

**PROBATION DEPARTMENT
COUNTY OF SAN MATEO**



**Michael Callagy, County Manager
Iliana Rodriguez, Deputy County Manager**

Members

John T Keene
Chief Probation Officer

Don Horsley
Board of Supervisors

Susan Etezadi
Superior Court

Susan Jakubowski
Superior Court

Rebecca Baum
District Attorney's Office

Sharon Cho
District Attorney

Ziomara Ochoa
BHRS

Regina Moreno
BHRS

John Fong
Human Services Agency

Ron Rayes
Private Defender's Office

Dan Mulholland
Chief, Redwood City Police
Department

Mark Duri
Sheriff's Office

Jenee' Littrell
County Office of Education

Nick Jasso
Youth Voice

Susan Manheimer
Community at-large

Jane Smithson
Community at-large

Debora Telleria
JJDCP

Daryl Tilghman
StarVista

Margaret Hitchcock
YMCA

Kate Heister
Fresh Lifelines for Youth

Harold Atkins
Success Centers

**DJJ Realignment Subcommittee of the JJCC
August 19, 2021 / 12:00 to 2:00 p.m.
Virtual Meeting**

Pursuant to the Shelter in Place Orders issued by the San Mateo County Health Officer and the Governor, the Governor's Executive Order N-29-20, and the CDC's social distancing guidelines which discourage large public gatherings, the DJJ Realignment Subcommittee meetings will be held virtually until further notice.

MEETING AGENDA

- | | | |
|-------------|---|--------------|
| I. | Call to Order | John Keene |
| II. | DJJ Workgroups | John Keene |
| III. | CPOC Consortium Update | John Keene |
| IV. | Office of Youth and Community Restoration | John Keene |
| V. | Fresh Lifelines for Youth – DJJ Youth Focus Group Report | Kate Heister |
| IV. | Adjournment | |

**PROBATION DEPARTMENT
COUNTY OF SAN MATEO**



**Michael Callagy, County Manager
Iliana Rodriguez, Deputy County Manager**

Members

John T Keene
Chief Probation Officer

Don Horsley
Board of Supervisors

Susan Etezadi
Superior Court

Susan Jakubowski
Superior Court

Rebecca Baum
District Attorney's Office

Sharon Cho
District Attorney

Ziomara Ochoa
BHRS

Regina Moreno
BHRS

John Fong
Human Services Agency

Ron Rayes
Private Defender's Office

Dan Mulholland
Chief, Redwood City
Police Department

Mark Duri
Sheriff's Office

Jenee' Littrell
County Office of
Education

Nick Jasso
Youth Voice

Susan Manheimer
Community at-large

Jane Smithson
Community at-large

Debora Telleria
JJDCP

Daryl Tilghman
StarVista

Margaret Hitchcock
Y.M.C.A.

Kate Hiester
Fresh Lifelines for Youth

Harold Atkins
Success Centers

DJJ Realignment Subcommittee of the JJCC

August 19, 2021
12:00 p.m.- 2:00 pm
Virtual Zoom Meeting

MINUTES

Present Members:

John Keene
Don Horsley
Susan Etezadi
Susan Jakubowski
Rebecca Baum
Sharon Cho
Ziomara Ochoa
Ron Rayes
Dan Mulholland
Jenee' Littrell
Nick Jasso
Susan Manheimer
Jane Smithson
Debora Telleria
Margaret Hitchcock
Kate Hiester

Absent Members:

Regina Moreno
John Fong
Mark Duri
Daryl Tilghman
Harold Atkins

Other Attendees:

Michael Callagy, County Manager; Iliana Rodriguez, Deputy County Manager; Carrie Dallman, Board of Supervisors; Jessica Sanchez-Martinez, StarVista; Kim Carpenter, Kim Gillette, Applied Service Research; Aurora Pena, BHRS; Liz Jackson Simpson, Success Centers; Maria Castro, Gary Beasley, Human Services Agency; Peter Cruz, Gina Beltramo, County Council; Nancy Magee, County Office of Education; Michelle Iracheta, RWC Pulse; Bill Koski, JJDCP; Bonnie MacAskill, Becky Powers, Darlene Hansen, Hong Liu, Michelle Kozul, Jehan Clark, Melanie Stauffer, Noelle Vergara, Tony Burchyns, Probation.

I. CALL TO ORDER

The meeting was called to order at 12:13 p.m.

II. DJJ Workgroups

Chief Keene discussed that the workgroups were an opportunity for the service providers to share their services and identify any perceived gaps in services that may exist within the department. This new secure track programming happening in the juvenile hall is not probations program to lead, but rather a collaborative work between probation and the service providers to search out opportunities to work on the programs we currently have and work within this new reality the state has threshed upon us. Everything the

**PROBATION DEPARTMENT
COUNTY OF SAN MATEO**



**Michael Callagy, County Manager
Iliana Rodriguez, Deputy County Manager**

department does moving forward will continue through our strong collaboration with all our partners including county agencies and the CBOs.

- What is being created is an individualized program for each youth that begins with a needs assessment that will help determine what resources can be referred to the youth. Clinical assessments will continue throughout their stay within the institutions regarding what their individual needs are.
- Multi-Disciplinary Team (MDT) meetings will be held with all partners involved to assess that the youth's wellbeing and individual needs are being met. Modifications can then be made as needed.
- A concern was brought up regarding how we measure up to the standards currently in place at DJJ and if the existing CBOs will be sufficient for the youth entering this new secure track. A proposal was made to bring in a consultant to help identify program and service gaps, as well as a comparison to other counties.

Chief Keene shared that he did research with counties that used consultants to find out why they were utilized. SB 823 did not put funding aside for planning and implementation services; however, counties have used consultants in the past as they didn't have a process in place to meet regularly nor had the availability to convene for discussions. Chief Keene suggests before going down the route of bringing consultants in we should understand what the Office of Youth and Community Restoration (OYCR) is supposed to do in the grand scheme of things. What we are doing in terms of creating programs is based on a moment in time and will be constantly improving. If we determine that OYCR and the CPOC consortium don't match what we feel our needs are, then there are great groups out there that can help with system improvement that can be looked into. If what we are finding is not happening, then we can find ways to bridge that gap with another approach and potentially a consultant.

- As of July 1st, the new secure track programming and plan is a living document. It is now all internal work, but next year the OYCR will be in place, and every July the department will submit information and receive feedback from them.
- Probation is working at the state level with the training consortium to come up with enhanced training, enhanced trauma informed processes, new programs, and to move towards becoming a hope centered organization.
- The education department has received additional funding that can be used to build on and enhance their college and technical education. The institution plans on providing more space for vocational and job opportunities as well.
- Interest was shared in changing the feel of the facility with colors, furniture, sensory rooms, and giving it a clubhouse feel. A suggestion was made of creating a space like the camp setting in the institutions and provide a more restorative approach.
- Workforce development and barrier removal resources are something to investigate for the youth that will be in detention long term. Liz Jackson-Simpson from Success Centers will send ideas over to Noelle Vergara.
- The time frame remains unknown for when larger projects that require more technical direction will happen, but a lot of the less construction-based projects are already occurring in the facility. The department will still need to go through



a state process to render structural adjustments and the BSCC is working with the department to describe what that looks like.

- As the department receives further information, it will be passed on to everyone.

III. CPOC Consortium Update

Chief Keene shared that the three core principles of the CPOC consortium are to prevent an increase in youth transferred to the adult system, prevent justice by geography, and prevent net widening. 1% of the SB823 county allocations will be used to establish a space for youth that need programming that their county of residence can't offer and will help take the pressure off the counties if they receive a unique case.

- San Mateo county will not serve youth from other counties, but other counties around us are willing to accept youth from outside their jurisdiction.
- The consortium guarantees a bed for the youth but won't always guarantee that it will be geographically close to our space.
- Youth may also be sent to other counties for a specific service and return to our county.
- More information is to come on this.

IV. Office of Youth and Community Restoration

Chief Keene shared that OYCR has begun the process of building their team. They will be the clearing house for all our program statements and plans. OYCR will let us know if other counties are offering a service that we are not however should provide. A lot is still to be worked on, but that is the vision.

V. Fresh Lifelines for Youth (FLY) – DJJ Youth Focus Group Report

Kate Heister shared that FLY had the opportunity to go into three units at DJJ to conduct focus groups. Information was collected on youth reflections and opinions on what realignment should look like as well as what the youth feel they need in this process. The youth also shared their concerns about returning to the community and thoughts on the existing systems. A report was put together based on their findings and shared with the subcommittee.

- FLY recommends that the subcommittee engages youth voice in their plan.
- FLY will be visiting DJJ again and are willing to take any new questions from the subcommittee.

Chief Keene stated that the youth suggestions made in the FLY report will be taken seriously. Probation will work directly with FLY to determine how the department can integrate some of them suggestions into the work we do.

VI. ADJOURNMENT

Chief Keene shared that for the youth that are potentially secure track eligible, there has been an agreement for the department to move forward with the services we currently have in place, with an understanding that we will continue to enhance and introduce other services as we move along. As OYCR and the CPOC consortium play out in the background we will have more information in those areas.

The meeting was adjourned at 1:51 p.m.

San Mateo County DJJ Realignment Subcommittee Workgroups

Clinical Services Workgroup

Organization	Current Programs/Services	Proposed Future Programming
Behavioral Health and Recovery Services (BHRS)	<ul style="list-style-type: none"> • Adverse Childhood Experiences (ACES) • Neurosequential Model of Therapeutics (NMT) • Sexual Orientation Gender Identity Questions (SOGI) • Individual Therapy • Family Therapy • Group Therapy • Family Partner Services • Psychotropic Medication Management • Psychological or Psychiatric Evaluations (Court Ordered) • Trainings and Clinical Consultations • Phoenix Garden 	<ul style="list-style-type: none"> • No new programs proposed. Current programs offered will be the same
Rape Trauma Services (RTS)	<ul style="list-style-type: none"> • Focus on Victim Advocacy • Prison Rape Elimination Act (PREA) training • Commercial Sexual Exploitation of Children (CSEC) programs • 24-hour Crisis Intervention Hotline • Trauma and Sexual Assault Parent and Family Advocacy and Case Management • Psycho education groups 	<ul style="list-style-type: none"> • No new programs proposed. Current programs offered will be the same
StarVista	<ul style="list-style-type: none"> • Family Therapy • Multi-group Therapy • Case Management 	<ul style="list-style-type: none"> • Developing a new multi-group therapy that addresses issues of alcohol and abuse problems
YMCA	<ul style="list-style-type: none"> • Does not provide in-custody programs in the juvenile hall and Camp Kemp • Provides out-of-custody programs 	<ul style="list-style-type: none"> • Juvenile Sexual Responsibility Program (JSRP) – usually a one-year program that works with sexual offenders and helps the youth cope with challenging

		<p>emotions like anger, anxiety, depression in a positive and healthy way</p> <ul style="list-style-type: none"> • Neurosequential Model of Therapeutics (NMT)
Identified Program Gaps and/or Overall Recommendations		
<ol style="list-style-type: none"> 1. Explore programs that address the needs of perpetrators and sex offenders in addition to YMCA's JSRP (noted above) 2. Explore the feasibility of hiring an outside consultant to facilitate identifying program and services gaps 		
Educational and Vocational Services Workgroup		
Organization	Current Programs/Services	Proposed Future Programming
Success Centers	<ul style="list-style-type: none"> • GED/High School Completion • Support with Construction Math and Entry Exams • Career "One Stop Center/Access Point" in San Francisco, with satellite centers in Oakland and South San Francisco • Management of Affordable Housing Properties (enrollment determined by the Department of Housing) • Vocational Training on Construction, Equity for Industry, Technology and the Arts • Job Readiness Workshop 	<ul style="list-style-type: none"> • Long-term vocational training for youth with longer time in-custody
San Mateo County Office of Education	<ul style="list-style-type: none"> • Supports students with their educational needs and requirements within the facility • Their Edgenuity platform provides modules that give students practice and test time in each segment of the various tests. Students can choose to take this route in terms of graduation completion and funding is available to pay for the tests • Has a partnership with Project Change. Once a student completes the initial two semesters of Project Change 	<ul style="list-style-type: none"> • With their current full time WorkAbility staff, SMCOE would like to have more Work Experience Education resources so students can go out into community to get support for resumes, interviews, and to address any issues and challenges they may have
Project Change	<ul style="list-style-type: none"> • Priority enrollment, assistance with registration, and assistance developing an educational plan 	<ul style="list-style-type: none"> • Offer expanded classes at Gateway, Juvenile Hall and Camp Kemp on the following, depending

	<ul style="list-style-type: none"> • College readiness workshops in the juvenile youth facilities geared for successful preparation for the first year of college • Access to UC/CSU transferrable college courses while incarcerated in the juvenile hall (Hillcrest), girls camp (Camp Kemp) or attending community schools (ie: Gateway, Canyon Oaks) • Book stipends for \$150 for fall, spring and summer semesters • Transportation assistance or parking passes • Career opportunities on and off campus • Youth in the juvenile hall have access to all courses offered online from any of the three colleges, once they complete the courses offered 	<p>on the population and faculty availability:</p> <ol style="list-style-type: none"> 1. Keys to Success 2. History of Ethnic Groups in the US 3. General Psychology <ul style="list-style-type: none"> • Project Change is willing to allow long-term youth to take college courses in person
--	---	--

Identified Program Gaps and/or Overall Recommendations

1. Job placement for undocumented youth
2. Transitional and flexible employment opportunities (depending on the youth's time in-custody)
3. Further research on credential requirements and ways to structure school programs to better serve the older population
4. Explore options on faculty recruitment and retainment
5. Explore the feasibility of youth in long-term detention to be able to attend community college classes in-person
6. Creation of an institutions workgroup to provide an overview of operations and programming within the institutions' settings specific to the DJJ/TAY population

Life Skills Workgroup

Organization	Current Programs/Services	Proposed Future Programming
Fresh Lifelines for Youth (FLY)	<ul style="list-style-type: none"> • Currently provides in-custody and reentry programs • In-custody: <ol style="list-style-type: none"> 1. Law Related Education 2. Pre-Release Case Management 3. Career Pathways Navigation • Reentry: <ol style="list-style-type: none"> 1. Reentry 1:1 Case Management 2. Reentry Pro-social Activities 	<ul style="list-style-type: none"> • Enhance and/or develop new programs that provide a much more comprehensive and longer-term skill building, professional development, and community engagement opportunity for the youth • In-custody:

	<p>3. Career Pathways Navigation</p>	<ol style="list-style-type: none"> 1. STAY FLY Workshops (Systems-navigation workshops tailored for Transition-Aged Youth (TAY; 18-25), including law-related and life-skills education) 2. Youth Advisory Council 3. Credible Messenger Mentor 4. CAFA Mentor Program 5. Transitional Housing Support <ul style="list-style-type: none"> • Reentry: <ol style="list-style-type: none"> 1. STAY FLY Workshops + Case Management 2. Youth Advisory Council 3. Credible Messenger Mentor 4. CAFA Mentor Program
<p>Human Services Agency (HSA)</p>	<ul style="list-style-type: none"> • HSA services target youth in foster care or youth that have general placement orders either currently or previously • Independent Living Program (ILP) which provides case management services, intensive one on one services, group work and workshops for youth ages 14-21 years old • Intensive Outpatient (IOP) social worker who is also their CSEC liaison provides supportive services and intensive case management for CSEC involved youth • Foster Youth Education and Employment Services Program which provide employment related services, such as job readiness, workforce development and job placement services for youth ages 16-25 years old (Measure K funded) 	<ul style="list-style-type: none"> • Revamping the Foster Youth Advisory Board Committee to provide voice and a youth lens as it relates to the youth experience in our county • HSA has flexibility to leverage certain services, such as employment and education services, to the youth that are not part of foster care system.

	<ul style="list-style-type: none"> • TAY Summit which serves as a leadership opportunity for youth advocacy and youth led training for our community • California Youth Connection (CYC) which is a youth advocacy group that drives policy at the state level and focuses on key foster youth priorities from a legislative perspective • Transitional housing and aftercare, which includes case management services and support for youth ages 18-25 years that are part of the child welfare system 	
Probation	<ul style="list-style-type: none"> • WhyTry program (focuses on self-esteem, making choices, emotional regulation, how to deal with issues and how to make better decisions. It can be facilitated in a group setting or one on one) • GIRLS Circle program (gives the youth an opportunity to talk about their feelings, emotions, and harm that has been done and how to work collectively to repair the harm.) • VOICES (similar to GIRLS Circle but geared toward younger clients) • Culinary Arts program (includes a SafeServ® food handler certification, in partnership with the Sheriff's Office) • Mural Project 	<ul style="list-style-type: none"> • Facility improvements to accommodate expanding and/or creating new programs (incentive center and music program) • Exploring psychoeducational programs that staff can administer for the CSEC population • Exploring developing a music program
<p style="text-align: center;">Identified Program Gaps and/or Overall Recommendations</p> <ol style="list-style-type: none"> 1. Look at grant opportunities that will serve this population like the Proud Parenting Program grant funded by the Board of State and Community Corrections (BSCC) 2. Develop more partnerships amongst all the stakeholders to implement proposed programs such as a music program (Women's Audio Mission) 3. Address the gap in services for supporting the whole family unit and providing services to the families to build support for the youth 4. Continue to offer the virtual visit option for parents and/or family to allow youth to keep in contact more often without the barrier of transportation 		



Fresh Lifelines for Youth

Focus Group Report: Youth Voice on SB823/Secure Track

Summer 2021



A synthesis of findings from focus groups with youth detained in DJJ facilities in June 2021

BACKGROUND

Youth Perspectives on SB823/Secure Track

FLY staff and youth have been participating in SB823/Secure Track Planning Subcommittees in the three counties where we operate: Alameda, San Mateo, and Santa Clara. Recognizing the need for more youth voice in these spaces, FLY worked to gain input from youth detained at DJJ facilities about their primary needs, concerns, and recommendations for reimagining services. A team of FLY staff and alumni conducted six focus groups over two weeks - two meetings with each of three units. We focused on units housing the most youth from the counties we serve: Amador, Butte, and Del Norte. To protect the identities of youth and create an open space of sharing, we did not record names or other individual identifiers. While the particular character of each unit varied, the themes were very consistent across all three units and over both weeks. FLY will be continuing to connect with these youth, including sharing the report back to them, to ensure their voices are being represented faithfully and fairly.

CORE LEARNINGS

The Value of Youth Voice

The young people we met in DJJ demonstrated the wisdom FLY is founded on: that the people closest to the problem have the best ideas for solving it. Throughout our time, we saw:

- a. These young people are self-aware and aware of the systems surrounding them.
- b. They are in pain and aware of how it affects their present and future choices.
- c. They know what they need to move forward and want to do so.

While we aim to make the key learnings easy to navigate, we *strongly* encourage reading the appendix of youth quotes in its entirety. The insight each young person offered is important and their voices should be central in efforts to reimagine juvenile justice.

Key Youth Quotes

"You've got to start healing, because that's what we need to be able to go forward. You're trying to change someone ... who's already seen things and has pain, you can't expect him (to get over it like this). They bypassed that. They are only focused on the crime."

"A lot of us want to become better people. We can't change the things we've done, but we want to become better people."

Youth Experiences Reflect the Flawed Approaches that SB823 Aims to Change

Youth shared a wide variety of challenges and experiences that underscore key problems with the existing juvenile justice system:

- a) They spoke about the overemphasis on individual mistakes and choices without reference to the systems or contexts in which they live.
- b) The young people pointed to the lack of representation within the system of people who have lived experiences like their own, and therefore can't or don't take those systems or contexts into account.
- c) Youth pointed to the hopelessness and anger generated by systems that take punitive approaches over restorative ones.

Key Youth Quotes

"We didn't really have the opportunity to have a good life. We go to Board to explain, but they don't understand. (They) just look at our mistakes."

"This place is built to destroy you and break you down."

"We've been easing our pain by smoking weed; it's not an excuse. I know it's not the right thing to do, but I don't have another method. The only thing they do is write us up and take things away... you take everything away, now I'm really hopeless so I'm gonna keep doing it."

"It's like we don't got nothing to do but get in trouble."

"You can do really well for a long time, and then one mistake drops you to zero, takes away a whole year of doing a good job."

Institutional Staff Have a Large Impact on Detained Youth

For youth who are incarcerated long-term, the attitudes and approaches of institutional staff are a major determining factor in how they experience their time. Youth pointed to the serious negative effects of biased, punitive, and disconnected staff on their sense of safety, motivation to do well, and hope for their futures. Youth frequently feel punished without feeling accountable.

Key Youth Quotes

"If you treat someone like an animal for long enough, they're going to act like that."

"We are supposed to be rehabilitated by people that won't even sit down and get to know us."

"They try to shut us down when we're speaking our hearts."

"We always go to the same person (about infractions) and we always get the same outcome. They say, "I'm going to sustain this." I say, "Did you read it (my statement)?" They say, "I don't need to."

"(I need) people who have been through what I've been through and have overcome it and found a better path."

Youth Want to Build the Assets They Need to Succeed

The young people identified the specific needs and concerns they have about getting released and reintegrating into their communities successfully. They pointed to:

- a) Social-emotional learning (SEL) skill development that will help them process their stories and experiences while navigating future challenges
- b) Opportunities that give them hope for a successful future, including job experience, vocational training, and education
- d) Clear, minimal supervision structures that hold them accountable, but primarily focus on their strengths and successes

Key Youth Quotes

"We need help to reintegrate into our community, we are institutionalized. (In here), people had some type of structure, then they recommit to get back in."

"Give us something we can actually work on, something to show for (our time)."

"We gotta go to school. They should check in on our number of hours, but be rehabilitating you, giving you job training. We're stuck in what we know."

"Let us tell our story; if we could explain it to kids and maybe it would help them, let them hear our voices - we are still living it."

"I grew up in a bs-neighborhood; I've never done a job application, resume, etc. I don't know how! I've only sold drugs and robbed people. It would be nice to have been given vocational opportunities; something to focus on."

INITIAL RECOMMENDATIONS

- **Representation:** JJCC Subcommittees should engage the voices and experiences of system-involved youth on a consistent basis while developing and reviewing SB823/Secure Track plans.
- **Asset-Based:** Plans should prioritize connections to family and community. Where long-term incarceration occurs, programs should be designed for the most constructive use of time for youth while detained. They should include predictable milestones and opportunities to build critical assets: social-emotional learning, educational attainment, work experience, and relationship-building with family & community.
- **Relevance:** Relevant, culturally-responsive, and trauma-informed individuals, programs, and CBOs and the youth's own natural supports should be central assets in plans to support healing and disrupting inequities that perpetuate justice system involvement.
- **Restorative:** Behavior management should be trauma-informed, use strength-based approaches, center on youth motivation, and support long-term success beyond the institution. Systems of accountability should not include youth losing access to programs or support for their healthy development.
- **Accountability:** If plans involve long-term incarceration in locked facilities, Probation staff (re)training and accountability for restorative and strengths-based approaches should be of great importance.

APPENDIX: YOUTH QUOTES BY THEME

FLY did not record these sessions to protect youth identities. Instead, notes were taken during focus groups, attempting to capture as much direct youth speech as possible. As such, this appendix should not be seen as a perfect reflection of all that was said. The above synthesis attempted to capture the general themes that arose from these conversations. Abbreviations, missed words, omissions and incomplete thoughts are a result of the note-taker's limitations.

Note: We heard that much of the language of DJJ Realignment, including "reimagining juvenile justice," is triggering for youth, who expressed deep suspicion of how much change they would actually see.

- **Relationships with Institutional Staff**

- Communication with the staff (is a problem)
- (They need to do more) taking the time to talk to us, get to know us, relationships
- They make us feel their authority, feel their power
- There is favoritism that prevents you from getting things (jobs at the facility, etc.)
- I feel safer around my peers than I do around the staff
- Staff can be mad at you, take it out on you
- Staff brought in Coronavirus, put us at risk, keep testing positive and keep putting us at risk, they tell us "oh, you're young"
- They should not bring their home problems to work; hold us to our actions
- Staff don't work with emotion
- We need more positive staff, care more about youth
- (Do the staff make you safe?) Not really
- I came from jail, this is different; we are treated like kids, they talk to me like a little boy, try to down-talk me
- Teach people how to have right communication, they try to shut us down when we're speaking our hearts
- They've been hard on us, we're getting the short end of the stick
- they use their authority to try to make that lesson stick; they are already going to give you (punishment?)
- *Staff: It bothers me that when they're done wrong (the youth), though there's a grievance process, they are labeled as a snitch by the staff*
- What people need to understand is that our life is a small bunk and a small box; we are supposed to be rehabilitated by people that won't even sit down and get to know us; do we have the statistics, people who were in DJJ going back to prison; people just
- Everybody hates [this unit], we're the worst of the worst, apparently; we're going to beat up staff, I'm not going to let them treat us this way

Equity & Representation in the System

- We need people that actually care, that have got your back
- We always go to the same person (about infractions) and we always get the same outcome. They say, "I'm going to sustain this." I say, "Did you read it (my statement)?" They say, "I don't need to."
- We need counselors, staff that understand us more; not coming from somewhere else; where they don't understand us, try to criticize us; more staff that relate to us
- We need more mentors, anything with people that could teach me stuff, people who have been through what I've been through and have overcome it and found a better path; life stories; some food
- We need more people that are open and communicate, and let us speak our mind; take it into consideration, we need voices
- We need mentors, positive energies, people that can help expand my mental
- Not "let's count to 10 backwards" it's BS, our pain is real; we need things that actually help
- Review Board is not connected - my story sounds a little wild to them
- They (the Review Board) expect you to go up there and talk about our story, but a lot of us need healing, and a lot of us don't want to talk about our crime. My mom's here. There's a lot of pain.
- When you do talk about it, they look at you different, then they look at you differently. They hear my vocabulary and then they look at me differently
- *Staff: they want them to be remorseful; some of the youth aren't there yet, they aren't ready for that yet; we have a mentor who's super-successful as a mentor, but he's not remorseful for his crime; there's no insight into their experiences about whether remorse is the right thing; it's black or white to them*
- (Who do you want or imagine you are speaking to in this process?) Someone who is not scared to speak out against something you'd think they'd speak for; speaking for a bigger purpose
- I'm the only one in the world who knows how I feel
- You gotta start healing, because that's what we need to be able to go forward; you're trying to change someone who's 18 who's already seen things and has pain, you can't expect him (to get over it like this); they bypassed that, they are only focused on the crime, no half-assing it. They need to understand that
- If we grow in poverty, give use enough money to let us get food and clothes;
- We didn't really have the opportunity to have a good life; we go to board to explain, but they don't understand; the board looks at our mistakes; the only thing we can do is to try to get a job, didn't go to school to pay the rent; have different board members, not people who grew up in a good neighborhood, people who are ex-cons, grew up in a bs-neighborhood; I've never done a job application, resume, etc. I don't know how! I've only sold drugs and robbed people. It would be nice to have been given vocational opportunities; something to focus on; we've been outside once in two weeks,

- what do they expect us to do? Only able to spend \$10 on overpriced hygiene products, money orders withheld; they expect us at Board - it's gotten worse for us; prison was different - they had TVs, phones, etc.
- the top dogs need to hear from us
 - "Put me on the stand" - no on the stage!
 - What we need is people who have had this experience, ex-cons, people who had done the time, teach that you don't have to do that, teach a vocation; journeyman, give them a chance to get a job; job in high schools (worried that this would just become an incentive system again, only for low-income people)
 - Not just always go based on black-and-white, on paperwork; go to someone who really knows us, they don't know where we're coming from, walk through these doors, come and speak to us; give us a chance to really show who we really are - give us a chance to show ourselves who we are; they can write a bunch of things about us, but you aren't really going to know who we are; none of us are snitches, so we're going to live with the consequences; try to give us the benefit of the doubt
 - send people who lived it or people who've been in it
- **Reward and Punishment Structures**
 - We want consequences based on our actions, not blown out of proportion
 - you can do really well for a long time, and then one mistake drops you to zero, takes away a whole year of doing a good job
 - We are over-punished; got a charge for a year and kept here 9 years
 - Confined in our dorms, not enough interaction
 - Everyone backs up
 - Better place than this
 - Closer to home (repeated by several youth)
 - Knowing the actual time you're getting out
 - Counseling 1:1
 - Held accountable for own actions (not others)
 - Keep us busy
 - Some people really don't care about hurting other people; some people are lost souls; not the majority of the community
 - Jail was not helpful, they aren't accommodating us, we need something more intense, we need outside supports, more intensive services, we need a second chance
 - It's like we don't got nothing to do but get in trouble
 - Basketball game is the highlight of the day
 - Nobody has showed me no type of sympathy; when I get out, I'm gonna survive and move on; I never got anything, (something about the cycle); it's not right; I've been in SMC and you get in a fight and they throw you in a room and leave you isolated; you are trying to help, but you gotta get them young, we're too old

- We got things taken away because of unworthy behavior; if you treat someone like an animal for long enough, they're going to act like that
- We make mistakes, but we shouldn't be held accountable for other people; they don't counsel us; all negative
- Grateful to be going home; I could be in a prison cell with everything (tv, microwave); but I'm going home, and that's worth it to me, I was looking at life in prison and I'm here
- We've been easing our pain by smoking weed; it's not an excuse. I know it's not the right thing to do, I don't have another method; the only thing they do is write us up and take things away; bring someone who we can learn from who have been here; you take everything away, now I'm really hopeless so I'm gonna keep doing it
- **Assets to Succeed**
 - **Managing Time Inside & Reentry**
 - This is not helping us be rehabilitated in the community
 - We need help to reintegrate into our community, we are institutionalized - people had some type of structure, then they recommit to get back in
 - Counselors, reintegration programs, that keeps us out
 - Counseling at JH, less people
 - Just to know that we're heard - we really appreciate that; we really look forward to things like this; we consider ourselves enemies in here, but we come from the same struggle, we still have the same experiences; if you're in a jungle, you're going to want to be the strongest one
 - give us better treatment, give us something we can actually work on, something to show for (our time); I'd get denied because I couldn't complete a program that wasn't given to me;
 - This place is built to destroy you and break you down. If you don't have anything to look forward to, it's going to break you. You gotta be mentally strong, how to not give up, how to strive for something better. A lot of us want to become better people, we can't change the things we've done, we want to become better people
 - Places like this where we are degraded every day and treated like we are absolutely f*cking nothing;
 - We gotta go to school. They should check in on our number of hours, but be rehabilitating you, giving you job training. We're stuck in what we know, getting out of one place into another place - expand your mental, put the kid in a better place
 - **Programs**
 - Stuff that teaches life skills and need job experience
 - Keeping count of us (when we're out), but do the *minimum* (tracking)
 - ARC program

- Job resources
 - finance programs, budgeting
 - IOW - writing program
 - Anger management
 - Recreational programs; gym
 - College programs
 - Things young adults will need to deal with in life
 - Spent a lot of time, need things that connect, know how to do things, resume, job, taxes
 - College, homework
 - Job training, tutors
 - Half the time we're just chillin'. Those programs are BS, we just dick around
- Predictability
 - Need solid dates, things don't keep dragging it out
 - Where we will be released, want more information on how this will affect us personally
 - Concerned about having canteen; want to be able to buy things (snacks, hygiene products, etc)
- Connection to Family & Community
 - We're in here doing good and our family are out there dying
 - We want to put our mom in a house, help out our families
 - (Many youth identified family as the top thing that keeps them going and motivated to be successful)
 - Let us tell our story; if we could explain it to kids and maybe it would help them, let them hear our voices - we are still living it. We know we're never going to win.
 - There should be programs for younger people; how to carry themselves