FOR YOUR INFORMATION

Date: February 28, 2019

To: Community Partners

From: Jason Johnson, Interim Director, Human Services Department

Subject: Co-Design Report

Purpose

The purpose of this memorandum is to provide an update on the Human Services Department's (HSD) co-design for the 2019 safety competitive funding opportunity that is on track to release in May 2019 for approximately $4.8 million.

Context

In 2013, the Seattle City Council asked the Office of City Auditor (OCA) to develop an overall evaluation strategy for the Seattle Youth Violence Prevention Initiative (SYVPI). Following the completion of a needs assessment conducted by the OCA in 2015, the Mayor requested an update to HSD's investment strategy for those who are involved in the criminal justice system.

The 2019 safety competitive funding opportunity seeks strategies for criminal justice system involved youth, young adults, and adults in Seattle. The funds will prioritize supports for the people most impacted by the criminal justice system, specifically people of color ages 18 to 24 years old.

This funding opportunity represents existing investments, including the Seattle Youth Violence Prevention Initiative (SYVPI), approximately $1.9 million. HSD's Youth and Empowerment (YFE) Division investments that currently fund SYVPI services will continue through the end of 2019 to ensure that there are no gaps in services. The safety investment also will be funded by dollars currently allocated to more than 20 contracts, in addition to non-SYVPI adult services contracts.

Community Engagement and Co-Design Process

The safety competitive funding opportunity was originally scheduled to release in 2018 after a community engagement process concluded in 2017. The community engagement process from 2017 used a learning circle model that focused on underrepresented communities. YFE staff facilitated 10 learning circles with youth, young adults, teachers, parents, grandparents, and families. Over 125 individuals participated in the learning circles in which three safety-related questions were included:

- What makes your community safe?

- What makes families successful in your community?
- How does discrimination impact your life?

In the first quarter of 2018, HSD and the Mayor's Office agreed to postpone the release of the safety competitive funding opportunity to 2019 to execute a co-design process. The 2018 co-design process allowed HSD to expand on the breadth of information captured during the 2017 community engagement process. Community input from the 2018 co-design process informed the activities, performance measures and organizational qualifications that may be included in the safety funding opportunity.

In the second quarter of 2018, HSD released a Statement of Qualifications to procure a consultant with experience in community engagement to partner with the department to facilitate the co-design process. In July 2018, Equitable Development, LLC was selected through a competitive process. In the third quarter of 2018, HSD launched the co-design process to the public. HSD promoted the co-design process on its website, newsletter, and through social media outlets. HSD staff sent email invitations to the Seattle Youth Violence Prevention Initiative community list serve, which has 369 subscribers of HSD funded and non-funded stakeholders. HSD had direct communication with currently funded organizations whose contracts will be included in the safety competitive funding opportunity. Equitable Development, LLC conducted outreach to 30 organizations, groups and individuals. Both YFE staff and Equitable Development, LLC attended Mayor roundtables and community convenings on the King County Roadmap to Zero Youth Detention.

Co-Design Outreach Methods
- Co-design Sessions
  The co-design sessions were a series of 18 facilitated small-group discussions that engaged community-based organizations and community members throughout the city. A final session was held on 12/6/18 to formally close out the process and to share key themes captured throughout the engagements.

- Online Survey
  An online survey was used to capture feedback from individuals who were unable to attend the in-person co-design sessions. The online survey was completed by 58 anonymous individuals.

Recommended Best Practices
Equitable Development, LLC delivered the final report to HSD that includes community feedback and recommended best practices. The report contains seven recommendations to help define the organizational qualifications of potential grantees. The recommendations listed below capture high level feedback:

1. Lived Experience: organizations or groups must demonstrate their experience working the focus population.
2. Equity: organizations or groups should be culturally relevant, willing to learn, and adaptive.

3. Empowerment: organizations or groups build agency, leadership capacity, and center those most impacted.
4. Systems Advocacy: organizations or groups provide leadership in systems change and systems navigation to address root causes of those impacted by the criminal justice system.
5. Network Across Boundaries: organizations or groups act collaboratively and leverage resources to enhance outcomes.
6. Holistic Approaches: organizations or groups address the social, physical, and spiritual needs of the whole person.
7. Capacity Building: organizations and groups address technical assistance needs to provide intervention activities that address root causes for those who are justice involved.

Please see the attached Safety Funding Opportunity Co-Design Final Report for more detail.

<u>Next Steps</u>
The HSD safety funding process workgroup will use the co-design report, 2017 community engagement data, population data and public health research to inform the Request for Proposal (RFP) theory of change, guidelines and application.

Month	Action
January-March 2019	Develop a Safety RFP theory of change, guidelines, and application
May	Release guidelines and application
August	Notify all applicants of funding decision
January 2020	New contracts begin

Safety Competitive Funding Opportunity Co-Design Report – December 2018

A Report to the City of Seattle Human Services Department

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Executive Summary

The City of Seattle Human Services Department (HSD) conducted a co-design process as part of its community engagement for the 2019 safety competitive funding opportunity. Through a competitive process, HSD chose Equitable Development, LLC to co-lead the co-design process with HSD staff. The co-design process prioritized community engagement with the express purpose of informing the development of the 2019 safety competitive funding opportunity. The 2019 safety competitive funding opportunity seeks to ensure Seattle residents who are justice system involved successfully and permanently exit the criminal justice system. These funds will prioritize populations most impacted by and disproportionately represented in the criminal justice system.

The co-design process included:

- Eighteen sessions held throughout the City of Seattle. An estimated 140 individuals participated in the sessions with 12 individuals attending more than one session.
- Fifty-eight individuals completed the anonymous online survey.

At the closing co-design session, key findings were summarized and reviewed on December 6th, 2018 in a public engagement closing session. Twenty-three individuals participated in the closing co-design session by providing changes and edits. These individuals comprised 11 different community-based organizations or groups. Seven of the 11 organizations or groups currently receive City funding. This report presents the collective input from service providers, local leaders, individuals, youth, young adults, different faith traditions, and those previously incarcerated. Below are the qualifications, community best practices, and survey data.

Qualifications are characteristics, circumstances, or conditions that specifies how an organization or group seeks to ensure Seattle residents previously or currently justice system involved, successfully and permanently exit the criminal justice system.

1. *Lived Experience*: Organizations or groups must demonstrate competence in crisis and trauma intervention of justice involved individuals and embrace the lived experience of communities of color.

2. *Equity*: Organizations and groups should be culturally relevant and demonstrate the ability to be culturally responsive to the community.

3. *Empowerment*: Organizations or groups work to empower participants and communities. Empowerment was described as building agency, leadership capacity, and centering those most impacted.

4. *Systems Advocacy*: Organizations or groups provide leadership in systems change and systems navigation supports to address the root causes of those impacted by the justice system.

5. *Network Across Boundaries*: Organizations or groups demonstrate willingness to strategically partner with other organizations to enhance outcomes and leverage safety investments.

6. *Holistic Approaches*: Organizations or groups demonstrate ability to address the social, physical, and spiritual needs of the whole person.

7. *Capacity Building*: Organizations and groups are willing to address technical assistance needs in order to better provide intervention activities that address root causes of those who are justice involved.

Community Based Practices are a set of locally recommended practices and opportunities either indirectly or directly provided through the co-design process.

1) Approaches to justice involvement and recidivism appear to be gravitating towards public health strategies. Therefore, nationally recognized and innovative strategies could be resourced locally for their ability to address incarceration and justice involvement as a public health issue.

2) Gentrification and related population changes have possibly created a lack of relevant service provider experience with low-income communities and communities of color. Economic instability and housing insecurity in Seattle increase mobility of the under-employed and under-educated. Therefore, the city should recognize potential gaps in service for neighborhoods in Northeast and Southwest neighborhoods and realize the role place-based approaches and programs play in stabilizing families.

3) Through technical assistance training, the City of Seattle supports the sharing of collective wisdom on cultural competence and equity and social justice issues to improve the ability of organizations to be advocates for equity and social justice.

4) To empower African American young men ages 16 – 24 to be community leaders and engage systems change, all providers should comprehensively describe how program participants successfully complete the program as future leaders or credible messengers. While on-time graduation and job placement are valuable outcomes, community best practices emphasize building life-long leadership skills such as resilience, empathy, spirituality, self-awareness, accountability, and self-respect.

5) Connect advocacy and intervention. Community best practices emphasize the ability of service providers to partner with youth advocacy programs and opportunities. Innovative advocacy and intervention program models are growing nationally through communities of color led initiatives.

6) City of Seattle employs a collective impact model to pilot innovative and collaborative safety activities. This would provide an opportunity to promote innovation and leverage the collective capacity of multiple organizations or groups.

7) Advance community development and asset-based development models by collaborating with faith-based and intergenerational groups to provide restorative and healing practices.

8) Capacity-building opportunities are developed for organizations or groups seeking to do root cause intervention strategies.

9) Establish agreed set of indicators with community to inform data development for intervention strategies. Without a set of indicators specific to addressing root cause intervention, assessment and evaluation will be difficult to accomplish. How to measure success is an important factor yet to be clarified for the community.

Survey Data

Approximately 58 respondents completed the survey.
Of the responses, an average of 82% agree or strongly agree…
1) Funding support services (education, child welfare, restorative practices) would significantly reduce incarceration and positively impact community safety for:
      a. youth of color 12 to 17 years (83%).
      b. 18 to 24-year-old people of color (84%).
      c. adults of color ages 25 years and older (79%).

Of the responses, an average of 79% agree or strongly agree…
2) Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact:
      a. youth of color 12 to 17 years old (81%).
      b. 18 to 25 years of age (81%).
      c. 25 years of age and older (74%).

Introduction

In 2015, following the completion of a Community Needs Assessment conducted by the City Auditor's Office, the Mayor and City Council requested an update to HSD's investment strategy to address deficits in supporting those who are involved in the criminal justice system. Over a two-year period, HSD engaged community members and service providers to identify priority areas for individuals involved in the justice system.

The safety competitive funding opportunity was originally scheduled to release in 2018 after a community engagement process that concluded in 2017. The community engagement process from 2017 used a learning circle model that focused on communities historically overlooked. Staff from HSD used data to select communities based on their disparate experience with system-based outcomes. HSD staff facilitated 10 learning circles with youth, young adults, teachers, parents, grandparents and families. Over 125 individuals participated in the learning circles in which three safety-related questions were included:

- What makes your community safe?
- What makes families successful in your community?
- How does discrimination impact your life?

In the first quarter of 2018, HSD and the Mayor's office agreed to postpone the safety competitive funding opportunity to 2019 to include a co-design process. The 2018 co-design process provided HSD with the opportunity to expand on the breadth of information captured during the 2017 community engagement process and create the depth needed to inform the safety competitive funding opportunity. The 2018 co-design process captured the community's input into the activities, performance measures and organizational qualifications that should be included in the safety competitive funding opportunity.

This report presents the collective input from service providers, local leaders, individuals, youth, young adults, different faith traditions, and those previously incarcerated. There was a focused effort to include communities of color who are overrepresented in justice-related statistics. Each session focused the input on stories of those interfacing with the justice system.

Eighteen co-design sessions were conducted in Central, West, Northeast, Southwest, and Southeast neighborhoods. Outreach to a variety of stakeholders and constituent groups included social media, a dedicated co-design website, an informational questionnaire (see Appendix A), and an online survey (see Appendix B). Community input was collected at each co-design session. Collected input from previous co-design sessions was shared with each successive group, and new input was added at each session. Participants shaped the original question presented by facilitators, added new questions, and/or provided additional input specific to their experience.

The African American Leadership Forum provided an evaluative session at the end of the co-design process. Their participation was greatly appreciated and provided insightful assistance in evaluating possible recommendations, strategy areas, and organizational qualifications. Additional questions and concerns were noted and highlighted in preparation for the closing review session.

The closing co-design session was held on December 6th, 2018 and served to provide the community an opportunity to review findings, possible recommendations, and organizational qualifications. With HSD staff in attendance, community and city staff collaboratively discussed final edits and provided insightful discussions. Information was collected and is included in this report.

Methods

Structure of the co-design community engagement sessions:

Sessions began with an opportunity for participants to review quantitative data. Data was discussed, and comments documented. An initial question for participants to discuss followed the data presentation. Each co-design was structured to act as a continuing conversation of collective wisdom. Neighborhoods have different experiences with the justice system. This methodology allowed for neighborhoods to read the different concerns, voice affirmation or challenge, and validate areas of overlapping concerns and similar strategies.

Facilitation:

An initial question for consideration was provided to all co-design groups to ensure similar language and definitions were employed at all sessions. Participants were encouraged to see the baseline question as all-inclusive of the major points of the safety competitive funding opportunity provided by HSD. Participants could address any aspect of the baseline question or propose missing aspects of the initial question and pose additional questions for the session to consider. This ensured that each co-design session allowed for that community's issues, concerns, and agency to edit and augment the questions under consideration.

> *Question - "What are the SKILLS, SHARED KNOWLEDGE, and ABILITIES for organizations that successfully address the root causes of those impacted by the justice system, through education and employment for ages 13 to 24+?*

Table 1. Example Worksheet

Skills	*Shared Knowledge*	*Abilities*
Relational	Trauma Informed Care	Adaptive
Leadership Development	Restorative Justice Approaches	Represents the lived experiences of clients

Online Survey:

HSD and Equitable Development LLC launched an online survey. The survey collected data on eight questions to address those impacted by the justice system, and three demographic questions. Approximately 58 respondents completed the survey.

Equity Informed Process:

Co-design sessions allowed participants to determine the culture of the conversation by employing an AGREEMENTS process. Any participant could propose a rule of engagement. These were collated and posted for the duration of the session. Facilitators addressed inclusion as a required norm, meaning all voices were welcomed and encouraged. Additionally, facilitators regularly began each discussion by centering the session on the marginalized voices and previous agents of change. Facilitator's script included the following or similar refrain. "We are not the first and we will not be the last to work for equity and justice. We honor previous voices in how we do this work. We

do this by placing this book (describe book) in our midst as a reminder of the story we are centering in this conversation."

Outreach:
Initially, an informational questionnaire was provided to all currently funded contractors impacted by the release of the 2019 safety competitive funding opportunity along with other organizations involved in addressing the impact of the justice system through programming, grassroots organizing, youth and young adult employment, or located within an under-resourced community (see Appendix A). This provided a landscape of current services and network relationships. Consultants analyzed the relationship between gentrification and justice system involvement. Seattle's changing demographics are well chronicled. As community–based consultants, Equitable Development LLC researched recent data related to changing demographics and neighborhoods in transition. Equitable Development interviewed local leaders to validate findings. Research provided insight into potential neighborhoods possibly underserved by existing funding at the city and county levels. Due to the research findings, outreach to the Muslim community in West Seattle neighborhoods, to Northeast Seattle organizations and faith communities, and with King County Public Health was conducted. Approximately 27 to 30 organizations not currently funded were contacted through emails and phone calls.

Furthermore, two websites were developed. Equitable Development LLC provided an event registration website detailing location, time, and dates for all sessions. And, HSD provided a website detailing similar information.

Co-design Findings

Introduction

Participants in the community co-design sessions and online survey provided the information presented below. Consultants summarized and shared community input in the closing co-design session for further comment. Based on the closing co-design, final edits were made. Co-design findings are presented here in three categories: qualifications, performance measures, and community best practices.

>*Qualifications*: A characteristic, circumstance, or condition that specifies how an organization or group seeks to ensure Seattle residents previously or currently justice system involved, successfully and permanently exit the criminal justice system.
>
>*Performance Measure:* A general measure of how well a service, program, group, organization or collective is working. Performance measures answer: How much did we do? How well did we do it? Is anybody better off?
>
>*Community Best Practices:* A set of locally recommended practices and opportunities, either indirectly or directly developed through community input or co-design sessions.

Qualifications

1. Lived Experience:	**Qualification: Organizations or groups must demonstrate competence in crisis and trauma intervention of justice-involved citizens and embrace the lived experience of communities of color.**

A successful profile will include previous experience with youth and adults in need of crisis care activities. Participants reported, youth and young adults of color involved in the justice system often live with years of unresolved trauma. Therefore, service providers should have the ability to understand the lived experiences of justice involved youth and adults.

PERFORMANCE MEASURES

- Successfully implements nationally recognized program to scale of local neighborhood.

- Demonstrates ability to be responsive to crisis and emergent needs of participants.

- Program participant survey demonstrates increased trust in provider-participant relationship.

- Resume of staff demonstrates competence and capacity with justice-involved citizens.

Noted by participants as an example program were organizations with critical incident response capabilities, able to address crisis and trauma early in the incident or crisis timeline. Safety funding activities may require experience with crisis and incident response, and other trauma-informed approaches.

Participants noted the importance of employing staff with lived experiences that are representative of those being served. Representation means those who have similar circumstances and are able to relate to the challenges of those being served. Credible messengers were mentioned frequently in co-design sessions. Community often questioned whether the most effective organizations will have "credible messengers" at all levels of the organization.

Community noted the importance of organizations demonstrating previous program experience in the areas and activities of incident/crisis response and trauma care, employing staff with lived experience of justice-involved clients, and representative leadership at all levels of the organization.

Community Best Practices

- Approaches to justice involvement and recidivism appear to be gravitating towards public health strategies. Therefore, nationally recognized and innovative strategies could be resourced locally for their ability to address incarceration and justice involvement as a public health issue.

- Gentrification and related population changes have possibly created a lack of relevant service provider experience with low-income communities and communities of color. Economic instability and housing insecurity in Seattle increase mobility of the under-employed and under-educated. Therefore, the city should recognize potential gaps in service for neighborhoods in Northeast and Southwest neighborhoods and realize the role place-based approaches and programs play in stabilizing families.

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2. Equity:

Qualification: Organizations and groups should be culturally relevant and demonstrate the ability to be culturally responsive to the community.

Co-design participants strongly agree organizations or groups need to understand race and social justice, they must learn as they go, and be culturally responsive to community, especially those involved in the justice system.

PERFORMANCE MEASURES

- Attendance and participation in convening or training.

- Equity, race, and social justice tool or process employed by provider.

Cultural competence was often defined as an organization with an equity, race, or social justice commitment or framework. Or an organization that participates in institutional racism training and integrates an equity and social justice tool. These organizations are able to communicate the need for undoing institutional racism (code-switch, power analysis). Community described this work as being transformational and not

transactional. Qualifying organizations are advocates for racial justice, sexual orientation, and gender identity; seeking to transform oppressive systems.

Community shared the need for organizations to be learning organizations. Meaning, organizations should be willing to listen to the needs of the justice involved through surveys or listening sessions. This highlighted the importance of being heard and seen by the service providers. Participants emphasized the need for the justice involved to experience feeling valued by the community as an essential part of their healing and recovery.

Similarly, culturally responsive organizations will engage justice-involved citizens relevantly. Participants shared stories where programs did not recognize a family's cultural norms and traditions. Service providers acting in culturally responsive and relevant ways ensures funded activities will not conflict with the cultural norms and traditions of a family or community. Instead, funded activities highlight and encourage a community's healthy cultural norms and traditions.

Community Best Practices

- Through technical assistance training, the City of Seattle supports the sharing of collective wisdom on cultural competence and equity and social justice issues to improve the ability of organizations to be advocates for equity and social justice.

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3. Empowerment:	**Qualification:** **Organizations or groups work to empower participants and communities. Empowerment was described as building agency, leadership capacity, and centering those most impacted.**

Young adult participants reported a desire be empowered to navigate employability and educational challenges. Youth and young adults of color, ages 16 – 24 noted two main reasons. 1) Those recently involved with the justice system expressed frustration with the lack of employment opportunities in

PERFORMANCE MEASURES

- Provider employs a youth development or leadership development model.

- Provider evaluates programs and staff by the number of credible messengers and leaders coming from the funded program(s).

- Youth empowerment in resilience and resistance frameworks.

their neighborhoods. 2) Young adults of color reported that meeting their education goals often conflict with a real need for income. This includes for example, unpaid pre-apprenticeship programs for those desiring to go into the trades. Participants (ages 16-24) reported a desire to be empowered to address these systemic challenges beyond their relationship with the service provider.

Therefore, supports that empower young adults of color to navigate education and employability challenges, is an activity the community desires to see happen. As was stated in the session by multiple leaders "organizations willing to empower young adults will eventually see their clients lead change." Organizations with this knowledge will be able to support clients with systems navigation training.

For example, organizations with community advisory boards or who involve young adults in decision-making at all levels, are more likely to build life-long leadership skills and promote resilience. Additionally, community input reported that organizations who empower justice-involved young adults to navigate these systems, are needed to connect youth prevention programs and young adult programs.

Lastly, several organizations are currently using this approach. They employ local young adults 18 – 24+ and provide leadership and job training, which includes free counseling and mentoring, while attending school or completing a pre-apprenticeship program.

Community Best Practices

- To empower African American young men ages 16 – 24 to be community leaders and engage systems change, all providers should comprehensively describe how program participants successfully complete the program as future leaders or credible messengers. While on-time graduation and job placement are valuable outcomes, community best practices emphasize building life-long leadership skills such as resilience, empathy, spirituality, self-awareness, accountability, and self-respect.

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4. System Advocacy:	**Qualification: Organizations or groups provide leadership in systems change and systems navigation supports to address the root causes of recidivism.**

Participants shared a growing concern that service providers lack the capacity to support institutional change. Community believes recidivism data includes youth and young adults of color who lack an understanding of institutional systems. Youth and young adults are often unaware of how to navigate the systems. Participants reported service providers should be able to educate justice-involved youth and young adults about the criminal justice system. Organizations that do not have that capacity should not be funded.

The community desires for funded activities to lead to systemic change with policing and incarceration. According to the online survey, these activities should address the root causes related to the achievement gap and over-representation of communities of color in the justice system. This requires service providers have knowledge of the justice system for youth and adults.

PERFORMANCE MEASURES

- Participates in trainings on juvenile justice, court advocacy.

- Resume of staff indicates expertise in justice-system engagement.

- Resume of staff indicates expertise in education and student discipline.

- Resume of staff indicates expertise in employment and workforce management.

Lastly, feedback detailed a need for the community to engage the systems most impactful to reducing recidivism for youth and adults of color. Legal and educational advocacy were mentioned frequently. Yet, feedback included the importance of engaging a variety of systems as necessary activities in reducing recidivism and life betterment of the previously incarcerated.

Community Best Practices

- Connect advocacy and intervention. Community best practices emphasize the ability of service providers to partner with youth advocacy programs and opportunities. Innovative advocacy and intervention program models are growing nationally through communities of color led initiatives.

5. Network Across Boundaries:

Qualification: Organizations or groups demonstrate willingness to strategically partner with other organizations to enhance outcomes and leverage safety investments.

Community input suggested a continuing need for safety funding strategies to function in a collaborative manner. The willingness to lead strategies in partnership with other providers with the outcome of creating collective action was shared. This was often presented as a carry-over from the previous violence prevention initiatives.

PERFORMANCE MEASURES

- Increased ability to leverage capacity of providers in addressing systemic issues.

- Number of participants accessing multiple partnering providers for different services.

- Stories collected by non-service providers (community groups, churches, volunteers) of impact of partnership and networks.

Included were organizations and groups who seek to partner with parents, other community leaders, outreach workers, diversion programs, educators, and faith-based

organizations. Feedback consistently informed the need for a collaborative or collective impact model, wherein safety activities could be coordinated across organizational boundaries.

Unfortunately, many grassroots organizations communicated lacking infrastructure to carry out collaboration. Smaller organizations lack the technical assistance needed to manage program outcomes and network with other organizations. This was communicated in the co-design session as a significant barrier to receiving public funds.

Community Best Practices

- City of Seattle employs a collective impact model to pilot innovative and collaborative safety activities. This would provide an opportunity to promote innovation and leverage the collective capacity of multiple organizations or groups.

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6. Holistic Approaches:

Qualification: Organizations or groups demonstrate ability to address the social, physical, and spiritual needs of the whole person.

In order to effectively address issues of recidivism, participants shared the importance for organizations to address needs of the whole person.

Often viewed as indigenous practices, community strongly resonated with the advancement of restorative justice circles, meditation and reflective strategies, forgiveness and healing practices, therapeutic services, music therapy, and other

> **PERFORMANCE MEASURES**
>
> - Description of community development framework or model.
>
> - Number of contacts with family, friends, plus.
>
> - Uses community listening tool/survey.
>
> - Number and type of restorative practices.
>
> - Uses community development program assessment tool.

holistic approaches that speak to the whole person. The use of these holistic approaches was described as asset-based. Meaning, instead of addressing justice-involved citizens as problems to be solved, organizations address the physical, emotional, spiritual, and intellectual needs of justice-involved citizens.

Organizations skilled in relationship building (moving beyond case management) work to involve justice-involved citizens in a variety of holistic approaches. Restorative justice circles, healing practices, and trauma-informed strategies were named as increasingly important activities and strategies for holistic community development approaches. Social skills programs, multi-generational and inter-generational approaches,

community listening sessions involving music therapy are currently being used to address the whole individual.

Community Best Practices

- Advance community development and asset-based development models by collaborating with faith-based and intergenerational groups to provide restorative and healing practices.

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7. Capacity Building:

Qualification: Organizations and groups are willing to address technical assistance needs in order to better provide intervention services that address root causes of those who are justice involved.

Community engagement sessions included discussions regarding the difficulty experienced by local organizations and groups to develop better data for intervention-level outcomes. Data shared during the co-design sessions was criticized. In particular there was a lack of available data specific to root causes for justice-involved individuals. Resolving this may require additional technical assistance and capacity building if organizations are going to be able to measure results.

PERFORMANCE MEASURES

- Numbers of staff attended training.

- Number of volunteers, board members attended training.

- Additional resources developed for capacity building.

- Name and type of partnering organization(s).

- Theory of change for innovative programs and strategies.

Technical assistance is needed to measure what is working. Community-based participatory research was reported as a better way to collect data as organizations or groups integrate intervention supports for justice-involved youth and adults.

Community Best Practices

- Capacity building opportunities are developed for organizations or groups seeking to do root cause intervention strategies.

- Establish agreed set of indicators with community to inform data development for intervention strategies. Without a set of indicators specific to addressing root cause intervention, assessment and evaluation will be difficult to accomplish. How to measure success is an important factor yet to be clarified for the community.

Survey Data

Question 1: Funding support services (education, child welfare, restorative practices) for youth of color 12 to 17 years old would significantly reduce incarceration and positively impact community safety.

ANSWER CHOICES	RESPONSES	
Strongly agree	65.52%	38
Agree	17.24%	10
Neither agree nor disagree	10.34%	6
Disagree	5.17%	3
Strongly Disagree	1.72%	1
TOTAL		58

Question 2: Funding support services (education, legal advice, financial literacy) for 18 to 24-year-old people of color would significantly reduce incarceration and positively impact community safety.

ANSWER CHOICES	RESPONSES	
Strongly agree	68.42%	39
Agree	15.79%	9
Neither agree nor disagree	5.26%	3
Disagree	8.77%	5
Strongly disagree	1.75%	1
TOTAL		57

Question 3: Funding support services (education, legal advice, employment, and restorative practices) for adults of color ages 25 years and older would significantly reduce incarceration and positively impact community safety.

ANSWER CHOICES	RESPONSES	
Strongly agree	55.17%	32
Agree	24.14%	14
Neither agree nor disagree	10.34%	6
Disagree	8.62%	5
Strongly disagree	1.72%	1
TOTAL		58

Question 4: What support services for youth and adults of color would reduce incarceration and positively impact community safety?
  See Appendix B (survey data) for list of responses.

Question 5: Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact youth of color 12 to 17 years old.

ANSWER CHOICES	RESPONSES	
Strongly agree	55.17%	32
Agree	25.86%	15
Neither agree nor disagree	10.34%	6
Disagree	6.90%	4
Strongly disagree	1.72%	1
TOTAL		58

Question 6: Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact 18 to 24-year old people of color.

ANSWER CHOICES	RESPONSES	
Strongly agree	53.45%	31
Agree	27.59%	16
Neither agree nor disagree	10.34%	6
Disagree	6.90%	4
Strongly disagree	1.72%	1
TOTAL		58

Question 7: Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact adults of color 25 years of age and older.

ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	29
Agree	24.14%	14
Neither agree nor disagree	15.52%	9
Disagree	8.62%	5
Strongly disagree	1.72%	1
TOTAL		58

Question 8: What systems change activities would reduce the incarceration of youth and adults of color and positively impact community safety?

     See Appendix B (survey data) for list of responses.

Question 9: What is your race and/or ethnic identity?

ANSWER CHOICES	RESPONSES	
Black or African American	16.07%	9
American Indian or Alaska Native	0.00%	0

Asian or Asian American	17.86%	10
Hispanic or Latino	1.79%	1
Native Hawaiian or other Pacific Islander	1.79%	1
White or Caucasian	46.43%	26
Another race	0.00%	0
TOTAL		**56**

Question 10: What is your gender?

ANSWER CHOICES	RESPONSES	
Female	61.40%	35
Male	33.33%	19
Non-binary	1.75%	1
Transgender	3.51%	2
TOTAL		57

Appendix A

Safe & Thriving Youth and Adult Co-Design Information Questionnaire
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Hello from Equitable Development, LLC!

We are engaging community in a co-design process to inform the approaches for the City of Seattle's safety competitive funding process (i.e. Request for Qualifications). The safety competitive funding opportunity seeks to ensure residents who are justice-system involved get out of the criminal justice system, stay out permanently, and thrive in our diverse communities.

These funds prioritize people most impacted by the criminal justice system. Our co-design will draw upon the wisdom and experience of youth and adults who were or are currently incarcerated. We will facilitate structured discussions for the co-design, and your participation is both valued and necessary. Please make space in your schedule for the co-design sessions.

The questionnaire provided below will help us schedule the co-design sessions and gather early data to start mapping community assets. We anticipate respondents may not answer all questions as some approaches, programs, or services have been in development longer than others, while other questions may not apply. You may leave any item blank.

We use the term "children/youth" - this includes individuals from 12 to 17.
We use the term "young adults" - this includes individuals from 18 - 24.
We use the term "adults" - this includes individuals 25+.
Of note:
- We use the words "children" and "youth" to mean individuals of the ages 12 to 17.
- We use the words "young adults" to mean individuals of the ages 18 to 24.
- We use the word "adults" to mean individuals age 25 and over.

Please contact me, W. Tali Hairston, by email at wtali@eqsdev.com or by phone at ▮▮▮▮▮▮▮▮▮ with any questions.

Sincerely,

W. Tali Hairston
Equitable Development LLC

Information Request Questionnaire

<u>Contact Information</u>

Person completing this form: _____

Contact information: _____

Organizational affiliation: _____

Date completed: _____

Please provide a few dates (July 16th to August 31st) for our consultants to meet with your organization.

July 16th - 20th_____

July 23rd - 27th_____

July 30th - August 3rd_____

August 6th - 10th_____

August 13th - 17th_____

August 20th - 24th_____

August 27th - 31st _____

1. Please describe the people you serve. Include any demographic data you collect.

2. How has your agency addressed community violence?

3. Describe your agency's approach to re-entry or successful transition into the community to reduce recidivism.

4. Describe your agency's approach(es) to connecting individuals of color to educational resources.

5. Describe your agency's approach(es) to focusing on employment and career.

6. Describe any creative approaches by your agency or other agencies you have engaged.

Appendix B

Safe and Thriving Youth and Adult Co-Design Community Survey

Q1 Funding support services (education, child welfare, restorative practices) for youth of color 12 to 17 years old would significantlyreduce incarceration and positively impact community safety.

Answered: 58   Skipped: 0
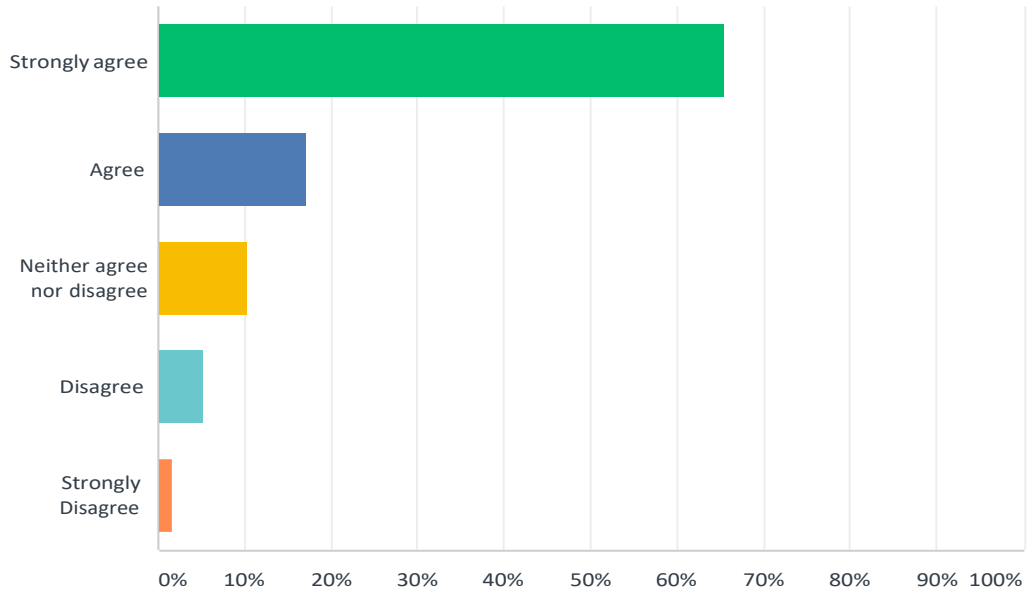
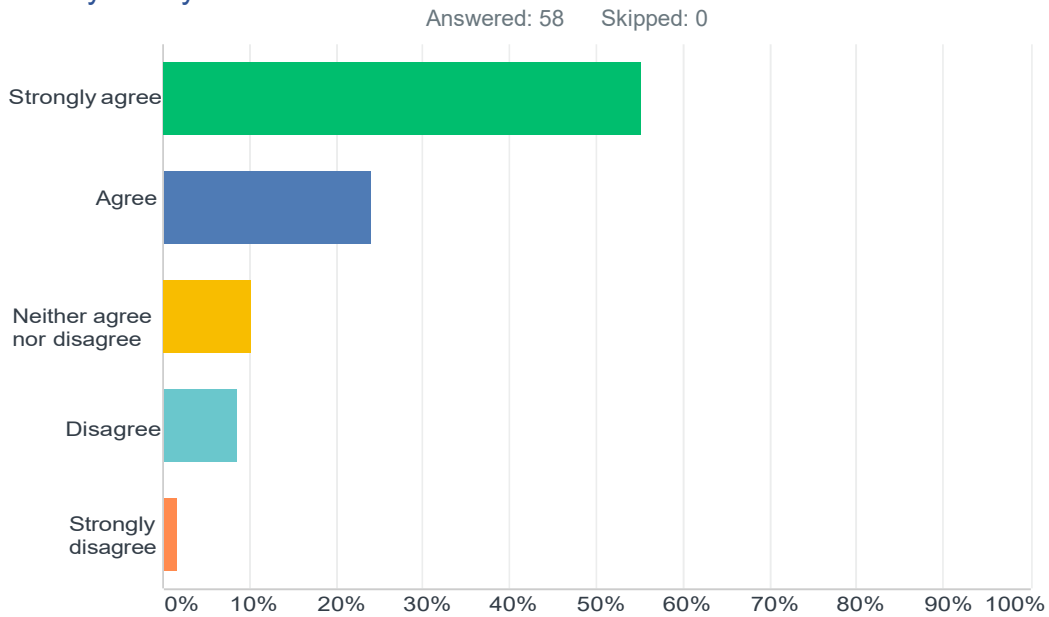| ANSWER CHOICES	RESPONSES	
Strongly agree	65.52%	38
Agree	17.24%	10
Neither agree nor disagree	10.34%	6
Disagree	5.17%	3
Strongly Disagree	1.72%	1
TOTAL		58

Q2 Funding support services (education, legal advice, financialliteracy) for 18 to 24-year-old people of color would significantly reduce incarceration and positively impact community safety.

Answered: 57   Skipped: 1
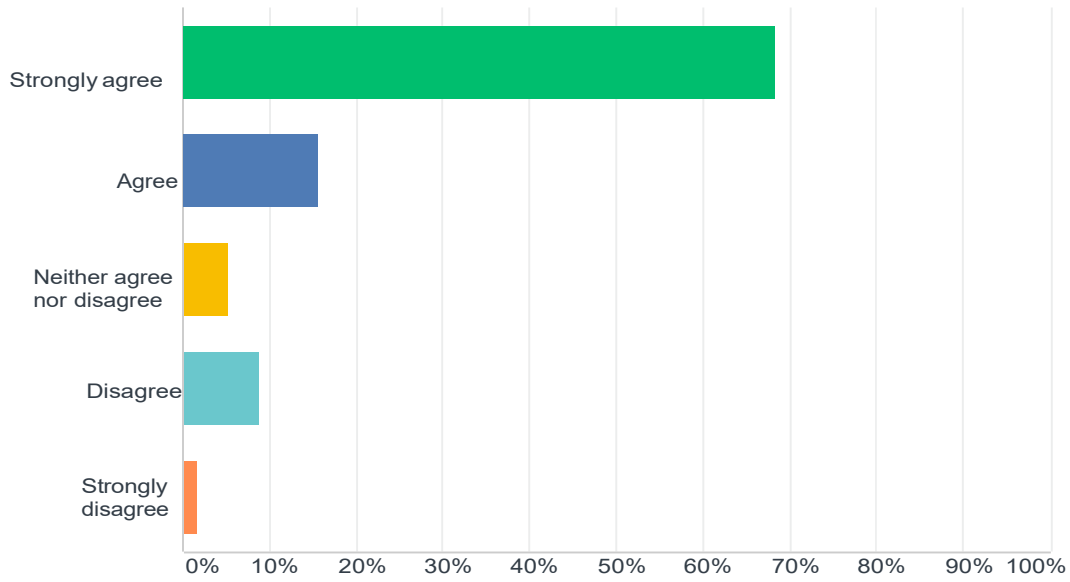
ANSWER CHOICES	RESPONSES	
Strongly agree	68.42%	39
Agree	15.79%	9
Neither agree nor disagree	5.26%	3
Disagree	8.77%	5
Strongly disagree	1.75%	1
TOTAL		57

Q3 Funding support services (education, legal advice, employment, and restorative practices) for adults of color ages 25 years and older would significantly reduce incarceration and positively impact community safety.

Answered: 58   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	55.17%	32
Agree	24.14%	14
Neither agree nor disagree	10.34%	6
Disagree	8.62%	5
Strongly disagree	1.72%	1
TOTAL		58

Q4 What support services for youth and adults of color would reduce incarceration and positively impact community safety?

Answered: 52   Skipped: 6

#	RESPONSES	DATE
1	Programs that support youth holistically (legal system advocacy, education support, pre-employment, employment, place-based programs in the community)	12/6/2018 10:45 AM
2	Personalized learning environment, positive psychology-based counseling and merit-based access to ever-increasing opportunities for economic participation.	12/6/2018 9:22 AM
3	Community Passageways	12/5/2018 9:01 PM
4	Job Training Trauma informed Therapy for individuals and groups Mental Health GED, College Prep Mentorship Peer Counseling Training and Implementation of Peer Counseling practices Facilitated Consistent Group Meetings Financial Literacy Vocational Training Programs	12/5/2018 3:23 PM
5	Education	12/5/2018 1:02 PM
6	I think that instead of dividing youth of color and youth of non-color, the city should focus on being more inclusive and providing the same services regardless of race. A reduction in incarceration does not cause an increase in community safety - much like an increase in incarceration does not cause an increase in community safety. Incarceration should be applied when necessary - not avoided at all costs.	12/5/2018 8:40 AM
7	Soft skills for working in offices Effective professional communication skills. Personal empowerment(Building self esteem)	11/29/2018 11:37 AM
8	Education and employment	11/28/2018 8:30 AM
9	More creative educational programs on career/vocational opportunities and history courses in high school that teach POC history.	11/25/2018 6:37 PM
10	Positive adult support from people who have similar backgrounds and have positive self-concept as a Black, Brown, Indigenous person. Community-owned Hub where Black, Brown, and Indigenous people can safely gather. Tutoring support that is accessible to families who do not qualify for low-income housing and food stamps, or have to live in "projects." In addition to City of Seattle gentrification of POC neighborhoods, HUD pushed out non-immigrant and non-refugee POC from housing...the New Holly, Vista, Etc. Support resources are targeted to immigrant and refugee POC and very limited to POC families surviving outside of those locations in Seattle and King County. Support services and models must take this into consideration, especially with Black, Brown, and Indigenous peoples.	11/21/2018 10:59 AM
11	- Reliable transportation: drivers, bus passes, door-to-door services - Better wages for social workers to retain employment so youth and young adults can have consistency in their care coordination. Too much changes in staff impacts the youth's confidence in the system. - Hiring more generalist and holistic social workers who have base knowledge of mental health, chemical dependency, education services, employment and advocacy experience. Too much referrals to different agencies causes stress for youth and requires immense care coordination amongst all partners. - Technology: Laptops and cellphone with Wi-Fi and data capabilities. Not all youth fit into traditional education settings. Many formerly incarcerated young people and those attending alternative schools uses online learning. - All youth's ID cards, social security or all other documents are free to obtain and/or renew. These are usually the most basic form of identification that hinders young people from finding employment or engaging in other activities. - Training on rights for all youth and young adults, (held in school institutions) ex: labor rights, civil rights, disability rights etc. - Youth employment programs that are designed as step progressions. Once they are in a youth employment program, they don't need to reapply. They are automatically in the program for the next step as they age and develop new skill sets.	11/20/2018 3:17 PM
12	Work Skills, Financial Literacy, Counseling, Computer Training	11/20/2018 2:49 PM

13	Help to deter use of county detention admission by aligning supports that address the risk factors on the detention screening tool. Also put risk mitigation supports in place so that youth's length of stay can be shortened. The city could also support the types of housing and other supports that are needed to support a youth's ability to get a disposition alternative instead of going to one of the state's juvenile prison facilities.	11/20/2018 2:44 PM
14	arts and trades at the high school level; opportunities for self-expression and self-awareness throughout their educational career	11/16/2018 1:39 PM
15	Assistance in further education and opportunity for employment	11/6/2018 4:36 PM
16	case management, education support and job training	11/6/2018 10:14 AM
17	Giving a positive outlet, community, mentorships, someone who believes in them, can show them love and support to get the basic needs in live.	11/6/2018 9:41 AM
18	AVAILABILITY 4 YOUTH / Young Adults BEHAVIORAL HEALTH SERVICES !!! Counseling Services, Psychiatric Meds (w/indiv diag, current critical shortage of MH Providers/services/progams/funding. Reentry programs/services: CPTS, New Holly/SSC, RISE, KC Vets Human Srvs Levy Progs, Urban League, YWCA, CCAP, Wraparound//WISE - Disability assntc prog/srvcs: SSA SOAR, WDVA VIP Prog, DSHA ABD, SeaPubSchool Truancy/Behv Interv Team - DSHS CPS/Foster Youth focus services, Parent and Youth (Family) Counseling/Reengement program	11/5/2018 1:39 PM
19	Emphatic community and civic leaders who are committed in all aspects of the culture that affects certain youth and adults of color must be engaged in serious programs.	11/5/2018 1:03 PM
20	restorative justice circles	11/5/2018 11:50 AM
21	More education and access to services such as transportation.	10/31/2018 3:17 PM
22	S.T.E.M learning, Digital Media,	10/31/2018 2:27 PM
23	phone services, housing (move in costs), less strict homeless prevention services, resources for employment and education	10/31/2018 12:59 PM
24	Holistic programming lead by people of color with lived experience and cultural competency for those most disproportionately affected by oppression.	10/31/2018 12:59 PM
25	Counseling/mental health, education advocacy, job training and support, rent assistance/housing programs that don't have years long waitlists, anti-racism training for providers and schools	10/31/2018 9:57 AM
26	Culturally relevant programs that focus on acculturation and helping individuals understand the institutionalized racism in the communities and systems that they interact with.	10/31/2018 8:57 AM
27	Increased access to crisis outreach response in the community to reduce police involvement in mental health crisis where the individual might end up being arrested as a result.	10/30/2018 3:46 PM
28	I would love to see schools funded more equitably, with education staff having the support they need, and opportunities and access to opportunities provided in a more equitable fashion; making all schools desirable, eliminating the great divide between what a "wealthy" school has or even has access to versus what a "poor" school doesn't have or has instead of their wealthier often whiter counterpart.	10/30/2018 2:52 PM
29	Education on the role of positive choices in their lives. Peer to peer programming- Exposure to possible careers/ growth opportunities.	10/30/2018 2:29 PM
30	Case management provided by people who reflect the community and have had involvement in the justice system themselves.	10/30/2018 2:28 PM
31	Education, nutrition, access to hobbies.	10/30/2018 2:27 PM
32	education and social programs	10/30/2018 2:14 PM
33	Free tutoring for youth, mentors to help support education, offering low income housing for adults of color, allowing for scholarships for education, enforcing equal pay, increasing cultural humility on hands experience (not just training) for employees	10/30/2018 1:22 PM
34	Counseling, funds for jobs/trainings, help with civil legal aid	10/30/2018 1:21 PM
35	Basic needs support for low income families (food, rent support)	10/30/2018 1:01 PM

	Youth able to connect with outreach workers in their communities with similar background and understanding of their barriers.	10/30/2018 12:13 PM
	10/30/2018 12:19 PM	10/30/2018 12:04 PM
36	Healthy interpersonal skills / job training / rental assistance / budgeting training / job placement assistance / resume writing	
37	Emergency financial assistance support, as well as an increase in community support groups from youth onward that work with taking youth out of gang situations. I would also suggest improving housing conditions and job training for adults who feel they have no way out of bad situations beside crime.	
38	education and housing	10/30/2018 12:02 PM
39	Job placement programs, life skills classes, job training programs, funding for organizations to expand and diversify their services staff such that the staff can reflect the population seeking services.	10/30/2018 12:02 PM
40	Funding to help quash or resolve low level offenses and funding to help with transportation to get youth/young adults to their court hearings.	10/30/2018 11:50 AM
41	mentorship programs, help completing high school/GED, help navigating college applications and financial aid options, things to help the youth see a path forward for them, a way to better themselves and ways to close the technological divide.	10/30/2018 9:26 AM
42	evidence-based juvenile justice and youth/young adults prevention, intervention, and reentry programs. Support services are not enough to significantly impact incarceration or impact community safety	
43	Jobs, job training , earn and learn programs, elder care, childcare, mental health care Transportation access, police the police. Leadership opportunities community Building, Stopping gentrification	10/30/2018 6:23 AM
44	Education and work opportunities for all individuals would help them to support themselves. Services to support individuals with substance abuse issues and mental health issues would also be helpful.	10/29/2018 5:16 PM
		10/29/2018 3:57 PM
46	Jobs!!!	10/29/2018 3:34 PM
47	Religion would help, but I would focus on strengthening the family unit and removing the dependence of government assistance by empowering people so they are self sufficient. To do this, we should limit entitlement programs. If you want your child's room clean, you don't clean it for them, unless you want to continue cleaning it for the rest of their lives. When reviewing efficacy of a program's structure, we shouldn't use the soft racism of low expectations by setting the bar low. We wouldn't dare raise our children with this logic, so why do we think it will work with adults? In 1994 the NAACP released a report "An Assessment of Crime in Maryland Today" concluding that "the ready access to a lifetime of welfare and free social service programs is a major contributory factor to the crime problems we face today." Their conclusion is confirmed by academic research. Research by the HHS showed that a 50% increase in the monthly value of combined food stamp benefits led to a 117% increase in the crime rate among young black men. Children from single-parent families are more likely to become involved in criminal activity. In fact, single parent households is the strongest correlation, with a greater correlation than race and poverty. According to one study, children raised in single-parent families are one-third more likely to exhibit anti-social behavior. Holding other variables constant, black children from single- parent households are twice as likely to commit crimes as black children from a family where the father is present. Nearly 70% of juveniles in state reform institutions come from fatherless homes, as do 43% of prison inmates. Research indicates a direct correlation between crime rates and the number of single-parent families in a neighborhood. Research by Shelley Lundberg and Robert Plotnick of UW showed that an increase in welfare benefits of $200 per month per family increased the rate of out-of-wedlock births among teenagers by 150%.	10/29/2018 3:33 PM
48	Family support. Secondary trauma is a big deal. We need to treat whole families and communities. Offering services when they are 12 is far too late. Build community and help uplift their family early on.	
49	It would help if Seattle valued black people and came to the realization that they make black people in general feel unwelcome	10/29/2018 2:51 PM
		10/29/2018 2:16 PM
50	education and sports!	10/29/2018 2:14 PM
51	Secure drug and alcohol treatment. Mental health counseling. Trauma therapy. Mentoring by people who have lived similar lives.	
52	What I often see is that sports keeps kids busy. Sports create friendships and hopefully mentorships with older persons within the community via coaches or staff. It'd be great to see a program that combines these with the idea that mentorship is more the focus and a responsibility of the persons placed in that position.	10/29/2018 2:04 PM 2:07PM

Q5 Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact youth ofcolor 12 to 17 years old.
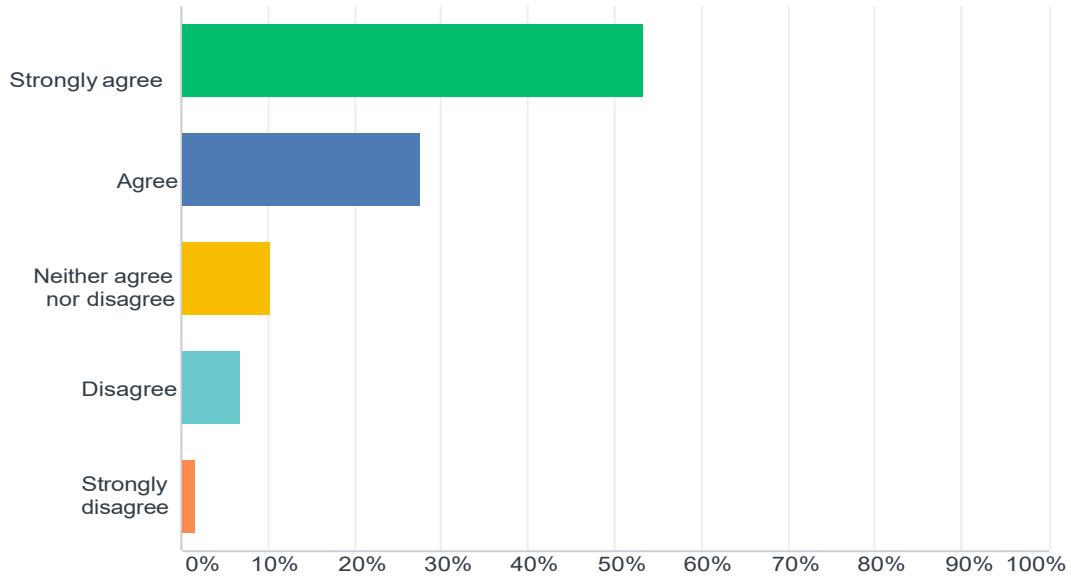
Answered: 58   Skipped: 0
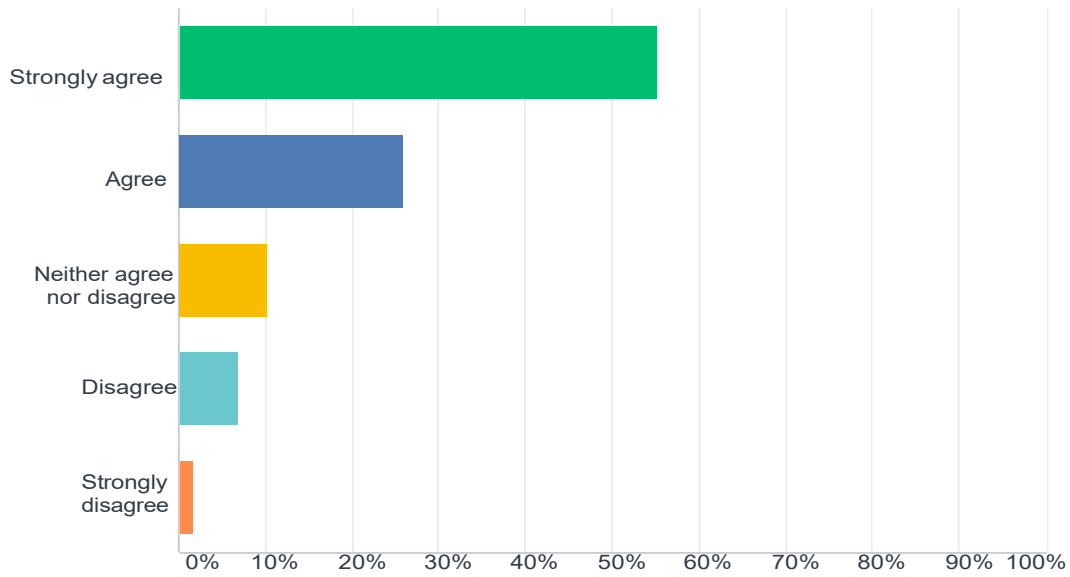
ANSWER CHOICES	RESPONSES	
Strongly agree	55.17%	32
Agree	25.86%	15
Neither agree nor disagree	10.34%	6
Disagree	6.90%	4
Strongly disagree	1.72%	1
TOTAL		58

Q6 Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact 18 to24-year old people of color.
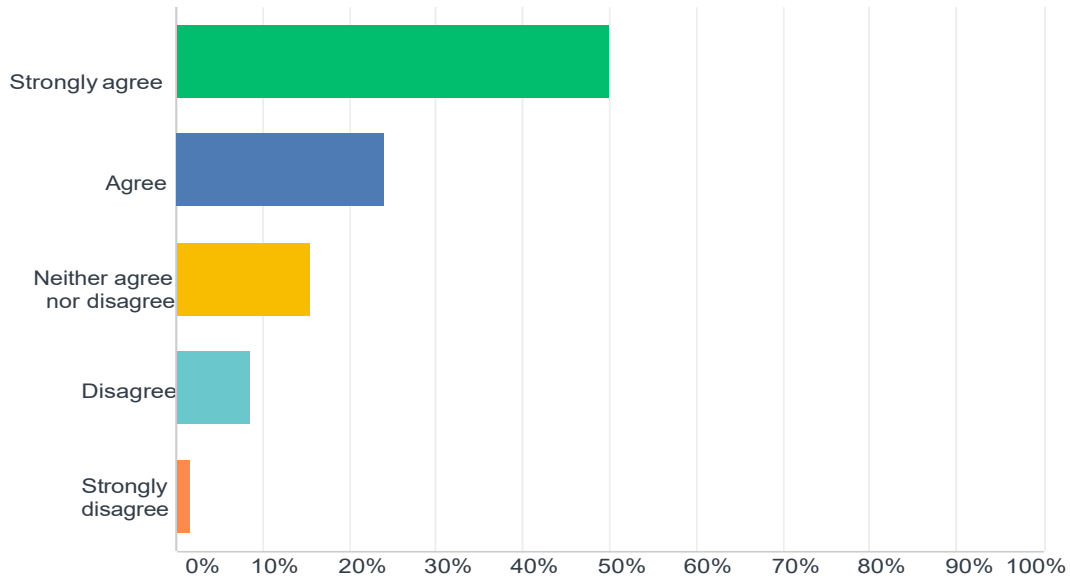
Answered: 58   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	53.45%	31
Agree	27.59%	16
Neither agree nor disagree	10.34%	6
Disagree	6.90%	4
Strongly disagree	1.72%	1
TOTAL		58

Q7 Community organizing, advocacy, and restorative practices would significantly reduce incarceration of and positively impact adults ofcolor 25 years of age and older.

Answered: 58   Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	29
Agree	24.14%	14
Neither agree nor disagree	15.52%	9
Disagree	8.62%	5
Strongly disagree	1.72%	1
TOTAL		58

Q8 What systems change activities would reduce the incarcerationof youth and adults of color and positively impact community safety?

Answered: 45   Skipped: 13

#	RESPONSES	DATE
1	Diversion programs, youth involvement advocating to decision/policy makers, working with schools to identify alternatives to suspensions/expulsions	12/6/2018 10:45 AM
2	A comprehensive student restoration strategy for schools.	12/6/2018 9:22 AM
3	Community service of some type to avoid jail time - if completed - remove conviction from record.	12/5/2018 9:01 PM
4	Someone other than the people that we are trying to serve need to fight these battles. The people that we are trying to serve are trying to survive and meet their own basic needs. They do not have the capacity to do that and take on the institutions that exist to keep them survivors.	12/5/2018 3:23 PM
5	Increase education access for younger children and foster kids	12/5/2018 1:02 PM
6	If the City attorney coordinated with the police and created bright-line rules that are easy to understand, then likely incarceration across the board would go down. Right now, because the City attorney throws out or refuses to prosecute a patchwork of differing misdemeanors - police and alleged criminals and innocent alike do not have a clear understanding of what the "law" of Seattle truly is. It is opaque at best and a black box at worst.	12/5/2018 8:40 AM
7	Fair treatment in justice system.	11/29/2018 11:37 AM
8	A move towards an economy where we are funding basic needs for all vulnerable communities.	11/25/2018 6:37 PM
9	Providing learning environments that support and strengthen self-concept of black, brown, and indigenous youth and adults. Resources to support the community leadership already happening in communities. Strong accountability practices for police officers in general, specifically those in schools. Strong accountability for school staff for over-discipline and discipline mistakes. Pre-K to prison set up is disgusting.	11/21/2018 10:59 AM
10	- Reform the state's Becca Law on school attendance - Work with the school district on improving restorative practices versus disciplinary practices. - ethnic studies curriculum inside the school district that's required for graduation - Federal funding for a McKinney Vento staffer at all schools instead of just having a handful of staff that covers the entire district. - Integrate new language curriculums in the school district represented of Seattle youth: Vietnamese, Somali, Tigrinya, Spanish, etc. Instead of French or Japanese. - after-school programming in the arts, sports, or any hobbies that are free of charge and provides direct transportation to the location from school to home. These after-school programming can be used towards credits at school. - Fund study abroad programs for students of color in the school district. - Turn the Children Youth and Justice Family Center into an afterschool tutoring space equipped with computers and technology; have beds for youth to rest and sleep for those who are unhoused.	11/20/2018 3:17 PM
11	Work Training	11/20/2018 2:49 PM
12	Push law enforcement and prosecutors to utilize new diversion law (SHB 6560) and divert all youth eligible for diversion to a community based diversion. The city could ensure that there is aligned funding and responses to meet basic and individualized needs of youth so that they are not formally processed in juvenile court.	11/20/2018 2:44 PM
13	Race and Social Justice Initiatives that address systems of power and self awareness	11/16/2018 1:39 PM
14	More community safety services like Safe Passage	11/6/2018 10:14 AM
15	Get police trained on not to shoot first and find out what the problem is. Lots of times the problem is because they person doesn't have food, shelter, clothes, money, medicine or mental health help.	11/6/2018 9:41 AM
16	Engaging communities + families Reentry Programs for Justice -involved/impacted Families	11/5/2018 1:39 PM
17	Adding a dimension about faith and spiritual issues would be of great help.	11/5/2018 1:03PM
18	restorative justice circles in all schools.	11/5/2018 11:50 AM
19	Better law enforcement training.	10/31/2018 3:17 PM
20	Job information, Education information	10/31/2018 2:27 PM

|		
21	n/a	10/31/2018 12:59 PM
22	Free community gatherings/engagements, relevant, low barrier resources. Person centered programming geared towards building resilience and human agency.	10/31/2018 12:59 PM
23	Ending youth detention, abolish prisons, drug treatment instead of incarceration, advocate for reparations. PS to whoever wrote this survey - "transgender" is not a gender. Let people choose more than 1 option or fill in the blank	10/31/2018 9:57 AM
24	Youth Organizing. Helping youth understand the systems and how to change them with their collective voices	10/31/2018 8:57 AM
25	Increase community outreach and services to youth at risk and/or involved with gang activity and community-based services to the young person and their family.	10/30/2018 3:46 PM
26	Juvenile delinquency system needs to become more about meeting kids needs that were lacking and therefore forced or drove them to the "delinquent" behavior. We need to start telling all kids they are worth it.	10/30/2018 2:52 PM
27	Job readiness -skills building Career fairs- Mentorship programs	10/30/2018 2:29 PM
28	An organized entity where young adults could discuss issues with the justice system, using a model similar to Mockingbird Society.	10/30/2018 2:28 PM
29	Modifying policing practices, seeking out and acting on input from these communities.	10/30/2018 2:27 PM
30	N/A	10/30/2018 1:22 PM
31	Funding for jobs/training/mentorship	10/30/2018 1:21 PM
32	Evaluation and feedback regarding racial bias and biased practices for systems, organizations, and staff in the justice/penal system including police and judges	10/30/2018 1:01 PM
33	more preventative practices for youth and their families	10/30/2018 12:19 PM
34	Education about voting rights, getting people to work with community leaders/organizations working for social justice	10/30/2018 12:13 PM
35	Making sure that individuals who were incarcerated understand their voting rights and can better integrate into society will help improve their visibility and voice to demonstrate to others that positive change is possible	10/30/2018 12:04 PM
36	Warnings over infractions and arrests	10/30/2018 12:02 PM
37	Advocating against the building or construction of new youth prisons and advocacy for more accountability from the prison corporate system in general.	10/30/2018 11:50 AM
38	mentorship programs, after school programs, high school/GED/College support/	10/30/2018 9:26 AM
39	Anti-racist, Implicit bias, undoing institutionalized racism, and other RSJI training for law enforcement, attorneys, judges, community members etc.	10/30/2018 9:07 AM
40	System change cannot occur in a vacuum of simply community organizing, advocacy and restorative practices, a broader community wide approach based on prevention science is needed in order to see change. Focus on reducing risk factors and increasing protective factors. Look at the UW research on Communities That Care and the current project in SE Seattle Communities in Action	10/30/2018 6:23 AM
41	destroy the school to prisons pipeline, , destroy prisons for profit system. wrap around programs like ready by 21	10/29/2018 5:16 PM
42	Education and job skills training would be helpful to all people who are in need of assistance. Our community has many good opportunities in it now. Guidance to find those opportunities would help as well as skill building to take advantage of the good job market.	10/29/2018 3:57 PM
43	JOBS	10/29/2018 3:34 PM
44	SEE QUESTION 4	10/29/2018 3:33 PM
45	Activities that give enough time and flexibility for communities to catch their breath so that they can function in their natural brilliance.	10/29/2018 2:1

Q9 What is your race and/or ethnic identity?

Answered: 56   Skipped: 2
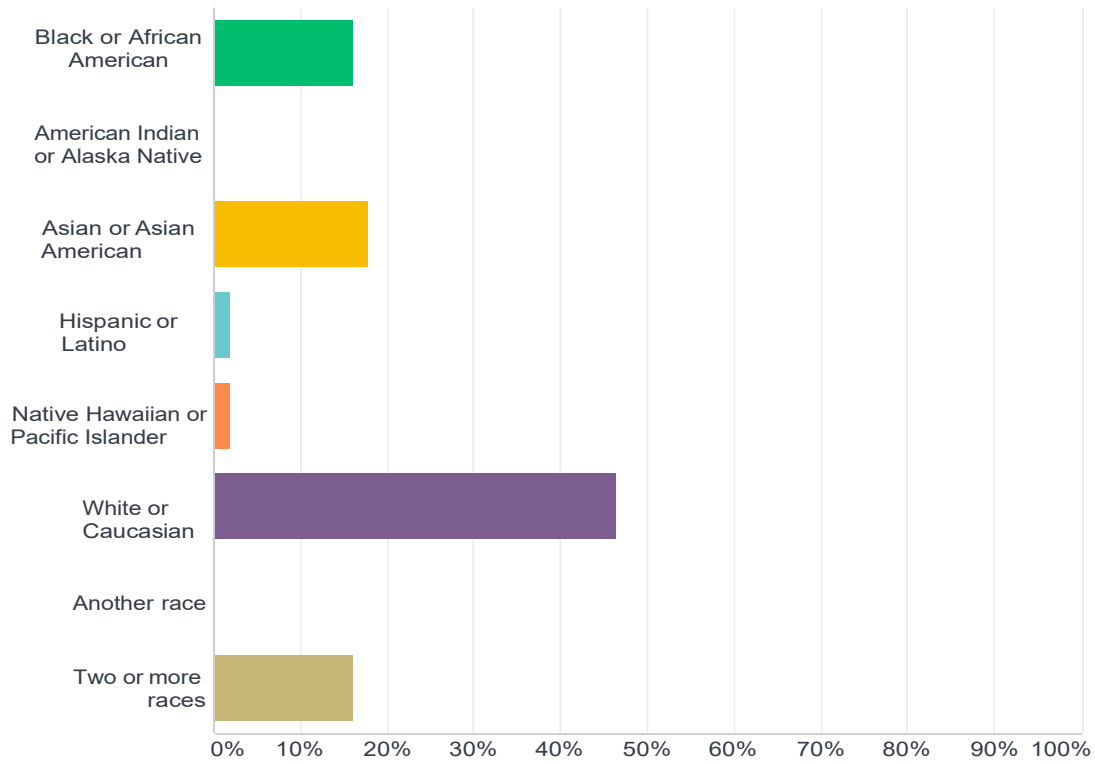
ANSWER CHOICES	RESPONSES	
Black or African American	16.07%	9
American Indian or Alaska Native	0.00%	0
Asian or Asian American	17.86%	10
Hispanic or Latino	1.79%	1
Native Hawaiian or other Pacific Islander	1.79%	1
White or Caucasian	46.43%	26
Another race	0.00%	0
Two or more races	16.07%	9
TOTAL		56

Q10 What is your gender?
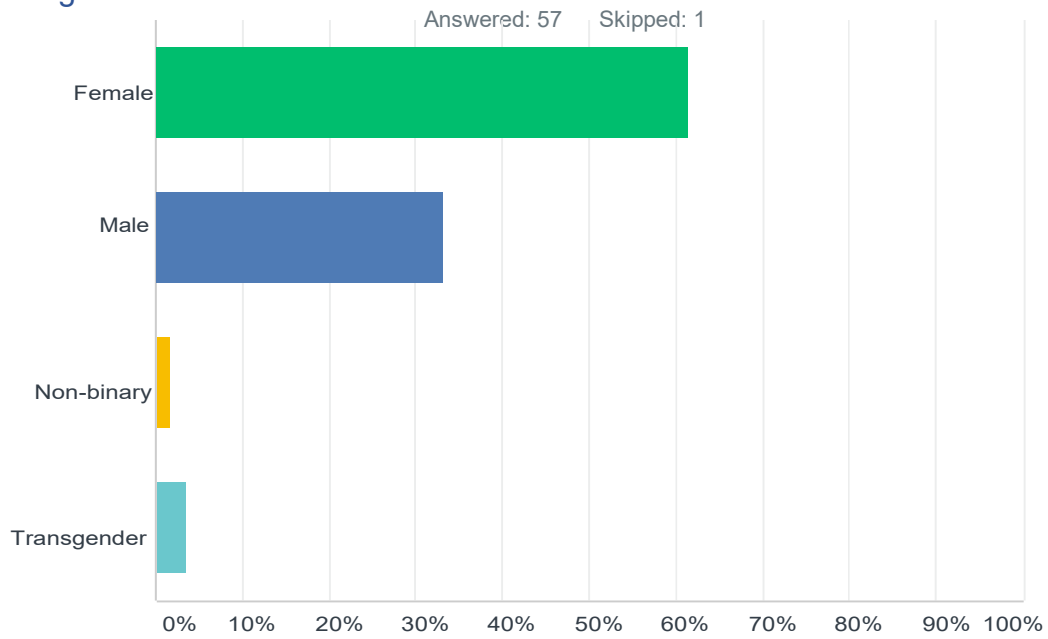
Answered: 57   Skipped: 1

ANSWER CHOICES	RESPONSES	
Female	61.40%	35
Male	33.33%	19
Non-binary	1.75%	1
Transgender	3.51%	2
TOTAL		57

Q11 What is your age?

Answered: 57   Skipped: 1
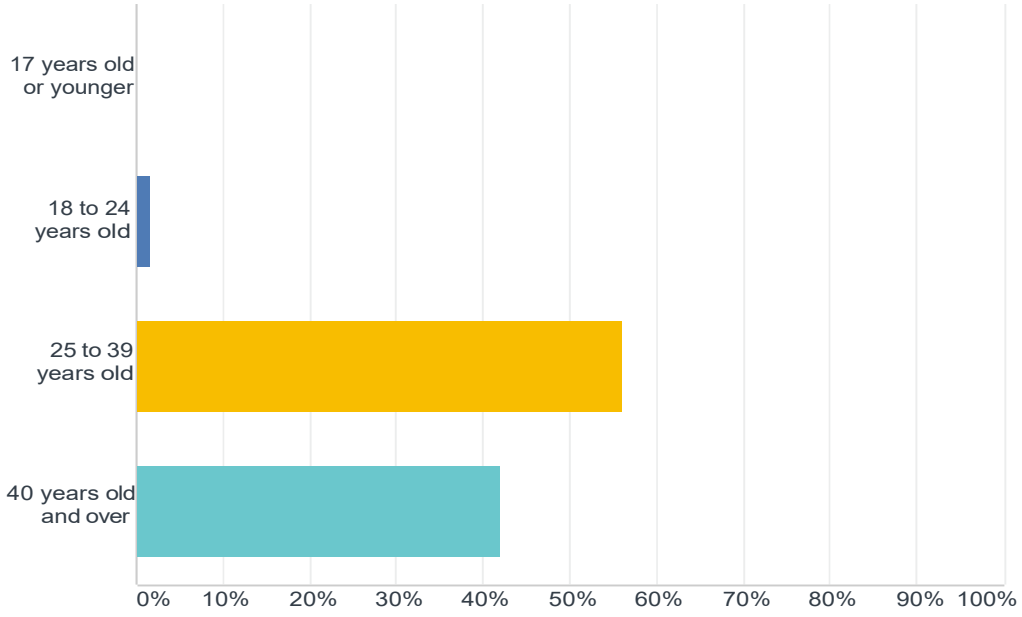
ANSWER CHOICES	RESPONSES	
17 years old or younger	0.00%	0
18 to 24 years old	1.75%	1
25 to 39 years old	56.14%	32
40 years old and over	42.11%	24
TOTAL		57