



Youth Violence Prevention 2023

APPLICATION FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 pm CST on **April 3rd 2023**

Official submission date and time will be based on the time stamp from the CDD Applications Inbox. Late applications will not be accepted

Please limit your proposal and responses to spaces provided in this form. Responses to this funding opportunity should be complete and comprehensive but succinct. Materials submitted in addition to this application form (unless otherwise asked for) will not be considered in the evaluation of the proposal. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

Complete and submit the application and other required documentation **BEFORE** the deadline. **No late applications will be accepted.**

If you have any questions **related to the content of the application**, please contact: Dominic Davis – ddavis2@cityofmadison.com or Yolanda Shelton-Morris – yshelton-morris@cityofmadison.com

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Jen Stoiber – jstoiber@cityofmadison.com

Legal Name of Organization:	YWCA Madison, Inc.	Total Amount Requested:	\$ 35,000
Program Name:	Restorative Justice in Community with Youth & Families		
Brief Program Description:	Maintaining Restorative Justice practices for youth and families through municipal ticket diversion and collaborative programming at Meadowood and Kennedy Heights Community Centers, and expanding to provide Restorative Justice at YWCA Empowerment Center programming for youth living in YWCA Madison Housing/Shelter, and at a to be determined East Side community based organization.		
Type of Program	<input type="checkbox"/> New Program <input checked="" type="checkbox"/> Program Expansion		
Contact Person:	Andrea Zea	Email:	azea@ywcamadison.org
EIN and DUNS #	EIN: 39-0806303 DUNS: 168504199		
Full Address:	101 E. Mifflin Street, Suite 100 Madison, WI 53703	Telephone:	608-395-2196
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if applicable)	

Target Population: The target population for this funding opportunity is youth and young adults ages 14-26 who previously have been, currently are, or at-risk of being involved with the juvenile justice system. Responses provided below should elaborate on the organization's experience working with this target population.

Organizational Qualifications:

1. Briefly describe your organization's experience implementing services relevant to youth at risk of engaging in violence and/or youth violence prevention programming.

Since 2010, YWCA Madison has been practicing and supporting the school wide implementation of Restorative Justice models in a variety of Madison and other Dane County schools. Through our work in schools we provide full time Restorative Justice coordinator who works directly with school leadership to provide a Restorative Justice class/club, support teachers to utilize restorative practices in their classrooms to build cultures of caring communities, facilitate Restorative Justice circles to repair harm and encourage accountability, and provide consultation and professional development to guide the school toward Restorative Justice practices instead of using punitive and exclusionary practices which often are rooted and lead to racist and ableist outcomes and perpetuate cycles of harm and violence.

Additionally, since 2014, YWCA Madison has been in partnership with Madison Metropolitan Police Department, Dane County Human Services, Madison Municipal Court, and Briarpatch Youth Services to facilitate a municipal diversion process for all young people aged 12-16 years old in Madison. In recent years, we have expanded municipal diversion to Middleton and Cross Plains. Through the resolution (RES-21-00224 "Endorsing all aspects of the restorative justice program") passed by Common Council in 2021, this Restorative Justice process is the first option for young people who were alleged to have violated a Madison Municipal Ordinance instead of being issued a ticket (which was previously held in abeyance if youth opted in and completed RJ), attending municipal court, and potentially receiving fines/fees related to the infraction. We provide intake, a pre-conference, and a circle process where our coordinators center the youth's story, experiences, and needs related to harm that occurred. Youth are encouraged to bring trusted members of their lives to support the process and to develop an agreement about what steps will be taken related to any harm caused by and/or to the youth and what is needed to bring accountability to the situation without relying on violence. Our coordinators support this entire process and check in on the youth's progress in completing their agreements.

In 2022, we expanded our community based work to include preventative, community building activities at local community centers: Meadowood and Elver Park Neighborhood Centers – which serve zip codes that have historically high rates of crime and related Black/white racial disparities. We work with these centers to embed Restorative Practices into their programming to build mutual relationships between youth and staff and to manage conflict caused to and by youth without the use of law enforcement, punishment, and exclusion. Through the implementation of Restorative Justice practices - which we intentionally target to support young people of color as they navigate school and community spaces - we support young people and the people in their lives (staff, family and community members) to build trusting relationships and a culture of care to work to prevent violence, and practices for accountability and healing when harm occurs.

2. Describe how your agency will build relationships and authentically engage with individuals and households served. Specifically include information on previous strategies used to authentically engage with youth who are previously, currently, or at-risk of juvenile justice involvement, BIPOC, and/or low-income households and individuals.

Restorative Justice practices are intentionally centered around building relationships and authentic engagement with youth. In schools, through municipal diversion, and in community centers, we create spaces where youth and adults identify shared values, co create guidelines for their relationships/spaces, engage in educational opportunities related to (in)justice and culture, and

implement practices for mutual and reciprocal accountability without the use of punishment and exclusion when harm occurs.

Through our work in schools and in community centers we are developing a youth circle keeper of practice wherein young people - primarily those who are BIPOC - who have been trained in the Circle Process are able to co-facilitate the circle process for their peers with a YWCA Madison RJ Coordinator at their community center. Providing youth a meaningful way to engage with peers in their community encourages positive relationships, gives youth the opportunity to share their perspectives, and provides them with tools to repair harm without violence.

The young people we serve have identities and lives that often expose them to circumstances which can lead to/have led to violence and justice involvement. Most are Black/African American and other youth of color; most are from households with low income; many experience homelessness and/or housing instability; and most live in neighborhoods with high rates of violent crime. Allowing youth to lead the healing and support process for each other is a powerful and developmentally appropriate way to shift power dynamics that exist between youth and caring adults. This creative approach to communication centers every voice equally and works to reduce the impact of existing hierarchy and power structures. By providing training and education to community center staff, community members, and parents/families, we hope to create a Restorative community of support for youth who are involved or at risk of being involved in the juvenile justice system. We are working to seed Restorative Justice practices in youth's homes, schools, and throughout their community in order to center their developmental, emotional, and social needs in ways that build relationships and opportunities for growth without punishment, exclusion, and the use of violence.

Program Design and Strategies:

1. Describe your organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

YWCA Madison seeks to meet the healing and relational support needs for BIPOC youth and youth with other marginalized identities in the City of Madison through deepening and expanding Restorative Justice practices throughout the Summer. Our intention is to disrupt the pipeline to the criminal justice system and the cycle of violence for BIPOC youth with a two-pronged approach. On the front end, we want to encourage positive community relationships and lessen the contact between young people and law enforcement/court by providing Restorative Justice education and consultation to young people, community members, families, and youth serving organizations to build trusting relationships and skills to resolve conflicts and harm that happens at home, in schools, and in the community, instead of using police, punishment, and exclusion.

For young people who have law enforcement contact, we desire to maintain our diversion program which receives referrals from law enforcement for young people (12 - 16 years old) alleged to have violated a municipal ordinance. On average in a 3 month period/Summer, we expect to receive 30-40 referrals from law enforcement. By interrupting the criminalization of youth, by removing them from the Court system, by not imposing punitive measures like forced community service and fines, and by utilizing methods that center youth's feelings, needs, and their natural system of support to address harm and violence, we are disrupting the cycle of violence.

YWCA Madison proposes the ability to continue our collaborative Restorative Justice programming at Meadowood Neighborhood Center. Due to circumstances outside of our control, we will not be continuing services at Elver Park; however, this offers us the opportunity to expand programming across the City. This Summer, we desire to expand our offerings to Kennedy Heights Community Center (Madison's Northside), at YWCA Madison's Empowerment Center (South Side/ S. Park Street) for youth currently living in YWCA Madison's Housing/Shelter programs, and to a location on Madison's East Side. Our team is in very early conversations with Mentoring Positives (Darbo Worthington Park) and have plans to reach out to Goodman Community Center if the relationship with Mentoring Positives does not develop.

Restorative Justice programming in these community based settings is embedded in the centers' existing programming and open to all youth engaged at the center (aged 12 and up). We will continue serving Meadowood weekly on Wednesdays (approximately 1 hour – exact time likely to shift during the Summer schedule) and work with the other community centers and with our internal YWCA Madison staff to determine scheduling that meets their program's needs. We expect to continue to provide approximately 1 hour per day every week at each site. Historically, we served 30 youth at Meadowood in the Summer, and we expect to serve approximately 12 youth at Kennedy Heights.

YWCA Madison recently purchased the Empowerment Center at 2040 S. Park Street, and we are actively planning new ways to utilize our space that is responsive to the needs of the people we serve. YWCA Madison is the largest provider of affordable housing for women in Dane County. At our other location, 101 E. Mifflin, we provide housing and emergency shelter for approximately 250 women, children and other family members annually. YWCA Madison has historically offered a "youth program" to serve the recreation and development needs of children living with us while their parents are engaging in case management or in need of respite. Currently, YWCA Madison has 1 room for the youth program that is primarily targeted toward children under the age of 11 years old. We have a gap in space and services for pre-teens/teenagers who live at our building. At any given time, there are approximately 5-10 youths aged 11-17 years old living with us (primarily in emergency family shelter). The youth living with us have experienced trauma related to homelessness/housing instability, have often been exposed to or experienced violence, and are living in temporary, small spaces where they have limited access to spaces catered to their needs. We want all young people who stay at YWCA Madison to feel included, supported, and have the opportunity to connect with peers, staff, and volunteers in a safe space designed for them. We are in the process of designing regular Summer programming for these youth at the Empowerment Center. We are working cross departmentally (Youth Program, Restorative Justice, Transit, and Housing) to provide these services.

The goal of our work is to create spaces across the City for youth— specifically those who are most marginalized and vulnerable to experience/be exposed to violence: those who are BIPOC, those whose families have experienced violence; those who are experiencing homelessness/housing instability— where they are safe, valued, and in collaborative relationships with each other, with community members/staff, and with their families guided by shared values and practices that center community, healing and accountability. Our service goal is to provide regular programming, education, and consultation to youth, staff, and families that promotes the implementation of Restorative Justice practices in each setting at all times.

2. Describe the outreach/marketing and/or referral methods your organization intends to employ to generate participation in the program to reach the target population.

Related to our municipal diversion process, we receive referrals directly from law enforcement for all youth 12 - 16 years old who are alleged to have violated a (non traffic) municipal ordinance in the City of Madison. Youth are contacted through an intake process and have to effectively 'opt out' (and go to Court – and likely be re-referred to our programming) of receiving services. Related to our community based work, we are already in partnership with Meadowood, and we are in direct communication/coordination with Kennedy Heights; and very early conversations with Mentoring Positives. We have direct relationships with all youth living at YWCA Madison through our case managers and will work directly with families to coordinate programming on a schedule that works for all. Our approach is to engage with youth in the spaces they already attend. Therefore, we do not need to engage in additional outreach. We believe that all of the young people served in these settings have lived experiences and circumstances that cause them to be at risk or currently involved in the juvenile justice system.

3. Describe how the program will facilitate the engagement of participants' families in the program. How will the program work with families to improve outcomes for the youth?

For young people referred through municipal diversion, youth are encouraged to include their family and other trusted support people in their Restorative process. Parents often participate in a youth's circle which allows the opportunity for everyone involved to share their feelings, needs, and perspectives and agree to support the youth in their collaboratively identified agreements for accountability to repair harm. This process shows families and caregivers ways to address harm caused to/by their youth that does not rely on further violence and punishment (cycle of harm), but instead recognizes the youth's holistic and developmental needs which creates a pathway to healing and repair for all involved.

In our community based programming we plan to provide Restorative Parenting events/sessions at each community center site. We have already provided this opportunity with a Latine Family Group in Middleton , facilitated a similar offering at our 2022 Racial Justice Summit offering, and through an opportunity for parents connected to Freedom Inc. In this offering, we facilitate dialogue about the importance of bringing healing to our home and in our everyday family interactions, and practices to dismantle punitive/violent mindsets and responses with youth and each other, while co-creating practices to create cycles of healing for the benefit of the future generations. Families are exposed to non violent communication techniques, ways to be mindful and manage feelings, and how to utilize shared vulnerability to connect with their children. This Summer we intend to provide these sessions at Meadowood & at the Empowerment Center.

4. Describe activities that will be provided to help build youth skill development and community connectedness for youth and their families.

We offer our Restorative Justice club curriculum in each community based setting which includes education and participation in the Circle Process (a best practice model for shared vulnerability, empathetic listening, and community building); and discussions on social justice topics, arts and culture, youth experiences, and other topics the youth feel are appropriate. Although the club is targeted towards the youth, we encourage the adults at the centers to engage in the circles frequently. This gives staff the opportunity to hear what the youth might be going through at school, home, or at the center

and have the opportunity to relate and offer advice and life experience. We aim to let the conversations be youth-led which helps the community to practice open communication, vulnerability, and conflict resolution.

Youth in programming and families who participate in Restorative Parenting, learn skills around empathetic listening, story telling, taking perspective, collaboration, accountability, healing and peacekeeping. Additionally, youth, families, and center staff have direct connections to our Restorative Justice team if they are in need of support in resolving conflicts that occur outside of programming. We are available to the community to address harm and violence without utilizing law enforcement and other forms of violence.

5. Proposed Timeline for Implementation (please use an additional sheet if you need more room)

Activity	Estimated Start and Completion Dates
Continuation of weekly programming at Meadowood	June - August
Continuation of weekly programming at Kennedy Heights	June - August
Summer programming at YWCA Madison’s Empowerment Center	June
Beginning programming at East Side location (preferably Mentoring Positives, but currently still in development)	June
Ongoing Restorative Justice process for municipal referrals	June - August

Staffing and Scale:

1. Proposed service numbers: Please complete the table below. Include number of unduplicated participants to be served, adult to youth/young adult ratios, number of service hours to be provided and frequency of activities or meetings. If you are proposing to provide a summer program at more than one location and the program structure is the same for all locations, please list all of the locations in the “Location(s)” cell in the table below. If the program structure varies amongst locations, please complete the rows for “Location #2” and the question following the table for any additional program locations.

Youth & Young Adult Violence Prevention Programming	Frequency* of Activities/Meetings	# of Service Hours Per Program Day	Annual Duration**	Adult to Youth/Young Adult Ratio	Unduplicated Participants
Location(s): Meadowood Neighborhood Center					
Summer	1x/week	1 hour	48 weeks	1 YWCA Staff + Center staff/ 30 youth	30
Location #2: Kennedy Heights Neighborhood Center					
Summer	1x/week	1 hour	30 weeks	1 YWCA Staff + Center staff /12 youth	12
Location #3: YWCA Madison Empowerment Center					
Summer	1x/month	1.5 hours	7 weeks	3 YWCA Staff/ 12 youth	12
Location #3: East Side Community Based Location (Mentoring Positive or Goodman Center)					
Summer	1x/week	1 hour	20 weeks	1 YWCA Staff + Center staff/ TBD youth	TBD

*Frequency=number of times per week, month, year (i.e. 5 days per week, 2x per month, 4x per year)

**Annual Duration=number of weeks or months annually (i.e. 10 weeks, 6 months)

If applicable, please list any other locations with differences in the program structure as compared to the summer programs included in the table above.

2. **Personnel:** List all staff that will be working on the proposed program/project, including volunteers. (please use an additional sheet if you need more room)

Staff Title	FTE	Duties
Community Restorative Justice Coordinator	0.25	Direct service and program development
Community Restorative Justice Coordinator (Bilingual)	0.125	Direct service and program development
Restorative Justice Community Program Manager	0.25	Supervises direct service staff; supports service planning, implementation, and delivery
Restorative Justice Director	0.125	Supervises RJ Manager; provides oversight and guidance to all RJ staff and continuing RJ practice development

Outcomes: Funded programs will be required to collect data and report on three outcome measures. Programs are encouraged to identify an additional outcome measure of interest. In the box below, describe the outcome measure and measurement tools and data collection process you might use to document and report the impact of your program.

Outcome Objective #1	Youth referred during the Summer through municipal diversion will successfully complete their Circle agreements to repair harm and conflict.			
Performance Standard	Targeted Percent	85%	Targeted Number	35
	Actual Percent of Actual Total Enrollees		Actual Number	
Measurement Tool(s) and Comments: Program records of completion				

Outcome Objective #2	Youth engaged in Summer programming at Community Based sites will report feelings of belonging and affirmation.			
Performance Standard	Targeted Percent	85%	Targeted Number	60
	Actual Percent of Actual Total Enrollees		Actual Number	
Measurement Tool(s) and Comments: Through regular survey.				

Outcome Objective #3	Parents/caregivers who attend Restorative Parenting will report that they received non-violent/peace keeping tools/skills to utilize in their families.			
Performance Standard	Targeted Percent	85%	Targeted Number	45
	Actual Percent of Actual Total Enrollees		Actual Number	
Measurement Tool(s) and Comments: Through post session survey.				

Cultural Relevance and Language Access

1. **Capacity and Strategies:** Describe your organization’s capacity and strategies to ensure language access and cultural relevance for your target population.

YWCA Madison defines Restorative Justice (RJ) as an “anti-racist and a decolonizing movement rooted in Indigenous knowledge that recognizes the interconnectedness, value and intrinsic worth of all parts of creation. Restorative Justice aims to interrupt and dismantle the cycle of harm through the medicine of collective radical vulnerability and love. We believe Restorative Justice is abolitionist. It recognizes the need to heal, repair, and transform the historical and transgenerational harm from our society’s practices and systems of retributive and unjust law embedded in white supremacist, hetero-patriarchal, capitalist culture. Our practice is about nurturing relational, interconnected cultures and empowers communities to meet our needs and mend the relationships that make us whole.” Our offerings have been tried and tested in school settings for a number of years and are the culmination of our experiences working in collaboration with youth who have marginalized identities. In general, the majority of people we serve speak English or Spanish, and our team includes staff members who are native Spanish speakers.

2. **Staff Demographics:** Does the staffing of the program reflect the racial and cultural diversity of program participants? If not, what plans do you have to address this?

Yes. YWCA Madison’s Restorative Justice team is made entirely of people who are Black, Indigenous, and/or People of Color – including staff who are bilingual/bicultural (Spanish/English). Our staff hold a diversity of identities including people who have lived in Madison their entire lives, people who are immigrants, people who recently moved to Madison, young people, parents, caregivers in multi-generational homes, people with disabilities, and many other identities and experiences which are relatable to the young people and families of the targeted population.

Budget and Funding:

You may be asked to submit additional information on agency finances and/or your most recent audit statement.

1. Project Budget:

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED
A. Personnel Costs (Complete Personnel chart below)		
1. Salaries/Wages (show detail above)	\$37,562	\$30,000
2. Fringe Benefits and Payroll Taxes	7,512	5,000
B. Program/Project Costs		
1. Program/Project supplies and equipment	1,500	
2. Office Supplies	250	
3. Transportation		
4. Food	1,500	
5. Other (explain)		
C. Space Costs		
1. Rent/Utilities/Telephone	3,965	
2. Other (explain)		
D. Special Costs		
1. Other (explain): Direct Assistance to Individuals (Youth Participant Transportation and Special Needs)	500	
2. Other (explain):		
D. TOTAL (A + B + C +D)	\$52,789	\$35,000

2. Additional Information on Budget (if needed): N/A

3. What percentage of total Agency Budget is this project? This project represents 0.6% of YWCA Madison’s agency budget / 4.7% of the agency’s Restorative Justice Department budget.

4. Other Funding: What other funding do you anticipate pursuing if the project is expected to continue?

YWCA Madison will continue to pursue a combination of public and private funding sources to support our Restorative Justice programming. Potential sources include grants from current and previous funders such as the Wisconsin Partnership Program and U.S. Department of Justice Office of Juvenile Justice and Delinquency Prevention (OJJDP) and new private and corporate foundations that fund proactive youth programming.