



# **The 360|Report**

**Engage! Transforming Juvenile Justice  
in Ramsey County**

**Qualitative Data**

**November - December 2024**

*Facilitated by MTI*

**Event Dates: 8 November, 16 November, 20 November, 5 December, 20  
December 2024**

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**Engage! Transforming Juvenile Justice  
in Ramsey County  
Mindstorm**

**Directions:** Read the questions and decide together which ones you think are most important to answer. Then discuss those questions as a small group. Start with the most important question! Remember to listen and give everyone a chance to speak. Speak from your own personal point of view.

**Scribes:** Take notes about your conversation (highlights, quotations, main themes and anything your group thinks it is important to note) in the space provided. Please write legibly or ask someone who writes legibly to write the notes and be ready to share a main theme or highlight with the rest of the participants after your discussion. Please turn your notes over to Marnita's Table staff at the end of the event.

**Questions for Discussion (45 minutes):**

Choose the topic or topics your group finds most important to discuss.

1. **Is there anything that helps you feel like you are thriving and well supported?** If so, what are those things? Do you feel that you have what you need to thrive? Are there any people in your life who help you feel supported and safe? What kinds of support do you think everyone should have access to?
2. **Have you had any experience(s) with the juvenile justice system in Ramsey County** (including police, the courts – judges, public defenders and others, the juvenile detention center, probation officers, social workers, child protection services, etc.)? If so, what have those experiences been like? Is there anything that would have helped you avoid those encounters? Is there anyone who helped make that experience easier? Is there anything that made it harder?
3. **Who has the power to make change? Does everyone have a role? If you could say one thing to those in power, what would it be?** What do you think everyone should know about the juvenile justice system in Ramsey County?
4. **If you could change one thing about the Ramsey County juvenile justice system, what would it be?** Who should be involved in making the changes you'd like to see? Is there anything you wouldn't want to change?
5. **Do you believe it is possible to transform a system like juvenile justice for the better?** How would you know if a system had been "transformed"? What might it look like? Feel like? How would it happen? Is transformation always a good thing? What do you think "justice" should look like in Ramsey County?

6. **Is there anything that makes you feel safe at home or in your community?** If so, what are those things?
7. **Are there any resources you feel would help you or your loved ones avoid contact with the juvenile justice system?** If so, what are they? How do they help?
8. **Is there anything that we didn't ask but should have? Do you have any questions for Ramsey County?** If so, share the question(s) and any answers your group discusses.



**Ramsey Engage! Transforming Juvenile Justice in Ramsey County  
Community Conversation Series  
16 November 2024**

**Mindstorm: Oral Report Notes**

**About These Notes**

*The below notes were taken by members of our research team during the oral report-out from the Mindstorm small-group focused conversations during the Engage! Transforming Juvenile Justice in Ramsey County event hosted at Neighborhood House in Saint Paul, Minnesota on November 16, 2024. During this activity, participating discussion groups nominate a representative from their small group discussion to share with the larger group a few key themes emerging from their conversations. Groups have been numbered according to the order in which they presented.*

**Group 1:** We talked about question number 3, and question 4. For question 3, we honed in on the word “power,” we talked about power, people, and the influence of power, people in the community being empowered. Then we talked about knowing about the resources and those that don’t know enough about the resources, and what kind of impact that change might have on the system.

**Group 2:** We talked about question 3, our focus was on community. We talked about some similar things, we really felt like the power is with the people to strengthen communities. The need to meet people all the way, and look at resources that are available, see what needs to be strengthened. For question 3, where resources are needed there are often social pressures that limit that impact. Like students being afraid to meet with school counselors. For things that Ramsey County needs to know, for rehabilitation, helping with the transition back to community.



**Ramsey Engage! Transforming Juvenile Justice in Ramsey County  
Community Conversation Series  
20 November 2024**

**Mindstorm: Oral Report Notes**

**About These Notes**

*The below notes were taken by members of our research team during the oral report-out from the Mindstorm small-group focused conversations during the Engage! Transforming Juvenile Justice in Ramsey County event hosted at Central High School in Saint Paul, Minnesota on November 20, 2024. During this activity, participating discussion groups nominate a representative from their small group discussion to share with the larger group a few key themes emerging from their conversations. Groups have been numbered according to the order in which they presented.*

**Group 1:** Our group we came up with what the community has to do.

**Group 2:** So, we talked about a variety of things, but the overall topic was the things that make us feel good — anime, food, family, sports — and this led into expectations and stereotypes. About how it's hard for kids to be kids today. It relates to juvenile justice because at the end of the day the young people at our table had a chance to talk about whatever they wanted to talk about, not to answer our questions. Our job is to distill out of it, not try to format them or fit them into our questions. We have to stop and use those listening skills that we punish them for not having. What they want is a system that's going to listen to who they are and allow them to be themselves and support them in what they want to do.

**Group 3:** To that point, relationship building, because this is relationship building in all capacities. We talked about spending resource money better. Money is out there but it's not being used well. There's a lot of low hanging fruit out there, easy things to change.

**Group 4:** Very excited to be here, I was not expecting to be here today, but I'm happy that I'm here. We talked about a lot. I was able to connect with one of our residents right now, and —this might be triggering — but one of the things we said is two wrongs make Ramsey County. It's always a tug of war between juveniles and the system — it's always been this way as long as I can remember. We just had a case the other day where one of the boys' case managers didn't show up to pick him up, he just left him there to basically figure it out. He didn't reach out or make any explanation. It does start with the kids, but it also starts in the community.



**Engage! Transforming Juvenile Justice in Ramsey County**  
**Community Conversation Series**  
**5 December 2024**

**Mindstorm: Oral Report Notes**

**About These Notes**

*The below notes were taken by members of our research team during the oral report-out from the Mindstorm small-group focused conversations during the Engage! Transforming Juvenile Justice in Ramsey County event hosted at the YMCA in Maplewood, Minnesota on December 5, 2024. During this activity, participating discussion groups nominate a representative from their small group discussion to share with the larger group a few key themes emerging from their conversations. Groups have been numbered according to the order in which they presented.*

**Group 1:** [Notes not able to be captured.]

**Group 2:** [Notes not able to be captured.]

**Group 3:** [Notes not able to be captured.]

**Group 4:** [Notes not able to be captured.]

**Group 5:** The relationship between police and community, if we can get more people into the system that wants to change the system it will be better.

## Mindstorm Notes | Raw Aggregate

### Engage! Transforming Juvenile Justice in Ramsey County

**Please note:** While the small group discussion notes in this document have been organized by discussion question, ordered by date of the events (bolded in the texts) and separated by discussion group (indicated by the dotted lines), not all groups submitted notes in response to every question.

**Question Set 1: Is there anything that helps you feel like you are thriving and well supported?** If so, what are those things? Do you feel that you have what you need to thrive? Are there any people in your life who help you feel supported and safe? What kinds of support do you think everyone should have access to?

#### November 20, 2024

- My children, my belief in higher things and my ancestors.
- Fake it till you make it. Believe you have it. Being able to manifest. Have positive thinking.
- Being grateful for what you got no [matter how little].
- I feel God will use my enemies to bless me.
- So, self-support is what everyone should have access to.

- .....
- Peace – when I’m somewhere that’s peaceful my mind is clear. I can [unfinished sentence].
- .....

- Music
- Singing
- Other people happy and feeling good
- [Being] with family and friends
- Food
- Hanging with friends
- Dancing

#### December 5, 2024

- Opportunities like this to learn new things, communicate, connect, learn more about the people who govern you
  - Bonding between people, specifically between police and community
- Parents make their kids feel supported
- Other family holding us accountable and thinking about our future
- Everyone should have access to mental health and basic necessity support
  - School lunches, focusing on hunger is important
- Nobody said a phone.

- 
- Spaces like this (Marnita's Table)
  - Guidance
  - Someone to listen to, have support, relating, understand that they are human
  - Respect (environment matters)
  - D.A.R.E. program
  - Having your own respective space (excelling or failing)
  - Isolation, change your crowd
  - Safe place (home, school, groups, sports, religious places)
- 

- A sense of belonging
- Biweekly meetings with RCAO (A——) to discuss our caseload, needs.
- Monthly meeting of MN Coalition for Youth Justice
- Autonomy from employer to do what's needed for kids
- When youth are thriving, it makes me feel good.
- The opposite [I feel terrible]: when feeling restrictions on supporting youth.
- Dumping money into families vs. kids

**Question Set 2: Have you had any experience(s) with the juvenile justice system in Ramsey County** (including police, the courts – judges, public defenders and others, the juvenile detention center, probation officers, social workers, child protection services, etc.)? If so, what have those experiences been like? Is there anything that would have helped you avoid those encounters? Is there anyone who helped make that experience easier? Is there anything that made it harder?

**November 16, 2024**

- Social worker – CHIPS interaction, leaving situation didn't get support because was taking steps to leave abusive situation.

**November 20, 2024**

- Yes, when I was stealing as a juvenile.
- 

- Yes, they dropped my case because it was bullshit.

**December 5, 2024**

- Positive outcome
- Negative – speaking to children without guidance / understanding
- Doing more assessments



- Superiors needing to take more accountability for lack of concern and connection to individuals
- Should make mandatory learning (rights)
- Objective – punishment → growth
- Origin of detection?
- System holding itself accountable
- The care team around youth
- Where you came from doesn't define you
- Lack of awareness around what rules are, [and what] resources are available
- Having more understanding of medical needs
- Parental education – supports

- 
- Probation system is broken, probation officers [are] not committed
  - Long-term cases don't have bounce back from jail (not enough support for after [serving] time)
  - Need mentors [assigned] like they assign POs [parole officers]

**Question Set 3: Who has the power to make change?** Does everyone have a role? If you could say one thing to those in power, what would it be? What do you think everyone should know about the juvenile justice system in Ramsey County?

#### **November 16, 2024**

- Can't change if don't recognize problem
- Reasonable expectations on parents to support kids
- Need support and resources for parents
- Need a community of support – government should facilitate community connection, incentivize access to support
  - Food
  - Childcare
  - Small stipend
  - Quality parenting class matters, role play important
- Exclusive ethnic groups – not always helpful, represent racial makeup [of our communities]
- Culturally specific supports – important opportunities to find and use shared values
- Culturally appropriate thinking about providing inclusive supports – but ensuring supports are best practice for kids
- Evidence-based supports

#### **November 20, 2024**

- Everyone.
- Yes, stop making things hard.

- 
- We all do! It starts with [one]self.
- 

- Hard to figure out who actually has power?
  - Community working together to solve problems.
  - Why don't police work together?
  - We are here and change is coming.
- 

- Hennepin County Attorney sent people on a goose chase and didn't give answers.
- Not always the directors/leaders who know how to make the change [that is needed].
- Directors can't do anything.
- Power comes from the community for true change.
- Parole officers can make the choice to have a positive impact instead of just following procedure.
- Leaders play the blame game.
- System moves slowly intentionally to make it hard to change.
- Community shutting down joint facility.
- Personal connections is [sic] more important than job descriptions.
- Giving people a voice to make [them] feel heard.
- Metro transit police / St. Paul Police jurisdiction. Why wouldn't they help anyway even though it's not their jurisdiction?
- Helping people who use drugs and not just throw[ing] them off [the] train.
- We are here and we will make change whether you like it or not.
- Too many temporary impacts.
- Young people mobilizing instead of systems pointing the fingers at each other.
- Structure in the programming is what will help people change. Older people mentoring.
- Lack of skills and training of staff. There should be discipline and accountability.
- Restorative justice is so important.
- [The] system is not accountable so why do we say we need to hold kids [to] accountability?
- Crime is not on the rise like people say.
- People who work in corrections got to be creative.

## **December 5, 2024**

- Everyone has a role
- People who are punishing should be focused on opportunities
  - Understand what they hope for, [their] dreams
  - Kids will say whatever they think you want to hear
- Parental accountability
  - Parents providing
  - Family trauma leads to bad decisions for kids

- Need to understand home life
- Understand [the] whole person

- 
- Judges have a lot of power.

**Question Set 4: If you could change one thing about the Ramsey County juvenile justice system, what would it be? Who should be involved in making the changes you'd like to see? Is there anything you wouldn't want to change?**

**November 16, 2024**

- Take context into account
- A lot leading and before kids get into [the juvenile justice] system
- Do that by looking at kids' behavior from early days
- Fixing the societal system leads to [reduced] interaction with justice system
- Support parents and teachers
- Acknowledge difference and that [that] can impact experience
- Education for teachers and school administrators on their behavior
- Encourage parents to understand their perspective and experience

**November 20, 2024**

- Everything that's possible to change.
- Interactions with people of color.
- Compassion = time.

**December 5, 2024**

- [If we could] tell people in power one thing, [it would be]:
  - Prevention intervention
  - Supportive services, not power – shouldn't shift with politics
  - Be more intentional
  - Redirection
  - System accountability

- 
- Every case does restorative justice.
  - Booking procedures (right now kids have to turn themselves in at the adult jail).
  - Include community pre-criminal involvement as a part of the justice system.
  - Give every kid a trusted and committed adult (ex. a neighbor assigned at birth).

**Question Set 5: Do you believe it is possible to transform a system like juvenile**

**justice for the better?** How would you know if a system had been “transformed”? What might it look like? Feel like? How would it happen? Is transformation always a good thing? What do you think “justice” should look like in Ramsey County?

## **November 20, 2024**

- Absolutely not!
- Once you’re in, you’re theirs.

## **December 5, 2024**

- If there are more people who are willing to take on these jobs and make change
- Why is the system the way it is?
  - We need to give kids resources to keep kids out of the system. But once they are in, what do we do?
    - We have to understand the whole system
    - District conviction review
- Have the right people in place to make these changes
- Time

- 
- Need to have a truth and reconciliation process
  - Transformation happens in small stages
  - It is possible [but it requires] funding.
  - People in power are stopping the transformation.
  - Transformation of systems starts with the people – masses of people dismantling systems.
  - Something extremely horrible has to happen for people to change.
  - One change at a time. It’s a long effort.
  - Every person has to be a changer.
  - You don’t need a title or organization to make change – finding the gifts we each have. We all have a role.
  - Need to remove the stigma of “criminal” and the bias that comes to mind.
  - Creating belonging and people being invested in their community.
  - Senators or representatives [who] are open to hearing from people about what they want.
  - It’s a system, needs to be dismantled and rebuilt.
  - Rights we have can [be] taken away.
  - Not just one thing, like a spider web.
  - More about healing than punishment.
  - Before people get to the system, [they] need resources/support.
  - Barriers to what can be expunged, and people treat arrest/MH [mental health] incidents to stop people from getting jobs.
  - Where are the dollars really going? Who is deciding? Want more community conversation about what does or does not get built.
  - CPS, community organizations [are] better at keeping families together but are

underfunded. How much more support could be given to these organizations to build capacity?

- People who feel removed, there may be a lack of empathy. Building community-wide empathy and understanding.
- Media does not help.
- African American Family Preservation Act, connections to juvenile justice system.
- Not a place for mental health concerns, shortage of facilities and MH [mental health] workers.

- 
- Everyone has to come together to make change.
  - Power with numbers.
  - The government works for us – we outnumber them.
  - Communicate with other people, values [conflicts] can be difficult.
  - Lots of compassion with different issues.
  - Wanting it isn't enough → need action and steps.
  - People have more in common than not.
  - See it in youth, less homeless youth, job opportunities after foster care, deeper into where they are placing kids in foster care and group homes, even relative placements.
  - Systems lead to wrong diagnosis.
  - Believe children when they are reporting foster parents [for abuse or maltreatment], relative or not.
  - Opportunities to learn about education.
  - Single father programs → daycare opportunities slow process or single-parent programs – applications too long for forms.
  - Too long of [a] process.
  - Inability to get a call back.
  - Wait time would be shorter.
  - Cost of daycare → providers.

- 
- Yes, it is possible to transform lives.
    - For kids, [they] need one caring adult/trusting relationship.
    - Need resources for consistent persistence for outreach.

**Question Set 6: Is there anything that makes you feel safe at home or in your community? If so, what are those things?**

**November 20, 2024**

- Myself! And the Lord!

**December 5, 2024**

- Not seeing police
  - A group of black people at the store
  - People who look like us
- Seeing and having connection with people we know
- What would change your mind about the police?
  - Transparency. Building trust in our community, understanding the people that they are policing.
- The ability to move around without the possibility of being harmed.
- Familiarity of an area.

- .....
- I don't feel unsafe. The folks that do may not be in the room.

**Question Set 7: Are there any resources you feel would help you or your loved ones avoid contact with the juvenile justice system? If so, what are they? How do they help?**

**November 16, 2024**

- Parents need support – practical and educational
- People living without parents – parenting without them
- Mentorship – engagement
- Head Start for older kids
- Respite support for kids
- Need someone who wants to do the work, has a heart for it, connects with family

**December 5, 2024**

- Funding for mental therapy
- Educational support
- Court support to help families navigate the court
- Less policing
- Basic needs resources (housing, food, safety)
- Parent advocates to help families
- Reunification support for child protection

**Question Set 8: Is there anything that we didn't ask but should have? Do you have any questions for Ramsey County? If so, share the question(s) and any answers your group discusses.**

[No notes submitted on this topic.]

**Additional Notes:**

## November 16, 2024

- [I have] two kids in school:
  - One [is] lighter [skinned] – gets away with things
  - [But my] darker-skinned [child is] labeled [a] problem child, even though [they are] engaged, [get] good grades, respectful.
  - [There is] disparate treatment [because of colorism].

## November 20, 2024

- Two wrongs make Ramsey County.

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*[Notes below reflect the discussion from the Continuum all-group conversation about transforming juvenile justice in Ramsey County, in response to the question: Do you think it is possible to transform Juvenile Justice?]*

- We don't have enough family support, we need preventative family support, families are tired and need that help.
- There are not enough resources for girls and gender nonconforming folks.
- I think there are resources available — growing up as youth in the inner city, we have a lot of resources, but you have to know where to look.
- The system has failed us. It's colonized, it sends us back into another form of slavery. I've been in the justice system, I was one of those kids that got in trouble, but if you are a traumatized ten-year-old, you don't know what to do, you don't know how to handle that crisis. My daughter for example is autistic, and she had a crisis, she was overwhelmed and felt unsafe, so what she did is, she took out a knife and threatened her grandma. She felt unsafe and, in that crisis, — do you know what they did? They charged her with second degree [assault]. She was 16 and got two offenses. She didn't have any help, any resources. My daughter is low functioning, her lawyer says she can't stand trial because of her impairments. And they're trying to slam my daughter with these charges. But these children don't know no better. I'm still in court trying to find this, and she's 17 now. Our children don't have support when they deal with crises. And the gangs come in and go after the young ones who don't have that support. So, I'm all about reconstructing and decolonizing — because I'm going through it. I see it daily, because no one is coming into the home and helping what is broken in the home. No one is doing trauma-responsive alternatives. My daughter didn't know any better. She still doesn't understand.
- I want to say that you're not alone in this experience, you're not an anomaly. I'm blessed to be able to work with transformative justice working with youth. I am a criminal justice case manager, so when youth come into contact with the system, instead of charging them we can connect them with services. As a case manager, I don't just work with the youth, I work with the family. There's only so much change that a youth can have if the family isn't also able to be supported. One of the youth I'm working with is 18, and she just got on probation. We've had our ups and downs, but

I'm very empathetic with the youth I work with. Because I was a teen mom, I know what it is to be in a situation where you need support. If they aren't taught the skills to make it, they won't have it. This young lady lost her mom and had issues with her boyfriend, but she just signed a lease today. She had one job when I met her, but she also, she did her Keys assessment, a coordinated assessment for homeless youth, so I worked with her to be able to find housing. After one year on the program, she'll get a section 8 voucher where she can move anywhere in the state. And she was just elated. I work to encourage these youth to know that they can do it and expose them to things that can really help open up new opportunities. Candle making classes, and theatrical performances, and pottery classes. You never know when you're planting the seeds what's going to grow. I see her taking accountability and making that growth. She got heated today because her mom took her birth certificate and she couldn't get it, so she was worried she wouldn't be able to get into this housing, so I talked her through it, help her process. A lot of kids don't have someone there to talk through these things with her. But by the end of the day, she walked out of there with her lease in hand, and I was able to remind her, look, I told you you could do it! I told you you were capable. I'm not the only case worker on my team; we're doing this together.

- As a person of color — adult or juvenile — you're always looked at in a certain way, just going around your day. We're a target.
- —Or you just grow up in a neighborhood where you can mess up and it doesn't get noticed, because they're just not as policed.
- I will co-sign that.
- I would say that if you have the right complexion, you have the resources available to you. You are looked at like you could do anything.
- —You can run for president.
- If you fit the narrative, you make everyone comfortable, you look like the people in power, it's easier to navigate the system because "you look just like my baby."
- To build off what you said, my brother is light skinned. My mama is light skinned. And for us growing up, people would judge me before they'd judge him, look at me before they look at him. People have preconceived notions.
- Or if you speak well and can advocate for yourself, they say, oh you're so articulate.
- — A kind of fetishization.
- Yeah, or just because you're young, people think you can be taken advantage of.
- —To build off what she said, you mentioned being able to articulate yourself, but even within the black community people will say you "talk white" or if you watch anime, or you sag your pants — of course there is slang, and code-switching.

## December 5, 2024

- Leaders have staff do community engagement trainings and nothing happens.
- Correctional officers have little interactions with Black people who aren't incarcerated.

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*[Notes below reflect the discussion from the Continuum all-group conversation about transforming juvenile justice in Ramsey County, in response to the question: Do you think it is possible to transform Juvenile Justice?]*



- When I really wanted to change myself, I reached out for support and received it. I was homeless from age 14, and when I finally got an apartment, I didn't know anything. So, until I was ready for that I didn't know enough.
- I'm with you, I'm in the middle because things have changed. When I decided to leave my squad and to learn about my social capital. I can't speak for the young people, to learn more, to learn and listen, that's why I'm in the middle.
- There is some research out there, but people need to advocate, but institutions also need to meet people where they're at.
- In my experience, I'm in the mud, on the daily, I see youth navigating the criminal justice system, I'm hopeful that we still have these services, there's only a handful. Safe zone and face to face, we're doing some amazing work and I'm thankful to be a part of it. We help youth navigate housing, workforce, healthcare, mental health care, help navigate court systems, probation help, music studio, integrated health.
- I feel like the lack of resources to the people around the kids, the parents, schools, etc. the people around the youth. Who's there to help the kids that has the resources.
- What are we looking for when we talk about change: how do we respond to the young person and find how the system fails the kids?
- For the youth, their soul gets snatched behind bars for things they didn't do. The lack of adequate representation, public defenders that fail our youth. It's underfunded and money tends to dictate how adequate their representation is.
- I want to become a quality attorney for people that can't afford them. For youth that are justice involved, how drugs and alcohol and addiction affect our youth as well.
- I try to say solutions, they had an option to go to a training program or the Air Force/Navy. I'd like to see that offered to anyone, let them know that there are more options out there.
- Do I want young people I work with to have better outcomes in the system, [of course], but I don't want them in the system [in the first place]. I don't think about changing the system, I want to destroy it. The system comes from a history or enslavement and if it's in relation to our system and incarceration. The prison system is tied to corporations, we are expected to do the labor that will find another iteration.
- I'm still hopeful although I know it won't happen in my lifetime. We are the system, the more we do it the same, the needs aren't going to be met. I believe in the possibility of transformation; it's going to take the same amount of energy/resources to transform the system.
- A few years I looked at things on a national level and thought about all the terrible things. But you can make a difference with our neighbors, communities.
- I don't believe the system isn't broken but is doing what it was designed to do. I do believe people can transform and change the system. I gave up part of my career to drive and to help my brother who was involved in the criminal justice system in Chicago. I had to put a lot of work into transforming the way he thought, bringing him to churches, community centers. I worked with youth build. I believe in what people were saying, but it takes enormous work to do that transformation.
- The wheels of justice are slow, but we're uniquely positioned. A lot of states are thinking about what we have the capacity to do, what we have capability to do.
- Just because of the living situation, I think it starts with the parents.

- A lot of times the transformation we need to see involves hands on work with youth involved in the system and takes funding and additional resources. I think it's possible, but what does it look like if it's not severely underfunded and have the staff to actually run it.
- The funding and resources are available, the people in power are not wanting to fund this. It would be silly to assume billionaires aren't targeted to the function of this country, I think in terms of these systems I want to push back on having to go through foundations and organizations, and it's where the system needs to be dismantled. We shouldn't have to beg the same people that grew rich on the existing system.
- We shouldn't have to go through the powers that be [to make change].

## **December 20, 2024**

### Facilitators' Observations:

- A lot of these kids struggle to connect, their inner worlds are so big, they have so much going on that needs to surface. You saw them on display in their in-room interactions. I don't want to say, "dysfunctional" but it's sort of dysfunctional social adaptations on display.
- What would you need? One kid says access to marijuana. Said that's just a joke but then explained that it's the only thing that works for his ADHD. Every kid in the room shared an ADHD diagnosis. Seemed to be an important self-identifier.
- One young lady was stranded, from Chicago, after a domestic violence situation. Had to leave the room for a moment after circle share-in, really crying out for a sense of safety, connection and belonging. Adults in the room really connected to their stories and empathized.
- A lot about fentanyl use and how it shows up on the train, the green line. Snelling is a hub, they smell the "nasty plastic burning smell" on the train, people use it on the train, even with kids on the train. The kids were especially aware of and sensitive to this, especially those who were trying to avoid using or encountering it.
- More well-regulated folks had an easier time sitting down at the table, doing an activity, staying focused on a conversation in such a setting.
- "I have been terrorized, so I terrorize," said one young man — showcase of the hard veneer these kids put on and feel that they need. Not able to get support from their families, dysfunctional family systems. Desperately want that connection though. One-on-one conversations easier, a lot harder in a large-room situation for many of these kids, inviting forms of masking and social self-protection mechanisms.
- Food tables became more social gathering space, more accessible for some of the youth to talk there one-on-one or in smaller groups.
- 12 young black men said one of the things they would do to transform justice and meet their health-related social needs is to reduce gun violence and exposure to fentanyl.
- A lot of experiences with domestic violence and sexual violence — almost everyone in the room had personal lived experiences along these lives.
- One young man who had been in foster care his entire life said that his main health-related social need was for a home. A number of other youth talked about experiences in the foster care system, many were originally from other states and ended up

- abandoned or stranded in Minnesota. Lots of disorder and lack of social resources.
- Hierarchy of needs really basic, hard to talk about tomorrow because of the acute needs of the present.
  - A number of young people in the room displayed a lot of leadership qualities, able to describe and articulate their needs and struggles, need support to feel more empowered, mentored and invested in to build them up. But many organizations working on mentorship are struggling to get leaders and professionals of color who can fill these support roles.
  - One facilitator heard less of the fentanyl conversation [in their small-group and individual interactions with participants], so it was important to hear this feedback in the report out.
  - Heard a lot about basic needs, voice and agency, having a space where your voice is heard and then there's follow up. Several people said, "You come, and you hear us, but then there's no follow through. Action has to come with the extraction of important insights."
  - A lot about the inability to access things that might be available because of a lack of knowledge about them, or the expectation that kids have the ability to do a lot of this work to find out what is out there and go through all the hoops for qualification, paperwork, navigating systems.
  - Noticed through all of these conversations that the teenage participants have so much more accountability than expected, almost too willing to take responsibility for the difficulties in their lives and less likely to pinpoint the systemic systems and issues that bear down upon them.
  - A caring guardian is a resource many of these youth did not have; [there is an] assumption that some of what we think of as basic resources and foundational needs [is obvious when it isn't].
  - Oversize [sense of personal] responsibility — both systemic and familial expectations and responsibility — influences some to lean almost too heavily into accepting responsibility for everything that goes wrong in a kid's life, need to take into account the broader context for these issues.
  - Navigating social and health related resources that do exist especially difficult for young people, including issues like not necessarily having access to own documentation (like birth certificates) or understanding how to deal with structural barriers. Overwhelming lack of resources, knowledge.
  - Common experience with ADHD is really early conditioning to avoid authority and situations where you can be criticized because you are constantly being criticized for not fitting into established social structures and expectations. Viewed as annoying or difficult, getting into trouble because of inability to conform to neurotypical expectations and environments. Makes it difficult to get access to resources, because something that is complicated and unfamiliar could go wrong and so comes to feel like you shouldn't even try because the risk is too high. Inability to access medication for ADHD, self-medicating with things like marijuana which can help people feel better but makes concentration and irritability issues worse for those who have ADHD.
  - Heard people talk about self-medication with weed, but not a whole lot of access to doctors, medication, stability and treatment.
  - Heard a little bit about how this [organization, Face2Face] is a place that was safe but

also comfortable for them to come, how important or unique Face2Face was that they could come, the resources and support there, how the staff was engaging and being engaged with to create that community and youth friendly space. Wondering about if some of the insights that came from here were in part because of the way that this team and space create this space for community. How do you expand what Face2Face is doing? Partner more? [Transformation and community investment] doesn't always have to be a new thing, [you] can build off or invest in things that already exist and are meeting needs for communities now. [Could there be] an expansion of F2F? Investment and collaboration, etc. Some of the staff working there brought in more people as well, some of them were brought in by [staff member] LaRochelle.

- Could use more F2F type institutions — more of that would help a lot. F2F is trusted across the spectrum.



**Engage! Transforming Juvenile Justice in Ramsey County**  
**Community Conversation Series**  
**16 November 2024**

**Circle Share-in Notes**

**Prompt:** *I want you to see me as...*

- Charismatic [*facilitator response*]
- Someone that contributes to positive change
- Cares about all
- Really kind
- An advocate
- Brings a different perspective
- Who is listening
- A lot to learn but also a lot to offer
- Someone who is compassionate



**Engage! Transforming Juvenile Justice in Ramsey County**  
**Community Conversation Series**  
**20 November 2024**

**Circle Share-in Notes**

**Prompt:** *I want you to see me as...*

- Charismatic [*facilitator response*]
- A good person
- A helpful neighbor
- Empathetic
- Me
- Someone who listens
- Peace
- Someone who's still learning
- Someone who is strong
- Me
- Part of your community
- Someone who's trying
- However you chose to see me, just see me
- Me, as a human being, as equal as you, as not black, cause I'm not black, black is just a color, see me as a young woman, a human being who's a young woman that is authentic, kind, loving, just see me as a young human, who's a woman, see me as me
- Deeply caring
- Valuable
- Human
- Someone who is now interested in anime
- Optimistic
- A good friend
- Your brother or sister
- Hopeful
- A changemaker



**Engage! Transforming Juvenile Justice in Ramsey County**  
**Community Conversation Series**  
**5 December 2024**

**Circle Share-in Notes**

**Prompt:** *I want you to see me as...*

- Charismatic [*facilitator response*]
- A good person
- Caring
- Light and love
- A king
- Respectful
- Lovely
- Your sister or your brother
- As me
- Someone who is trying
- Godsent
- Human
- As me
- A person
- Your equal
- Humble
- Authentic
- A friend
- Great
- Trustworthy
- Authentic
- Joyful
- Trustworthy
- Prophetic
- Happy
- Trying my best
- A changemaker
- Happy
- Authentic
- Compassionate
- Caring person
- A leader

- A special friend
- A truthseeker
- Worthy of love and belongs