

RET ATTACHMENT 1

RSJI Spheres of Influence: Community and Stakeholder Engagement¹

1) Sphere 1: Community Organizations/Non-Profits/Practitioners

○ **Who**

- Andrea Brenneke—Restorative Justice Practitioner
- Centerstone—Andrea Caupain Sanderson—CEO
- Choose 180— Doug Wheeler—Founder, Executive Team and Board Member, Former Director of Zion Preparatory Academy; Sean Goode, Executive Director; Sarah Lewontin-- Executive Team and Board Member, Former Executive Director of Bellwether Housing; Donnie Griffin, Executive Team and Board Member
- Dominique Davis—Founder and Executive Director—Community Passageways; Consultant—Alternative Consulting One; Co-Founder—180 Program; Founder—Beyond 180
- Terrell Dorsey—President of Unleash the Brilliance and former 180 workshop staff
- Roger Kluck—Director of Projects for a Civil Society, local chapter for Alternatives to Violence Project
- Saroem Phoung—Circle Keeper, Founder and CEO of PointOneNorth Consulting
- Rainier Vista Boys & Girls Club—Marty Jackson
- Restorative Justice Circle of Restorative Justice Practitioners
- ROOTS (Rising out of the Shadows)—Kristine Scott, Executive Director
- Rob Strong—Speaker, Young Adult/Youth mentor—Choose 180 and Community Passageways
- Phillip Tavel—Defense attorney, former public defender, formerly presented for a course ran by Seattle Municipal Court
- Nina Triffleman—Restorative Justice Practitioner
- Urban Impact-- Steve Bury, Executive Director
- Urban League—Michelle Merriweather—Vice President; Augustine Cita—Workplace Development Director; Edward Howard, Participant Navigator; Kris Larsen
- Mahogany Villars— Program Manager; Suburban King County Coordinating Council on Gangs-Seattle, Center for Children and Youth Justice, Seattle LINC-Leadership, Intervention & Change
- YouthCare—Shoshana Wineburg

○ **Themes**

- Diversion does not work without community
- Diversion can't just be about systems

¹ Many of the individuals contacted during engagement could be identified under multiple spheres. i.e. When a person is associated with a non-profit but also does racial justice/community led organizing. Or when a person works for a government entity, but also has a non-profit working in the community, etc. So as not to be redundant and skew the themes by over emphasizing one engagement, we have chosen to identify each engagement under a single sphere. Furthermore, many individuals are/have been associated with multiple organizations, we have tried to honor self-identification.

- Importance of immediacy when referring to diversion. Lag times result in bad addresses and cell phone numbers changing which also can correlate to more racial disproportionately due to socioeconomic factors affecting address and phone number changes
- Importance of commitment to reducing racial disproportionality with diversion; crucial to evaluate outreach methods and not rely on just sending letter
- Important to have designated prosecutor to be able to quickly determine eligibility
- Importance of reaching youth before they have issues; outreach to schools
- Need for prevention and intervention activities
- Effect of gangs on youth
- Risk of becoming gang involved
- Value of giving young adults chance to keep off record because it is chance and privilege that has saved some of us from having records
- Systems are made up of people
- Need to sustain relationships with local agencies
- Is assessment just a hand off or is it someone to walk with
- Be aware of barriers preventing young adults from trusting (mandatory reporting laws, stigma)
- Need to be familiar with differences in the Homeless Young Adult population and how engagement practices may need to be changed in an effort to best reach them
- Need to connect the service provider, break silos to actually help
- Bring community partners to the workshop: services for homelessness, citizenship issues, driver's license, marijuana, credit/housing debt, expungement classes
- Need to address empathy, self-esteem, and trauma as part of diversion
- Scientific support for diversion includes looking at research around trauma informed care and Adverse Childhood Experience studies
- Experiential is more effective than lecture
- Eliminate/reduce incarceration
- Eliminate collateral consequences of criminal charge
- Recidivism rates are higher the longer a case is in the system
- People listen to those who have earned their stripes; staff should be people that have been through the system
- Key to good diversion is mind change
- Importance of community being involved in initial outreach to alleged victims in restorative justice circle cases
- Contracting with the City is burdensome. The City has very specific requirements such as high insurance limits that is difficult for small non-profit organizations.
- Importance of providing wrap around services: housing, mental health, chemical dependency, re-licensing, assisting with credit agencies
- Importance of wellness: life skills; job preparedness: GED, interview and resume skills, cover letters, LinkedIn, certificates—construction, internships; Financial readiness: credit, budget, housing; Expungement

- Diversion can be more onerous than traditional system because of the huge benefit of not getting charged
- Diversion should not be more onerous than traditional system
- Risk in that no defense attorney to consult—is there an opportunity to be able to consult a public defender
- Value of providing stipends to young adults—increases attendance and buy in
- Value of partnering to achieve college credits
- Value in providing opportunities to young adults of color to get prolonged training in the tech industry
- The Court’s theft awareness class was very worthwhile
- Important to explain collateral consequences
- It is important to evaluate why individuals say they committed the crime
- Results should be measured by changed behavior
- Focus on serving minorities
- Restorative Justice process should not be co-opted to fit the institution
- The City should assist in providing the meeting space for diversion; perhaps locations could be City owned buildings such as partnering with Parks or Library
- Providing services vs. critical path relationships
- Aftercare and follow-up; Support cannot end after a workshop if you truly want to effect change
- Suspects need to accept responsibility for restorative justice diversion; there is a process to accept responsibility
- There are different options for how a victim can participate in a circle
- Effecting change goes beyond one peacemaking circle
- Sustainable change needs to permeate the system
- It is necessary to change the way the system and community view crime
- Internships with CAO or public official job shadows would be great way to connect
- There needs to be better access to information on how to navigate the system. How can partners participate in the Criminal Justice process intentionally?
- Young adult client privilege as a barrier to connected adults understanding the process. Is there an education liaison that can support information dissemination?
- There are people making decisions on behalf of our kids that don’t understand our kids or their communities
- Secure buildings as a barrier
- Need to create safe spaces for young people to go to and from school and activities
- Offenses limit possibilities for young adults to access services
- Young adults need more re-entry programs that support transition
- Solutions should be part of a systemic solution
- CAO should build a consortium for direct feedback on a more regular basis—must continue conversation beyond initial interaction

2) Sphere 2: Racial Justice/Community Led Organizers

- **Who:**
 - Afam Ayika—EPIC, Rainier Beach Restorative Justice Project

- API Chaya—Joanne Alcantara, Executive Director
 - El Centro de la Raza—Denise Lally, Human Services Director
 - EPIC (Ending the Prison Industrial Complex) Restorative Justice written Proposal—We tried unsuccessfully to meet with Dustin Washington who it was remarked authored the proposal
 - Faith Community/Black Clergy—Rev. Wilhelmina Daniel, United Black Christian Clergy; Pastor James Broughton, President United Black Christian Clergy; Pastor George E. Noble, Restoration Bible Church; Rev. Paul Benz, Co-Director Faith Action Network; Pastor Kenneth Ransfer, Sr., Greater Mt. Baker Baptist Church; Joe L. Carter; Pastor Aaron Williams, University Presbyterian Church, Former Mount Zion Baptist Church
 - Tracy Lee—Active in Community Passageways; formerly incarcerated
 - JAAC (Japanese Americans Citizens League)—Toshiko Hasegawa, Board member; King County Office of Law Enforcement Oversight, Communications Director
 - Michael Ramos—The Church Council of Greater Seattle
 - OCA (Formerly Organization of Chinese Americans)—Bruce Huang, Board Member
 - Rev. Harriett Walden—Seattle Civil Rights Icon, Co-Founder Mothers for Police Accountability, Community Police Commission
- **Themes**
- Zero Youth Detention
 - Importance of adequate funding being provided to community to really make an impact in diversion
 - Importance of funding continued community support post diversion
 - The practitioners doing the diversion must be culturally appropriate
 - Opportunity to divert outside of the system
 - Do not do the diversion with the court; community should do the diversion
 - Build effective anti-racist community justice program where the institution, community and individual are held accountable and supported through healing and restorative process, where racial disparities in system involvement and incarceration rates are reduced, and individuals are prevented from further involvement in the criminal justice system
 - Community-centered re-envisioning of current system of incarceration
 - Center communities of color and other youth facing oppression in the provision, creation, and use of community-based alternatives to secure confinement
 - Alternatives must be led by communities of color
 - We must confront institutional racism as a fundamental step toward addressing racial disparities in criminal justice
 - The partnership of the Law department and community aims to disrupt the current system and provides an alternative model for building community justice
 - The Pre-Filing Diversion program will be community-designed and based
 - Funding will be redirected from traditional criminal justice interventions to sustainable and effective solutions that strengthen and utilize existent community network and assets

- System will be held accountable to community most impacted by its operations and the community will help build a restorative and effective intervention that promotes individual and community healing
- The Community Team model allows young people to benefit themselves and their community through gaining a greater sense of their own power, leadership development, and engaging in the healing process
- Rather than relying on the punitive model of criminal justice, collaboration will vision and implement a humanistic and community-based response to individual behavior and needs thus preventing further involvement in the system and reducing rates of racial disproportionality throughout the system
- The success of pre-filing diversion program depends on 5 essential elements: 1) Strength of Community-Based Collective—community-built, rooted and led by anti-racist organizers and community leaders; accountable to community most impacted by mass incarceration, systematic poverty and structural racism; be multi-generational with a youth focus, be appropriately compensated, draw on existing collectives, organizing and programs identified by community-owned programs working in this space; provide education to greater community about mass incarceration and benefits of alternatives to the current criminal justice model; be well-resourced; 2) Have program rooted and directed by community; 3) Willingness and ability for Law department to work in partnership with the community-based collective; 4) Commitment of Law to understand and confront institutional racism; and 5) Adequate time to develop collective and partnership
- Share data to analyze and understand cope of problem and nature of current criminal justice system
- Partnership will develop structure, determine program eligibility, build new filing standards, set Law department priorities, develop equitable community-based funding strategies, train Law department and expand partnership to include SPD and other institutional and community organizations.
- Ability to engage young adults through clergy, sororities, fraternities, involving parents, different non-profits that serve young adults
- Young adults need dependability and motivation to change
- Don't reinvent the wheel
- Young adults need to see something different—travel
- Be mindful of barriers for youth to get to the workshop
- Must honor community resource time with compensation
- Know where young adults are coming from (geographically and culturally)
- Provide culturally relevant support/services
- When engaging, have at the ready facts that are relevant to the community (know your audience)
- Whoever is being engaged needs to be informed of capacity, time and money; people of color are often asked to contribute without compensation
- Continued training is necessary
- Follow-up to engagement is crucial
- Key is housing for young adults

- Not filing is not enough for clean criminal histories; we need to erase arrest history—SPD needs to be involved for a larger solution
- Important to make sure that funding is secure and that this would not be the first thing cut if money was tight.
- We must integrate communities of faith because there is compassion there and accountability to young adults
- It is important to consider how we are safeguarding against discriminatory referrals
- We should look at the county model's use of Community Accountability Boards as a way to ward off discriminatory practices in referrals.
- They system punishes you if you do not “cooperate”
- The system is all about numbers, not individuals
- Description of DOC/probation—the system owns you on paper
- The system affects entire families.
- For the rest of your life, you are looked at differently because of your record

3) **Sphere 3: Government Institutions**

- **Who**
 - King County Department of Public Defense—Twyla Carter, Anita Khandelwal, Mark Middaugh
 - King County Prosecuting Attorney's Office—Leesa Manion, Chief of Staff; Jimmy Hung, Chair Juvenile Division; Stephen Thomas, Director of Community Partnerships; Ben Santos, District Court Chair
 - King County Raising Our Youth as Leaders (former program)—Debra Baker-former Project Manager, now Educator Consultant with King County DES/HRD (Department of Executive Services/Human Resources Department
 - Seattle Office of Economic Development—Pedro Gomez
 - Seattle Office of Immigrant and Refugee Affairs—Cuc Vu, Hassan Wardere
 - Seattle Municipal Court—Judge Karen Donohue, Presiding Judge; Betty McNeely, Probation Director; Carol Bell-Daniel, Probation Manager; Josh Sattler, Chief Clerk; Sokpul Chea—Probation counselor; Rich Cook, Lead Analyst Research, Planning & Evaluation Group; Jerphy Lee, Analyst Research, Planning & Evaluation Group; Judge's meeting
 - Seattle Police Department—Chris Shean, Police Officer—Retail Theft Program
- **Themes**
 - Appropriate curriculum development is important—switch activities at short intervals to keep focus, opportunity for youth to partner and coach each other
 - Keep numbers manageable, especially with a pilot; pilot is a great way to start
 - Build focus group into pilot or evaluation surveys
 - Some retail stores already have their own diversion or are trying to set something up
 - By not engaging in a formal RFP process, there will be skepticism about the process
 - Manage expectations
 - Provide feedback to community after the pilot
 - Invest money in relationships
 - A lot of the thefts around \$25 are of consumables

- A lot of the low dollar amount thefts from Goodwill are clothing and seemingly for personal use, not to be fenced, and often by homeless individuals
- There was a spike in liquor theft after the legislation passed expanding where it can be sold, but that spike has largely dropped off due to stores now locking up the liquor
- Many of the retail theft stores have largely hands off lost prevention policies
- Eligibility should be open to evolving
- Data changes when looking at data by year whether the year is measured by the date of violation or whether it is by when a person enters a disposition
- Be mindful of actual average vs. weighted average
- Be aware that data on race for a year in the Court may be counting person and not include how many cases the person had that year; difference between racial statistics if count by case or by person
- Re-invite opportunity is important—acknowledges hardships
- Life coaching can be done in class form
- The majority of the time needs to be focused on the person, not the incident
- Deal with harm
- Focus on Strength
- Need to involve representatives from the business community affected by these property crimes (theft, criminal trespass, property destruction, etc)
- Best way to engage large and diverse business community would be with roundtable of small business owners/ reps from local chambers/associations—possibly a focus group of 20 people
- It is important to have services for parents
- Services must reflect the racial makeup of those being served
- If a person is diverted on a minor in possession and has a history that suggests a chemical dependency problem, it should be considered whether to still offer diversion or whether to add another condition
- Is there liability in permitting individuals with active warrants to attend the diversion workshop
- Diversion participants should be required to undergo a needs-based assessment
- If connection to the CRC is not required, participants probably will not show and that is a necessary component
- Need to address how to handle situations where participants also have pending cases
- Hopefully diversion will be able to provide more immediacy
- Hopefully diversion will not increase the delay in filing
- Should examine whether diversion opportunity will be available post-filing especially where potential participants did not receive notice
- If pre-filing was initially offered, but the case is ultimately filed, perhaps an alternative recommendation be made like a needs-based recommendation
- Pre-trial diversion should still be available
- Pre-trial diversion has very high success rates
- It is important to have a balanced board
- Mentors are extremely important

- If we partner with probation, it is key who the person at probation is
- Use of diversion to reduce racial disproportionality in criminal justice system
- Importance of adapting outreach
- Accountability to community is crucial
- Important to provide participants that complete something in writing that shows dismissal
- Diversion should not be more onerous than the traditional criminal justice system
- Important that there are confidentiality protections clear in protocol—it is not about who is currently in charge and whether they would exploit, but it is about establishing lasting good protocol
- It may be helpful for some participants to consult with a public defender, but it could also be harmful if the public defender taking the consultation is not familiar enough with the diversion opportunity
- The diversion invitation letter should re-assure non-citizens regarding the sanctuary city policy
- The diversion invitation letter should be strong in informing kids why the diversion is a good idea highlighting collateral consequences—job, colleges, immigration
- People aren't ready to get to work until they can say what's on their mind
- Be aware of where people are at and have allies to emphasize/support
- Don't go into process to get blessings from everyone; don't close doors; involve skeptics
- Return on Investment vs. Return on Relationships
- Go where/the direction people guide you (the direct path typically the longest)
- In town hall setting, set guidelines or guiding principles with participants and maintain control of the room

4) **Sphere 4: Individual Community Members**

- **Who**
 - Community Passageways—young adults most impacted by the criminal justice system
 - Young adults who completed Choose 180 workshop including young adults who had also been through the traditional criminal justice system
 - Connected adults who attended Choose 180 young adult workshop in support of a young adult
- **Themes**
 - No trust in the police and government people in charge of the system don't see you for who you are just see you as the crime you committed, forced to plead guilty instead of fight felony charges just to get out of jail, "All they care about is who can get punished for the crime. Not who did it.
 - The system doesn't let you be yourself when you're black.
 - Once you're in the system, the police harass you.
 - Police try to get you to admit to stuff.
 - The system is really difficult to navigate and manage especially when you have court hearings all over and every court has different things you have to do

- Often young folks have warrants for over a year without even knowing or sometimes they know they have a warrant but are just overwhelmed so they spend a lot of time trying to avoid the police.
- The system should provide every person with an advocate to walk them through it and help manage all the paperwork.
- Having an advocate or case manager can make all the difference in navigating this very complex system. One youth compare this role to a parent.
- Global resolutions aren't always an option because most counties don't want to work together; they all want to punish.
- If you don't take the plea, "they drop the hammer"—more charges, more time
- "Prosecutors aren't giving you the best option, they're just trying to get you out of the room."
- How are you supposed to have faith in the system when they lie to you and say that your charges would be dropped if you attend a class and then your charges aren't dropped?
- Once you have a record it becomes so hard to find employment and housing that you go back to crime to make money to live. And that affects they family that you are trying to live with and support.
- The system is all about plea bargains; plea bargains are taken just to get out of jail and then having a record starts the cycle all over. You defense attorney tells you "Just say you did it and you can leave jail today." But then the Judge asks if you were promised anything to take the plea and when you answer yes everything stops. So, you have to say no, even though you were promised you would get out if you took the plea. So, you take the plea to get out of jail and now you have a record and can't get a job. "What are you gonna do to eat, pay rent, wash your clothes? All you can do is go back to what you know."
- Sometimes you get out of jail without charges being filed, but the charges aren't dropped they are still pending. Then you are booked for one thing and it turns out you have 5 pending cases. "They scare you with the 20 years you could be facing, so they tell you to take the plea."
- "The system takes away families." Many of the young folks know people shot and killed by police or have family members locked you. People "are alive but you can't speak to them." Speaking to the prosecutors, "you believe in the law, but you don't believe in human beings."
- Watching a parent get arrested is traumatic.
- The scales aren't balanced. In Court you see a white man charged with more serious crimes, but then get less time than a black man charged with less.
- Ways to change the system:

- Jail is supposed to be a time for rehabilitation, but all that happens is people are put in a cage to sit around. Make jail a time to learn things and better yourself.
- Make it fair – “brown, red yellow, treat everyone the same. Same charges, same time.”
- Don’t have prison at all.
- Teens should be offered programs instead of jail time. “You learn nothing at a time when you should be in school.”
- One person said that you can’t change the fact that if you commit a crime you will be punished, but he thinks Restorative Justice is the best thing he’s seen.
- More second-chance programs – “Once you get a felony you go buck wild because you can’t do anything about it.”
- Change the fact that selling weed gets you more jail time than rape.
- More lawyers/policemen of color. “The only way to change the system is to have more people that look like me involved in making decisions about the system.”
- People in this community don’t want to be responsible for taking people away from their families so they don’t want to get involved – change that.
- Start with the cops.
- Provide more resources while in jail to prevent going back.
- Have more community advocates to give people more chances.
- Get to know the full story of the person, don’t just look at them as a case number.
- Keep things proportional. CPS charges parents for the same things that are done to people in jail.
- Have more diversion programs that help people stay in school and get a job. Programs should require participants to be successful at something that will help them.
- Provide more opportunities.
- Give people more chances.
- Actually pull together a jury of peers.
- Have different types of programs. Allow youth accused of violent crime, especially on a 1st offense to participate in a 90 day diversion program where for 30 days she could only be with her mom, the next 30 days she could only be with people her mom approved and the last 30 days were spent with the program. She said she’d hate to see what would’ve happened to her daughter if the crime had been committed here.
- It is so hard to make changes to this system, this group wants less talks and more action from our office and the system.

- Important to provide diversion opportunity to people over 18 because they still are struggling and need support
- Helpful to have presenters be people that they can relate to; presenters' stories were eye opening
- Helpful to have outreach at beginning
- Grateful for opportunity provided to connected persons to discuss how to support the person that they care about
- Diversion was completely different than when they had a case before. With the workshop they felt supported and like someone cared.
- They expected to be bored, but actually enjoyed themselves
- They were surprised that the people in their small group were going through similar things
- They felt like they were able to help others in their group including the presenters
- "This program is the healing, it helps you get rid of the wound so you don't have to carry it with you for the rest of your life"
- It was good to do "self-reflection and shit."
- The workshop is more chill and laid back; it was more constructive; it was not just sit and think about the crime.
- Importance of not feeling alone.
- Sometimes when your shit is backed against a wall, you feel like you can't change.
- The workshop put things into perspective; I don't have to go that far, I can stop today.
- Coming to the workshop was encouraging.