



Minutes Tempe Family Justice Commission March 20, 2018

Minutes of the TEMPE FAMILY JUSTICE COMMISSION held on Tuesday, March 20, 6:00 p.m., at the Tempe, Public Library, 2nd Floor Board Room 3500 S. Rural Road, Tempe, Arizona.

(MEMBERS) Present:

Karyn Lathan, Chair
Margaret “Peggy” Tinsley, Vice-Chair
Angel Carbajal
JoAnne Del-Colle
Ilene Dode
Patrick Foster
Judith Homer
Beatrice “Bunny” Kastenbaum
Mary O’Grady

(MEMBERS) Absent:

Jill Oliver
Kristen Scharlau

City Staff Present:

Melissa Placencia, Administrative Assistant

Guest Present:

Bryan Campbell, Student

Agenda Item 1 – Call to Order

Chair Karyn Lathan called the meeting to order at 6:10 p.m.

Agenda Item 2 - Attendance

Agenda Item 3 – Public Appearances

Agenda Item 4 – Review and Approval of February 20, 2018 Minutes – (Motion Required)

MOTION: Vice-Chair Margaret “Peggy” Tinsley moved to APPROVE the minutes

SECOND: Motion Seconded by Commission Member Beatrice “Bunny” Kastenbaum

DECISION: Minutes unanimously APPROVED

Agenda Item 5 – Chair Remarks

Chair Karyn Lathan noted that JoAnne Del-Colle has resigned her position on the Commission. Applicants are encouraged to apply for the at-large position. According to the ordinance, “at-large” is defined as a member who resides, works, or attends school within the City of Tempe. Melissa Placencia – Administrative Assistant stated there are currently 14 active applications that meet this criteria on file with the City Clerk’s office. Chair Karyn Lathan would like to review the applications by March 30, 2018.

Agenda Item 6 – Review and Approval of Proposal to Establish Sustainable Funding to Support Tempe Family Justice Commission Strategic Plan Action Items ([attachment](#))

Commission Member Peggy Tinsely gave a brief overview of edits that were made based on the feedback from the February 20, 2018 meeting. Commission Member Patrick Foster suggested specifying “child sexual assault crimes” in paragraph II; Commission Member Angel Carbajal agreed. Commission Member Ilene Dode noted the Commission would need additional funding for promoting awareness. Angel recommended editing “marketing” to “raise awareness and increase reporting” and suggested reformatting to paragraphs rather than an outline. If approved, funds would be a city managed account. Commission Member Beatrice “Bunny” Kastenbaum added referencing the 2017 Boards & Commission Annual Report to show the Commission’s progress. Peggy will email the finalized version to Melissa to distribute to the Commission

MOTION: Commission Member Ilene Dode moved to APPROVE the Proposal to Establish Sustainable Funding to Support Tempe Family Justice Commission Strategic Plan Action Items as edited

SECOND: Motion Seconded by Commission Member Mary O’Grady

DECISION: Proposal unanimously APPROVED

Agenda Item 7 – Discuss Innovation Grant Proposals ([attachment](#))

Melissa gave a brief overview of the Innovation Grant Proposal from the Tempe Re-Entry Assistance Program (REAP) Committee. The Commission was asked to review and provide feedback. Mayor & Council asked for Commissions to weigh in on the Innovation submissions that are related to their scope of commission work. After reviewing the proposal, the Commission raised additional specifics/logistics and requested a 5-10-minute presentation from the Committee at the April Commission meeting prior to providing feedback. The Commission noted they are fully supportive of the proposal.

MOTION: Vice Chair Margaret “Peggy” Tinsley moved to table this agenda item to the April Family Justice Commission meeting

SECOND: Motion Seconded by Commission Member Angel Carbajal

DECISION: Motion unanimously APPROVED

Agenda Item 8 – Discuss Mechanisms to Increase Reporting of Childhood Sexual Assault Crimes

Chair Karyn Lathan shared a personal experience where school administration did not address a report with her grandchild. She suggested the Commission go out to schools to discuss and provide awareness of Adverse Childhood Experiences (ACEs). Commission Member Patrick Foster expressed concerns over the low reporting of sexual misconduct with a minor and molestation cases. Angel stated, “everyone does not understand ACEs however they do understand the duty to report.” School resource officers have a lot of interaction and communication with school administrators and teachers and Angel has not seen school’s “be shy about reporting.” Angel feels outreach needs to go beyond schools and the Commission needs to educate families to encourage reporting through social media public service announcements. Mr. Campbell suggested the Commission explore sponsorship ads through Facebook and Instagram.

The Commission discussed presenting to school boards on an awareness campaign. Melissa will email a calendar of Board Meetings for the three school districts (Kyrene Elementary, Tempe Elementary, and Tempe Union High School District). Angel wished to table the presentation discussion until a full Commission is present.

The Commission requested a Social Media discussion at next month's meeting.

Agenda Item 9 – Police Department Update

Angel will provide an update on crime numbers at the next Commission meeting.

There is currently an undercover operation related to sexual misconduct with minors, three individuals have been arrested. The operation will run for "several more hours."

Patrick noted the Arizona State University Police Department will be highlighted at the Violence Against Women (VAWI) conference in Chicago.

Agenda Item 10 – CARE7 Update

No update provided

Agenda Item 11 – Strategic Plan Review and Discussion

MOTION: Vice Chair Margaret "Peggy" Tinsley moved to table this agenda item to the April Family Justice Commission meeting

SECOND: Motion Seconded by Commission Member Angel Carbajal

DECISION: Motion unanimously APPROVED

Agenda Item 12 – Future Agenda Items – ~~April 17, 2018~~ May 15, 2018

- Social Media Presence
- Review and Discuss Strategic Plan
- Police Department Update
- CARE7 Update

Agenda Item 13 – Adjournment

MOTION: Commission Member Beatrice "Bunny" Kastenbaum moved to adjourn the meeting

SECOND: Motion Seconded by Commission Member Judith Homer

DECISION: Meeting adjourned at 8:01 p.m.

Next meeting will be on ~~April 17, 2018~~ May 15, 2018

Minutes Prepared by: Melissa Placencia

Reviewed by: Paul Bentley

Karyn Lathan, Chair

MEMORANDUM

TO: Tempe City Council
FROM: Family Justice Commission
DATE:



SUBJECT: REQUEST FOR APPROVAL OF PROPOSAL FOR FUNDS FOR FAMILY JUSTICE COMMISSION FOR STUDY OF FAMILY ADVOCACY CENTER

- I. The Family Justice Commission, under its charter established by the City Council, proposes that the City of Tempe increase both services available to victims of domestic violence and sexual assault, specifically by encouraging the founding of a Tempe Family Advocacy Center, and increase the public awareness of services already available and additional services that may become available..
 - a. There is a long history of both domestic violence, including child abuse, and sexual assault being under-reported and as a result, those victims do not receive services that they need, that are available, and that could benefit them.
 - b. Public attention to these issues is increasing, as is public willingness to support services for victims of these crimes.
 - c. The City Council of Tempe has anticipated this issue by establishing the Family Justice Commission to address the needs of these underserved communities.
- II. A review of Tempe Police statistics (attached) suggests that either Tempe has remarkably few domestic violence and sexual assault cases, or, more likely, these crimes are underreported.
 - a. Underreporting can be the result of societally-imposed shame at being the victim of such an offense, of fear of losing a breadwinner in a household, and also because of not being aware of services that are available.
 - b. The Family Justice Commission wishes to make the services that are available currently through such Tempe programs as Care7 more widely known to the public in general and to victim communities in particular, and to encourage

victims to report and support the prosecution of crimes against them and their children without shame or fear of retribution.

- III. The Family Justice Commission was created by the City Council to advise the council and assist city departments in promoting access to justice and safety for victims of crime, to facilitate access to wrap-around services and a multidisciplinary response for victims, to coordinate cross-training for police and healthcare providers, and to expand education and outreach to vulnerable populations. As a part of this mission, the Family Justice Commission feels it is necessary to increase public awareness of the resources available to victims of crime and to increase the city services that are available to victims..
- IV. The Family Justice Commission has presented to the City Council a proposal for a Family Advocacy Center which project is currently under consideration by the Council. That project would be a major step in services available to city residents who are the victims of crime.

The Family Justice Commission is now seeking funding in the amount of \$20,000 to:

- (1) Fund travel to other nationally-recognized advocacy centers to investigate the services they offer, their fund-raising methods, and their community-outreach operations. The FJC suggests a trip to either San Diego or Tennessee, both of which have well-respected advocacy centers, by Commission members, City Council members, and city staff. The FJC has previously visited three centers in Arizona (Mesa, Phoenix, and Amberlee's Place in Yuma) to gather information. In Yuma, for example, Amberlee's Place was funded in part by community support, and also used prisoner-trusty labor in construction, specifically using prisoners to paint murals in the facility which also aided in the rehabilitation of the prisoners. This travel would help to more fully inform the Council of the options possible in making a decision about the proposed center.
- (2) These funds could also be used to raise public awareness of these issues, of the need to report these crimes when they are committed, and of the services that are available in Tempe for victims.

- V. A FJC member would be happy to meet with City Council to discuss this request more fully.

DRAFT

MEMORANDUM



TO: Andrew Ching, City Manager
FROM: Tempe Re-Entry Assistance Program (REAP) Committee
TEAM: Robin Arredondo-Savage, Vice Mayor
Naomi Farrell, Human Services Director
Elizabeth Cling, Tempe Community Member
Paul Bentley, Deputy Human Services Director
DATE: February 12, 2018
SUBJECT: Innovation Grant Proposal-Tempe Re-Entry Assistance Program (REAP)

“The growing number of children with an incarcerated parent represents one of the most significant collateral consequences of the record prison population in the U.S.”¹

The Tempe Human Services Department, in collaboration with our community partners, is submitting the following Tempe Innovation Grant proposal to fund the creation and implementation of the Tempe Re-Entry Assistance Program (REAP).

What current challenges does the innovation project address?

Recidivism is a costly social challenge that impacts our entire society, interrupts the healthy development of our children and destabilizes families. This innovation project is aimed to address recidivism through the stabilization of the family unit during and post parental incarceration. Social services will be directly and purposefully provided holistically to the incarcerated parent and the child(ren) to which the parent is returning. This unique approach will address and support future generations and break the cycle of crime, poverty and the toxic stress associated with parental incarceration. According to the Bureau of Justice Statistics, approximately 68% of individuals experiencing incarceration are arrested for a new crime within three years after release and 77% within five years (2012). While incarceration holds accountable those convicted of crimes, children and families are often the innocent and invisible victims. Children and families are an overlooked population suffering injury through the loss of their loved one. The stigma and shame associated with incarceration generates barriers to accessing the services and supports needed to endure the separation and disruption of the family system. Reports show that more than 135,000 children in the state of Arizona have an incarcerated parent.² Parental incarceration produces instability in families and has serious long-term consequences on the physical and emotional health and development of children extending through adulthood. This extended separation can be detrimental to healthy attachment in early childhood and the formation of identity during adolescence, the two most critical stages of brain development. Antisocial behavior such as self-harm, substance use, bullying and promiscuity are prevalent among teens with incarcerated parents.²

¹ Bernstein, N., All Alone in the World, Children of the Incarcerate, 2005 ² Annie E. Casey Foundation, 2012.

² *From Prison to Home*. Eddy et.al., 2008. ⁴ Arizona Youth Survey, 2017

Approximately 20% of high school children in Arizona report having lived in a household where someone was incarcerated.⁴ This experience destabilizes families financially and creates fear and insecurity in every aspect of a child's life. Parental incarceration is considered an adverse childhood experience (ACE) and is associated with a myriad of symptoms including depression, eating disorders, anti-social behaviors and school drop-out. Parental incarceration is now understood to be a serious risk factor in the healthy development of children and adolescents. Further, the Trauma Informed Care literature has established that parental incarceration is a serious risk factor in the healthy development of children and adolescents.³

The seminal Adverse Childhood Experiences (ACEs) study conducted by the CDC and Kaiser Permanent provides the foundation for understanding the profound physiological effects of trauma or toxic stress in childhood, on all aspects of health and wellbeing throughout life. Trauma damages the body's natural stress response system and leaves the body vulnerable to a variety of health and social risk factors. The symptoms of trauma manifest in substance dependence, domestic violence, sexual assault, mental illness, disease and early death.⁴ The intention of trauma informed care is to create environments aware of and responsive to the needs of individuals experiencing toxic levels of stress and to improve coordination and collaboration across diverse sectors to best meet those needs. Inmates are released from detention every day without access to or an understanding of the resources and supports available to assist them as they transition back into their families and into their communities. This experience is extremely stressful for not only the individual but for their whole social network. Environments of safety and trust are critical to effective service delivery and successful participant outcomes. Trauma informed care promotes healing injured systems and buffers the impact of damaging stress in the lives of not only individuals experiencing incarceration and release, their children and families, but service providers as well.

Individuals experiencing incarceration are typically not considered a deserving population. Their children and families often bear the burden of this stigma and remain invisible in communities, ashamed to reach out for support and fearful of how they will be treated. The trauma and damaging stress associated with the ambiguous loss of a family member to incarceration is largely unrecognized or addressed. Consequently, the symptoms of stress or behaviors and unhealthy coping mechanisms connected with the trauma are often overlooked for their functionality. This leads to the disruption of healthy relationships with employers, schools, service providers, extended family and community supports. Individuals experiencing incarceration need trauma informed supports that leverage their inherent strengths and promote resilience. Additionally, their children, partners, families and entire support systems also need to have access to the tools and resources available to them in the community that are often difficult to access and navigate. According to the 2017 Community Needs Assessment conducted by Tempe Community Council, re-entry services were identified as being "seriously inadequate" by community members and professionals in the field of human and social services. This innovation project would start to help fill that gap.

What is the innovative solution?

This innovation grant will support the creation and delivery of a comprehensive, holistic, trauma-informed program for individuals experiencing incarceration, their children and support systems, strengthen families and reduce rates of recidivism among select inmates detained at Maricopa County

³ *From Prison to Home*. Eddy, Mark et al., 2001.

⁴ CDC, Adverse Childhood Experiences. Felitti VJ and Anda RF, 1998.

Sherriff's Office. Arizona has a variety of programs and services that support individuals and families post incarceration; however, accessing resources can be overwhelming particularly for individuals experiencing relentless stress and deep poverty. The program will deliver wrap around services and supports with a single point of contact modeled after best practices throughout the country. Program participation begins when an inmate who has children living in Tempe is admitted to Maricopa County Sheriff's Office MOSAIC program and concludes when participants feel secure in the connections they need to move forward. The program liaison will remove barriers to stable housing, employment opportunities, job skills training, financial literacy, access to mental health services, substance abuse and health care treatment, care giver support, mentorship and developmentally appropriate social/life skills training for children. Through a collective impact model, the program liaison will leverage the support of diverse, multi-sector community partnerships, build resilience among program participants and promote the long-term health and stability of the whole family and our Tempe community.

What is the program plan?

Tempe Re-Entry Assistance Program (REAP) is a three-year pilot program committed to the successful reintegration of individuals experiencing incarceration and their families. The program will provide intensive case management services to program participants and work with diverse community partners to ensure that the whole family has the supports and services they need both during the time of incarceration and upon reentry into the community. This program promotes resilience, strengthens the parent-child relationship, supports care-givers, educators and the whole community impacted by parental incarceration. Parents incarcerated at MCSO facilities with minor children living in Tempe qualify for participation in the program. Participants will be referred by staff at MCSO at the time of detention and will be screened by MOSAIC staff. MOSAIC is an existing substance abuse program for inmates in the Maricopa County jail system. The 7-week program addresses the root causes of substance abuse, teaching participants skills to deal with past trauma so they can remain sober and avoid behaviors that led to their incarceration. The broader goal is to reduce recidivism.⁵ This innovative pilot project will assist 10 families with intensive services and supports over a three-year period. When successful, the program will be folded into the duties of Community Supervision Services staff in Human Services.

Which Council Priorities and associated performance measures does this innovation project support?

This innovation project aligns with the vision of our Council by ensuring a safe and secure community, developing and maintaining strong community connections and enhancing quality of life. Greater specificity of each associated Council Priority and performance measures is provided below:

City Council Priority #1: Ensuring a safe and secure community through a commitment to public safety and justice.

5. Achieve ratings of "Very Satisfied" or "Satisfied" with the "Feeling of Safety in the City" greater than or equal to the national benchmark cities as measured in the Community Survey.

9. Achieve ratings of "No" for those who responded that in the last six months "a) they or anyone in their household has been personally attacked or personally threatened or had something stolen

⁵ MCSO News, 2017 <https://www.youtube.com/watch?v=wjDB1sSQIIE>

directly from anyone in their household; or, b) anyone broke in or attempted to break into their home by forcing a door or window” higher than or equal to the National Crime Victim Survey benchmark as measured in the Community Survey.

10. Achieve ratings of “Never” and “Rarely” for those who responded that they worry about “a) getting mugged; b) being burglarized when not there; c) being attacked or threatened with a weapon; d) having car stolen or broken into; or, e) being a victim of identity theft” greater than or equal to the Gallup Poll benchmark as measured in the Community Survey.

17. Achieve rates of those completing court ordered supervision programs and who reoffend in Tempe less than or equal to the average of other local agencies.

City Council Priority #2: Developing and maintaining a strong community connection by emphasizing the importance of open government, customer service and communication with community members.

No specific performance measures identified.

City Council Priority #3: Enhancing the quality of life for all Tempe residents and workers through investment in neighborhoods, parks, the arts, human services, and city amenities, with an emphasis on equity and diversity.

6. Achieve a kindergarten readiness rate of Tempe students meeting or exceeding the DIBELS Next Kindergarten Readiness' benchmark.

7. Achieve a rate for Tempe students of “Highly Proficient” or “Proficient” in 3rd Grade Reading greater than or equal to AZ Merit English Language Arts assessment.

8. Achieve a high school graduation rate of Tempe students who graduate in 4 years greater than or equal to the state average.

9. Achieve a rate of 65% for Tempe residents who have a post-secondary certificate, 2-year degree or 4-year degree by 2030.

What are the measurable goals and outcomes of Tempe REAP?

Goal #1: All children in Tempe live in stable families.

Outcome measure #1: 100% of parents and caregivers in the program are trained about brain development, toxic stress and protective factors by program completion (as evidenced by training logs and evaluations).

Outcome measure #2: 100% of individuals experiencing incarceration in the program will experience a decrease in feelings of stress by program completion. (As evidenced by a pre-post program survey on perceived levels of stress.)

Goal #2: Individuals experiencing incarceration are given the tools they need to live healthy productive lives.

Outcome measure #1: 100% of program participants are gainfully employed or actively participating in vocational training at program completion.

Outcome measure #2: 100% of program participants have no additional new criminal charges. (As evidenced by criminal record).

How will this program impact the City of Tempe Human Services Department?

This project will be managed within the Tempe Human Services Department. The requested part-time position and program implementation will be supervised within Community Supervision Services. Direct program oversight and coordination will be conducted by the newly established part-time social services coordinator.

How will this program be sustained?

Tempe Human Services is expert at building relationships and leveraging strong community partnerships and existing resources. Once the program has been fully implemented, and assuming the pilot program meets and/or exceeds the established performance measures, the program will be integrated into the day to day function of Community Supervision Services. The expectation is that the program will be sustainable, after implementation, within current staffing levels, expertise and oversight.

What is the budgetary request to implement Tempe REAP?

The program's only budgetary request is to fund a part-time temporary position (20 hours per week) equivalent to a Social Services Coordinator \$26.119712 hourly rate.

Title	Hourly Rate	Annual Hours	Annual Amount	FICA	Annual Total	3-Year Project Total
Social Services Coordinator	\$26.12	1,040	\$27,165	\$2,078	\$29,243	\$87,728