Community Corrections Partnership

**Programs and Services Workgroup**

**When**: April 25, 2019 from 10am – 12pm

**Where**: YOUTH EMPLOYMENT PARTNERSHIP (YEP), 2300 INTERNATIONAL BLVD., OAKLAND, CA 94601

**Present**:

Neola Crosby (Facilitator)

Charles Eddy

Charlette Viney

Douglas Butler

Earl Mcleod

Gregory Jones

Hamaseh Kianfar

Hasani Scott

Hosea Wade

Jessie Warner

Joey Mason

Jon Fajardo

Karina Rivera

Kelly Glossup

Lazandra Dial

Maren Roberts

Myesha Walker

Naseem Badiey

Nathalie Dierkx

Ronald Broach

Ramone Perkins

Rashad Eady

Sadaf Siddiq

Shinquell Green

Stacey Guillory

Tim Smith

Tyler Zatcoff

LaLisha Norton (Recorder)

**Meeting Minutes**

Neola Crosby began the meeting with introductions. The minutes from March 28, 2018 were approved as written.

Neola introduced Michelle Clark, Executive Director of the Youth Employment Partnership. Michelle provided an overview of their services and offered attendees a tour. Neola thanked Michelle and staff for hosting the Workgroup and for providing an excellent continental breakfast.

**Review Recommendations**

Neola discussed the brainstorming session that took place at the last meeting regarding service gaps and challenges in the realignment and reentry system. She provided an update as well as next steps for all of the items listed on pages 4-5 of the approved minutes from March 23, 2019 [Approved Programs & Services Minutes 3-28-19](https://www.acgov.org/calendar_app/DisplayDetailServlet?site=Internet&ag=PRO&ty=DEPT&m=4&d=15&y=2019&t=M&i=2018-12-21%2015:36:35.647). Once the Programs and Services Workgroups makes recommendations, the items are forwarded to the Fiscal and Procurement Workgroup for review and approval. The Fiscal and Procurement Workgroup submits an Agenda Item Request to the Community Advisory Board (CAB) and upon review by the CAB, the recommendations are forwarded to the Community Corrections Partnership Executive Committee (CCPEC). After the CCPEC approves, the recommendations are presented to the Board of Supervisors (BOS) for final approval, via a board letter. Once the Board approves, Request for Proposal (RFPs) are developed and released which result in community-based services in the form of contracts.

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| ITEM | Status Update |
| 1. *For Us By Us (FUBU)* | Moving forward to Fiscal & Procurement |
| 1. *Indigent/Barrier Removal Fund – (Attached to service/engagement)* | Moving forward to Fiscal & Procurement with a specified $ Amount |
| 1. *Funding to support outpatient/inpatient drug programming* | Being removed from list. Item is being funded through a grant received by Alameda County Behavioral Health (formerly known as BHCS) |
| 1. *Services for Fathers* | Requires more research before it can move forward |
| 1. *Childcare Facility* | Not moving forward; services can be provided as part of line item #2 |
| 1. *Cognitive Behavior Intervention Services* | Will eventually move forward |
| 1. *Subsidized Employment* | Moving forward to Fiscal & Procurement. |
| 1. *Partnership w/ Faith Community* | Moving forward to Fiscal & Procurement. Will conduct additional research |
| 1. *CBO Start Medi-Cal Application Process w/in SRJ and Glen Dyer* | Not currently moving forward. Requires additional research. |
| 1. *Communication/Tech incentives w/clients contact* | TBD based on today’s presentation from the Tech Exchange |
| 1. *Address Option* | DPO’s will not receive mail from clients; the alternative is to pay for mail services on behalf of the client |
| 1. *Training for all agencies that encounter Post-Release Clients* | Follow-up required |
| 1. *Restorative Justice → Adults* | Item moving forward to Fiscal and Procurement. Meeting currently scheduled to look at Fresno model. |
| 1. *Tech Literacy* | TBD based on today’s presentation from the Tech Exchange |
| 1. *Pre-Arrest Diversion 24/7* | Kentucky’s model is currently being examined. Research regarding cost for implementing a “living room” model in Alameda County is underway. The cost/effectiveness of the Kentucky living room model was met with great concern from some Workgroup members. Maurice recommended that the Texas model be researched as a more feasible option. |
| 1. *Housing (Emergency & Temporary)* | Recommendation was to develop something like an Air BnB Model; there are numerous legal/liability concerns and as a result, it is not moving forward. |
| 1. *PACT Networking and Collaborations* | Moving forward to Fiscal & Procurement |
| 1. *TAY Services & Substance Abuse Support* | Not moving forward, but it’s on the radar for future consideration. |
| 1. *Life Skills Support* | Additional Research Required |
| 1. *LGBTQ Transgender Resources* | Additional Research Required |
| 1. *Recovery residence/transitional housing facility* | Additional research needed. |

Another item not listed that will be moving forward to Fiscal and Procurement is the Kinship Reentry Workforce, which was recommended at a previous Programs and Services Workgroup meeting.

Neola introduced the [Civic & Community Engagement Survey](https://www.acgov.org/calendar_app/DisplayDetailServlet?site=Internet&ag=PRO&ty=DEPT&m=4&d=16&y=2019&t=M&i=2018-12-21%2015:36:35.657) initiated by the CAB. The purpose of the survey is for the CAB members to get a sense of who is attending realignment and reentry-related meetings. It is important that people who have been impacted by the criminal justice system be in these spaces and this survey will help determine if that representation is happening. Neola asked everyone to complete the survey, although it is voluntary. She advised that the respondents have the option to remain completely anonymous.

**PRESENTATIONS:**

***Tech Exchange – Shinquell Green, Director of Development***

The Tech Exchange program was created at Oakland Technical High School. The founders realized that there was a technology divide amongst lower income students so they created a program to secure computers and other technology for students that could not otherwise afford it. They enlisted the help of companies and corporations to donate computers, which were then brought to the school and the students were taught how to refurbish them. If the students did not have a computer, they could keep it; if the already had one, it would be donated to a family in need. The Tech Exchange now operates from a large warehouse and thousands of computers are refurbished and distributed throughout the community. Many services such as: healthcare, employment, education, finances, and public services are accessed online. 1.5 million bay area residents do not have home internet access, 41% of low-income households lack home internet and a computer. By 2020, 77% of all U.S. jobs will require computer skills (U.S. Department of Labor).

In addition to the refurbished computer, Tech Exchange also provides a one-year warranty on the device, along with tech support (via phone and in-person) and they also provide digital literacy workshops to teach people not only functionality, but also how to navigate safe sites and other basic uses. Tech Exchange distributes computers into the community by holding:

* Tech Fairs – Partner with the library or community center to host a community fair. Multiple vendors such as Hack the Hood, La Clinica, etc. participates by sharing information about their services and programs. As an incentive for participating, individuals receive computers. Tech Exchange would generally bring 150 computers to an event for distribution to the attendees.
* Tech Nights – Partner with schools, provide a short digital media training for approximately 50 families (identified by the school)
* Tech Trainings – Partner with low-income/public housing sites to provide a more intense digital literacy class (approximately 8-10+ hours over a span of 2-4 weeks). At the end, the participants receive a computer.
* Tech Hubs – Tech Exchange recently launched a Tech Hub at 2530 International Blvd. in Oakland. Individuals can come into the office and purchase an affordable computer, get tech support on any computer, swap out parts, use the computer lab, and receive assistance with accessing affordable internet services.

Over 10,000 homes have been served since 2015 by way of: refurbished computers, assistance with $10/month internet, digital literacy workshops, and one year of free tech support. Individuals can purchase low-cost computers ranging in price from $25-$300 depending on the type of computer. Those that are not able to afford the low-cost computer rates can opt to volunteer their services with this program and they will receive a computer, based on the amount of time they volunteer. For more information regarding the program, who qualifies, and how to get connected with the program to donate or receive a computer, click on the following links:

[Tech Exchange PPT](https://www.acgov.org/probation/documents/TechExchange_PPT.pdf)

[Tech Exchange-Client Form](https://www.acgov.org/probation/documents/TechExchange-ClientForm.pdf)

[Volunteer with Tech Exchange](https://www.acgov.org/probation/documents/VolunteerwithTechExchange.pdf)

**Questions and Responses**

* ***Question:***What type of proof is needed pertaining to being low-income in order to receive a computer? ***Response:*** Proof is not needed to receive a computer, but it is needed to receive the low-cost internet.
* ***Question:*** Is there a specific age range to receive these benefits? ***Response:*** No, anyone can apply. The program services students as well as adults. There are also individuals onsite that can assist in languages other than English, such as Spanish and Chinese.
* ***Question:*** If someone or a company wants to donate, who should they contact? ***Response:*** Anyone that wants to donate can visit [www.techexchange.org/donate](http://www.techexchange.org/donate) and request a pick-up or they can bring the items directly to the Tech Hub location and place them in the e-waste bins. Everything is collected, even non-working items.
* ***Question:*** Is showing up to one of the tech fair type events the only way to receive a completely free computer? ***Response:*** No, individuals can also volunteer. Also, if a person comes in and state that they receive government assistance of any kind, they will receive $50 off, which is essentially a free computer.
* ***Question:*** Can the Probation Department have its own event, and provide free computers to our clients that attend? ***Response:*** Yes, any organization can host an event that is incentivized with free computers supplied by the Tech Exchange. Contact Shinquell to discuss your goals and coordinate your distribution efforts.
* ***Question:*** If the event is monthly, will you supply computers on a monthly basis for the event? ***Response:*** Yes, it is preferred to provide computers at events with multiple recipients versus one person at a time.
* ***Question:*** Are you able to provide training at locations other than your Tech Hub and community housing sites? ***Response:*** Yes, we also train in community centers or anywhere there is a need and capability to perform the training - it just needs to be coordinated.
* ***Question:*** For the internet service,is there a contract that is signed? ***Response:*** No, the service is month-to-month, but the individual must show proof to the selected internet provider. If the person currently pays regular price for internet service, they will need to cancel that service and start a new service after the specified waiting period for that provider.
* ***Question:*** Are folks able to get low cost internet in other counties as well? ***Response:*** Yes, if the provider services that area. It was clarified that the low-cost internet program is not connected directly to Tech Exchange, however, Tech Exchange staff will assist individuals with navigating the application/enrollment process to set-up low cost internet service.

***Employment Research – Naseem Badiey and Tyler Zatcoff, Alameda County Probation Specialists***

The purpose of this presentation is to offer some explanation as to why reentry and employment programs show such poor outcomes and discuss some alternative ways of measuring impact. When this research first began the aim was to support the Contracts Unit in developing a reentry employment contract/program (by conducting research and reviewing other employment programs across the country to see if any programs showed a similar impact. Unfortunately, it was found that there was little to no impact across the country which led the research team to question if they were looking at the right thing in terms of what they were measuring. In order to understand impact analytically, there had to first be an understanding of what it was that the program was trying to accomplish. Naseem stated that this presentation would address some of the barriers that clients face when looking for employment, as well as explore the relationship between employment and recidivism. In addition, they would share some new ideas that they came across throughout the country among researchers in the criminal justice arena pertaining to desistance.

Tyler stated that there is a reentry crisis in the United States. 70 million people (adults) in the United States have a criminal record. Every week 10,000 people are released from state and federal prison and one-third of these individuals never find employment and about 40% return to prison within 3 years. Tyler Stated that what has been done is not working and they are trying to find a different solution to this crisis. As it pertains to reentry and employment programs, they are measuring “impact,” - do they work and at what success rate, etc. What is evidence-based practices? For something to be evidence-based, it must be evaluated over a duration of time and it must achieve specified outcomes within certain measurements of time. The key performance measures that are used in evaluating these reentry employment programs are subsidized and transitional employment during the program, unsubsidized employment or employment on the open market after the end of the program, and recidivism. Research using randomized control samples when comparing groups found that employment through short-term subsidized jobs does not lead to long-term unsubsidized employment. Also having short-term subsidized employment does not reduce the risk of recidivating.

*What are reentry and employment programs up against in terms of assisting individuals returning from prison?* There are both internal and external barriers to be considered. Returning individuals have the lowest education, they lack skills, they suffer from mental and physical health issues, and substance use disorders. They return to communities that are severely impacted due to poverty and lack of jobs. The few jobs that exist are largely inaccessible due to legal employment discrimination, racial employment discrimination, and housing and transportation issues. Employers are very reluctant to higher individuals with a criminal record. Naseem cited a survey conducted in 2014, where almost none of the employers surveyed were willing to higher someone that was formerly incarcerated. Some of the attendees questioned the validity of the data and requested that they provide citation for the sources of their information.

Naseem stated that even if employment discrimination against individuals with a criminal record was legal, it has significant racial characteristics and racial discrimination is not legal. Naseem referred to racial hiring discrimination data from 2017. To review the power point and other statistics presented during the Badiey-Zatcoff presentation, click on following link: [Explaining the Poor Record of Reentry Employment Programs](https://www.acgov.org/calendar_app/DisplayDetailServlet?site=Internet&ag=PRO&ty=DEPT&m=4&d=21&y=2019&t=M&i=2018-12-21%2015:36:35.657). According to Naseem’s data, Black Americans have faced the same level of discrimination for the past 25 years. There has been no significant change in the trend from 1990 – 2015. The “prison penalty” data provided was specific to the age-range of 35-44. Rashad asked if data was available for other age groups. Naseem did not have that information but stated she would check.

Naseem stated that many people who commit crimes have full-time jobs. Data collected via survey from state and federal prisons was shared showing that approximately 47% of the prisoners had a full-time job at the time of arrest and had less than a high school diploma. For those that had a GED, about 56% had a full-time job at time of arrest and those with at least some college, about 70% was employed full-time. Someone asked if this data was specific to California and Naseem clarified that it is reflective of both state and federal prisons.

Recidivism is a measure of how individuals are perceived and treated when they come into contact with legal authorities within the justice system, as much or more than it is a measurement of an individual’s behavior. Recidivism obscures some of the work that is being done and can prevent people from seeing changes that need to happen for an individual to become a working person.

Tyler introduced a new term that is trending in the criminal justice world - desistence. Desistence is defined as the marked decrease or sustained absence from criminal and/or problematic behavior. It looks at not only if someone is re-arrested or reoffends, but if their criminal behavior or the things/environmental factors that would cause them to reoffend has changed. It allows for degrees of success and occasional setbacks and focuses on positive outcomes (e.g. social integration, community wellbeing, and individual empowerment) not only as avenues for change, but also as objectives. Desistence looks at the rebuilding of one’s life in a holistic way, changing mindsets, and focusing on long-term goals. The concept of desistence if being used in employment programs across the country and the focus is trying to get someone to think about the process for obtaining a job, etc.

*What would taking a desistance approach look like in an employment programming?* It might include helping to change someone’s attitude around work, about employers, about their own abilities, or even future goals. Helping clients to define steps in their career goals. It may even involve work around how someone sees themselves, building one’s self-esteem. *So, what would you measure in terms of impact and performance?* You could measure career plans and ways to achieve them, improvements in family and community life, how someone feels about work, etc. Naseem concluded that their goal is to simply analyze and present information, not to promote one idea more than the other, but to give supporting facts around the concepts examined. She advised that corrections to the information or data presented would be made if necessary.

**Announcements/Events**:

* Education & Employment Sub-Committee Meeting, May 13, 2019 from 2:00 – 4:00 p.m. at 1111 Jackson, 2nd Fl.
* Fiscal and Procurement Meeting May 26, 2019 from 3:00 – 5:00 p.m. at 1111 Jackson, 2nd Fl.
* Neola requested that everyone complete and submit their departmental assessment surveys.
* Nathalie Dierkx invited all guest to participate in a tour of the facility.

**Next Meeting:** May 23, 2019 – Location: 1111 Jackson Street, 2nd fl. (rm 226-228), Oakland