

Proposal

Compliance to the Scope of Work

Criteria

A. Public Health-Oriented Understanding of Community Safety

SAFE Haven of Racine, Inc. (SHOR) recognizes that unhampered youth violence is a public health concern. SHOR is proposing to offer the services of the SAFE Haven Transition and Reentry Team (START) to address youth violence prevention and intervention.

- **Focus on those individuals at highest risk of experiencing and perpetrating community violence.**

The START program has offered services to detained youth in the Juvenile Detention Center for the past three years. START also works with youth in home detention or other alternatives. Detained youth are at junctures in their lives either to break the cycle of violence or continue on that path. Detained youth are not only at risk of perpetrating violence but also of becoming victims of violence.

- **Be informed by and respond to the impact of trauma on individuals and the broader community in historically underinvested communities.**

High percentages of youth in SHOR's programs experience poverty, intergenerational family dysfunction, and are disproportionately youth of color. Most START youth are male, living in single parent homes without the benefit of male roles models. Many of the parents and extended family members are incarcerated or have extensive criminal records. By the time youth are detained, they have likely experienced numerous adverse childhood experiences and react to the effects of trauma. START recognizes the impact of trauma on the youth, their families and their communities and provides trauma sensitive services.

- **Promote healing and resiliency in residents and neighborhoods impacted by violence.**

START uses a strength-based, trauma sensitive, positive youth development approach. The key to youth rehabilitation is not punishment, compliance or conformity, but rather opportunities to heal, grow and thrive. Breaking free from the cycles of violence requires a change in thinking first, behavior second with a positive sense of the future. Youth sharing positive connections with caring adults become resilient and self-directed. Family intervention is part of the services offered and can have a healing effect on entire families and entire neighborhoods

- **Safe and healthy activities for youth at risk for criminal or violent behavior.**

START works with youth in groups and one-to-one. Activities offer youth appropriate, interesting, and engaging activities that allow them to explore new experiences, providing them with the knowledge and understanding that pleasure, self-confidence and a sense of belonging can come from a variety of appropriate and accessible sources.

B. Community Safety

- **Youth Violence**

Youth violence is the focus of the SHOR START program, serving youth already involved in the juvenile justice system. START deters youth from further criminal activity and violence.

- **Explore the disproportionate impact of violence of some groups and communities.**

Black youth in Wisconsin are detained 19 times more than white youth. All BIPOC are overrepresented in the juvenile detention population. Violence impacts BIPOC families and neighborhoods at high rates. START's appropriate interventions positively impact groups and communities where violence is prevalent.

Qualifications and Experience

SHOR has operated a version of START for three years. SAFE Haven of Racine (SHOR) has served at-risk youth since its inception in 1971. SHOR has operated an emergency youth shelter for homeless, runaway, trafficked and at-risk youth since 1976. Youth and families are the only focus of SHOR. SHOR makes certain that youth are removed from harm's way. In addition to providing youth ages 10-17 with emergency shelter, SHOR has provided numerous youth-serving programs throughout the years. SHOR provides street outreach, youth counseling, family mediation services, groups for girls and boys, gang diversion activities, drop-in services for youth needing assistance, laundry, meals, and clothing, rapid rehousing for youth ages 18-24, collaborative services for young victims of sexual assault, domestic violence and human trafficking, and school engagement programming. All services and programs are designed to promote positive youth development, are strength-based, youth driven and trauma sensitive. Programs are age and culturally appropriate. All staff receive criminal background checks, and extensive training, especially regarding trauma informed practices, cultural sensitivity, gender sensitivity, positive youth development strategies, problem solving, case management, and mediation.

SHOR employs staff with education and knowledge in the field of human services, sociology and psychology. SHOR staff demonstrate a passion for serving youth and believe that youth possess the strengths, skills and resilience to become productive adults. Staff recognize that youth often have experienced many childhood adversities. SHOR promotes a healing, nurturing and caring environment while promoting accountability and responsibility.

SHOR uses evidence-based practices whenever possible. All staff are trained in Motivational Interviewing, and the Children and Adolescent Needs and Strengths inventory (CANS).

SHOR has been providing services to detained youth using the model proposed herein for three years. The School Engagement Program has offered services to students truanting school, exhibiting poor attendance, behavioral and performance concerns for 15 years. The model for the School

Engagement Program is similar to that used by START.

Respondents approach to providing services

SAFE Haven Transition and Reentry Team (START) programming emphasizes Positive Youth Development (PYD), ensuring that youth have the chance to engage in positive relationships that can help them develop into healthy and productive adults. Strategies of PYD include providing youth with experiences that help them learn healthy and valued behaviors, expectations and principles, that are relevant to them. START serves youth embroiled in the juvenile justice system and placed in secure detention or in alternative programs (home detention, etc.).

START will serve 40 youth during the contract period. At present START comprises five part-time staff familiar with the target population. Three of the START advocates work during the school day as Community Connectors for Racine Unified. Staff currently serving the program are Josh Mosley, Galen Horton, Jamario Farr, and Benjamin Cornell. Angela Sanchez is called upon when female detainees are referred, or additional backup is required.

START staff provide services at the Juvenile Detention Center each Tuesday and Thursday from 3:30 p.m. – 6:00 p.m. Services will soon transition to the Johnathan Delagrave Youth Development Care Center. Each youth is assigned to a Team member. Youth are assessed to determine the risk for further engagement in criminal activity, the level of impact of their adverse childhood experiences (trauma), the level of family engagement and dysfunction, their social and emotional needs, their educational and employment needs, whether substance abuse is an issue, their housing and other basic needs and ultimately to establish goals for their immediate futures and the longer-term. The evidence-based Child and Adolescent Needs inventory determines with youth their needs and strengths. Motivational Interviewing is used to help youth build confidence, and by reconciling their behavior with their goals change unhealthy, inappropriate and criminal behaviors.

Groups are conducted each session. Topics include trauma, the impact of violence, alternatives to violence, anger management, healthy relationships, communication skills, conflict resolution skills, self-care and appropriate expression of thoughts and feelings.

Once released from detention, services continue for as long as needed. Each Wednesday from 4:30 – 6:30 p.m. individual and group sessions continue as described above. Youth continue to work towards goals with their Team member.

Weekly Home and Family visits are an important part of the reentry process. Staff work with youth and families to remove barriers to school attendance and other family and community involvement. All SHOR programs and services are available to participants in the START Program. Family mediation is available and encouraged to resolve family conflict that could result in inappropriate or even violent behavior. Youth are encouraged to stop into SHOR for evening drop-in programming.

Involvement in START lasts as long as ordered by the court or case worker. Youth who are no longer part of START are encouraged to transition into other groups and outreach programming offered by SHOR.

Respondent description of how funds will be budgeted

START anticipates serving 40 youth during the grant award period. Staff time is the most important aspect of the START program. The work is intensive, and it is important that each youth has significant one-on-one time with their assigned advocate. Each advocate spends 5 hours in the detention center each week, and an additional 5 hours at other community sites or facilitating home visits. START program will employ four part time Advocates at the rate of pay of \$30.00 per hour for 10 hours per week for 24 weeks and one part time Advocate at the rate of pay of \$30.00 per hour for five hours per week for 24 weeks. The total requested for staff salaries is \$32,400.00. Payroll taxes are requested at \$3564.00 based on 11% of base pay. Offices supplies are requested at \$1,350.00. Food is

always offered and will cost \$1,200.00. As participants are seeking employment or other opportunities, they often lack appropriate clothing and footwear. We are requesting \$525.00 to support these needs. Transportation in the form of bus passes is requested at \$300.00 We are requesting \$3,930.00 to manage and administer the program. The total program cost is \$43,269.00.

Budget Proposal - Separate document

Prior Experience and Familiarity of required services

SHOR has received and administered federal, state, local, and private grant awards for 54 years. SHOR understands the contractual obligations required if this award is received. SHOR is prepared to implement the program upon notification of the award and to fulfill other obligations in a timely manner. SHOR will submit monthly progress reports, monthly financial reports, and comply with all requirements imposed by WCSF.

SHOR is familiar with the many factors that impact and influence the behaviors, actions and reactions of youth. SHOR has been providing services for at-risk, homeless, abused, neglected, truant and trafficked youth since 1971. SHOR has provided services to the Racine County Human Services Department and RUSD with the Truancy Abatement/School Engagement Program for 10 years. SHOR has extensive experience with and familiarity of the needs of the target population.

Knowledge of the City of Racine

SHOR has existed in Racine since 1971. All services and programs serve the City of Racine and require input from other Racine organizations to be successful. SHOR is in tune with the needs of youth and works closely with the local Continuum of Care, the Racine Unified School District, the Racine County Youth Council, Fight to End Exploitation, and the Racine Children's Mental Health Coalition. SHOR has a long history of stepping forward to provide for the unmet needs of Racine youth and provides an array of services for at-risk youth and families.