Community Corrections Partnership

**Programs and Services Workgroup**

**When**: June 25, 2020 from 10:04am – 12:28pm

**Where**: Microsoft Teams Virtual Meeting

**Present:**

Crosby, Neola (Chair)

Abernathy, Lisa

Berrios, Annabelle

Black, Anita

Brown, Courtney

Butler, Douglas

Casanares, Derek

Cates, Jim

Eady, Rashad

Eddy, Charlie

Grigsby, Janene

Guillory, Stacey

Hawkins, Darlene

Hobbs, Nathan

Id-Deen, Mansour

Leonard, Patrick

Lim, Diane

Magallanes Castillo, Kyle

Malone, Martin

Mason, Joey

McKinney, Mildred

Mclean, Greg

Moss, Ronald

Oddie, Sarah

Pierce, Kenya

Robertson, Greg

Roye, Karen

Santos, Jacee

Spencer, Maria

Additional Guests: 32

1. **Introductions & Meeting Minutes**

The meeting was called to order by Neola Crosby at 10:04 AM. The minutes from May 28,2020 were reviewed and approved as corrected. Correction: Donald Frazier noted the following: More than 81 black men and boys have been killed by police this year, including George Floyd in Minneapolis over Memorial Day Weekend.

1. **Presentations**
   1. **Merritt College/East Bay Interagency Training Council (EBIATC):**
      1. **Darlene Hawkins, EBIATC, Brief Overview**
         1. First meeting of EBIATC held in January
         2. Coordination between local organizations that serve vulnerable populations
         3. Provide opportunities to the demographics reflected in our community
      2. **Jim Cates & Anita Black, Merritt Cybersecurity Program & National Cyber League Success**
         1. Industry partners are helping to build Merritt’s nationally ranked cybersecurity program
         2. Started in April 2014 – operational cyber security program [[Brochure](https://content.govdelivery.com/attachments/CAALAME/2020/07/20/file_attachments/1499281/3%20Section%20Merritt%20Brochure%20Printed%20FINAL%20101619.pdf)]
         3. Need to build enrollment to ensure this opportunity stays available [[Fall 2020 Program](https://content.govdelivery.com/attachments/CAALAME/2020/07/20/file_attachments/1499283/3ver.%20Cyber%20Security%20Program%20Fall%202020.pdf)]
         4. Workforce development students obtain a certificate (1.5 years)
            1. An associate degree (2 years) may be earned; great for students looking to earn their bachelorette – potential for higher income in the computer science/IT field
         5. Help students secure internship; required part of the program
         6. Operational cybersecurity: approx. 400,000 job opportunities available in US in various fields; salaries start at $60-$80k and can go up from there; Merritt helps with job placement
         7. Students need a positive attitude, drive to learn and persistence
            1. Soft skill development and supportive services required – work with other service providers to offer these and other wrap around services, not part of Merritt's program
         8. Discussion – Provide laptops for students that need equipment:
            1. Industry partners and Tech Exchange in Oakland help to provide computers
            2. Also, have created a new computer lab to help formerly incarcerated students have access to brand new equipment
            3. Internet access: worked out $10/month internet package through Comcast. Continued outreach for funding and equipment to help increase access
            4. ACPD has worked out free internet and computers for their clients
      3. **Courtney Brown, Merritt IT Pathways** 
         1. Three pathways with stackable Certificates/Degrees: Information Technology and Help Desk Tech (offer work first career earning pathway); Computer Project Management; Cisco Certified Network Associate
         2. Cybersecurity also stacks with other programs: Computer Science/Software Development degree – *first ever* in Alameda County (AC); Cybersecurity; DevOps (Pending)
         3. Discussion: Merritt has a contract with ACPD for the reentry population
      4. **Maria Spencer, Merritt Outreach & Supportive Services**
         1. Community outreach; numerous programs to support students and assistance with their application/financial aid; learning center; library – everything is remote now due to COVID
         2. Chromebook loaner program once student is enrolled in classes
         3. Full counseling program; identifies learning disabilities; helps students determine the career path/program that works best for them; tag to UC Berkeley
         4. Many students must work while attending school; help with resume building / soft skills
         5. There are work arounds to barriers due to not meeting background check requirements
      5. **Derek Casanares, Brief Overview InterCity Services (ICS)**
         1. A Cisco Networking Academy and Pierson View testing center; offer classes and exams
         2. Program partnered with Merritt College; entry program to familiarize students with IT
         3. Offer veterans free laptops and works with other companies to offer laptops to all students
         4. Talent bridge (part of Network Academy): Students get a badge on their LinkedIn account that ties them to industry professionals looking for employees with their skills
         5. A+, Security+ designation and Cisco CCMA
      6. **Mansour Id-Deen, Jr., ICS/Merritt Cybersecurity Student with Reentry Lived Experience**
         1. Only challenge was enrolling online, wonderful experience with the program to date
         2. Discussion:
            1. David Diggs was not able to join us, but he is a formerly incarcerated person who built a barbershop business and created a video, *The Barbershop Diaries on Attitude and Persistence for Success*: <https://www.youtube.com/watch?v=vagatPUbNwc>
            2. There are actual employment opportunities for people of color and people with criminal backgrounds; the program is working with individuals to create those pathways and overcome these potential barriers
   2. **A Safe Place – Carolyn Russell, Executive Director** [[PowerPoint](https://content.govdelivery.com/attachments/CAALAME/2020/07/20/file_attachments/1499286/Programs%20and%20Services%206%2023%202020.pptx)]
      1. A comprehensive, social service, domestic violence assistance program; serve men and woman
      2. 24-hour crises line (entry for services); primary program is emergency shelter program
      3. Goal is to help survivors become self-sufficient; provide services for children up to the age of 17
      4. Offer warm hand-off, wrap-around services: legal, housing, gift cards, job readiness, etc.
      5. Other services: Community mental health program (include services for homeless and reentry clients in addition to domestic violence survivors); community education and outreach, including teen violence prevention; CalWORKS Readiness and Post Employment program; and reentry programs and services for women
      6. Discussion:
         1. Love Never Fails – Works to ensure that when women leave transitional housing, they have stable employment
         2. Merritt programs that link to A Safe Place: Mental health support, CalWORKs program, and Street Scholars program
         3. Need for shelter and mental health services increasing during COVID
   3. **Community Works – Annabelle Berrios, Director of Restorative Practices and Rahkii Holman, Restorative Reentry Manager** [[PowerPoint](https://content.govdelivery.com/attachments/CAALAME/2020/07/20/file_attachments/1499300/Restorative%20Justice%20at%20Community%20Works.pdf)]
      1. Team: Rahkii Holman, Restorative Reentry Manager; Dean Meyers, Restorative Arts Manager; Melissa Bartfield, RCC and Make It Right Manager; Patrick Leonard and Kyle Castillo
      2. Idea: Our response to harm should transform relationships instead of perpetuate harm; Community Works Vision: …a future where justice heals; Mission: To catalyze our collective power to transform justice through programs and policy rooted in humanity and healing
      3. In response to conflict and harm: move from punitive reaction to restorative responses; from rules to relationships; equity focus
      4. Restorative practices come from an indigenous/African world view – we are all connected
      5. Key Restorative Values: Respect, Responsibility and Relationship
      6. Continuum of building relationships, maintaining community and repairing harm
      7. CW Programs: One Family (family reunification); CW Youth Theater; Project What! (works with children with incarcerated parents to build leadership that leads to advocacy); Restorative Community Conferences (RCC); Resolve to Stop the Violence Project (behavior modification in intimate partner violence); TAY Men's Reentry & Women Rising
         1. Building Relationships: Restorative Justice Arts Program for incarcerated or reentry clients; incorporates talking circles and creative expression. 8-week cohort starting this Fall for TAY [[Flyer](https://content.govdelivery.com/attachments/CAALAME/2020/07/20/file_attachments/1499303/RJ%20Arts%20flyer%202020%20copy.pdf)]
         2. Repairing Harm: Restorative Community Conferencing (RCC) Restorative Justice Diversion process; pre-charge; 18.4% reoffend vs. 32.1% and a savings of approximately $483,000; 91% of people harmed are satisfied with the process and would choose to participate again
      8. Restorative Reentry in AC – builds relationships, a sense of belonging and responsibility
         1. R.I.S.E. (Reach Inside for Strength and Experience) restorative reentry program
         2. Offer case management with mentorship — guided by restorative principles
         3. Asks: What happened? Who was harmed? What needs to happen to make it right?
         4. Restorative Justice Circle – Building Beats: Critical review of lyrics, make music and stipend
      9. Discussion:
         1. Restorative justice (RJ) practices have been used in cases of domestic violence.
            1. Interest in using RJ within the African American community – an avenue to deal with domestic violence cases without involving the criminal justice system
            2. An advantage when children are involved, and it is possible to save the relationship – can learn to communicate and eliminate violence without police involvement
         2. Utilize restorative justice approach to heal relationships between police officers and black and brown communities – can create healing, understanding and accountability
2. **Next Meeting** – July 23, 2020
3. **Announcements**
   1. Contact information:
      1. Darlene Sloan Hawkins, EB/IATC IT program: (510) 259-3879, <https://www.merrittsecurity.com/>
      2. Maria Spencer, background in mediation, conflict resolution and talking circles: (925) 305-6522; [mspencer@peralta.edu](mailto:mspencer@peralta.edu)
      3. Stacey Guillory, Bay Area Legal Aid: [sguillory@baylegal.org](mailto:sguillory@baylegal.org)
      4. Carolyn Russell, A Safe Place: <crussell@asafeplace.org>
      5. Greg Robertson, Michael's Transportation: [gregr@bustransportation.com](mailto:gregr@bustransportation.com)
      6. Annabelle Berrios and Rahkii Holman, Community Works: [www.communityworkswest.org](http://www.communityworkswest.org), [rholman@communityworkswest.org](mailto:rholman@communityworkswest.org), [aberrios@communityworkswest.org](mailto:aberrios@communityworkswest.org)
   2. Michael's Transportation, Greg Robertson
      1. Program where you can gain a career in as little as 30 days (time it takes to get your license)
      2. Getting driver's license can be a big issue after being released; Bay Area Legal Aid can help
      3. Black-owned, Christian-based organization with experience working with reentry population
   3. Street Scholars – One-Stop Access on Merritt's Campus: financial aid access, counseling, admissions and a community of students who have had success
   4. Follow-up: Will discuss further the ability for the formerly incarcerated to have success in the IT/Cybersecurity field; can require 15 years from release before you qualify for some of the jobs; cannot ignore how underrepresented black and brown communities are in the field
   5. ACPD needs to be willing to hire more formerly incarcerated individuals
   6. Our job is to find out what our clients want to do; the more options we have for our clients, the better off they will be; no one option is for everybody; these are all potential opportunities
   7. Service providers can increase career opportunities for formerly incarcerated in the IT field
   8. Excellent presentations today. This workgroup identifies service gaps. We need time to focus at this meeting on service gaps and talk to these subject matter experts about how to resolve those gaps; July 1st marks the new fiscal year
   9. Community Works TAY (16-25-year-olds); they are thinking of expanding to age 35.
   10. A Safe Place and Community Works are Board of State and Community Correction grantees that are trying to connect with the reentry population, specifically those under supervision