

An Assessment of Disproportionate Minority Youth Representation (DMR) in Queen Anne's County, Maryland

FINAL REPORT: September 2004

Submitted By:

**Queen Anne's County DMR (CommUNITY) Planning Team Members and
Queen Anne's Community Partnerships for Children**

Mike Clark, Director

320 Pennsylvania Avenue

Centreville, Maryland 21620

410-758-6677

Prepared By:

Linda Roy Walls, CEO

Patti Carter, Associate

Just Cause Consulting Firm

108 S. Cross Street, #4

Chestertown, Maryland 21620

410-810-0551

Funding Provided By:

Governor's Office of Crime Control and Prevention

Table of Contents

<u>Section</u>	<u>Page(s)</u>
I. BACKGROUND	2 & 3
II. OBJECTIVES	3
III. METHODOLOGY	3 - 8
A. CommUNITY Planning Team Meetings	3 - 5
1. Dates and Agendas	3 & 4
2. Participants	5
B. Soft Data Collection:	5 & 6
1. Model Program Research	5
2. Faith Community Summit	5 & 6
3. Bridging the Gap	6
C. Hard Data Collection	6 & 7
1. Relative Rate Index	6 7
2. Archival Data via Domain Areas	7
D. Strategy Building	8
IV. FINDINGS	8 - 15
A. Soft Data Collection	8 - 11
1. Focus Groups from Faith Community Summit	8 - 10
2. Survey from Bridging the Gap Event	10 & 11
B. Hard Data Collection	11 - 15
1. Relative Rate Index	11 & 12
2. Archival Data via Domain	12 - 15
a. Individual	12
b. Family	13
c. School	13 - 15
d. Community	15
V. CONCLUSIONS AND RECOMMENDATIONS (Strategy Ideas)	16 - 18
VI. ATTACHMENTS	A - K
A. CommUNITY Planning Team Recruitment Letter	A.
B. Faith Community Summit Commissioner Letter	B.
C. Faith Community Summit Agenda	C.
D. Faith Community Summit Focus Group Results	D.
E. Minutes from the County Commissioners' Meeting	E.
F. Bridging the Gap Marketing Materials	F.
G. Bridging the Gap Program	G.
H. Bridging the Gap Survey Results	H.
I. Relative Rate Index	I.
J. Archival Data	J.
K. News Articles About DMR Efforts in Queen Anne's County	K.

An Assessment and Annual Report of Disproportionate Minority Youth Representation in Queen Anne's County, Maryland - 2004

I. BACKGROUND

Seven years ago the Local Management Board (LMB) in Queen Anne's County evolved from a strong desire of organizations and citizens to work together with a mission to strengthen and preserve children and families. This collaboration was the motivating force behind adopting the name of "Queen Anne's County Community Partnerships for Children" (CPC). This same organization accepted a lead role in organizing collaboration toward the creation of the Governor's Office of Crime Control and Prevention's (GOCCP) Consolidated Youth Strategies Grant Application in 2001, 2003, and 2004. In 2003, the Consolidated Youth Strategies Request for Proposals process included an invitation to apply for competitive Disproportionate Minority Youth Representation (DMR) funds. To further define the parameters of the funding opportunity, GOCCP hosted several technical assistance conferences. Community Partnership representatives from Queen Anne's County, along with accompanying community members attended the statewide Disproportionate Minority Youth Representation conferences held in October 2002, February 2003, and March 2004. At the first conference, DMR was defined as follows:

Under the Juvenile Justice and Delinquency Prevention Act (JJDP), disproportionate minority representation (DMR) is defined as existing when the proportion of juveniles from minority groups who come into contact with the juvenile justice system exceed the proportion such groups represented in the general population.

In Maryland, the DMR definition is based upon the federal act, but was broadened at the 2003 DMR conference to include minority youth representation in all facets of public programs, as an appropriate distribution in both consequence/sanction-oriented programs (youth detention centers, school suspensions, expulsions, etc.) and resource-oriented programs (college opportunities, mentoring programs, etc.). Queen Anne's County will follow the broader definition to better support understanding of root causes for DMR.

On November 26, 2002, Community Partnerships for Children invited representatives from the Governor's Office of Crime Control and Prevention (GOCCP) to their annual retreat to address DMR assessment and strategy questions. As a result, a steering committee was formed to begin planning a DMR strategy in Queen Anne's County. The committee consisted of Nathaniel Veeney, Mary Wilmer, Mike Clark, Mary Ann Gleason, Linda Walls and Rev. Christine Lee. In response, members of the steering committee engaged in raw and honest dialogue about Queen Anne's County, the history of racism both nationally and locally, and the need for a "paradigm shift in thinking" leading to meaningful and lasting system changes. Scott Keir, Ph.D. who presented at the 2nd DMR conference sponsored by GOCCP, was consulted by the Partnership Director about his comprehensive DMR investigation conducted by the Department of Community Justice in Multnomah County, Oregon. Dr. Keir emphasized the importance of conducting a DMR needs assessment in advance of choosing strategies to lower disproportionate minority representation. He provided examples of juvenile justice data as a vital component to

the assessment as well as data specific to other spheres of influences for youth. The DMR steering committee concluded: Relationship building and attitudinal changes are preferred over adding programs that only serve to put a “band-aid on the problem” or that address the symptoms of the problem rather than the root cause. A thorough investigation of the data will help Queen Anne’s County get to root causes.

As stated earlier, GOCCP offered a funding opportunity to address DMR through the Consolidated Youth Strategies grant in 2003. Their staff explained that this would be a competitive process and approximately 50% of the state jurisdictions would be awarded funds for the 2004 fiscal year. The grant proposal was due in March 2003 and Queen Anne’s County was one of 12 statewide jurisdictions earning a grant award.

A dedicated DMR Planning and Action Team was convened during FY 2004 to investigate DMR data related to Juvenile Justice and other domains, to research model programs, and to develop a plan for responding to local DMR needs. Queen Anne’s County engaged at least 150 citizens in a DMR needs assessment process locally referred to as “CommUNITY.” “CommUNITY” is a term used to describe a strategic approach created to ultimately lead to “systems change” with leadership provided by a citizen team who provided guidance toward a comprehensive assessment of disproportionate minority youth representation (DMR) throughout public agencies and progressing to solution building opportunities.

II. OBJECTIVES

Guiding objectives targeted for the DMR initiative in Queen Anne’s County included 1) Strengthen understanding of DMR among Queen Anne’s County youth (and adults), 2) Improve sensitivity to DMR issues, and 3) Increase collaboration to reduce DMR rates. Note: Since the first year of this DMR strategy was devoted primarily to assessment of needs, outcome evaluation to ascertain changes in knowledge, beliefs, attitudes, or behaviors did not occur.

III. METHODOLOGY

A. CommUNITY Planning Team Meetings

Dates and Agendas: The DMR Team selected consultant Linda Walls to facilitate the DMR needs assessment. She is a native of Queen Anne’s County who has nearly 25 years of experience as a community advocate and strategist. With planning support from the Steering Committee and the Community Partnerships for Children during two meetings held on June 20, 2003 and September 23, 2003, personalized recruitment of minority leaders in the county began and led to the first CommUNITY Team meeting on November 6, 2003. Held at a local United Methodist Church well known to the African American community, this meeting generated a foundational dialog among the 12 attendees.

Accessibility for the planning team meetings is achieved by holding events in a central location (Charles Wesley United Methodist Church) offering transportation if needed, a dinner meal, and welcoming children. Eight CommUNITY Team meetings, two Steering Committee meetings, two Ministerial meetings, one County Commissioner presentation, one Community Partnerships for Children Board Presentation and two special events were held from June of 2003 through June of 2004. The table on the following page provides dates and agenda items for each meeting.

Date (# Present)	Agenda Items
6/20/03 (5)	STEERING COMMITTEE: We Got the Grant!, Project Parameters (Amount, Objectives, Action Steps, Timeline, Long-term Plans), and Next Steps (Planning Team Expansion, Scope of Services for Consultant , Hire Consultant)
9/22/03 (5)	STEERING COMMITTEE: Grant Parameter Reminder, Recruitment/ Marketing Methods, Next Steps, First CommUNITY Team Meeting
11/6/03 (12)	CommUNITY TEAM: Definition of “DMR” – Disproportionate Minority Representation, Overview of the Youth Strategies Grant – DMR Component, DMR Statistics in Queen Anne's County and State of Maryland, Initial Thoughts, Methods for Proactive Response, Other Data To Collect, Steering Committee Participation, Next Steering Committee and Planning Team Meetings
12/11/03 (14)	CommUNITY TEAM: Review of Planning Team Purpose and Intentions, Review of Accomplishments, Data Collected To Date – Let’s Take a Look Together, How Do We Address Racism in a Proactive Way?, Planning for Our Summit, Next Steps, Next Meeting
1/15/04 (11)	CommUNITY TEAM: Review of Planning Team Purpose and Intentions, Review of Accomplishments To Date, Planning for Our Faith Community Summit, Next Steps, Next Meeting
2/10/04 (13)	CommUNITY TEAM: Review of Planning Team Purpose and Intentions, Review of Accomplishments To Date, Ministerial Summit, Next Steps, Next Meeting
3/1/04 (7)	MINISTERIAL MEETING: The facilitator (Ms. Walls) attended a Ministerial Alliance Meeting to review CommUNITY progress and brief ministers as summit leaders.
3/3/04 (58)	<u>SPECIAL EVENT - Faith Community Summit</u> Welcome by County Commissioner Cupani, Disproportionate Minority Representation Definition, Nationwide Movement – Bringing the Movement to QACo., Our Grant and Purpose, Preliminary Findings, Purpose for Today, Change Begins with the Faith Community, Gathering Ideas and Suggestions, Explore Ways to Involve Congregations, Group Questions/ Discussions, Brief Group Summaries
3/8/04 (6)	CommUNITY TEAM: Faith Community Summit Results, Next Steps, Next Meeting
4/8/04 (8)	CommUNITY TEAM: Progress to Date, Last Month’s Meeting Notes, Continuation of Faith Community Summit Discussion – Condensed Report, New Youth Strategies, Grant Application and the DMR Piece, National Report on Minority Disparity, Our Next Steps Through June 30, 2004, Looking Ahead – Our Vision for 2004-2005, Next Meeting
5/20/04 (12)	CommUNITY TEAM: Progress To Date, Highlights from Last Meeting, Planning For June 1 Commissioners’ Meeting at 7:30 p.m., Planning for the June 25 th Dinner Event Featuring Dr. Crystal Kuykendall, Next Meeting
6/1/04 (8)	QUEEN ANNE’S COUNTY COMMISSIONERS PRESENTATION: Faith Preliminary Hard Data Findings, “Bridging the Gap in our Communities” Event, Dr. Crystal Kuykendall’s Biographical Sketch, Accomplishments
6/7/04 (6)	MINISTERIAL MEETING: An update on DMR progress was presented to Ministerial Alliance members, Announcements for the upcoming special event “Bridging the Gap in our Communities” were distributed.
6/10/04 (10)	CommUNITY TEAM: Discussion re: Progress with School Suspension Issues, Results of Meeting with County Commissioners on June 1, 2004, Word on Grant Award for 2004-2005, Linda’s meeting with Ministerial Association on June 7, 2004, Logistics for Dr. Kuykendall and Community Event, Year End Report Timeline, Next Meeting
6/25/04 (120)	<u>SPECIAL EVENT - Bridging the Gap in our Communities</u> Community Center Welcome, CommUNITY Mission and Progress, Introduction of Dr. Kuykendall, Keynote Address, Closing Remarks, Survey, Prayer

Participants: An average of nine (9) individuals attended the CommUNITY team meetings with regularity. Precise records of attendance for each meeting were not kept to protect confidentiality of comments and opinions offered during the meetings (which would allow for open dialogue about sensitive issues). Another 150-190 individuals were involved in other aspects of the DMR initiative including attending special events or assisting with special event logistics. The following list includes individuals who attended or supported CommUNITY Team meetings:

CommUNITY Team Meeting Participants		
Julius Bennett	Madelyn Hollis	Walter Pauls
Regina Bennett	Rev. Samuel Holdbrook-Smith	Willie Pauls
Jim Brown	Wayne Humphries	Katima Salter
Phyllis Brown	Aidy Jeffries	Rev. Linwood Taylor
Tonya Brown	Danial Jeffries	Natalie Veeney
Mike Clark	Stephanie Johnson	Mary Walker
Marlene Griffith	Genevie Kennedy	Linda Walls
Les Hill	Elsa Miles Courtney	Mary E. Wilmer

B. Soft Data Collection

Model Program Research: It was agreed by the CommUNITY Team members, that the facilitator, along with interested team members, would use resources such as the GOCCP and the Internet throughout the year to research DMR model programs located in other states and regions. As model programs were uncovered, information about potential strategies would be shared with the group in preparation for the following year.

Faith Community Summit: The idea to hold a “Faith Community Summit” was introduced at the December CommUNITY Team meeting. Members expressed their belief that the faith community is central to the DMR effort and without local church support, lasting change would be difficult or impossible. One member stated, “We need to start talking about racism among the ‘churched’ folks first. They should be the first to take self inventory and they should be the first to support this movement.” Members discussed a time frame and chose the end of February or early March to allow time for planning the summit. The objective of the summit would be to assess the faith community’s beliefs about DMR causes and to ask for their suggestions toward solutions. Members believed that a letter of invitation from the County Commissioners rather than the CommUNITY Team would be more effective and solicit greater participation at the Faith Summit. The summit agenda would include an overview of the DMR study purposes and data collected thus far and an opportunity for participants to break into several focus groups and consider no more than four key questions. Each group would be led by a Minister, who would also be responsible for reporting highlights from the group discussions at the summit conclusion. The following questions were chosen for the focus group discussion:

1. *Do you believe minority children have greater challenges than white children in our community? If so, why?*
2. *How can you or your faith community help to identify the causes?*
3. *What can we do as the faith community to help improve the future of minority children and youth in Queen Anne’s County?*

Note: Summary results are discussed in the “FINDINGS” section of this report and detailed results are provided in Attachment D.

Bridging the Gap in Our Communities: During the April CommUNITY Team meeting, members began planning a second summit that would be marketed to the entire community and would serve the purpose of presenting brief DMR data points, introducing model strategies, and motivating citizens to action. Dr. Crystal Kuykendall, nationally known writer, educator, and minority achievement activist, was selected as the keynote speaker for the event. Members thought this event would also provide an ideal opportunity to survey the public (those who participated in the summit) about DMR strategies. The “Bridging the Gap in Our Communities” event program included a five-question survey insert. Each event participant received a program and survey as they entered the Grasonville Community Center, where the event was held. Participants were asked to place completed surveys in a designated area as they exited after the event. The first question included a Likert-type scale with an event rating range of 1 – 10 (worst to best). Questions two through five were open-ended and included lines for a short answer. Questions included:

1. *On a scale of 1 to 10 with 10 being best, was tonight’s event worthwhile?*
2. *What aspect of the evening was most helpful to you?*
3. *What aspect was least helpful?*
4. *What suggestions do you have for eliminating the minority achievement gap in Queen Anne’s County?*
5. *In what other ways should the CommUNITY Planning Team involve county citizens in our efforts to improve the future for minority youth?*

Note: Summary results are discussed in the “FINDINGS” section of this report and detailed results are provided in Attachment H.

C. Hard Data Collection

Relative Rate Index:

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) has created a method for calculating DMR or what is also termed, “Disproportionate Minority Contact” within a jurisdiction. Considering that a juvenile who commits a crime enters a series of case flows between the major stages in the juvenile justice system, the frequency of juveniles who pass through the stages is easily recorded on an annual basis. The number of cases is used to compute a rate of occurrence, and those rates are compared between racial / ethnic categories. For example, the state juvenile justice system may calculate an arrest rate for Caucasian youth and for Hispanic youth by jurisdiction, comparing those two rates to determine the extent to which Hispanic youth may have a higher arrest rate than Caucasian youth. The result of that comparison is a calculation termed the Relative Risk Index (RRI). It must be emphasized that the RRI is designed as a first step in examining Disproportionate Minority Contact. The RRI is used to point to areas for more intensive examination, and to serve as an ongoing set of “vital signs” or “early warning system” for the management of the juvenile justice system. For Queen Anne’s County, the State of Maryland’s Department of Juvenile Services calculated the RRI. A summary of the results are discussed in the FINDINGS section of this report with details provided in Attachment I. The Governor’s Office of Crime Control and Prevention requested

that each jurisdiction include the Relative Rate Index in their DMR needs assessment during FY 05. Since Queen Anne's County's assessment was completed during FY 04, the Relative Rate Index is included in this document.

Archival Data via Domain Areas: From initial CommUNITY Team meeting discussions, there was significant interest in exploring local data that might verify or challenge experiences and perceptions related to causes or solutions for Disproportionate Minority Representation. The CommUNITY Team proposed the following data inquiries by domain area and asked that the consultant explore the availability of this data for use in the needs assessment or as future strategies:

Domain: Individual

1. Track trends of adult black males – percentage of total black population every ten years through 2000

Domain: Family

2. Collect Census data for 1980, 1990, and 2000 to determine trends and current single parent/grandparent structures in black families
3. Search for key informant interview studies with young black men and their parents/ Look at national literature
4. Collect parent conference attendance data from schools or key informant interviews

Domain: School

5. Collect data for Seriously Emotionally Disturbed (SED) and Mental Retardation (MR) designations and compare to county ethnic distribution
6. Search for organizational culture survey results for Queen Anne's County or locate a survey for future use
7. Review school guidance office logs; Ethnic distribution for college entrance exams, college prep classes, dual enrollment programs, scholarship support
8. Collect testing data and examine ethnic distribution for Gifted and Talented (G&T); Collect G&T program enrollment by ethnicity
9. Examine availability of vocational, technical, and work-study programs and enrollment by ethnicity
10. Search for results of any organizational culture surveys conducted within schools i.e. School Climate Survey, with an ethnicity breakdown and key informant interviews, if available

Domain: Community

11. Search for surveys or key stakeholder interviews showing the level of a "sense of hope;" compare response by ethnicity/ Look at national literature
12. Search for community culture surveys/ interviews/ focus groups results conducted in Queen Anne's County
13. Examine recidivism rate and job placement programs for black men leaving incarceration
14. Collect arrest and conviction rate data for county by ethnicity
15. Examine trend and results of targeted programs for black children
16. Examine current mentoring opportunities for black children; Map these resources/ participation

Note: Summary results are discussed in the "FINDINGS" section of this report and detailed results are provided in Attachment J.

D. Strategy Building

Building strategies for reducing DMR in Queen Anne’s County will become a greater focus during FY 05 – after the findings of the assessment are publicized. However, strategies emerged in several venues to include the CommUNITY Team meetings, the Faith Community Summit, and the “Bridging the Gap in Our Community” special event. A full discussion of the strategies suggested are located at the end of this document.

IV. FINDINGS

A. Soft Data Collection

Focus Groups from Faith Community Summit: The Faith Community Summit was held on Wednesday, March 3, 2004 from 12 noon to 2:30 p.m. at the Centreville United Methodist Church Hall and included a hot lunch. At least 58 citizens from churches around the county attended. As planned, a presentation of DMR CommUNITY Team progress in Queen Anne’s County, a data briefing, and an opportunity to discuss ideas for reducing DMR were included on the agenda. At the March CommUNITY Team meeting, members offered the following insights regarding the results of the summit:

<i>Strengths</i>	<i>Challenges</i>
<ul style="list-style-type: none">• Sponsorship by Commissioners• Commissioner Cupani attended• Filmed by Cable TV camera volunteer• Number of people who attended was 50 plus• Rev. Holdbrook-Smith did a great job as MC; Group leaders were great too• Food was delicious	<ul style="list-style-type: none">• Not enough time – especially for discussion; Entire event should be longer• Should have been more churches/people• Need to have school/college-age students• Concern about keeping this going; not another well-intentioned effort that stops• DMR problem is large; How can we make a difference?• Even the “churched” people need to change

After lunch, participants divided into six focus groups. Each group was led by a local minister who asked the members to consider three questions that were identical for all groups. A summary of the responses follows (by question):

Focus Group Responses

Question 1: Do you believe minority children have greater challenges than white children in our community? If so, why?

All groups responded, “Yes.” Reasons most commonly provided included:

- Economic resources or opportunities such as housing, employment, education, transportation are more limited for minorities than for Caucasians.
- Families are less likely to be traditional. Single female head of households are increasing. There are younger parents who are inexperienced and may not provide early guidance and support that children need.
- Due to lack of opportunity and increased challenges, self-esteem is low. There are fewer positive adult (especially male) role models. Sometimes affluent African Americans are judgmental.

- Prejudice and racism remains strong in Queen Anne’s County. There are stereotypical attitudes, subtle racism that is difficult to challenge, weak cultural sensitivity, a 1960’s mindset, segregationist practices, and a neglect to build “relationships” with one another across ethnic backgrounds. Racism is apparent in the educational, economic, and legal systems.

Question 2: How can you or your faith community help to identify the causes?

First, the faith community representatives agreed -- discussion must occur within the church congregations. From there, it should spread between churches, leading to greater networking of beliefs, ideas, and solutions. After addressing the “churched” citizens, outreach into the community can occur more powerfully. Other solutions frequently mentioned included mentoring, involving youth within and outside the faith community, and promoting greater awareness of the problem, resources, and solutions.

Question 3: What can we do as the faith community to help improve the future of minority children and youth in Queen Anne’s County?

The number one response to this question was “pray for direction!” As with question #2, members emphasized the importance of addressing minority issues within the individual houses of worship, then throughout the faith community, and ultimately as a unified outreach effort to the community. Many suggestions focused on the involvement of youth in this effort both as planners and as recipients of positive activities. Examples of activities included mentoring, support, and exposure to proactive experiences and adults. Another common response theme involved raising awareness about local prejudice and racism, strengthening sensitivity to cultural differences, increasing opportunities for cross-cultural experiences, and healing hurts caused by prejudice and racism. Solutions or strategy ideas are listed separately below:

1. Address cultural issues and solutions within each house of worship.
2. Identify current policies and strategies within each house of worship.
3. Network to support minority youth across churches.
4. Determine ways for churches to outreach in the community.
5. Collect data to support racial disparity in local community.
6. Examine national and state data regarding racial disparity and compare to local levels.
7. Interview or survey local citizens to gain awareness about minority disproportionate perceptions; Engage youth in planning and implementation efforts.
8. Meet with local elected officials to share findings.
9. Meet with local community and public agency representatives to share findings.
10. Find out how other communities are successfully addressing minority disproportionate representation and racial disparity.
11. Research reliable sources to find out what the current thinking is about DMR and racial disparity.
12. Ask organizations to conduct a self-assessment of their organizational culture.
13. Sponsor sensitivity workshops and invite leading motivational and instructional trainers.
14. Create a strategic plan to continually monitor data related to DMR and racial disparity.
15. Ask public and private organizations to incorporate cultural respect into their missions, policies, and practices.

16. Partner with character development programs in the community to be sure cultural competency is addressed and emphasized.
17. Consider relationship-building models to strengthen the sense of community.
18. Collect service data for demographics and include ethnic and other diversity categories i.e. disabilities, gender, age, religious, and culture clusters.
19. Invite the media to engage in conversations and strategies to promote cultural understanding and equity.
20. Celebrate cultural diversity with ethnic festivals and other events.
21. Organize opportunities for intentional cross-cultural socialization i.e. church congregations, dinners in the homes of citizens, community center activities, and neighborhood block parties.
22. Make sure marketing and educational materials in your community are culturally competent.
23. Personally model respect for everyone. Do not allow racial slurs or jokes in your presence.
24. Create partnerships among public and private interests with a commitment to racial healing and ethnic diversity respect.

Survey from “Bridging the Gap” Event: An estimated 125 individuals attended the June 25, 2004 event held at the Grasonville Community Center and featuring nationally renowned author and minority achievement advocate Dr. Crystal Kuykendall. Of the total event participants, 28 completed an exit survey. Summary highlights of the survey responses follow each question:

1. On a scale from 1 to 10 with 10 being best, was tonight’s event worthwhile?

Of the 28 respondents, 27 (96%) gave the event a top rating of 9 (3) or 10 (24). One respondent did not provide a response.

2. What aspect of the evening was most helpful to you?

Nearly 58% of the respondents (19 people), stated that the best aspect of the event was Dr. Kuykendall’s message. Another six (18%) people listed “all” or “everything” as the best aspect. No one gave a negative response to this question.

3. What aspect was least helpful?

Twenty-one (21) of the respondents or 75% did not answer this question, while seven or 25% wrote either “none” or “not anything.”

4. What suggestions do you have for eliminating the minority achievement gap in Queen Anne's County?

Answers were varied for this question. Five citizens wrote about the need for more parental and/or citizen involvement. Four participants suggested having more events and speakers, six citizens encouraged the continuation of the committee, meetings, and the learning, and three citizens suggested educating the school system. Other ideas included encouraging cultural development, an increase in organized activities, and involvement from the faith community. Five participants did not respond to this question.

5. In what other ways should the CommUNITY Planning Team involve county citizens in our efforts to improve the future for minority youth?

Ideas for involving county citizens included increasing personal involvement in the lives of youth (4 responses), hosting more speakers/workshops for young people (4 responses), increasing the CommUNITY Team's publicity (3 responses), and keeping citizens well informed (3 responses). One person commented, "May God bless all of you for being so concerned about disproportionality."

B. Hard Data Collection (Results)

Relative Rate Index:

The State of Maryland's Department of Juvenile Services has prepared Relative Rate Index data for each jurisdiction and the state as a whole. Statistics pertaining to Queen Anne's County were extracted from this report in six different constructs. A summary of each of the six tables follows with details provided in Attachment I:

Number and Percent of Youth at Juvenile Services Intake – For FY 02, in Queen Anne's County, a total of 350 children (under age 18) were referred to the Department of Juvenile Services for intake. Of this total, 73 or nearly 21% were from an ethnic background other than Caucasian (66 African American; 7 Other Ethnicity). For FY 03, in Queen Anne's County, a total of 358 children were referred to the Department of Juvenile Services for intake. Of this total 72 or 20% were from an ethnic background other than Caucasian (66 African American; 7 Other Ethnicity). According to the U.S. Department of the Census, the percentage of minority citizens for all age groups in Queen Anne's County in 2000 totaled 11.0. For African American youth age 17 and under, the percentage of males and females totaled 8.1 (See Table 1 in Attachment I)

Number and Percent of Formalized Youth at Juvenile Services Intake – A case is formalized when sent to the State's Attorney for investigation and when there is evidence sufficient to go to trial. During FY 02 and FY 03, 14 or 21.5% and 19 or 24.1%, respectively, of formalized youth at intake were African American and one child per year was from another ethnic background. (See Table 2 in Attachment I)

Number and Percent of Adjudicated Delinquent Youth – An adjudicated youth has admitted to committing a criminal act or been found to have been involved. In Queen Anne's County during FY 02 and FY 03, nine (9) or 18.8% and 17 or 34.7%, respectively, of adjudicated delinquent youth were African American, with one child from another ethnicity in FY 03 (See Table 3 in Attachment I).

Number and Percent of Youth Assigned to Probation – In FY 02, eight or 21.1% and in FY 03, 10 or 27.8% of the total youth assigned to probation were African American, while one child in FY 03 was from another ethnic background (See Table 4 in Attachment I).

Number and Percent of Youth Admitted to All Residential Committed Programs – Residential Committed Programs includes all secure and non-secure programs and excludes detention and shelter care programs. Of the total youth admitted to residential committed programs during FY 02, nine youth or 33.3% were African American and during FY 03, four (4) youth or 17.4% were African American. No other minority youth were admitted during either year (See Table 5 in Attachment I).

Number and Percent of Youth Admitted to All Secure Detention Facilities – This total applies to youth admitted to the five Maryland Detention Programs and the Holdover. Of the total youth admitted to detention programs during FY 02, three (3) youth or 25.0% were African American and during FY 03, eight (8) youth or 40% were African American. No other minority youth were admitted to detention programs during either year (See Table 6 in Attachment I).

Archival Data via Domain

At the November 6, 2003 DMR meeting, participants were asked to share their views regarding DMR and their ideas for collecting information specific to DMR in Queen Anne's County. The purpose for collecting this archival data was, again, to ascertain and verify the extent of disproportionality among minority youth in the county's system of youth serving agencies under both categories of sanctions and opportunities. It was agreed to summarize the discussion under the domains (or spheres of influence) of Individual, Family, School and Community. As the discussion unfolded, members offered potential methods for documenting each of the issues raised by participants. Linda Walls, project consultant, used their suggestions and other resources to research each issue. Note all data, as suggested for inclusion, was available. The following hard data results are categorized into the domains of Individual, Home, School, and Community.

a. INDIVIDUAL

Queen Anne's County Minority Population: 1960-2000

Between 1960 and 2000, Queen Anne's County population increased overall by 145%; from 16,569 to 40,563. During the same time period, the percentage of Queen Anne's County Caucasian residents increased from 73.1% to 89.0% (of the total) while the percentage of residents from all other ethnic backgrounds decreased from 26.9% in 1960 to 11.0% of the total county population in 2000 (See Table 1 in Attachment J).

Queen Anne's County's African American Population by Age Range and Gender: 1960-2000; Queen Anne's County's African American Population by Age Range and Gender as a Percentage of Queen Anne's County's Total African American Population: 1960-2000; Age and Gender Trends in Queen Anne's County's African American Population: 1960-2000; Queen Anne's County's African American Population by Age Range and Gender as a Percentage of Queen Anne's County's Total Population: 1960-2000

The number of African American county residents decreased from 4,465 in 1960 to 3,541 in 2000. During this same time period, the number of African American females under the age of 20 has not only significantly decreased, but the percentage of females to males has changed from 49:51 to 38:62. The percentage of African Americans in Queen Anne's County within the entire population has decreased from 26.9 in 1960 to 8.7 in 2000 (See Tables 2, 3, 4, and 5 in Attachment J).

Note: Juvenile crime data is also included under the domain for individual. See the Relative Rate Index discussion (in prior section) for detailed information.

b. FAMILY

Queen Anne's County African American Households by Type of Household: 1990 & 2000

Queen Anne's County's African American female single head of households comprised 33.4% of 1,274 households (or 111) in 1990 and 50.4% of 1,280 households (or 188) in 2000. The percentage of male single head of households decreased from 7.8% in 1990 to 3.5% in 2000. Also, the percentage of married couple families decreased from 58.8% in 1990 to 46.1% in 2000. The percentage of all African American family households with children under 18 increased from 36.8% in 1990 to 44.9% in 2000 (See Table 7 in Attachment J).

Queen Anne's County Grandparents Living With and Responsible for Own Grandchildren Under 18 Years of Age in 2000

Of the 801 Queen Anne's County grandparents living with their own grandchildren in 2000, 37.8% were responsible for their grandchildren under 18 years of age (not available by ethnicity). Of these, 303 grandparents, 58.1% had this responsibility for five years or more (See Table 8 in Attachment J).

c. SCHOOL

Educational Attainment for Queen Anne's County Population Over 25 Years of Age for African Americans and Caucasians in 2000

A greater percentage of Queen Anne's County African American females over age 25 (9.3%) had less than a Grade Nine education than Caucasian females (3.0%) while the State of Maryland averaged 5.0% of African American and 4.0% of Caucasian females with less than a Grade Nine education. Similar to females, a greater percentage of Queen Anne's County African American males over age 25 (14.3%) had less than a Grade Nine education than Caucasian males (3.8%) while the State of Maryland averaged 5.7% of African American and 4.0% of Caucasian males with less than a Grade Nine education. A much lower percentage of African American females over age 25 (2.6%) earned a Bachelor's degree than Caucasian females (17.6%). For the State of Maryland, 13.5% of African American and 19.0% of Caucasian females over age 25 earned a Bachelor's degree (See Table 9 in Attachment J).

Educational Attainment for State of Maryland Population Over 25 Years of Age for African Americans and Caucasians in 2000

The percentage of county residents who had a college degree (Associate, Bachelor, Graduate or Professional) was generally much lower for African Americans (11.0% of females and 7.2% of males) than for Caucasians (34.3% of females and 33.3% of males) or than for African Americans in the State of Maryland at 27.1% of African American females and 23.1% of males vs. 38.4% of Caucasian females and 42.5% of males (See Table 10 in Attachment J).

Ethnic Distribution of Queen Anne's County Public School Teachers: School Year 2003-2004: Ethnic Distribution of Queen Anne's Co. Public School Guidance/Administration Staff: School Year 2003-2004

For the school year of 2003-2004, 7.5% or 39 of the total (528) public school teaching staff were from ethnic backgrounds other than Caucasian, while 12.4% of children under age 18 in Queen Anne's County were from ethnic backgrounds other than Caucasian (Year 2000 data). For the same year, 17.1% or seven (7) of the total (41) administrative and guidance staff were African American (See Tables 11 and 12 in Attachment J).

Percent of Students Scoring at Excellent and Satisfactory Levels on the Maryland School Performance Assessment (MSPAP): 2000-2002; Number of Students Tested and Scoring at Excellent and Satisfactory Levels on the Maryland School Performance Assessment (MSPAP): 2000-2002

When examining test scores for the years 2000-2002, Caucasians performed at an excellent or satisfactory rating that was consistently twice or, and in many subjects, three times higher than African American students in all participating Grades of 3, 5, and 8 (See Tables 13 and 15 in Attachment J).

Percent of Students Who Passed Maryland Functional Tests: 2000-2002: Number of Students Who Passed Maryland Functional Tests: 2000-2002

African American students in Grade 9 performed slightly below Caucasian students in Reading and Writing, but performed significantly below Caucasians in Mathematics. African American students in Grade 11 performed at nearly the same Mathematics ability level as Caucasian students in years 2000 and 2002, but not 2001. Reading and Writing scores in 2001 and 2002 were lower for African American students than for Caucasian students in Grade 11, as well (See Tables 14 and 16 in Attachment J).

Maryland School Assessment Results: Percent of Students Scoring at Advanced/Proficient in Queen Anne's County and in State of Maryland by Ethnicity: 2003-2004

For all tested Grades of 3, 5, 8, and 10 in both 2003 and 2004, African American students scored significantly lower than Caucasian students. Math and Reading scores for all grades except Grade 8 Reading improved among African American students when comparing 2003 to 2004. The same improvement held true for Caucasian students except Grade 8 Reading scores also improved. Grade 3 Reading scores and Grade 3 and 5 Math scores in Queen Anne's County improved at a much greater rate than the Maryland average scores for African Americans (See Table 17 in Attachment J).

Yearly School Attendance and Drop-Out Rates: 2000-2002

School attendance rates among African American elementary and middle school students from 2000-2002 were generally higher than for Caucasian students. High school attendance rates were higher for Caucasians than African American students from 2000-2002. Drop-out rates among African American students nearly doubled the drop-out rates for Caucasian students from 2000-2002, but improved in 2003 and 2004 (See Table 18 in Attachment J).

Unduplicated Count of the Number of Students Suspended from Public Schools by Ethnicity: 2001-2003

Caucasian students were suspended at nearly three times the rate of African American students during the 2001 through 2003 school years. Also, African American students in

Queen Anne's County were suspended at about half the rate of African American students across the State of Maryland during the same time period. Suspension rates averaged 25% for African American students during the three years studied, while the percentage of African American students (of the total population) was 8.9 according to the 2000 US Census (See Table 19 in Attachment J).

d. COMMUNITY

Affordable Housing* Waiting List by Household Ethnicity in 2004

As of March 11, 2004, there were 242 households in Queen Anne's County on the "Affordable Housing" waiting list. Of that number, nearly 50% were African American households (See Table 20 in Attachment J).

Median and Per Capita Income by Ethnicity in 2000

In the year 2000, the Median Household Income (MHI) for Queen Anne's County citizens was calculated at \$57,037. MHI for African Americans was calculated at \$26,683, or less than half of what Caucasians earn (\$60,182). Hispanic or Latino citizens earned \$56,000 for the same year (See Table 21 in Attachment J).

Queen Anne's County Labor Force Status in 2002

The unemployment rate during 2002 was 3.3% overall in Queen Anne's County, 11.5% for combined minorities, 12.9% for African Americans, 6.1% for citizens of Hispanic origin, and 2.5% for Caucasians (See Table 22 in Attachment J).

Median Household Price Asked in 2000; Year End Housing Selling Prices by County; Year End Housing Selling Price Changes: 2000-2003

In Queen Anne's County, the average selling price for a home increased from \$211,862 in 2000 to \$311,927 (47%) in 2003, while the average selling price of a home for Maryland increased from \$162,776 to \$224,949 (38%) during the same time period. The median price of Queen Anne's County homes increased from \$166,900 in 2000 to \$250,000 in 2003 (50%), while the median price for homes across Maryland increased from \$131,902 to \$182,449 (38%) during the same time period. Queen Anne's County experienced the greatest average and median home selling prices when compared to the five other Mid and Upper Shore counties (Cecil, Caroline, Dorchester, Kent, and Talbot) and the State of Maryland (See Tables 23 & 24 in Attachment J).

Programs Targeting Queen Anne's County's African Americans; Snapshot: June 2004

In Queen Anne's County during the Spring of 2004, there were six life skill programs specifically targeting young African American men and women and two additional programs with African American participation disproportionate to the population (attendance of African Americans was greater than 8.9%). An estimated 150 to 200 children were participating in these programs in June, 2004, when the phone survey was conducted (See Table 25 in Attachment J).

V. CONCLUSIONS AND RECOMMENDATIONS

During FY 04 and across eight CommUNITY Team meetings, two Steering Committee meetings, two ministerial meetings, one County Commissioner presentation, one Local Management Board presentation, and two special events, and among a total of between 200-250 individuals, discussion leading to and resulting from this needs assessment has verified claims by the government and perceptions by local citizens. Disproportionate minority youth representation (or contact) exists both in the youth serving system of sanctions and in advancement opportunities for youth and adults in Queen Anne's County.

The number of African American residents in Queen Anne's County has decreased by nearly 21% over the past five decades, while the number of Caucasian residents has increased by at least 200%. Currently the percentage of Caucasians totals 89, up from 73% in 1960, while the percentage of residents who are from non-Caucasian backgrounds decreased from 27% in 1960 to 11% in 2000. African Americans alone accounted for 8.7% of Queen Anne's County's population in 2000.

A study of the juvenile justice system reveals that young people who are African American are arrested and sanctioned at rates disproportionately higher than their population distribution in Queen Anne's County. The same disproportionality exists for African American students who are suspended from the public school system. Academic achievement tests show much lower scores across all subjects and grades among African American students when compared to Caucasian students. Public school attendance rates are higher for African American than Caucasian students at the elementary and middle school levels, but are lower at the high school level. Drop-out rates among African American students have been typically twice the rate of Caucasian students, but have improved over the past two years. Educational attainment levels reflect significantly lower levels of high school completion and college degree achievement among African American males and females than Caucasians in Queen Anne's County. The Maryland rates of educational attainment among African Americans are significantly higher than the rates of Queen Anne's County.

Other opportunities show disproportionality in economic status. For example, unemployment rates are four times higher among African Americans and two times higher among Hispanic citizens than Caucasians in Queen Anne's County. Household income is more than two times greater for county Caucasians (\$60,182) than African Americans (\$26,683). Meanwhile, Queen Anne's County's average housing prices climbed to nearly \$312,000 in 2003.

In this study, a comparison of Queen Anne's County to Maryland figures overall shows less disproportionality for sanctions/ academic performance testing, but greater disproportionality exists on the opportunity side. Queen Anne's County African Americans fare much worse than Maryland residents as a whole in the areas of employment, income, and educational attainment.

This study has verified the experiences of local citizens, and especially African Americans to an extent. What it lacks is an accounting of personal experiences. A model assessment completed in Spokane, Washington in 2003 ("Spokane's Commitment to Action for Racial Equity") included organizational and community culture surveys to ascertain day-to-day interactions encountered by citizens who were African Americans, Native Americans, Asian Americans, and

people of Spanish descent. It may serve Queen Anne's County to distribute and summarize confidential surveys, yielding a deeper understanding of the daily personal, social, and professional challenges faced by African Americans and other minorities in Queen Anne's County. By contrast, one citizen commented during this investigation, "We know disproportionality exists and we know why. Why continue to study something that has become obvious. Why not agree that it exists and begin the process of changing it now?" Continuing the assessment toward a direction of collecting experiences will need to be considered early in the next year by the CommUNITY Team.

In approaching the study of DMR by examining data according to domain areas, strategies or solutions may be more easily generated and/or connected to a source. Corresponding to action by domain area has the potential of leading the county's response in two separate directions. One direction would match the original intention to change thinking or attitudes among Caucasians about African Americans and other county minorities. An example would be increasing disproportionality awareness and the adverse effects and strengthening cultural sensitivity. This may mean acknowledging and acting upon the belief that disproportionality exists due to intolerance, discrimination, or racism. The other direction would involve impacting the by-products of the current disproportionality by creating programs to support African Americans and other minorities in achieving greater personal, educational, and economic successes.

Perhaps a blend of both approaches are realized in the suggestions offered throughout this study by local citizens and the suggestions found in communities outside Queen Anne's County (See item #5). A list of ideas follows:

1. Individual Domain

- Improve self-concept and ethnic pride among young people
- Strengthen mentoring and role model opportunities for young people
- Connect more youth to positive activities
- Increase the level of youth involvement in planning and implementation of strategies
- Personally model respect for everyone

2. Family Domain

- Help families and parents to access and become more aware of resources for personal and economic improvement
- Create intergenerational programs for young and older people to partner in personal success
- Honor the wisdom of our elders
- Get back to the basics of raising families and creating strong communities (with a strong sense of community)
- Strengthen family structure and sustainability

3. School Domain

- Increase a welcoming atmosphere in the schools for all people of all races

- Increase awareness of programs designed to improve academic achievement in the home or community
- Implement diversity education in schools
- Support parents in understanding student homework assignments
- Create a parent ombudsman or Community Ambassador program – to act as proactive liaisons between the schools and families/communities
- Be sure the ethnic background of school personnel matches the ethnic distribution of the population in the community the school serves
- Continue to investigate successful models to reduce DMR
- Emphasize cultural diversity in character development and other educational programs and resources
- Strengthen efforts such as Youth Developmental Asset Building (Search Institute)
- Increase media involvement
- Celebrate cultural diversity

4. Community Domain

- Pray for direction!
- Address the core issue of racism
- Citizens should get more involved in helping and looking out for young people (especially children who are not theirs)
- Network the faith community and encourage a county-wide universal strategy; Encourage the faith community to be a model for racial healing
- Strengthen outreach efforts from the church to the community
- Raise awareness about current community and school-based opportunities
- Strengthen diversity education in the community, businesses, and government organizations
- Host more motivational speakers and awareness workshops in the community
- Propose additional data collection of disproportionality to monitor progress
- Adopt the “Merchants of Hope” approach created by Dr. Crystal Kuykendall

5. From the Spokane, Washington “Diversity Resource Action Packet 2003

- Enforce existing discrimination laws
- Educate the public about laws, cultures, nations, religions, tolerance, and human rights
- Improve access to information to give the public greater opportunity to differentiate between facts and opinions about cultural and religious differences
- Strengthen individual awareness and sensitivity to personal expressions of intolerance
- Build local solutions with everyone participating, rather than select groups; Recognize the solution as coming from every facet of the community, not just government, schools, individuals, or families.

End of Assessment Report