**Realignment System Successes, Challenges, Gaps**

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| Successes | Challenges |
| 1. Attending and graduating with financial incentives 2. Positive feedback helps with program success and completion 3. Providing employment with housing 4. Giving hope (encouragement, after-care) 5. Treating clients with empathy and trust 6. Making people feel comfortable 7. Providers/staff are sincere 8. ACJRP’s formerly incarcerated mentors 9. Giving time to adjust when returning home 10. Having family support 11. Getting a phone 12. Providing housing and employment 13. Providing case management 14. Help with self-reflection 15. Interagency cooperation (provider with provider) 16. Providing wrap-around legal services 17. Providers offering services in other provider offices 18. Educating on human behavior: Why do we make certain decisions will help to make better decisions 19. Relationships with DPOs (face to face and calls) 20. More client background information (thru Tyler) 21. Electronic referral system (portal) with dialogue 22. Distributing funds based on population data 23. Increased communication with DPOs and Service Providers 24. Helping to pay for college 25. SUD treatment in SRJ 26. MAT services in SRJ 27. Second chance agencies 28. Having transportation from SRJ on the table 29. Partnership pre-release between probation, ACWDB, and job center at SRJ 30. Requirement to hire formerly incarcerated into the contracts 31. Adding coaching and mentoring with case management 32. The CCP process and workgroup 33. Doing intake in SRJ 34. Expansion of housing 35. Aftercare programs 36. Dignity and worthiness 37. Change in perception of probation 38. Creation of an atmosphere that probation is encouraging rehabilitation, not punishment 39. Support from the DPOs 40. Hiring clients as staff with service providers 41. Helping clients build careers – not just getting a job 42. Honor the voice of people with lived experiences 43. Robust collaborative courts and quality programs 44. Involvement of people with lived experience 45. Recidivism rate is lower than state average: 34% vs 52% 46. Innovative initiatives 47. Recognition of peer support 48. Client incentives work well 49. Informative resources for clients 50. Warm hand-offs work well 51. Client’s ability to access diversion court and the willingness of court to accept clients; increased capacity 52. Client’s personal accountability 53. Quality programming 54. Improvement in bridging gaps between systems 55. Charges being dropped/early termination acknowledgement of successes 56. Collaborative approach as opposed to adversarial approach 57. DPOs visiting programs/show of support 58. Improved collaboration between DPOs and clients 59. Clients having a voice | 1. Getting a job (any) 2. Being on parole/probation, etc. as a provider and can’t get into SRJ to provide contracted services 3. Getting housing 4. Housing that is substandard (ie. no bathroom/kitchen) 5. Homelessness 6. More collaboration 7. Short-term and subsidized housing ends when probation term ends 8. Location of housing that causes challenges 9. Housing only available in Alameda County 10. Start more programming in SRJ 11. Connect with a mentor upon release 12. Need to connect with services soon after release 13. Being able to better recognize mental health 14. Medi-Cal being turned on prior to release 15. Classification system at SRJ prohibits some people from getting programming 16. Definition of “eligibility” for accessing AB109 funding 17. Housing for 290 registrants 18. Need ongoing provider meetings for adults’ providers, not just contracted providers (similar to what occurred for youth providers) 19. Turnover of CBO staff (better communication to probation when staff leave) 20. Seniors, disabled persons, and women with employment and services for them 21. Supporting people with trauma in the system for long periods – biological age vs medical age 22. Employment numbers 23. People knowing about services (clients, CBOs and DPOs) 24. Updated resource list at SRJ 25. Lack of compliance – how do we work with clients that aren’t ready for change yet? Two different populations 26. Severe mental health challenges – what is the success for people facing different challenges 27. Referrals -how to increase numbers 28. Access to clients at SRJ. Arbitrary/Cancelled classes 29. Need improved partnership between Probation and ACSO 30. Lack of coordinated services/release process from SRJ 31. Need access to housing units at SRJ 32. How services are explained to client 33. No contact information on client – how do we serve a client with little to no information? 34. Professionalism over personality – unprofessionalism of people in power 35. Use peer counselors -> Checks and balances 36. Capacity of collaborative court is limited 37. Housing opportunities with lower thresholds. 38. Educating landlords |