

CEYJ Racial Equity Roadmap One Pager

Purpose

This roadmap synthesizes CEYJ's 2024–2025 equity learning series with Mathematica and outlines key priorities to advance racial equity across Vermont's youth justice system. It supports subcommittee planning, alignment with the 3-year plan, and near-term implementation.

CEYJ Pathway

- **Foundational (Sept 2024–Nov 2025):** Trainings, retreat, and 1:1 conversations built shared equity understanding.
- **Current (Nov 2025–Present):** Synthesizing learning and finalizing recommendations.
- **Future (Next):** Reducing disparities through governance, policy, data, and youth-centered strategies.

Mathematica Partnership

Mathematica supported CEYJ in building shared understanding of systemic racism and white supremacy culture, refining values, delivering seven equity trainings with accompanying member reflections, and reviewing policies, practices, and CEYJ's 3-year plan.

Key Areas of Future Work

1. Racial Equity Practices

Strengths: Deep commitment, willingness to learn, shared language development.

Challenges: Varying comfort discussing racism; inconsistent vocabulary.

Recommendations: Refresh glossary; apply racial equity impact analyses; use an intersectional race-poverty lens.

2. Internal Effectiveness & Governance

Strengths: Strong leadership, momentum on initiatives, successful RFPs.

Challenges: Role clarity, accountability, visibility of impact.

Recommendations: Onboarding packet; annual self-assessment; embed equity in decision-making; develop public dashboard.

3. Youth Justice Data Infrastructure

Strengths: Commitment to improving data quality; readiness for improved systems; strong cross-agency relationships.

Challenges: Incomplete race/ethnicity data; fragmented systems; limited actionable insights.

Recommendations: Partner with NCJJ; automate Judiciary transfers; strengthen law-enforcement reporting; build public dashboard (some options may not be feasible).

4. Youth & Family Engagement

Strengths: Expanded youth membership; leadership opportunities; youth-led surveys.

Challenges: Inconsistent inclusion; barriers such as transportation, scheduling, childcare.

Recommendations: Co-design tools; expand online programming; enhance diversion supports.

Next Steps

Short-term (0–6 months): Finalize roadmap; develop onboarding packet; refresh glossary.

Medium-term (6–18 months): Pilot equity impact analysis; automate data transfers; co-design engagement tools.

Long-term (18+ months): Launch public dashboard; integrate engagement practices statewide; evaluate and scale pilots.



Council for Equitable Youth Justice: Racial Equity Roadmap

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Images generated by Microsoft Copilot



Summary

This presentation provides an overview of the CEYJ Racial Equity Roadmap by:

- **Revisiting the council's grounding,**
- **Outlining the roadmap's purpose and structure,**
- **Reviewing CEYJ's partnership with Mathematica, and**
- **Highlighting the key areas of future racial equity, governance, data, and engagement work—**
- **Next steps for the Council's continued progress.**



| Re-grounding

CEYJ Pathway: Past, Present, and Future

Foundational Activities (Sept 2024 – Nov 2025)

The past phase highlights trainings, retreats, and conversations that built shared equity understanding and relationships.

Current Synthesis and Planning (Nov 2025 – Present)

The present phase focuses on finalizing a roadmap and key recommendations for advancing racial equity strategically.

Future Goals and Commitment (Next)

The future phase emphasizes reducing juvenile justice disparities through policy, governance, and youth-centered strategies.





| Overview of the Roadmap



CEYJ Roadmap Overview





Roadmap Section 1: CEYJ Overview





Roadmap Section 2: Mathematica/CEYJ Partnership



Reason for the Partnership
with Mathematica



Goals of Mathematica
Partnership



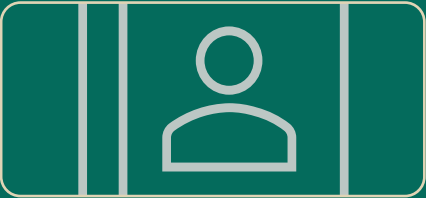
Summary of
Mathematica's Sessions



Roadmap Section 3: Key Areas of Future Work



Implementing strategies related to racial equity



Strengthening internal governance



Improving Vermont's youth justice data infrastructure










Centering youth and family engagement



Area 1: Racial Equity

Key Strengths

-  Strong commitment
-  Willingness to learn
-  Shared language growth
-  Action-oriented

What We Heard	Potential Solutions
 <p>Varied comfort in discussing racism Need for shared language</p>	 <p>Utilize and expand racial equity glossary Continue racial equity trainings</p>
 <p>Need for more integrated racial equity approach</p>	 <p>Use racial equity impact analysis Adopt a race-poverty lens</p>
 <p>Need for practical tools to address racial bias</p>	 <p>Apply positionality, power-mapping, and bias-countering tools</p>
 <p>Robert's Rules of Order may inhibit equitable participation</p>	 <p>Continue to incorporate equitable decision-making in meetings</p>



Area 2: Internal effectiveness and governance

Key Strengths

- Successfully releasing RFPs
- Momentum on Raise the Age
- Strong leadership & collaboration
- Volunteer accomplishments

What We Heard	Potential Solutions
Desire for clarity around roles and expectations	Develop an onboarding packet Include roles, expectations, and equity concepts
Strengthen council's capacity to measure its impact	Introduce accountability tools Develop self-assessment tool Embed racial equity impact analysis
Increase broader visibility of CEYJ's accomplishments and priorities	Develop public facing dashboard Convene stakeholders
Desire for more strategic and decision-focused meetings	Reformat meetings around decisionmaking Add SMART alignment



Area 3: Data Infrastructure

Key Strengths



Shared commitment to strengthening data infrastructure



Clear understanding of data gaps and needs



Readiness for new tools & automation



Strong convening power

What We Heard



Youth justice data infrastructure is a major barrier



Race and ethnicity data incomplete & inconsistent



Fragmented & hard to access data



Key gaps in analyzing disparities



Data not used for decisions

Potential Solutions



Assess equity barriers in diversion data



Disaggregate data meaningfully



Partner with National Center for Juvenile Justice



Automate data transfer from Judiciary



Improve law enforcement reporting



Create public data dashboard



Convene cross-system stakeholders



Area 4: Youth and Family Engagement

Key Strengths

-  Growing youth representation
-  Elevating youth voice
-  Youth-led data collection
-  Community-centered engagement

What We Heard	Potential Solutions
 Youth and families not consistently included in decision making	 Co-design engagement tools Integrate youth perspectives
 Engagement practices remain adult-driven	 Create online programming for flexible youth access
 Barriers limiting youth participation in diversion programs	 Strengthen diversion supports Transportation, childcare, flexible scheduling
 Need for more restorative, rehabilitative approaches.	 Expand restorative practices Reduce punitive responses



| Next Steps



CEYJ Next Steps by Subcommittee

SHORT-TERM (0–6 months)	MEDIUM-TERM (6–18 months)	LONG-TERM (18+ months)
Equity & Racial Disparities <ul style="list-style-type: none">• Initiate partnership with NCJJ & Judiciary• Finalize racial equity glossary and onboarding• Establish racial equity impact process	Equity & Racial Disparities <ul style="list-style-type: none">• Implement improved race/ethnicity data practices• Conduct racial equity impact analyses	Equity & Racial Disparities <ul style="list-style-type: none">• Institutionalize racial equity analysis• Sustain annual racial equity trainings
System Improvement <ul style="list-style-type: none">• Identify diversion reform strategy• Plan court-data automation• Scope CEYJ data dashboard	System Improvement <ul style="list-style-type: none">• Pilot diversion support strategies• Launch public CEYJ dashboard	System Improvement <ul style="list-style-type: none">• Automate court-to-CEYJ data statewide• Maintain stakeholder coalition
Youth Engagement <ul style="list-style-type: none">• Identify partners for online youth programs• Assess youth diversion barriers	Youth Engagement <ul style="list-style-type: none">• Pilot online youth programs• Expand diversion partnerships	Youth Engagement <ul style="list-style-type: none">• SMART tracking for youth engagement• Annual review of youth strategies• Scale restorative approaches
Governance <ul style="list-style-type: none">• Develop onboarding packet• Launch CEYJ self-assessment	Governance <ul style="list-style-type: none">• Adopt SMART tracking for committee work• Conduct annual self-assessment	Governance <ul style="list-style-type: none">• Refine CEYJ structure• Enhance statewide visibility



Discussion

General reactions?

What should we include in the appendix. Which resources would be the most useful for you?

Does this help answer the question of what to do next?



