



VOICES – History, Philosophy, & Impact

For over a decade, VOICES has leveraged their expertise in juvenile justice, social work, and education to meet the needs of over 2,500 youth, of whom 84% are Black males, 100% live at or below the poverty level and all are disengaged from traditional systems of support. According to SAVI's Trends in Crime Report, VOICES families live in neighborhoods in which 100-200 people of every 1,000 people engage in criminal behavior; which means our families have fundamentally different access to the resources, opportunities, and relationships than families living in less violent communities. When students enter our program, the cumulative effects of violence, trauma, cyclical poverty, and lack of high-quality educational opportunities stifle students' ability and desire to be the best versions of themselves.

VOICES has demonstrated their ability to train, activate and elevate youth leadership/voice. In August of 2020, VOICES in partnership with The Commission on Improving the Status of Children in Indiana, and Forum for Youth Investment, led 16 system impacted youth from across the state of Indiana through an intensive 8-week leadership training program. This training culminated in a youth-led forum presented to 245 youth professionals, legislators, and policy makers.

Youth Advisory Board for Youth Justice Oversight Committee (YJOC) outline:

Recruitment:

- Youth, young adult, and adults with lived experience in the youth justice system (as youth or parents) will be recruited from partner agencies across the state of Indiana (membership goal of 30: 15 youth and 15 adults). Strong partnerships and participation confirmed from the following counties (more will be added during the recruitment phase, with a focus on rural counties):
 - Marion
 - Madison
 - Lake
 - Vanderburg
 - Hancock
 - Hamilton
- Recruitment start date to be announced
- Participants will be selected through an application process facilitated in partnership with the YJOC in addition to a peer review panel consisting of previous members of Power and Promise (Voices' flagship youth leadership development program)
- Criteria for participation will be determined by the YJOC, and VOICES

Once confirmed for participation, participants will complete the following:

- Orientation:



- High level overview of the 1359 work to include history and people involved
- Introduction to elected positions needed for advisory board work (Chair, co-chair, secretary, public information officer)
- Expectations of program participation to include dates/times and stipend amounts
- 12-hour (over six weeks) training: Participants will complete a 6-week training in preparation for the work over the next year. Topics will include:
 - In depth education of 1359 work/history
 - Equity and inclusion
 - Systemic practices/data
 - Policies/proposal writing
 - Ethics/Public Speaking
 - Asset Based Community Development

*Election of Advisory Board Roles will occur at the end of training. Participants will have an opportunity to present/campaign to the group and elections will be made via digital link.

Participants will participate in monthly meetings to be held virtually in 2-hour blocks in the evening or weekends. (These can be moved to bi-weekly if deemed necessary).

- Meetings will consist of presentations from each YJOC workgroups for the first 30 minutes
- YJOC staff will work with Voices staff to create a list of discussion topics/questions for breakout groups
- Youth and adults will be separated into breakout groups for guided discussion on topic/information presented and brought back together for feedback and suggestions (YJOC staff will help facilitate this discussion);
- Meeting minutes will capture all shared information and will be sent out at the end of each meeting to the YJOC
- Participants will be guided through written and oral presentations to the YJOC two to four times throughout the project
- Participants will meet at least monthly (bi-weekly if deemed necessary)
 - 4 hours a month= 48 hours commitment hours/per person annually
 - 30 participants= 1,440 hours
- Participants, Voices staff and YJOC staff will prepare a final report summarizing the feedback and thoughts on the work being done by each YJOC work group

Meeting topics:

- State of Indiana Probation Standards and community impact
- Juvenile diversion and community alternatives grant program and community impact



- Juvenile Justice Data and community impact
- Risk and needs assessment/Detention tools
- What is behavioral health? How are youths’ needs assessed and met? Evaluation of current resources and community impact
- What are transitional services? Evaluation of current resources and community impact
- Diversion programs evaluations and community needs vs. current resources
- Subject matter experts’ series to discuss local initiatives and outcomes

Data Collection:

- Evaluations will be completed at 6 months, 9 months, and 12 months to gather data on impact, program design, and skill attainment and goals of YJOC
- Written summary of work, evaluation and participant feedback will be presented to the YJOC at the end of the term

Project Budget:

Expense Category	Total Amount	Notes
Program managers (2)	\$9,000	Monthly <i>training & launch support, evaluation, and reflection process</i> , adjusting training and programming based on evaluation and feedback-stipend for percentage of time for project; assisting with final written report to YJOC
Youth and family stipends	\$36,000	Stipends for youth and family consulting, speaking fees, and ongoing leadership once they have completed training. Participants will be paid \$100/month for participation; with a goal of 30 participants.
Administration & Evaluation	\$3,500	Orients all programming towards strategic priorities, coaches on project development and implementation including strategies for professional development for facilitators as well as with participating family and youth (7% of overall budget)
Marketing & Communications	\$1,500	Communications staff time, specifically promoting and capturing all panels, articles, and other leadership and advocacy engagements
Total Amount	\$50,000	