

Application: 0000000066

Zandra Hagberg - zhagberg@urbantriage.org
Violence Prevention Grant Program

Summary

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SECTION 1: GENERAL INFORMATION

Completed - Dec 20 2023

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Lead Name of Organization:

Urban Triage, Inc.

EIN:

843297905

Fiscal Agent (If Applicable)

(No response)

Organization Address:

2312 S Park St, Madison, WI 53713

Contact Person:

Brandi Grayson

Contact Email:

bgrayson@urbantriage.org

Contact Phone Number:

608-520-3062

Program Information

Program Name:

Supporting Healthy Youth

Total Amount Requested:

Violence Prevention Funds Request Limit: \$10,000 - \$80,000

Gun Violence Funds Request Limit: \$100,000 - \$210,000

\$ 80000

Priority Area

Roadmap Goal 2: Community Engagement : Programs that promote and support positive youth development frameworks

Please Select Service Area:

City of Madison

Estimated Percentage of Work time in Service Area:

**Total Must Equal 100%*

City of Madison:	100
Dane County:	(No response)

Brief Summary of your Program:

**150 Words Limit*

We aim to enhance the health and success of Black families through systematic, sustainable, equitable, and clinically sound health behavior and prevention strategies. Our dynamic programming is designed to systematically reduce and ultimately eliminate barriers such as inadequate education, lack of resources, and class and health disparities. We carry out our mission via transformative workgroups focused on trauma recovery, personal development, academic assistance, skill development, and job placement. Participants gain a profound understanding of racism, its extent, and how it is embodied and projected by individuals. Our program emphasizes the intrinsic power of individuals to transform themselves while challenging narratives and ideologies of racism. Funding will enable us to extend our programs to La Follette High and Capital High. Students will receive support during school hours and after school at our Youth Drop-in Center. Through experiential learning, students will earn credits.

SECTION 2: SCOPE OF PROPOSED WORK

Completed - Dec 20 2023

SECTION 2: SCOPE OF PROPOSED WORK

A. PROGRAM DESCRIPTION

Provide a detailed description of your proposed program that includes:

- 1. *Scope of the programs services and activities***
- 2. *Specific needs for services/activities this program addresses in the target community this program reaches***
- 3. *An explanation of how your program directly addresses the selected priority area***
- 4. *How health and racial equity will be incorporated into the proposed initiative***
- 5. *Relevant data, research, best practices and/or evidence based practices that inform the programs design***

Our proposal seeks to address violence prevention through a public health approach, focusing on the needs highlighted in A Roadmap to Reducing Violence. We concentrate on high school students who express a need for wellness and socio-emotional programming, arts and music opportunities, leadership development, and employment opportunities. The absence of these elements has been linked to problematic behaviors in social relationships, at home, and in school, such as poor attendance and performance. Two Madison-area high schools, which are the focus of this proposal, are in particularly challenging situations. Both schools cater to a large population of economically disadvantaged students. Moreover, anecdotal evidence suggests that 62% of Black students at Capital High do not attend school regularly. According to a study by the National Center for Education Statistics (NCES), violent incidents in Madison high schools have been increasing. Therefore, innovative strategies are needed to engage youth, decrease truancy, improve academic performance, and prevent violence.

Youth violence is a significant public health issue affecting millions of children and adolescents worldwide. In Madison and Dane County, it has increased significantly over recent years. Public Health of Madison and Dane County reported in February 2023 that youth represent approximately one-third of known violent crimes. Youth violence can lead to severe physical, emotional, and psychological harm, with long-lasting consequences. Research indicates that promoting positive youth development frameworks can help reduce the risk of youth violence. Our proposal addresses a critical need for young adults at La Follette High and Capital High and will target students at La Follette High and Capital High with the highest rates of absenteeism and academic challenges.

The program outlined in this proposal addresses Goal 2: Community Engagement. Since 2014, UT has built and delivered programs that engage, foster, develop, and strengthen vulnerable populations. Program activities are informed by best practices, empirical research, and youth outreach performed by UT. Our program achieves the goals of the Public Health approach through various means, including school-program partnerships, UT curriculum, wrap-around supports, academic support, artistic experiences, employment training, and placement. We will expand our transformative educational workgroup model to include access to mental health support.

Evidence-based models show that Black people thrive when they feel a strong sense of social connectedness and interpersonal relationships. When they feel connected, they show up differently, leading to employment stability, housing stability, and improved interpersonal relationships. Research has found that social connectedness considerably reduces violent crimes.

We'll leverage relationships with partners in MMSD - restorative justice coordinators, principals at both schools, and transportation. The partners will act as liaisons, facilitating connections between students and UT. Liaisons will identify and recommend students to our program. For each potential enrollee, the liaisons will complete a short questionnaire detailing demographic information, reasons for referral, why the student would be a good fit, and their strengths and weaknesses as potential candidates. Students will be accepted on a first-come-first-serve basis. Upon enrollment in the program, students will complete an intake form that includes an assessment of their social-emotional learning competency and an evaluation of their sense of belonging, connection, and attachment to the community and school. To help evaluate our program, students will be evaluated at the program's midpoint and end on the same assessment criteria.

For Gun Violence Hospital Intervention Applicants Only

If you are applying in response to the Hospital Based Intervention, please provide an explanation of your organization current relationship with area hospitals and plans for coordinating programming with areas hospitals through your proposed program.

N/A

B. SERVICE AREA AND TARGET POPULATION

Provide an estimate of the number of participants populations to be served in the areas below:

City of Madison	30
Dane County (Excluding Madison Numbers)	0

Provide an explanation of the service area and population your program will serve include:

- *Details about the targeted geographic area and the population this program seeks to serve*
- *How you will ensure that all the activities conducted are culturally relevant to the populations you serve*
- *How you language access will be ensured for your program*

This program will recruit 30 students at La Follette High and Capital High in the Madison Metropolitan School District (MMSD); 15 students at each high school. These populations were selected because of the impending transition to adulthood and their likelihood of using/needing Urban Triage's (UT) wrap-around services (e.g., employment, housing support, therapy, and advocacy in navigating systems). It will also offer transportation to our drop-in centers from schools. We'll provide snacks, dinner, literacy support, and the HHBE version of our workgroup curriculum.

In preparing this proposal, we sought input from partners at both schools. In our discussions, we found that unlike students at comprehensive high schools in Madison, Capitol High students have never been offered any after-school programming. Students at Capitol High have shared with us and the staff that they don't have anywhere to go after school. If they go back to their comprehensive high school, they often find themselves in conflict. Capital High Principal Victor Chukwudebe has told us that our program would fill a gap and create belonging. Additionally, students at Capitol High can earn up to five credits toward graduation by participating in experiential learning programs and earn work & learn credits which our program is designed to meet.

While La Follette does have after-school programming, staff, and students have expressed the need for culturally specific programming and support during school hours. Toren Young, the restorative justice coordinator at La Follette, shared that Black and Brown students at La Follette High desire to be a part of something but don't feel like they fit in and don't desire to do sports or dance. They also don't feel free to be them or comfortable with the after-school programming offered.

The students we intend to serve will likely be English-speaking. However, our program facilitators, who are Black and Afro-Latinx, can relate to students because they share the same cultural upbringing and have likely faced similar challenges (facilitators are Madison-born or have lived here over the last 20 years). Our programs remain relevant and culturally situated in the populations we serve - primarily minoritized residents of Dane County.

Using the table below, describe implementation plan and timeline for the program (Complete at least 3)

	Estimated Benchmark Date (Month, Year)	Key Staff (Name and Title)	Milestone (Program development phase completed)
A.	February 15, 2024	Kimia Waller, Program Coordinator	Outreach and engagement begins with MMSD
B.	March 1, 2024	Kimi Waller and Sha'rroun Mitchell Support Staff	In school supports begin during lunchtime
C.	April 1, 2024	Deneria Morris, Program Support Staff	Drop-in center support begins. On Mondays and Thursdays. With every other Friday an evening field trip
D.	May 1, 2024	Brandi Grayson, CEO and All Staff	Program is fully functioning
E.	June 2024	All Staff	Program Continues through the summer/additional funding will be needed
F.			
G.			

C. IMPLEMENTATION

Describe your organization experience implementing community-based programs that specifically focus on using violence prevention and intervention methods to reduce violence activities and improve safety

Urban Triage (UT) has been actively involved in implementing community-based programs that target violence prevention and intervention methods to reduce activities and improve safety. Our evidence-based practices have been proven to be effective in reducing violence and promoting a safer environment for young people. Including community engagement and outreach, trauma recovery, and personal development. We have provided workgroups to adults and youth since 2018, and have been advocates for those most vulnerable in Madison, Dane County, and across the state for more than ten years. Our transformative workgroups provide youth with the tools, skills, and space to explore their character, feelings, motives, and desires, which has proven to help with trauma recovery, emotional healing, and personal development. Our workgroups utilize the framework of Dr. Joy DeGruy's Post Traumatic Slave Syndrome to examine the seemingly insurmountable obstacles Black youth face due to racism. Dr. Joy DeGruy's model focuses on the good and bad adaptive behaviors people develop to survive and thrive in racist, inequitable systems. Our workgroups facilitate reflection and evaluation of behaviors to determine if those habits are valuable and to help participants replace maladaptive, unproductive behaviors with habits and behaviors that lead to empowerment and self-efficacy; thus, reducing violence and increasing safety.

At UT, we employ the people we serve. Many of our employees first engaged with us as a recipient of our services, so they understand first-hand the challenges the youth we serve face. Our employees must complete one of our workgroups as a condition of employment. This means everyone on our team actively models ongoing personal transformation and healing.

A key aspect of our commitment to racial equity is providing direct assistance to the people we serve on an as-needed basis. As an official partner with Dane County and the City of Madison, we have processed more than \$20.5 million in direct assistance since 2020. We developed and implemented the program in 3 months. We provided standard operational procedures and checklists for all agencies to utilize. Through our partnerships, we have gained valuable expertise in administering multifaceted and complex programming. We have a standard criterion for eligibility, an application process, an internal audit process for case management and files, policy manuals, FAQs for staff, a resource list, and legal agreements.

For the last decade, we've advocated for and provided support services to Madison and Dane County's most vulnerable. We've developed extensive social capital, earned the trust of our community, and built deep relationships with institutions in Madison so that we can meet people where they're at and empower them to change their circumstances. Our relationships create direct access points within institutions for supporting community members.

D. PROGRAM OBJECTIVES AND EVALUATION

Provide 3-4 objectives for your program that connect both to measuring the success of program activities, as well as to the progress towards addressing the selected Roadmap Objective

Objectives should us the SMART approach:

- *Specific: includes the “who”, “what”, and “where”*
- *Measurable: focuses on “how much” change is expected*
- *Achievable: realistic given program resources and planned implementation*
- *Relevant: relates directly to program/activity goals*
- *Time-bound: focuses on “when” the objective will be achieved*

	Describe Objective	Evaluation Tool (i.e. client surveys, program hours or number of individuals reached)	Outcome (i.e. # of individuals reached, % of positive feedback from surveys)
Objective 1	Engage and support young people ages 14-18 who have been disconnected from school and workforce to support skill development and reconnection to educational and employment opportunities	To measure this outcome objective, we will use self-assessment surveys and facilitator assessment surveys (pre, during, and post). In addition, we will provide family assessments (pre and post).	30 youth engaged and supported 74% will experience an increase in confidence skills, 72% will experience an increase in self-esteem, and 80% will experience an increase in hope for the future
Objective 2	Work in partnership with Prodigal and other employers to increase job opportunities, on-the-job training and retention strategies for youth, with consideration of youth from undocumented families and youth formerly engaged in the justice system	To measure this outcome objective, we will use client surveys and other data to measure the number of people referred, enrolled, and who complete the program.	We employ 15 youth from June – December 2024. 80% Graduate 75% Find a job in construction or another field that's connected with their training 75% Experience economic stability
Objective 3	Social-emotional competency and enhanced life skills	To measure this outcome objective, we will use self-assessment surveys and facilitator assessment surveys (pre, during, and	Targeted #: 22 Targeted %: 73% Our goal is for 73 percent of our program participants

post). In addition, we will provide family assessments (pre and post).

Some of the measurements will be as follows:

Self-Awareness: the youth and parent's ability to understand their strengths and limitations.

Self-Management: the youth and parent's ability to control their emotions, actions and complete tasks in new or challenging situations.

Social-Awareness: the youth and parent's ability to empathize with those around them.

Relationship Skills: the youth and parent's ability to consistently make socially acceptable decisions that build positive connections with others.

Goal-Directed Behavior: the youth and parent's ability to complete tasks of varying difficulty.

Personal Responsibility: the youth and parent's ability to be careful about their actions and contribute to group activities.

Decision Making: how the youth and parents solve a problem that involves learning from various sources and accepting responsibility for their

to score higher on their self-assessments at the end of the program than when they started.

		<p>actions.</p> <p>Optimistic Thinking: the youth and parents' attitude of confidence and positive thinking regarding themselves and others</p>	
Objective 4	Sense of belonging to community and/or school	<p>To measure sense of belonging, we will use the Sense of Belonging Instrument (SOBI), which is a 27-item, self-report instrument consisting of two separately scored scales, SOBI-P (psychological state) and SOBI-A (antecedents). We will use this instrument to develop the pre-, mid-, and post-program assessment surveys for the youth and facilitators and pre and post-program for the families.</p> <p>Some of the measurements will include questions related to these 27 items:</p> <p>wonder if I fit not sure if I fit with friends describe myself as a misfit people accept me piece of a jigsaw puzzle what I offer is valued feel like an outsider have no place in this world I could disappear for days mainstream of society observe life rather than participate few people would come to my funeral feel like a square peg I don't fit</p>	<p>Targeted #: 22 Targeted %: 73%</p> <p>Our goal is for 80 percent of our program participants to score higher on their self-assessments at the end of the program than when they started.</p>

		background and experiences are different not see or call friends feel left out not valued or important important to be valued by others have felt valued in the past important that I fit I have qualities working on fitting in want to be part of things important that my opinions are valued others recognize strengths make myself fit	
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E. PARTNERSHIPS AND COLLABORATION

Provide a detailed description of your proposed program that includes:

- 1. Describe how your organization is plans to partner with the Madison Dane County Prevention Coalition to support program implementation when possible**
- 2. Provide information on how your organization will meaningfully collaborate with other organizations in Madison and Dane County.**

Our organization has been working with the Intervention and Healing Committee, headed by Randy Molina. We are working to discuss clients, strategies, needs, opportunities for collaboration and action, and funding priorities.

Collaboration is what we do as an organization. We pride ourselves on working with other agencies and creating direct

access points and referral processes to meet the needs of our clients. We also pride ourselves on being present and showing up. Any meetings that Public Health hosts for collaborations, conversations, discussions, and strategies we have attended all, except maybe one, and we plan to attend any and all future meetings hosted by Public Health, whether it's our CEO, Marketing Director, Outreach Coordinator, or Youth Program Manager, we will be sure to be present. We pride ourselves on building and being present in committees as it relates to our community.

We're committed to broadening our partnerships with organizations within the Intervention and Healing Committee and beyond. One of our strategies includes clarifying how SHY can support other agencies and how they can support us and creating an MOU for each partnership. The partnership will include sharing knowledge regarding families (with the release of information) and resources, direct access points for our participants within other agencies, and vice versa, and prioritizing families and youth referred by partner organizations. Responsibility of partnership agencies will include clear communication, transparency, integrity in what is being communicated and what can be developed, making referrals to us, taking our referrals, and following up. And last and not least— partnership organizations expect to be active advocates of and for Supporting Healthy Black Youth and Families.

In addition to the partners listed in the table below, we will partner with Cle Gray at Prodigal System to provide job training. Prodigal System Academy will provide training to interested students as part of our partnership to introduce construction to youth who may not otherwise have an opportunity to enter the trade. Students will be paid \$20 per hour. By completing this program, students will be able to earn a construction license and a certification in construction, as well as earn work credits. Transportation will also be provided to the work site. We do not have an MOU yet, but we are working on it. We will also be partnering with Second Harvest Food Bank through MMSD to provide food and snacks for the program. Laura Glaub, MMSD Social Work Support, has an

existing MOU with MMSD that outlines Second Harvest's commitment to providing food and snacks for many programs, including this after school program with Capitol High and La Follette High Schools.

Please complete this table below if your program will include collaboration with community partners

	Partner Organization	Contact Person	Signed MOU?	Role and Responsibility
Community Partner #1	MMSD	Laura Glaub, MMSD Social Work Support	Yes	recruits participants, provides support staff, provides transportation, and provides snacks. The principal of Capitol High is and will be hands-on in the implementation of the program, in addition to the Restorative Justice Coordinators at LaFollette High School.
Community Partner #2	Healing Our Hearts	Felica Turner-Walton	Yes	As-needed grief counseling services, by referral
Community Partner #3	Our Generations	Ruchita Ervin	Yes	Group Therapy, Individual Counseling, and Psychoeducation

F. SUSTAINABILITY