shearer & King, 2004)

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PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE


Academics
Some have called this the "The Civil Rights Issue of our Time". Typically, clients with such educational issues are the clients that are thronging the criminal justice. It is clear that if youth do not receive a quality education they are unequivocally behind in America and prone to crime. Moreover their identity and understanding of who they are is skewed, limited, and counteractive to productive living.

Belief Systems
Assisting in the cultivation of a bedrock belief systems supportive to pro-social behavior.


Legacy
Exploring the realities and myths of racism and how to live beyond them.

Exposure
Broadening the horizons of what it means to be a minority and American and opening doors to those opportunities

Unity
Internal, but Inclusive and American




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PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE



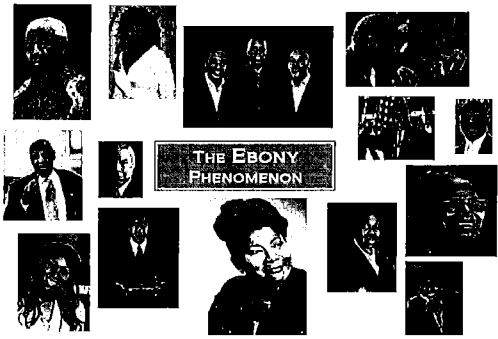
- **Radical Takeaway...** While we continually need "**The Conversation**", however, human nature will fight that every time with more racism or the idea of a "color blind" society. What we need radical **Legislation**, that leads to holistic criminal justice reform. If America agrees with the summation of the work of Michelle Alexander in her book, *The New Jim Crow*, or Netflix documentary *13th*... If America agrees that the collateral consequences of historic imprisonment of minorities still lingers today... Then the American criminal justice system must do all it can to help change what it had a major part in starting... Disparities and it residual impact on black men, women, families and children will not discontinue until such time...

Kunta (Toby)?
PRACTICAL IMPLICATIONS: HOW REFORM CAN EVOLVE



- In addition to the normal Criminal Justice form efforts:
 - Every state and federal jail, prison, corrections agency and innovative law enforcement program or court program must be mandated to have components that address:
 - Getting a diploma or qualified vocational skill should be a prerequisite for any prolonged juvenile sentencing or sentencing for a young adult.
 - Assuring/mandating culturally competent staffing patterns,
 - Addressing the legacy of chemical dependency and the drug culture,
 - Institutionalization, the history and continual linkage of generational involvement in the criminal justice system,
 - how to address the identity crisis among at-risk minorities; historical trauma, post-traumatic slave syndrome, and racial identity development.
 - State expungement programs set up like a two year to four college course and upon completion, the expungement process kicks in.
 - Mandatory Federal, State and local Re-entry programming.

The Identity Project
"Children Can Not Aspire To Be What They Can Not See"
The 2012, 2016 Award-Winning Documentary



THE EBONY PHENOMENON

"Children Can Not Aspire To Be What They Can Not See"

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Holistic criminal justice reform and beyond...

•Questions and Discussion