



Minutes Tempe Family Justice Commission April 2, 2018

Minutes of the TEMPE FAMILY JUSTICE COMMISSION held on Monday, April 2, 12:15 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 (telephonically)
Angel Carbajal (telephonically)
Ilene Dode
Judith Homer
Beatrice “Bunny” Kastenbaum (telephonically)
Jill Oliver
Kristen Scharlau

(MEMBERS) Absent:

Patrick Foster
Mary O’Grady

City Staff Present:

Paul Bentley, Human Services Deputy Director
Sylvia Moir, Tempe Police Chief (telephonically)
Brenda Buren, Assistant Police Chief (telephonically)
David Humble, Assistant Police Chief (telephonically)
Lori Robinson, Trauma Informed Care Trainer – CARE7
Melissa Placencia, Administrative Assistant II

Agenda Item 1 – Call to Order

Chair Karyn Lathan called the meeting to order at 12:17 p.m.

Agenda Item 2 - Attendance

Agenda Item 3 – Public Appearances

Agenda Item 4 – Discuss Innovation Grant Proposals – [\(attachment\)](#)

Lori Robinson gave a brief overview of the Tempe Re-Entry Assistance Program (REAP). REAP is a pilot program incentive to reduce recidivism through a trauma informed lens. Paul Bentley provided clarity on REAP, and he responded to questions presented by the Commission. Attached is the proposal presented to the Commission.

The following feedback was received from the Commission:

- The commission suggested setting a timeframe to achieve the outcome measures and decreasing the percentages.
- The commission asked if the number of families served could be increased.

Commission Member Angel Carbajal expressed his support for the proposal and feels the program will be a success.

MOTION: Commission Member Angel Carbajal moved to ACCEPT the innovation grant proposal provided.

SECOND: Motion Seconded by Vice-Chair Margaret "Peggy" Tinsely

DECISION: Innovation grant proposal unanimously ACCEPTED

Agenda Item 5 – Adjournment

MOTION: Commission Member Judith Homer moved to adjourn the meeting

SECOND: Motion Seconded by Commission Member Ilene Dode

DECISION: Meeting adjourned at 12:48 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: 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

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

development. Antisocial behavior such as self-harm, substance use, bullying and promiscuity are prevalent among teens with incarcerated parents.²

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.

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

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

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

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

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 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