

# **2019 TEMPE FAMILY JUSTICE COMMISSION**



## **STRATEGIC PLAN**

# INTRODUCTION



## GUEST SPEAKERS

Lauren Kuby, City of Tempe Councilmember

Athena Salman, Arizona House of Representatives

Christine Busch, Tempe Elementary Superintendent

Tracy Harvester, Tempe Elementary School District

Dr. Lisa Merrin, Tempe Union High School District

Chris Rossini, Mountain Park Health Center

Monica Castaneda, Glendale Community College

The City of Tempe's Family Justice Commission (FJC) met on July 19, 2018 to create its 2019 Strategic Plan. The overarching goal for the Commission was to concretely respond to the following focus question:

"In an ideal world and situation, how and what will the Family Justice Commission advise the City Council and assist city departments through its Powers and Duties?"

This full day event began with commission members receiving relevant information from guest speakers representing elected officials, education practitioners, and health providers. Each speaker provided an update on significant current events, policies, practices, and anticipated changes in their area of expertise.

To further support the commission's planning process, commission members clarified their powers and duties, as assigned by Mayor and Council. In other words, commission members gained consensus on the intent of each power and duty and its importance to the Commission.

As a result of this day's work, the Commission created thirteen specific and measurable accomplishments for 2019. These accomplishments span each of the Commission's assigned powers and duties relating to access, services, training, and outreach.

The Commission will utilize its monthly meetings in support of this planning process. During these meetings commission members will provide updates on their assigned accomplishments, seek greater clarity, and report success.

The specific work accomplished during the planning process on July 19, 2019, inclusive of accomplishment action plans, follow.

# TEMPE FAMILY JUSTICE COMMISSION MEMBERS

**ILENE DODE**  
AT-LARGE MEMBER

**PATRICK FOSTER**  
ASU  
FACULTY MEMBER

**KRISTEN SCHARLAU**  
CARE 7

**JUDITH HOMER**  
AT-LARGE MEMBER

**ANGEL CARBAJAL**  
TEMPE PD MEMBER

**MAYOR &  
COUNCIL**

**BEATRICE KASTENBAUM**  
HEALTH CARE  
PROVIDER

**PEGGY TINSLEY**  
LEGAL SERVICES  
MEMBER

**JILL OLIVER**  
ASU FACULTY  
MEMBER

**MARY O'GRADY**  
NONPROFIT  
MEMBER

**WILLIAM GRAHAM**  
AT-LARGE MEMBER

**KARYN LATHAN**  
AT-LARGE MEMBER

1. To advise the City Council & assist city departments on coordinating cross-training and multi-disciplinary tools to provide training opportunities



2. To advise the City Council & assist city departments in providing leadership and facilitating access to resources that will contribute to wrap-around services and a multi-disciplinary response for the victims and survivors (wrap-around services)



Responsibility for serving as advocates and liaisons between the community and council on Family Justice matters by identifying best practices and resources

Serve as a voice for the speechless and light pathways to community care

Identification of resource silos and steps towards comprehensive collaboration

The entire community should have the same understanding of trauma informed care

Recommend policies to City Council

Identify resource needs and gaps

Promote a healthier and safer Tempe through comprehensive solutions

Recommend a feasibility study of a Family Justice Center

3. To advise the City Council & assist city departments on coordinating cross-training and multi-disciplinary tools to provide training opportunities to criminal justice personnel and healthcare providers about educational initiatives and systems-based standards of practice that are critical to serving the victims of domestic and sexual violence and keeping them safe (training)



Help make our community safer for ALL residents

Increase the Council's awareness of the severity of issues

Recommend trauma informed training for all city employees

4. To advise the City Council & assist city departments on expanding education and outreach to vulnerable populations (outreach)



Provide more information on:

- domestic violence
- dating violence
- sexual assault
- stalking
- sex trafficking

Reduce victimization and harm through awareness of resources

Identify problems and related statistics

Increase awareness of resources

Acknowledge that females are overwhelmingly affected

Promote increased accountability and follow through

Identify stakeholders

Improve resource utilization

Support victim-centered approaches

# What is blocking us from accomplishing our assigned powers & duties?



## 1. ACCESS TO JUSTICE & SAFETY

- Victim blaming
- Victims often don't recognize they are victims
- Comprehensive fear of the topic
- Under-reporting
- Justice system inequities

## 2. WRAP-AROUND SERVICES

- Services are currently decentralized
- Punitive; punishment continues after jail (jobs, resources etc.)
- Competing Council priorities



## 3. TRAINING

- Knowing where to start for the impact
- Failure to understand reporting requirements
- Minimal attendance
- How we communicate - acceptance
- Dehumanization of those involved
- Appropriate training has not been identified
- Insufficient resources for grant writing

## 4. OUTREACH

- System for offenders is punitive, not restorative
- Poor communication
- Acceptance
  - Need to reach the target
  - Not a one size fits all program



# 1. ACCESS TO JUSTICE & SAFETY



1.1  
City Council Workgroup  
Family Justice Center



1.2  
Less fear/  
more reporting



## SUCCESS INDICATORS



Family Justice Center  
- All



City Council does trauma  
informed session



Staff workgroup (CIP)



Education/  
Outreach



Less fear/more reporting



EMS representation  
-First responder perspective  
-Build trust

What will be our specific measurable accomplishments for 2019?

## 2. WRAP-AROUND SERVICES

What will be our specific measurable accomplishments for 2019?



2.1

Tempe Fire Medical Rescue  
-FJC Liaison



2.2

Supporting next steps:  
Re-Entry Program



2.3

Trauma Informed  
Department Champions



2.4

Greater efficiency  
through collaboration



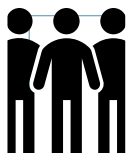
# SUCCESS INDICATORS



EMS;  
Identifies cases



A trauma informed city



Developed community  
partners

# 3. TRAINING

What will be our specific measurable accomplishments for 2019?



3.1

Simulation strategies for training related to trauma informed awareness



3.2

Outreach & training for justice, health, community and public officials



3.3

All departments use trauma informed care organizational assessment tool

- Supervisors trained to recognize and respond to traumatized staff



## SUCCESS INDICATORS



A Trauma Informed City



Departments incorporate Trauma Informed Care into their culture/activities

## 4. OUTREACH



4.1

Education & outreach



4.2

Outreach & training activities:  
Community members



4.3

Identify populations that are vulnerable to being victims and develop strategies to engage them



# SUCCESS INDICATORS



A Trauma Informed City



Less fear/more reporting

What will be our specific measurable accomplishments for 2019?