

Application: 0000000029

Samantha Clausen-Ruppert - sclausenruppert@ywcamadison.org
Violence Prevention Grant Program

Summary

ID: 0000000029

Last submitted: Jun 2 2023 02:26 PM (CDT)

SECTION 1: GENERAL INFORMATION

Completed - Jun 2 2023

SECTION 1: GENERAL INFORMATION

Lead Name of Organization

YWCA Madison, Inc.

Fiscal Agent (If Applicable)

(No response)

Unique Entity ID (UEI):

T5DBX42DJHU3

US CAGE Code (If UEI cannot be provided):

(No response)

Organization Address:

101 E. Mifflin Street

Contact Person:

Samantha Clausen-Ruppert

Contact Email:

sclausenruppert@ywcamadison.org

Contact Phone Number:

608-395-2179

Program Information

Program Name:

Restorative Justice Practices in Schools, Communities, and Relationships

Total Amount Requested:

**Limit \$10,000 - \$80,000*

\$ 79,542

Roadmap Goal and Objective

Goal 3: Foster Strong Neighborhoods: Promote connections to cultural identity to advance individual and community connection and resilience; and/or directly for the purpose of social development for juvenile offenders

Please Select Service Area:

Both

Estimated Percentage of Work time in Service Area:

**Total Must Equal 100%*

| | |
|------------------|----|
| City of Madison: | 95 |
| Dane County: | 5 |

Brief Summary of your Program:

**150 Words Limit*

YWCA Madison works in Dane County middle schools, community centers, and with cross-sector stakeholders including Dane County Human Services, Law Enforcement, and Municipal Courts to implement Restorative Justice philosophy which addresses violence and harm caused to/by youth with practices centered in relationships, healing, cultural affirmation, and accountability. We disrupt the pipeline to the criminal justice system and the cycle of violence for youth with a two pronged approach: 1) we encourage positive relationships and lessen the contact between young people and law enforcement/court by providing Restorative Justice education and consultation to young people, community members, families, and youth serving organizations and 2) for young people who have law enforcement contact, we manage a diversion program which receives referrals from law enforcement for young people (12 - 17 yrs old) alleged to have violated a non traffic, municipal ordinance in the City of Madison, Middleton, Sun Prairie, and Cross Plains.

SECTION 2: SCOPE OF PROPOSED WORK

Completed - Jun 1 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 Roadmap Objective***
- 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***

YWCA Madison is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all. In alignment with this mission, we provide Restorative Justice practices in a variety of schools and community based settings, in collaboration with diverse stakeholders and systems, to attend to harm and violence caused to and by youth and disrupt inequitable racial outcomes related to school discipline and the pipeline to the criminal justice system for youth of color and those with marginalized identities with a two pronged approach. On the front end, we encourage culturally affirming, positive relationships and behaviors to lessen the contact between young people and law enforcement/court by providing Restorative Justice education and consultation in schools, community members, families, and youth serving organizations and on the back end, for young people who have law enforcement contact, we manage a diversion program which receives referrals from law enforcement for youth (12 - 17 yrs old) alleged to have been alleged to have violated a municipal ordinance in the City of Madison, Middleton, and Cross Plains. We also receive referrals from Sun Prairie Law Enforcement/Court which are redirected to our sub contracting partners at Briarpatch Youth Services. The most common offenses for which we receive referrals involve physical violence including disorderly conduct and battery. Annually, we provide services to over 1,300 youth through these activities.

The Justice Research and Statistics Association published a brief in December 2020 detailing the evidence base of the effectiveness of Restorative Justice practices. It should be noted that Restorative Justice is an indigenous philosophy which has been utilized in communities for centuries before colonization, the development of the law enforcement and juvenile justice systems, and the recent proliferation of the practice in these modern system settings. Even within the Restorative Justice field there are varying practices and methods of implementation which are under continuous critique. However, studies show reduced recidivism among juvenile offenders (compared to youth who did not participate in a Restorative Justice practice for similar offenses); increased levels of satisfaction for victims of violence and crime compared to those who participated in the traditional justice system; Restorative Justice practices produced "eight times more benefit in costs of crimes prevented than the cost of delivering restorative justice".

Through the implementation of Restorative Justice practices - which we intentionally target to support young

people of color as they navigate school and community spaces - we co-create space and introduce skills which work to build trusting relationships and a culture of care among young people and the people in their lives (peers, staff, family, and community members). Our offerings are designed to prevent violence and facilitate accountability and healing when violence and harm occurs. Our work clearly aligns with the “Road Map” which emphasizes bringing “together residents and community stakeholders – including government – to develop trust and working relationships, and support resident leadership”. Through Restorative Justice, we can develop solutions to address systemic challenges in neighborhoods, community centers, schools, and within our relationships.

(Justice Research and Statistics Association, December 2022: “Research of Restorative Justice Practices” via: <https://www.jrsa.org/pubs/factsheets/jrsa-research-brief-restorative-justice.pdf>)

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 | 2000 (youth in schools, community centers, law enforcement referrals, and adults through trainings) |
| Dane County (Excluding Madison Numbers) | 100 (youth in schools, community centers, law enforcement referrals, and adults through trainings) |

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*

YWCA Madison provides Restorative Justice practices..

In schools: Black Hawk, Cherokee Heights, and Wright Middle Schools & Monona Grove Liberal Arts Charter School for the 21st Century. We also partner with I am We Global Village to support Restorative Justice practices in the Middleton-Cross Plains School District.

In community centers: Meadowood Neighborhood Center and Kennedy Heights Community Center.

Through municipal diversion/law enforcement referrals from: Madison, Cross Plains, and Middleton Police Departments & Municipal Courts. (Sun Prairie referrals redirected to sub contacting partner, Briarpatch Youth Services). With services provided at community based locations: Elver Park Neighborhood Center, Middleton Library, and Warner Park Community Recreation Center.

Our curriculum, provided in schools and at each community based setting, includes education and participation in the Circle Process (best practice for shared vulnerability, empathetic listening, and community building); and discussions on social justice topics, arts and culture, youth experiences, and other topics the youth feel are appropriate. Although the club is targeted towards young people, we encourage the adults at the schools & centers to engage in the circles frequently. This gives staff the opportunity to authentically listen to the youth, learn about their experiences at school, home, or at the center and have the opportunity to relate and offer perspective, affirmation, and support. Similarly, when adults participate in Circle, they are able to share aspects of themselves that youth may otherwise not know or see. We aim to let the conversations be youth-led which helps the community to practice open communication, vulnerability, and conflict resolution.

Our offerings have been tried in schools for a number of years and is the culmination of our experiences working in collaboration with youth with marginalized identities. Our team of practitioners is intentionally diverse racially, ethnically, by age, gender expression, and abilities. Our team includes people who are immigrants, people who speak languages other than English, people who are Native/Indigenous, parents and caretakers, people living in multi-generational homes, people impacted by the criminal justice system, people with backgrounds in the arts, and so much more. We are a part of the communities whose identities are marginalized and oppressed in the dominant culture. Our team members have deep experience and practice within schools and youth-serving work. In general,

the majority of people we serve speak English or Spanish, and our team includes staff members who are native speakers of both languages.

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. | August, 2023 through July, 2024 | Eugenia Highland Granados, RJ Director Kiana Burnette, RJ Community Manager Mya Williams, RJ Community Coordinator | Sustaining of weekly programming and consultation at Community Center Sites |
| B. | August, 2023 through July, 2024 | Eugenia Highland Granados, RJ Director Kiana Burnette, RJ Community Manager Asly Warren, Bilingual RJ Community Coordinator | Sustaining municipal diversion/ law enforcement referral processes |
| C. | September, 2023 through July, 2024 | Eugenia Highland Granados, RJ Director Bill Baldon, RJ Schools Manager Shirin Kestin, RJ Schools Coordinator Nia Judah, RJ Schools Coordinator + 1 TBD RJ Schools Coordinator | Sustaining school based RJ partnerships, begin school year implementation |
| D. | | | |
| E. | | | |
| 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

Since 2010, YWCA Madison has supported school wide implementation of Restorative Justice models in a variety of Madison and other Dane County schools. Through our work in schools we provide full time Restorative Justice coordinator who works directly with school leadership to provide a Restorative Justice class/club, support teachers to utilize restorative practices in their classrooms to build cultures of caring communities, facilitate Restorative Justice circles to repair harm and encourage accountability, and provide consultation and professional development to guide the school toward Restorative Justice practices instead of using punitive and exclusionary practices which often are rooted and lead to racist and ableist outcomes and perpetuate cycles of harm and violence.

Additionally, since 2014, YWCA Madison has been in partnership with Madison Metropolitan Police Department, Dane County Human Services, Madison Municipal Court, and Briarpatch Youth Services (also, the now defunct Dane County Timebank/Flywheel Skill Share) to facilitate a municipal diversion process for all young people aged 12-17 years old in Madison and Sun Prairie. In recent years, we have expanded municipal diversion to Middleton and Cross Plains. Through the resolution (RES-21-00224 “Endorsing all aspects of the restorative justice program”) passed by the Madison Common Council in 2021, this Restorative Justice process is the first option for young people who were alleged to have violated a Madison Municipal Ordinance instead of being issued a ticket (which was previously held in abeyance if youth opted in and completed RJ), attending municipal court, and potentially receiving fines/fees related to the infraction. We provide intake, a pre-conference, and a circle process where our coordinators center the youth’s story, experiences, and needs related to harm that occurred. Youth are encouraged to bring trusted members of their lives to support their process and to develop an agreement about what steps will be taken to address any harm caused by and/or to the youth and what is needed to bring accountability to the situation without relying on violence. Our coordinators support this entire process and check in on the youth’s progress in completing their agreements.

In 2022, we expanded our community based work to include preventative, community building activities at local community centers which serve zip codes that have historically high rates of violence, crime and related Black/white racial disparities. In 2023, we have expanded our community based work to include Kennedy Heights Community Center, and we look forward to building similar opportunities at our newly purchased Empowerment Center at 2040 S. Park Street this summer.

We also facilitate “Restorative Parenting” events at community sites to encourage healing practices within families. We have provided this opportunity with a Spanish speaking Latine Family Group in Middleton, facilitated a similar offering at our 2022 Racial Justice Summit, and through an opportunity for parents connected to Freedom Inc. In these sessions, we hold space to dialogue about the importance of bringing healing to our homes and in our

everyday family interactions, which includes practices to dismantle punitive/violent mindsets and behaviors with youth and each other. We co-create practices to encourage cycles of healing for the benefit of the future generations. Families are exposed to non-violent communication techniques, ways to be mindful and manage feelings, and how to utilize shared vulnerability to connect with their children.

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 | Youth referred through municipal diversion will successfully complete their Circle agreement to repair harm & conflict. | Program records of completion | 85% of youth will successfully complete the process. |
| Objective 2 | Youth engaged in community based programming feel a sense of belonging and cultural affirmation. | Through regular survey | 85% of youth will report positive feelings of belonging and affirmation at their community based site after RJ implementation. |
| Objective 3 | Parents/caregivers who attend Restorative Parenting will receive non-violent/ peace keeping tools and skills to utilize in their families. | Through post-session survey | 85% of parents/caregivers will positively report that they have received such skills and tools. |
| Objective 4 | | | |

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.***

YWCA Madison's Restorative Justice Community Manager, Kiana Burnette, participated in the development of Public Health Madison Dane County's development of the "Roadmap to Reducing Violence" as a community partner, and we look forward to continuing our engagement to guide the ongoing implementation of violence prevention efforts through the Madison Dane County Prevention Coalition. We desire the support of the coalition to encourage the utilization of Restorative Justice as a diversion mechanism for youth municipal ordinance offenses and as a practice within community centers across the County.

YWCA Madison's Restorative Justice work is done in community with partners including: Briarpatch Youth Services (who is a sub-contractor for municipal diversion in Sun Prairie); Madison Metropolitan School District and partnership middle schools; Monona Grove School District and MG21; I am We Global Village (YWCA Madison is a sub contractor to support RJ implementation within Middleton-Cross Plains School District); Dane County Department of Human Services (contract holder for all Dane County municipal referral processes); Municipal Courts and Police Departments in Madison, Middleton, and Cross Plains; Meadowood Neighborhood Center; Kennedy Heights Community Center.

The table in this application does not provide adequate space to list all of our partners. We have attached our contracts and MOUs (some of which are in the renewal process and therefore unsigned copies are included)

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 | Dane County Department of Human Services | Andre Johnson, Youth Justice Manager | Yes | Coordinates the administration of youth referrals from law enforcement/courts to YWCA Madison |
| Community Partner #2 | Madison Metropolitan School District | Provides access and supports school wide implementation of RJ practices at partnership schools | Yes | Leia Esser, Executive Director of Student & Staff Supports |
| Community Partner #3 | Monona Grove / MG21 | Rebecca Fox, Executive Director, Teacher/Advisor | Yes | Receives consultation and training to support school wide implementation of RJ practices at MG21 |

F. SUSTAINABILITY