

Respecting Differences

A Pennsylvania DMC Youth/ Law Enforcement Corporation
Newsletter



Photo by: Jeff Ruppenthal/ Staff of Lacasteronline.com

Millersville University-- On May 8, 2015, a young female wears one of the T-shirts given to youth at the Lancaster DMC Working Group's Annual Minority Youth/ Law Enforcement Forum

A Pennsylvania Effort...

To eliminate the overrepresentation of youth of color in the Pennsylvania juvenile justice system by advocating strategies for policy changes, education programs, funding and technical assistance at the local and state levels.



Summer 2015

www.padmc.org

Funding for
The Pennsylvania DMC Youth / Law
Enforcement Corporation
is made possible by:



The Initial Point of Contact:

Focusing Efforts on the Point of Arrest Through Training Youth & Law Enforcement

To ensure equal and fair treatment for every youth in the juvenile justice system regardless of race and ethnicity...

In 2003, the Pennsylvania Commission on Crime and Delinquency's (PCCD) DMC State Subcommittee decided to focus DMC efforts specifically on the point of initial contact (arrest).

With the support of the DMC State Subcommittee, DMC Working Groups, consisting of local community stakeholders were put in place across 5 regions:

**Harrisburg-- Reading-- Lancaster
Philadelphia-- Pittsburgh**

Youth/ Law Enforcement Forums

Minority Youth/ Law Enforcement forums were created:

To bring officers and minority youth together to talk frankly and openly about the problems on the street and the troubled relationship between the two groups.

The Pennsylvania DMC Youth/ Law Enforcement Corporation

A 501(c)(3) non-profit organization created to expand the forums and the related PA DMC

Disproportionate Minority Contact (DMC)

Describes the higher rate of involvement of youth of color at a particular decision point in the juvenile justice system when compared with the previous decision point and when compared to the rate at which non-Hispanic White youth appear at the same decision points.

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Point of Contact

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Youth/ Law Enforcement Curriculum© to additional regions. By opening the dialogue between youth & law enforcement, the hope is:

To reduce the number of volatile interactions between youth and officers on the street, to decrease arrests of minority youth, and to diminish the chance of injuries to officers and youth on the street.



Philadelphia, PA- Young man engages in a role-play with local police officers where he portrays an officer tasked with directing local teens (played by officers) to clear an elderly resident's stoop after a noise complaint

Our forums provide an opportunity for youth and officers to be heard and to consider each other's views without endorsing either side as completely right or wrong.

At the end of each forum, both officers and youth have said that they have developed a new understanding of each other.

The discussions were used to develop a series of policy recommendations designed to change the system. One primary recommendation was...

The creation of a training program for officers relating to youth development and culture

In 2007, with the support of the DMC Subcommittee and the MacArthur Foundation DMC Action Network, a curriculum for law enforcement was created.

Over 2,000 officers have been trained using the Pennsylvania DMC Youth/ Law Enforcement Curriculum ©.



Pittsburgh, PA- Local officer explains to youth the fear and dangers that police face daily on the street

What Can You Do About DMC?

Learn More —find out more information about DMC by visiting these websites:

- The Pennsylvania DMC Youth/ Law Enforcement Corporation
www.padmc.org
- The Pennsylvania Commission on Crime and Delinquency
www.pccd.pa.gov
- The Office of Juvenile Justice and Delinquency Prevention
www.ojjdp.ncjrs.org/dmc/

Take Responsibility —

Examine your role, and the role of your group or agency, in the DMC issue.

Speak Up —

Talk about DMC with other concerned citizens and leaders.

Take Action —

Join, or help create, a local DMC reduction initiative.

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The Allegheny DMC Working Group teaches verbal and non-verbal cues to make youth/ officer interactions less volatile

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*A Word from the President:***It's Good To Be Out Front!**

By: George D. Mosee, Jr., Esq.
 Pennsylvania DMC Youth/ Law Enforcement Corporation, President
 Philadelphia Deputy District Attorney, Juvenile Division

Dear Readers,

Given the choice between being reactive or proactive, we all would opt for nipping things in the bud.

As a prosecutor, my traditional role would have me go into action only after a crime has been committed. However, even when a just result is realized in a case, no one really wins.

The victim's pain cannot be erased. If guilty, the defendant's potential to contribute to society is suspended or lost, and if exonerated, the time spent in jeopardy can never be recaptured.

We all need to be prepared to react to crime, but...

The best public safety strategy is crime prevention. I'm pleased to say that prosecutors in Pennsylvania are making significant investments in prevention and, as a result, they are helping to reduce crime across the state.

Likewise, DMC strategies would miss the best opportunity to decrease disproportionality if they were only reactive.

The DMC Subcommittee of the Pennsylvania Commission on Crime and Delinquency, chaired by Daniel Elby, has been proactive since it was established in 1990.



Iglesia del Barrio, Philadelphia, PA- George engages Hispanic youth, families, and community members in a conversation with local law enforcement about changing perceptions and improving relationships in order to

Since its inception, and at Mr. Elby's direction, the subcommittee has consistently addressed issues in a proactive way.

The current focus on improving the relationship between police and minorities, pioneered by Robert Listenbee and others, reflects the emphasis on prevention.

Even since the last Newsletter, so much has happened in this nation that highlights the need for healthy police/community relations.

However, in Pennsylvania, we are not reacting to Baltimore or any of the recent firestorms. Instead, we continue to be ahead of the headlines.

This newsletter highlights Pennsylvania's continuing efforts to find and implement preventative strategies designed to decrease disproportionate negative minority contact.

The work is, indeed, impressive. **It's good to be out front.**



Best Wishes,

George

Lancaster Co. DMC Reduction Efforts:

Forum Aims to Improve Police-Youth Relations, Keep Minorities Out of Criminal Justice System



By DAN NEPHIN | Staff Writer Lancasteronline.com

Posted: Friday, May 8, 2015 5:30 pm | Updated: 6:04 pm, Sun May 10, 2015

http://lancasteronline.com/news/local/forum-aims-to-improve-police-youth-relations-keep-minorities-out/article_e08be1ca-f5ba-11e4-ac88-8776ed4c6179.html

One word kept coming up at Friday's forum on law enforcement and minority youth.

Respect.

Moderator Rufus Tolbert, a Lancaster County juvenile probation officer, asked a panel of several youth and police officers: Who has the first responsibility to show respect?



Photos by: Jeff Ruppenthal/ Staff Lancasteronline.com

Millersville University-- Students take part in a discussion group at the Minority Youth/ Law Enforcement Forum.

Bradley Caban, 16, of Lancaster, who admitted to having had multiple negative interactions with police, didn't see it that way, he said.

"I see it as: We both gotta respect each other in the moment," he said, drawing applause from the audience and a "Good answer," from Tolbert.

The officers agreed, and said they try to treat everyone with respect. But they must also deal with people who may be lying to them or have committed crimes, one said.

Millersville University Police Chief Peter Anders, alluding to Caban's frequent run-ins with the law, he said police have to make a point of getting to know the people in their community.

If he keeps running into the same person, he's got to step back and ask: What might be going on with them, what kind of trouble are they having?

And he made Caban an offer. If Caban is allowed, he'd like to take him around on the job for the day, to show him what being a police officer is like.

Later, Caban said he planned to take Anders up on the offer and explained his past run-ins with the law. He'd been running with a bad crowd: He was arrested for vandalism and spent time in the county's Youth Intervention Center.



Corporal Kim Geyer from the Manor Township Police Dept., acts out a skit with Shelley Rivera 13, of Lancaster; Luis Ramos, 17, of Columbia, and Michael Blake, 14, of Lancaster.

Now, he takes part in the Bench Mark Program, a Lancaster-based program that helps at-risk youth kids through fitness-based mentoring.



Female students wear T-shirts given to youth at the Youth/ Law Enforcement Forum

Anders, a regular participant, said the program is valuable because it helps break down barriers.

The formal name of the annual, day-long program held Friday at Millersville University is: Youth/Law Enforcement DMC Forum. "DMC" means "disproportionate minority contact" and refers overrepresentation of minority youth in the juvenile justice system compared with their makeup of the general population.

According to Tolbert, blacks and Latinos make up about 20 percent of the population. But they account for close to 75 percent of the kids deep into the criminal justice system.

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Lancaster Co.

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The program's goal is to help keep participants from falling into that category.

The roughly 200 students were predominantly black and Latino and mostly from School District of Lancaster middle schools and alternative programs.



Photos by: Jeff Ruppenthal/ Staff *Lancasteronline.com*

Bradley Caban, 16, of Lancaster, was among the participants at the forum.

The forum is in its ninth year at Millersville, although the program has been around longer in Lancaster County. Crispus Attucks Community Center sponsors the forum.

Tolbert said while the forum and program gets good evaluations from students, but there's not been research on long term effectiveness. However, this year, he said, he plans to track the names of past participants to see if they've stayed out of the criminal justice system.



Pastor Tasha Genck Morton of Holy Trinity Lutheran Church in Lancaster, PA leads a discussion group between officers and youth.

Susquehanna Township DMC Reduction Efforts

Police & Youth Forum:

"You Only Live Once/ YOLO- Make It Count"

Susquehanna Township, Dauphin Co., PA—

On Thursday May 21, 2015, the Susquehanna Township DMC Working Group hosted an interactive DMC Youth/ Law Enforcement Forum between the township's youth and law enforcement officers entitled: *"You Only Live Once/ YOLO- Make It Count."*



Bringing Youth & Officers Together

The purpose of the forum was to provide an opportunity for the 6th grade middle school students from the Susquehanna Township Middle School to learn more about DMC (Disproportionate Minority Contact) in the juvenile justice system.



Having a Conversation

Pennsylvania Commission on Crime and Delinquency (PCCD) DMC Subcommittee Member and former Philadelphia Deputy Director for Juvenile Justice Services at the Department of Human Services, Mr. James "Jim" Randolph, MPA, facilitated a very positive and constructive panel discussion between police officers and students where both groups had the opportunity to engage in an open and honest conversation.



Inspiring Participants with Words

Keynote speakers for the event included Harrisburg City Community Representative, Ms. Joyce Davis, as well as, Harrisburg-area Community Advocate, Mr. Sean L. McCaskill, who spoke on *"Life Choices and Decision Making"*.



The Susquehanna Township DMC Working Group continues to make strides with 6th grade students in Dauphin County

Spreading the Movement

Through a concerted effort with many community resources, the Susquehanna Township Police in partnership with the DMC Working Group are working hard to create a successful DMC program which they hope to incorporate into a county-wide program for all youth in Dauphin County.



Allegheny Co. DMC Reduction Efforts:

Inspiring Positive Discussion and Change Between Youth and Law Enforcement

Pittsburgh, Allegheny Co., PA—

Allegheny Co. Assistant Chief of Juvenile Probation, Ms. Kimberly Booth, has headed the Allegheny Co. DMC Working Group since its inception in 2003.

The Need for Collaboration

The DMC Working Group consists of approximately 40 members and is the collaborative effort of:

- City of Pittsburgh Police Department
- Allegheny Co. Juvenile Probation
- Allegheny Co. Police Department
- Allegheny Co. Sheriff's Department
- Allegheny Co. Intermediate Unit 3
- District Attorney's Office
- Public Defender's Office
- Community Stakeholders

The Commitment

The Allegheny DMC Working Group is committed to:

Eliminating racial and ethnic inequalities within the juvenile justice system by educating officers and youth on strategies for developing positive interactions and creating mutual understanding

The hope is that the result will be more positive and appropriate outcomes between both groups.



Allegheny Co. DMC Working Group Chair,
Kimberly Booth

DMC: A Tool to Train Law Enforcement

In 2014, the Working Group conducted two DMC trainings. Officers from the following departments participated in the sessions:

- City of Pittsburgh Police Department
- Glassport Police Department
- West Mifflin Police Department
- Wilkesburg Police Department

Additionally, the Working Group coordinated a two day Train-the-Trainer session for stakeholders to become future DMC facilitators.



Allegheny Co. DMC Working Group members committed to reducing racial & ethnic disparities

The Results

A questionnaire completed by participants from the DMC forums before and after the trainings revealed that:

100% of the police who have participated in DMC trainings believe that they learned verbal and non-verbal cues to make interactions between youth and law enforcement less volatile.

Youth responded in post-surveys that they had a better understanding of the police officer's perspectives regarding teenage styles and behaviors; a positive response shift of 83% compared to pre-surveys.

Overall, youth and officers, who attended a DMC forum, expressed that they had experienced a positive interaction and better understanding of the other group.

As a result of DMC Forums, both groups have gained the following understanding:

- Communication is crucial- body language, eye contact, and tone of voice are key when interacting on the street;
- Respecting each other's concerns.
- Showing interest in what others have to say, being accepting of different views;

When a youth was asked why he ran when he saw police, he responded that he wasn't necessarily running from police. He explained that when he is on the street and a car is coming around the corner that he cannot fully see, it might be someone with a gun shooting.

Moving Forward

The group is in the process of producing an educational video using DMC video footage and is in the process of coordinating additional forums between law enforcement and youth throughout Allegheny County.

Philadelphia Officer Donates iPads to Children with Autism

Philadelphia, Philadelphia Co., PA—

Philadelphia Police Officer, Philadelphia DMC Working Group Member, and “Keeping Kids Out of Court and In School” Police Diversion Officer, Sammy Sanchez, went above and beyond the call of duty by **raising nearly \$8,000 to purchase specially equipped iPads for dozens of children with Autism.**

Officer Sanchez became emotional as he watched the kids across the street from his brother, Julio Rosario’s, martial arts studio, Semper Fi Martial Art Academy on Oxford Avenue in the heart of Philadelphia.



Above, Philadelphia Police Officer and Philadelphia DMC Working Group Member, Sammy Sanchez

“Just seeing the kids having a good time and running around jumping- I mean this is why I do it,” said Sanchez.

What Officer Sanchez, and his wife, Gloria, have done in addition to raise the nearly \$8,000 to purchase the iPads was to also **purchase and install the special software needed to help 36 children with Autism** that receive special education services in 5 schools throughout the Philadelphia.



Philadelphia Police Department

We wanted to take a few minutes to give a shout out to one of our officers who is doing some great work in order to help kids in need.

Over the past several months, Officer Sammy Sanchez has raised over \$8,000 in order to donate iPads to 6 Philadelphia schools who work with kids with autism.

Philadelphia Police Department.

Above, Philadelphia Police Department’s Facebook page shining a light on Officer Sanchez’s positive work

Their son, Sammy Jr., has autism and they saw his personal growth soar after buying him an iPad.

“Sammy Jr. was non-verbal, I’d say for a few years,” said Gloria Sanchez

“He still can’t have a conversation with me but he’s now able to tell me he hurts, he’s hungry, has to use the restroom.”

“He’s made progress and we just wanted to do it for other kids,” said Gloria

“With the school district’s financial struggles, we knew that they could not provide these special kids with the tools needed to have a better chance at success in school and growing to live productive lives”

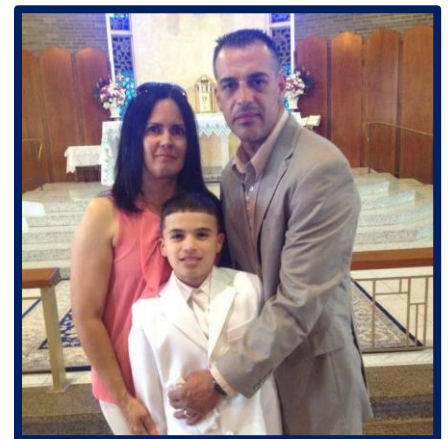
Children like 16-year old, José Serrano and four other students at Olney Charter High School, were among the recipients of the iPads.

“We have a lot of students who have communication needs and this is going to be really, really helpful for them,”

**-Life Skills Support Teacher,
Jodie McAllister.**

“Since seeing and experiencing my son’s growth with this educational tool, my family has made it our business to do what we can to help other children with Autism.”

The iPads are in with **Protoquo 2 Go** software, with is specially designed for children with Autism.



Above, The Sanchez Family (Sammy Sr., Gloria, and Sammy Jr.) celebrate Sammy Jr.’s Baptism

“It actually allows the kids to use it as a speech device so they can ask a question. This actually has voice audio so it’ll repeat it.” said Gloria

Officer Sanchez and his brother, Julio, raised some of the iPad funds through their martial arts studio.

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Philadelphia Officer

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The two men have been offering free of charge Rape Safe Self- Defense Seminars to the local community for several years. More recently, the brothers decided to start accepting donations in order to fund the iPad project.

“The idea was great and we received a good amount of monetary support from the local community”

The major funding support came from a single event, **Bowling 4 iPads**, whose inspiration came from a simple picture.

“The school discovered that children with Autism love to bowl... so the school started doing trips to the bowling alley...”

That picture was sent to me by one of the teachers letting me know that Sammy Jr. was okay because he wasn't in a very good mood that morning and she wanted to let me know that he was having a good time.”



Above, a picture sent to Officer Sanchez by his son's school teacher becomes the inspiration for a fundraiser that would help to change the lives of 36 children with Autism

“It was that picture and the teachers telling me on how much Sammy Jr. (and the other students) enjoyed bowling that gave me the idea to use bowling as a way to raise the iPad money.

...With the other fundraisers, I just couldn't generate the funding in the amount of time needed to make a difference.”

Officer Sanchez and his family also received a lot of support from the community and fellow Police Officers.

“For him to put together something like this, I couldn't help but be a part of it,”

**-Office Rosalyn Talley,
Philadelphia Police**

Officer Sanchez and his family hope to surpass the number of iPads donated with **Bowling 4 iPads II** which is scheduled to be held **October 3, 2015**.

“I once heard that to make history, you much first make a difference... I'm not sure about the history part, but I am sure trying to make a difference.”

To find our more information, please visit:
<http://www.gofundme.com/mowfic>

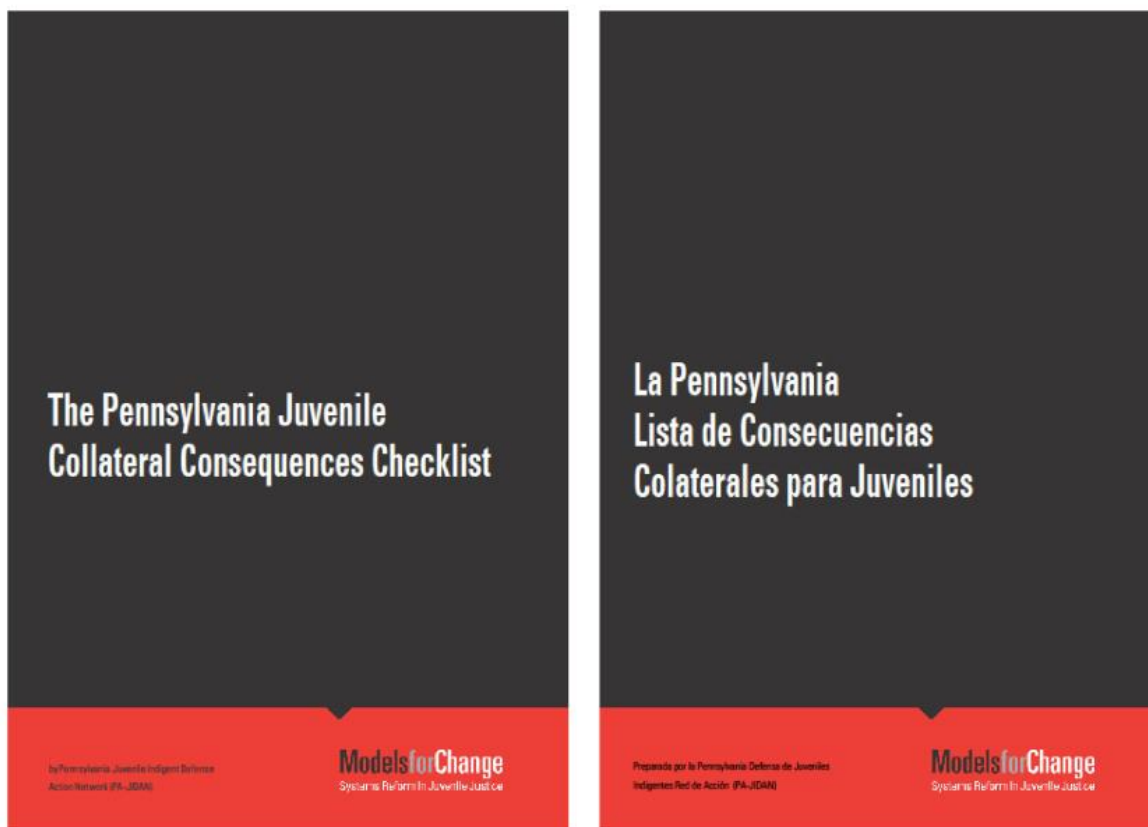
Why Do We Have DMC?

- Minority youth **may have less access** to prevention and treatment services
- Minority families **may have fewer education and job opportunities**
- **Lack of understanding** between minority youth and law enforcement may lead to increased juvenile justice system involvement
- Communities **may have inadequate resources** for serving minority youth
- Agencies **may use decision-making criteria** with unintended DMC impact
- Governments **may pass laws** with unintended DMC impact

Available Now:

The Pennsylvania Juvenile Collateral Consequences Checklist

In English and Spanish



Please Visit: <http://jdapa.info/resources/training-materials/> for more information

or

<http://padmc.org/the-pa-juvenile-collateral-consequences-checklist/>

The checklist was developed by the **Juvenile Defender Association of Pennsylvania (JDAP)** and the **MacArthur Foundation Juvenile Indigent Defense Action Network** to help to explain many of the consequences of being arrested as a juvenile in Pennsylvania.

The hard copy booklets of the Spanish edition are made possible by **The Pennsylvania DMC Youth/ Law Enforcement Corporation** through the generous support of the **Pennsylvania Commission on Crime and Delinquency**.

The purpose of the **Pennsylvania Juvenile Collateral Consequences Checklist** is to provide:

- Attorneys;
- Judges;
- Juvenile Justice Professionals;
- Youth & Their Families

With the most up to date information available on the short term and long term consequences of juvenile adjudications of delinquency.

Hard copy booklets of the English language and Spanish language versions of this document are available by contacting DMC Coordinator, José Loya, via email: jloya@philadefender.org or via phone at 267-765-6347.

***** It is the responsibility of defense attorneys to explain to clients and their families the consequences of delinquency adjudications prior to proceeding with consent decrees, adjudicatory hearings or admissions colloquies. *****

Creating DMC Resources:

The Pennsylvania DMC Youth/ Law Enforcement Website:

www.padmc.org

Online resources for **youth, families, law enforcement officers,** and **juvenile justice professionals.**

My Site Reader Follow

PENNSYLVANIA DISPROPORTIONATE MINORITY CONTACT DMC YOUTH/LAW ENFORCEMENT CORPORATION

To eliminate the overrepresentation of youth of color in the Pennsylvania juvenile justice system by advocating strategies for policy changes, education programs, funding and technical assistance at the local and state levels

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FOR YOUTH AND COMMUNITY MEMBERS

FOR LAW ENFORCEMENT

HOW TO REPORT POLICE MISCONDUCT

KNOW YOUR RIGHTS

WHAT HAPPENS AFTER YOU GET ARRESTED?

THE PA JUVENILE COLLATERAL CONSEQUENCES CHECKLIST

JUVENILE RECORD EXPUNGEMENT

ACLU-PA SCHOOL RESOURCES

What is DMC?

Disproportionate Minority Contact (DMC):

Describes the higher rate of involvement of youth of color at a particular decision point in the juvenile justice system with the previous decision point.

padmc.org/for-youth-and-community-members/

Efforts for **reducing DMC** at the **various points of contact** by creating **resources more responsive** to the **needs of all system involved youth** across the **Commonwealth.**

Upcoming DMC Events in 2015

Lancaster Working Group:

TBA 2015

Mini Youth & Law Enforcement Forum

-Columbia High School, Columbia, PA:

Training will involve Columbia HS students, 2 Columbia Borough DMC-trained Police Officers, Juvenile Probation Officers, & the DMC Coordinator.

On-Going Activities:

The Working Group will also continue their Faith-Based partnership with Pastor Gerald Simmons of the Faith Tabernacle Church, as they work together to reduce the number of Lancaster City's male youth from entering the juvenile justice system.

The partnership between the Working Group and Big Brothers Big Sister's Mentoring Program also remains strong as juveniles (aged 10-16) are paired with a Big Brothers/ Big Sisters.



Allegheny Working Group:

TBA 2015

Training will involve various police departments within Allegheny County and minority adjudicated youth. In addition to the panel discussion, police and youth will breakout into small work groups, ending the day with a role playing exercise.

November 2015

Training will involve City of Pittsburgh Police Cadets and minority youth. The day will consist of a panel discussion, small workgroup sessions and role plays.

Philadelphia Working Group:

On-Going Activities:

Youth & Law Enforcement Training

-Philadelphia Police Academy

8501 State Road, Philadelphia, PA

The DMC Youth-Law Enforcement Corporation will once again be invited to the Philadelphia Police Academy to conduct training with Philadelphia police cadets in recognizing the cultural and developmental differences between adolescent and adult behavior and improving relationships between youth and law enforcement on the street.



Local Philadelphia youth will be invited to participate in a Youth-Law Enforcement panel discussion with local law enforcement which will be led by Philadelphia Deputy District Attorney, Mr. George Mosee, Jr. Small-group breakout sessions will follow between youth, cadets, and experienced officers to discuss the relationship and challenges that youth and law enforcement face on the street.

The DMC Youth-Law Corporation will sponsor a lunch afterward where cadets, officers, and youth will have the chance to eat together and connect one-on-one.

Susquehanna Township Working Group:

On-Going Activities:

Once the autumn academic school year resumes, The Susquehanna Township DMC Working Group will continue to provide opportunities for the 6th grade middle school students from the Susquehanna Township Middle School to learn more about DMC (Disproportionate Minority Contact) in the juvenile justice system via DMC Youth/ Law Enforcement forums with local law enforcement officers.



Respecting Differences:

A

Pennsylvania DMC Youth-Law Enforcement Newsletter

The Pennsylvania DMC
Youth/ Law Enforcement
Corporation
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The Pennsylvania Commission on Crime and Delinquency Disproportionate Minority Contact / DMC

State Subcommittee:

Chair:

Mr. Daniel P. Elby

Subcommittee Members:

Mr. Lonnie S. Barnes	Mr. Stephen Bishop	Ms. Kimberly Booth	Ms. Linda Hicks
Ms. Sherry Lupton	Ms. Rhonda McKitten, Esq.	Ms. Maritza Robert, Ph.D.	Ms. Arlene Prentice
Mr. James Randolph	Ms. Charla Plaines	Ms. Patricia Russell	Chief Keith Sadler
	Ms. Yvonne Stroman	Ms. Vanessa Williams-Cain	

The Pennsylvania DMC Youth/Law Enforcement Corporation Board Members:

Board Members:

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Staff Inspector, Paris Washington (Treasurer), Ms. Sherry Lupton (Secretary), Deputy Commissioner, Kevin Bethel
Dr. Damone Jones, Sr. Deputy Chief (ret.), David Scott Mr. Edwin Desamour Ms. Kimberly Booth Ms. Linda Hicks
Mr. James Randolph Ms. Vanessa Williams-Cain Ms. Patricia Russell Mr. Daniel P. Elby

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