BUILDING A TALENT PIPELINE

Presented by: Kenya N. Washington Johnson, J.D.

Principal Investigator
Annie E. Casey Foundation
Florida HBCU Juvenile Justice Talent Pipeline Implementation Grant

Assistant Professor of Criminal Justice
Department of Sociology & Criminal Justice
College of Social Sciences, Arts & Humanities
Florida A&M University
All graduating juvenile/criminal justice majors of Florida’s HBCUs will enter the field with a reform framework that allows them to be agents of system change.
FLORIDA HBCU JUVENILE JUSTICE TALENT PIPELINE

“Advancing race-equality reform pedagogy, policy, and practice among social sector actors to ensure that system-involved youth successfully transition into adulthood”
All ... will **enter** the field with a **reform framework** that allows them to **be** agents of system change.

**Call to Action**

How do we define a ‘reform framework’ that can be used in entry-level positions?

How would entry-level employees use the framework?
WHAT **DO** **WE** **WANT** **DONE** **ABOUT** **IT**?

**Informed ≠ Changed**
Informed ≠ Prepared

WHAT ARE WE GOING TO DO ABOUT IT?
Race Equity Reform

Transforming policies and practices to create more racially just personal, organizational, and system outcomes
TALENT PIPELINE
AT FAMU

FAMU faculty actively engaged in pedagogical and research practices specifically intended to empower students to competently employ a Race-Equity Reform Skill Set in the criminal, juvenile, and social justice
PREPARING
R.E.F.O.R.M.E.R.S
Talent Pipeline at FAMU
Systemic Inequities

Equitable System Outcomes

Florida HBCU Juvenile Justice Talent Pipeline
Course Content With a Reform Orientation

Role Driven Race Equity Reform Practices and Skills

Race Equity Reform in the Classroom
Talent Pipeline at FAMU
Core Race-Equity Related Theories & Concepts

Core Reform Orientation Concepts & Theories

Role-Driven Race Equity Reform Pedagogy (Skills Development)

Change Agent Training (Lab, Online & Think Tank)

Student Mastery
1. Recognize  2. Evaluate  3. Formulate

R. — Recognize
E. — Evaluate
F. — Formulate
O. — Own
R. — Revise
M. — Mobilize
LEAD THE CHANGE