

## Summaries of Proposals Recommended for Funding

### **I. Family Reunification Services: *Centerforce***

Centerforce has been in operation for over 40 years and provides direct services to more than 400 clients annually to support, educate, and advocate for individuals, families and communities impacted by incarceration. For the past 15 years, Centerforce has provided family reunification services that include parenting classes and case management. In conjunction with Rubicon Programs, Centerforce currently operates a Back to Family program focused on supporting the efforts of parents to reunite with their children and partners. Centerforce staff includes individuals and family members of individuals who are formerly incarcerated, men and women of color, and that speak both English and Spanish. The program will be staffed by a Program Manager and a Parenting Coach/Case Manager totaling 1.0 FTE.

The program is based on the “Parenting Inside Out” curriculum and intends to enroll at least 45 participants for services annually. Within a month of enrollment, program participants will be expected to complete a series of 10 classes dealing with parenting and relationship issues that include the management of stress in relationships, co-parenting, and discipline. Once completed, participants will begin to receive intensive case management services that begin with the development of a Family Reunification Plan. The Plan will identify the need for coaching, mediation, education, and support of pro-social familial interactions. Services provided to participants may also include the provision of in-person and written support for a family court matter, advocacy with Children and Family Services if a child is in the foster care system, and other reunification support as necessary.

Centerforce intends to utilize the Level of Service/Case Management Inventory to identify the needs of participants and their risk for recidivism. This tool will be used to target resources at the highest risk participants. The program is designed to enhance the intrinsic motivation of participants to engage with children, partner/spouse, and pro-social community supports. Participants will not only be trained to develop critical communication skills, but also offered the opportunity to engage with family using tickets to local entertainment events (sports, museums, theatre, etc.) provided by the Community Access Ticket Service (CATS).

### **II. Mentoring Services: *Men and Women of Purpose (MWP)***

For more than 10 years, MWP has provided mentoring and comprehensive wraparound support to meet the full range of individual needs. MWP has consistently supported participants to successfully re-enter the community following incarceration. MWP proposes to provide evidence-based, trauma-informed mentoring and referral services to AB109 individuals and participants re-entering the West Contra Costa community following incarceration. There is currently no West County mentoring services agency specifically for women; MWP is the only organization that receives referrals from Contra Costa County Probation Department and other agencies for female participants. To meet this need, MWP recently hired an additional female mentor to support female participants to address gender-specific barriers to re-entry. MWP mentors will build a relationship with the participant, assess immediate needs (e.g. health,

housing, employment, legal barriers, and other), refer the participant to the relevant partner agency for services, and provide ongoing support and coordination with the direct service provider. Participants graduate from the program when they have achieved all goals identified in their plan, typically within six months, though MWP supports participants as long as is needed to achieve stability. MWP will draw upon its extensive experience tracking and analyzing data using the County-administered SAFE database, collaborating with a network of 45 partner agencies, and utilizing evidence-based program models to achieve successful outcomes for its participants. MWP is based in Contra Costa County and focuses its work in West County.

Services include: two weekly support groups (1.5 hours each, unit cost \$33, total dosage 36 hours); weekly 1:1 mentoring sessions (1 hour each, unit cost \$33, total dosage 24 hours); weekly group mentoring (1.5 hours, unit cost \$33, total dosage 36 hours); developing transition plans driven by the participant (1 hour, unit cost \$33, total dosage 10 hours); and providing other services, such as referrals and support obtaining identification (1 hour, unit cost \$33, total dosage 20 hours).

MWP will serve the following number of participants between July 1, 2022 and June 30, 2023: 40 through support groups; 40 through 1:1 mentoring; 40 through group mentoring; 40 through transition planning; and 130 through other services.

MWP receives participant referrals through AB109, from partner organizations, or for individuals who are in-custody. MWP coordinates with the Sheriff to identify members of the target population who are in-custody and nearing release, and outreaches to these individuals within the three county jails. After a participant is referred, that participant is assigned a mentor based on availability and their specific life experiences (e.g. recovering from addiction, formerly incarcerated, female, etc.). The Mentor Director supervises mentors, while an additional mentor serves as backup, tracking data and records from participant meetings to ensure high-quality support is provided.

After being assigned to a mentor, the participant is given a trauma-informed assessment to identify their needs and barriers to re-entry. The initial assessment is the basis for the service plan, through which the participant determines their goals for the MWP program with a target timeline of six months.

All participants receive behavior modification training, including drug/alcohol basic education, and facilitated group and one-on-one support. Mentors support participants to navigate the system of re-entry services by referring to partner organizations for help meeting needs such as accessing stable housing, signing up for public benefits, or addressing legal barriers to re-entry. Participants who self-identify a SUD are referred to a partner organization for drug treatment and/or mental health services. The life skills director provides life and job skills training. MWP staff support participants to acquire needed documentation, such as driver's licenses or social security cards, and refer participants to Bay Area Legal Aid for support with evictions, expungement, and credit disputes.

### **III. Civil Legal Aid Services: *Bay Area Legal Aid***

Bay Legal's Reentry Legal Services Program will provide Civil Legal Aid services to the

formerly incarcerated individuals with incomes at or below 200% of the Federal Poverty Level in Contra Costa County. Bay Legal's core services include the areas of law mentioned by the Civil Legal Services RFP, including housing and landlord/tenant law, public benefits law, consumer law, family law/domestic violence prevention, removing licensing barriers, and health care access. Bay Legal's Reentry staff have expertise in criminal record remedies, including petitions for expungement, felony reductions and certificates of rehabilitation, and can either assist clients on these matters or refer to other community partners to address all client needs. Staff may participate in community trainings or outreach events to provide education to community organizations or members.

Service locations may include clinics and client meetings throughout the county, including at the clients' probation appointments in all regions of the county; at Bay Legal's office in Richmond; at Rubicon's offices in Richmond and Antioch; Shelter Inc. in Antioch or Concord, Bay Point Family Service Center, Reentry Success Center, Contra Costa County Public Defender Office, and other partner locations as needed. Bay Legal's attorney regularly interviews clients in jail (West County Detention Center, Martinez Detention Center, Marsh Creek, Diablo Valley Ranch), when possible, to build client trust and allow for more proactive advocacy. As necessary to protect community, client, and staff health during the COVID-19 pandemic, Bay Legal will provide client services and conduct trainings, outreach, and clinics remotely to the extent necessary to comply with public health advisories.

The goal of Bay Legal's services is to provide community recidivism and crime reduction services that ensure individuals overcome legal barriers that put them at risk of reoffending. The project will provide free, expert attorney services that prevent homelessness, support family connections, address barriers to employment (e.g., drivers' licenses reinstatement, clean slate), ensure access to mental healthcare and alcohol and drug treatment, and public benefits or consumer debt programs that provide stability and reduce recidivism.

Bay Legal aims to serve 125 reentry clients per year. Two staff attorneys will work on this project at least 30 (0.80 FTE) and 11.25 (0.30 FTE) hours per week. Supervisory staff will work on this project around 1 hour (0.03 FTE) per week, and Support staff around 2 hours (0.05 FTE) per week. Projected length of service varies by depth of service and alignment of client goals with legal strategy. Program participants may receive advice or brief services or extended legal representation. The average cost per client is \$1,293 including operating expenses and indirect costs. Please refer to the attached budget for further cost detail.

The responsivity principle is an integral part of Bay Legal's work, so that a client's barriers are considered when delivering services. Legal aid attorneys consider individual characteristics, including criminal history, culture and ethnicity, gender, physical and mental disability, immigration status, sexual orientation, gender expression, preferred language, literacy level, past and current trauma, substance abuse issues and the client's goals when formulating a legal plan of action.

Written materials are reviewed regularly for readability and attorneys provide reasonable accommodations for clients with disabilities. Services provided are tailored to have

the greatest impact on the client. Intrinsic motivation is enhanced using culturally responsive interviewing principles and techniques, particularly the OARS behaviors (Open-Ended Questions, Affirmations, Reflections, and Summaries). These principles align with the practice of civil legal aid. A core component of Bay Legal's work is to educate clients on their legal rights and responsibilities, empower them to advocate on their own behalf and ultimately to increase their self-sufficiency.

Bay Legal utilizes social workers to provide technical assistance to attorneys on a range of issues, such as safety planning, crisis de-escalation, boundary setting, shelter and housing resources, and client engagement. This program is key to helping our clients and staff unpack the multitude of issues—trauma, homelessness, threats to safety, mental illness, and service disconnection—that conceal the legal issue or make it difficult to move towards our clients' goals. In connecting our clients to other types of community support, we draw upon our long-standing partners in providing a wide range of crucial services.

During intake, Bay Legal attorneys collect data related to specific legal issues such as housing, employment, public benefits, and criminal record expungement. To supplement intake data and evaluate the success of services, clients are surveyed at several points in each case regarding the effectiveness of Bay Legal services and their personal progress toward address barriers to successful reentry.

#### **IV. Management of a Network of System of Services: *HealthRight 360 (HR360)***

HR360 has a long and extensive history of providing justice involved populations with reentry services across the state of Californian and within Contra Costa County. As the current provider of the AB109 Management of a Network of System Services contract in central and eastern Contra Costa County (CCC), also known as the Reentry Network (RN), HR360 will be able to deliver services to clients immediately at the start of the next contract term.

HR360 staff will directly provide outreach and engagement to prospective participants; intake and assessment to enroll eligible participants; individualized service planning; reentry case management; provider fairs where participants can access resources in a "one stop shop" environment; recruitment, training, and oversight of volunteer mentors for participants; and workshops to teach participants skills and concepts relevant to the reentry process. Additionally, HR360 will provide network management services including recruitment and engagement of No Wrong Door (NWD) sites; quarterly trainings for NWD and other partner providers; quality assurance reviews to ensure ongoing safety and quality of subcontractor and other partner provider facilities; and collaboration with ORJ and other CCC human services entities to ensure that reentry services in the county are effective, responsive to the population, and evidence based.

HR360 plans to continue to engage the following subcontractors: Mz. Shirliz (sober living and transitional housing with some supportive services on-site and connections to additional off-site services); Centerforce (reentry services for women); and ELDA House (housing, transportation, residential substance use disorder [SUD] treatment). Additionally, HR360 will engage a diverse array of non-subcontractor partner providers to serve as NWD sites (which host program

promotional materials and serve as program liaisons in the community at locations where prospective participants may already seek services), to assist enrolled participants in services and supports, and to provide participants with pro-social opportunities for socializing, recreation, spiritual practice, and self-care. In 2021, HR360 secured CA Community Reinvestment Grant funds to implement a sister program at our Network headquarters in Antioch which provides SUD treatment services for justice-involved individuals. This program is available to enrolled RN participants at no cost to the County or to the RN contract.

## **V. Evidence-Based Reentry Employment Programs: *Rubicon Programs***

Rubicon Programs (Rubicon) will continue providing Employment and Workforce/Job Placement countywide to AB 109 and justice-impacted populations in Contra Costa County (CCC). Rubicon's ELEVATE (Enhancing Lived Experience with Vocation Access, Training, and Education) project seeks to connect evidence-based programs (EBPs) with an infrastructure of coaches, advisors, and advocates. All ELEVATE elements are available virtually, and each physical location is available during regular business hours with robust COVID-19 safety protocols.

*Core Employment Services.* Upon intake, participants will work with an Impact Coach (IC) to assess their recidivism risk, strengths, and opportunities for growth to co-create an Individualized Empowerment Plan (IEP) with clear goals. Phase 1 (Employment Readiness) will begin with our Foundations Workshop Series (described below). Participants will be assigned an Employment Coach (EC) who will support job search preparation through resume development, interview skill building, and digital literacy workshops. Participants needing temporary employment will receive online job search assistance. Those needing a supportive work experience will enter our evidence-based Transitional Employment (TE) program, where participants are placed into paid internal or external time-limited job assignments paired with intensive case management and coaching. Phase 2 (Career Advising and Vocation Entry) will connect participants to a Career Advisor (CA) to further develop their IEPs with a career pathway and education, certification, licensure, or training goals. At this point a participant will enter one of the project's evidence-based GED Certification or Vocational Training (VT) programs. Rubicon partners with the Literacy for Every Adult Program, Liberty Adult Education, and other providers to offer GED programs.

In our VT program, we partner with the Workforce Development Board of Contra Costa County (WDBCCC) and numerous training partners. Once the participant is ready, an EC will help them enter their desired job sector by providing job search and application assistance, leveraging our Workforce Liaisons (WLs) who convene employer recruitment events and provide leads on job openings. Participants will have the opportunity for placement in partially subsidized entry-level position as part of on-the-job training (OJT) as well as access to weekly Job Club meetings.

Once the participant is employed, Phase 3 (Retention and Career Advancement) begins, lasting up to the remainder of the program's three-year limit. All supportive services remain available, and the IC will routinely check in and help with service navigation. Early on, the CA will assist with understanding and navigating onboarding and employment benefit packages, and later will

help participants pursue growth opportunities at current jobs and/or professional advancement in new opportunities.

*Outcomes.* In addition to providing continuity of service for 200 existing AB 109 participants, we will serve an estimated 200 new enrollees from 7/1/22-6/30/23, for a total of 400 participants. Expected annual outcomes: 200 new participants complete Foundations; 150 secure jobs; 75 retain employment for 3 months, 60 for 6 months, and 45 for 12 months; 60 participants' actual calculated earnings in year 2 exceed year 1 and in year 3 exceed year 2; 20 participants set a civic involvement goal; and average wage at placement exceeds \$15/hour.

As members of disadvantaged communities, many participants are trauma survivors. Rubicon employs a trauma informed approach, which has proven effective in developing empowerment contributing to employment success. We leverage the lived experiences of staff to provide services that are practical and beneficial, increasing the likelihood that participants will develop pro-social skills and behaviors. Rubicon's recruitment practices ensure that staff represent a wide range of lived experience, including mono-/multi-lingual backgrounds, behavioral health challenges, and firsthand knowledge of incarceration and CCC culture and history. The majority of reentry staff reside in communities served, 27% are program graduates, and 31% are formerly incarcerated.