

Law and Justice Safety Presentation to Council  
Tuesday June 27<sup>th</sup> 1:30-3:30

Marcus plans to address

- **Systemic Pressures (The issues)**
  - Alarming rates of youth of color in detention
  - Violence in our community is making people feel unsafe (racial tensions)
  - Alarming rates of youth of color being pushed out of school
    - Matched with the political pressure to do something about it.
    - Current strategies in place for many years were not changing the outcomes
  - Systemic responses are reactive not proactive
  - Interventions not intentional enough to change the dynamics
  - We are addicted to incarceration (it has been the only tool in our tool box so it has been the tool of choice for years.)
- **Why the JJESC was formed**
  - To get members from our community with systems folks together aligned by common purpose
    - Establish short and long term actions to help end disproportionality in King County's juvenile justice system (and any other systemic structures that contribute to racial and ethnic disparities)
      - Phase 1: Referrals (School discipline, arrests, report to PAO)
        - Theft 3 Pilot
      - Phase 2: Filing decisions
        - Auto adult
        - Access to DAJD for mentors with a relevant history for mentorship (aligns with credible messengers and work in FW)
      - Phase 3: What increases disparities
        - Addressing the juvenile Justice Act – only allows funding for services once you are in trouble
      - Phase 4: Youth with high needs
        - Still working on this component
    - Identify root causes of disproportionality and provide specific solutions needed to address them in individual communities
      - Institutional racism-
      - Biases
        - In enforcement (school officials, Law enforcement, etc)
        - Access to opportunities
      - Addicted to incarceration
      - Not in authentic relationship with our communities (no trust)
    - Engage communities by sharing information, then collecting and incorporating feedback.
      - We have done this throughout time but it has not been done genuinely and usually is a check the box activity or to complete a task not to ultimately change the way we are doing things. It is hard to change when you only have to be accountable to yourself and by sharing this

process and data we have opened up the process for community to understand what and how we have remained stuck. It has allowed them to push us in ways that we have not been pushed before.

***\*Our goal should not be to eliminate disproportionality because we could just arrest more white youth and the problem could be fixed! We should have a more comprehensive strategy that includes the health and well-being of our children! With specific benchmarks that measure our progress with kids of color, especially black and brown youth***

- If it gets better for those most impacted then it gets better for all youth.

#### **Solutions:**

- Stop criminalizing adolescent behavior and adopt filing standards that incorporate all of what we are learning more about (brain science, trauma, ACES, etc)
- More community based Diversion
- Authentic partnerships with community that come with TA and capacity building
- We have to have a two-way approach.
  - One that deals with the current reality which may come in form of programs AND One that helps dismantle the structure that allows this issue to manifest!

#### **Lessons Learned:**

- We have to be willing to hear some tough things about ourselves as public servants from community.
- In thinking we are helping, we have done damage to a lot of people and need to be accountable for that.
- There is no way government can arrive at the correct solution with just government in the equation, we need our community as authentic partners and leaders of the work.
  - When we give it to community and support the work they are already doing. We can then reach the outcomes we are looking for! (FWYAT)

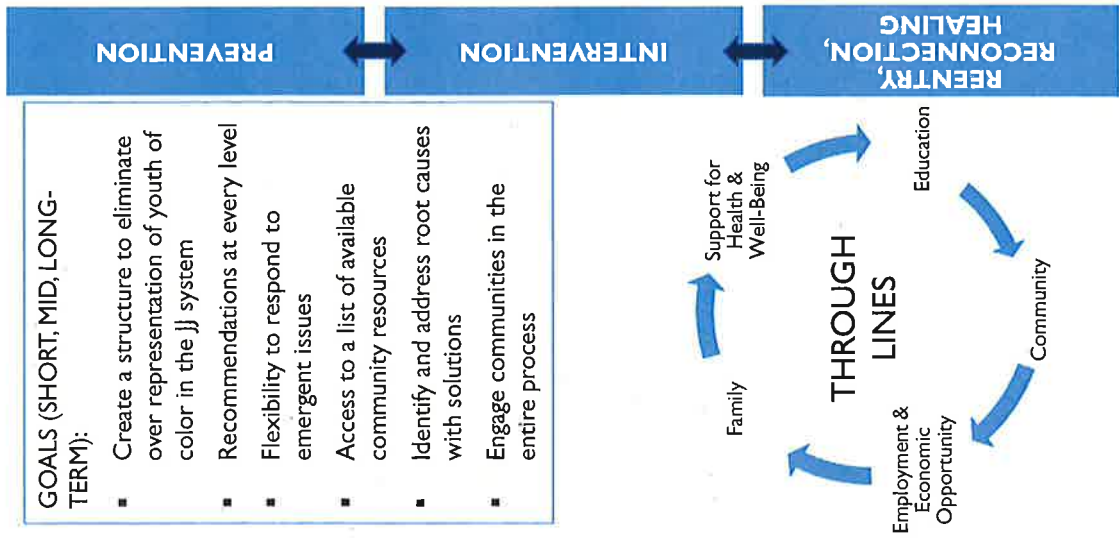
#### **Current Opportunities that are helping us make the paradigm shift from punitive practices:**

- Creating more community based alternatives
  - FIRS
  - CSEC
  - Restorative Practices (peacemaking, healing, mediation)
  - Safe Spaces
- Best Starts for kids
- MIDD
- Vets and Human Services
- Equity and social justice work
- Race equity work

2017-20074  
 LJ 6-27-17

# Juvenile Justice Equity Steering Committee - Action Plan

Implementation Date: March, 2015



**Phase One**

Law Enforcement Referrals:

- School Discipline
- Arrest
- Report to PAO

**Phase Two**

Filing Decision Points

**Phase Three**

Existing System:  
 What increases disparities?

**Phase Four**

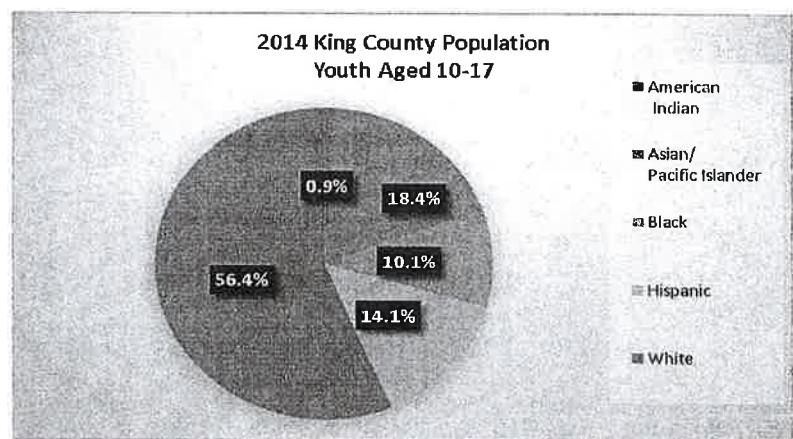
Youth with high needs

MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB
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King County Juvenile Court  
CY 2015 Referrals by Federal Way PD

Race/Ethnicity	Count of Referral Number	% of Total
American Indian	11	2.6%
Asian and Pacific Islander	45	10.7%
Black	224	53.5%
Hispanic	49	11.7%
Other/Unknown	14	3.3%
White	76	18.1%
Grand Total	419	100.0%



*Note: 2014 population figures are from National Center for Health Statistics Bridged-race estimates of the July 1, 2014, U.S. resident population by county, single-year of age, sex, race and Hispanic origin. [2014 Released June 30, 2015]*

Prepared by: Elizabeth Haumann, Juvenile Justice Research and Evaluation Analyst  
King County Office of Performance, Strategy and Budget

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**King County Juvenile Court  
CY 2015 Referrals to the Prosecuting Attorney's Office from Law Enforcement**

Referring Agency	Count of Referral Number	% of Total Referrals
Seattle Police Dept.	889	21.8%
King County Sheriff	493	12.1%
Federal Way PD	419	10.3%
Tukwila PD	369	9.1%
Kent PD	312	7.7%
Auburn PD	270	6.6%
Bellevue PD	221	5.4%
Renton PD	177	4.3%
Kirkland PD	99	2.4%
Redmond PD	77	1.9%
Burien PD	68	1.7%
King County Dept. Of Adult And Juvenile Detention	61	1.5%
Des Moines PD	54	1.3%
Covington PD	52	1.3%
Seatac PD	47	1.2%
Shoreline PD	46	1.1%
SNOHOMISH COUNTY	42	1.0%
Issaquah PD	40	1.0%
Washington State Patrol	37	0.9%
PIERCE COUNTY	35	0.9%
Bothell PD	31	0.8%
Maple Valley PD	30	0.7%
Sammamish PD	22	0.5%
Snoqualmie PD	21	0.5%
Port of Seattle PD	20	0.5%
Enumclaw PD	19	0.5%
Woodinville PD	19	0.5%
Mercer Island PD	18	0.4%
Duvall PD	12	0.3%
Lake Forest Park PD	11	0.3%
Pacific PD	7	0.2%
Normandy Park PD	6	0.1%
Black Diamond	5	0.1%
GRAYS HARBOR COUNTY	4	0.1%
ISLAND COUNTY	4	0.1%
CHELAN COUNTY	3	0.1%
Clyde Hill PD	3	0.1%
MASON COUNTY	3	0.1%
Newcastle PD	3	0.1%
University of Washington PD	3	0.1%
Algona PD	2	0.0%

Referring Agency	Count of Referral Number	% of Total Referrals
Medina PD	2	0.0%
SKAGIT COUNTY	2	0.0%
SPOKANE COUNTY	2	0.0%
THURSTON COUNTY	2	0.0%
CLARK COUNTY	1	0.0%
DOUGLAS COUNTY	1	0.0%
JEFFERSON COUNTY	1	0.0%
KITTITAS COUNTY	1	0.0%
LEWIS COUNTY	1	0.0%
North Bend PD	1	0.0%
OTHER COUNTY POLICE	1	0.0%
Washington State Dept. of Fish and Wildlife	1	0.0%
Washington State Parks	1	0.0%
WHITMAN COUNTY	1	0.0%
<b>Grand Total</b>	<b>4072</b>	<b>100.0%</b>

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2017-20074

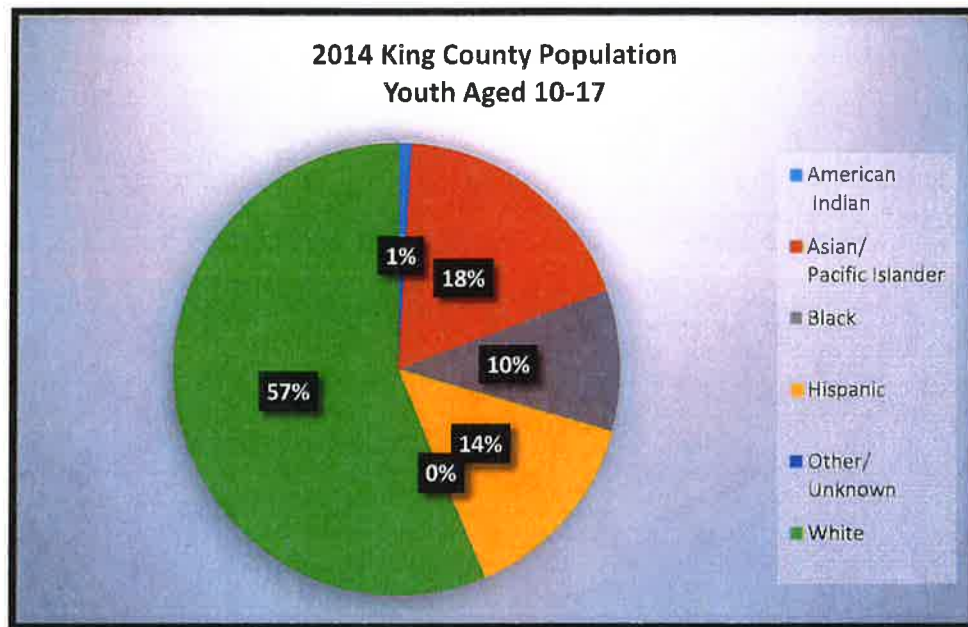
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MARCH 11, 2016

# THE ORIGIN OF JUVENILE JUSTICE REFERRALS IN KING COUNTY

2014 AND 2015

ELIZABETH HAUMANN, M.A.  
KING COUNTY OFFICE OF PERFORMANCE, STRATEGY AND BUDGET  
[elizabeth.haumann@kingcounty.gov](mailto:elizabeth.haumann@kingcounty.gov)



Race/Ethnicity	2014	2015	% Change 2014 - 2015	Percent of 2015 Total Referrals
American Indian	142	125	-11.97%	3.07%
Asian and Pacific Islander	304	354	16.45%	8.69%
Black	1854	1663	-10.30%	40.84%
Hispanic	514	517	0.58%	12.70%
Other/Unknown	61	71	16.39%	1.74%
White	1523	1342	-11.88%	32.96%
<b>Total</b>	<b>4398</b>	<b>4072</b>	<b>-7.41%</b>	<b>100.00%</b>

- White youth made up the bulk of the youth population in King County but only 33% of the referrals by law enforcement.
- In contrast, Black youth made up only 10% of the youth population but 42% of referrals.
- While referrals for most races/ethnicities fell or stayed flat, referrals of Asian/Pacific Islanders increased.
- Hispanic, Asian/Pacific Islander and White youth remain underrepresented in referrals based on their population in King County, while Native American and Black youth are overrepresented.



**King County Juvenile Court  
Referrals by Top Referring Agency  
2014 Compared to 2015**

Referring Agency	2014		2015		Numerical ↑ or ↓
	Count of Referrals	% of Total Referrals	Count of Referrals	% of Total Referrals	
Auburn PD	257	6%	270	7%	↑
Bellevue PD	259	6%	221	5%	↓
Federal Way PD	388	9%	419	10%	↑
Kent PD	372	8%	312	8%	↓
King County Sheriff	487	11%	493	12%	↑
Seattle PD	934	21%	889	22%	↓
Tukwila PD	350	8%	369	9%	↑
<b>Subtotal</b>	<b>3047</b>	<b>69%</b>	<b>2973</b>	<b>73%</b>	<b>↓</b>
All Other Agencies	1339	31%	1099	27%	↓
<b>Total Referrals</b>	<b>4386</b>	<b>100%</b>	<b>4072</b>	<b>100%</b>	<b>↓</b>

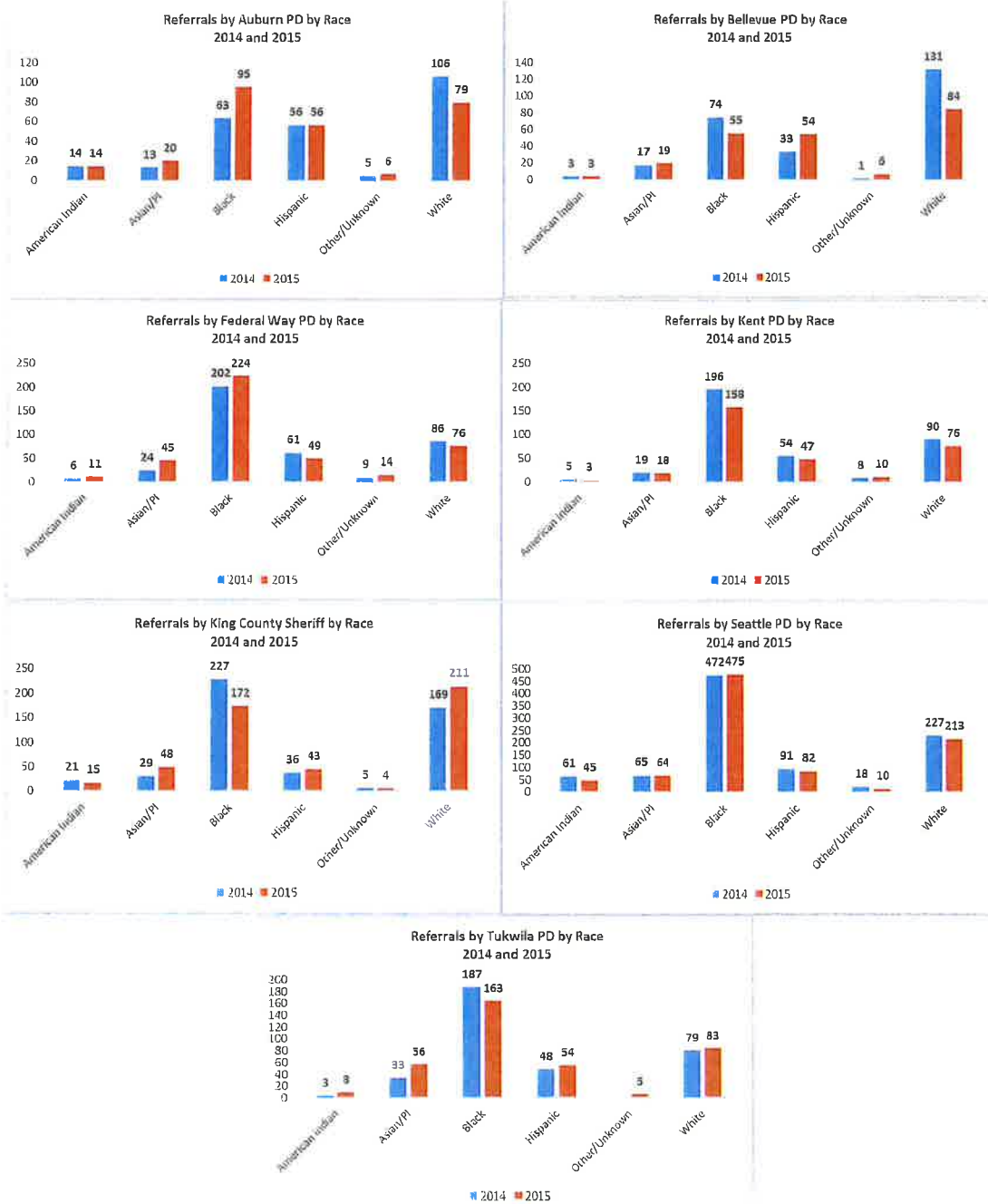
- The agencies with the largest number of referrals to the King County Prosecuting Attorney's Office are listed above and comprise 73% of all referrals in 2015
- Seattle P.D. remains the largest source of referrals, though referrals by SPD dropped 4.8% between 2014 and 2015
- Referrals from Auburn, Federal Way, King County Sheriff, and Tukwila law enforcement increased in 2015 over 2014
- The increase in referrals from Tukwila P.D. are mainly from Theft 3 referrals on Asian/Pacific Islanders.

**King County Juvenile Court  
Top Referrals to the Prosecuting Attorney's Office  
Comparison of 2014 and 2015**

Offense	2014		2015		Numerical ↑ or ↓
	Count of Referrals	% of Total Referrals	Count of Referrals	% of Total Referrals	
ASSAULT 4	386	8.8%	353	9%	↓
ASSAULT 4 - DV	397	9.0%	438	11%	↑
THEFT 3	1140	25.9%	1022	25%	↓
Top Offenses (≥ 5%) Subtotal	1923	43.7%	1813	45%	↓
Subtotal All Other Offenses	2475	56.3%	2259	55%	↓
<b>Total Referrals</b>	<b>4398</b>	<b>100.0%</b>	<b>4072</b>	<b>100%</b>	<b>↓</b>

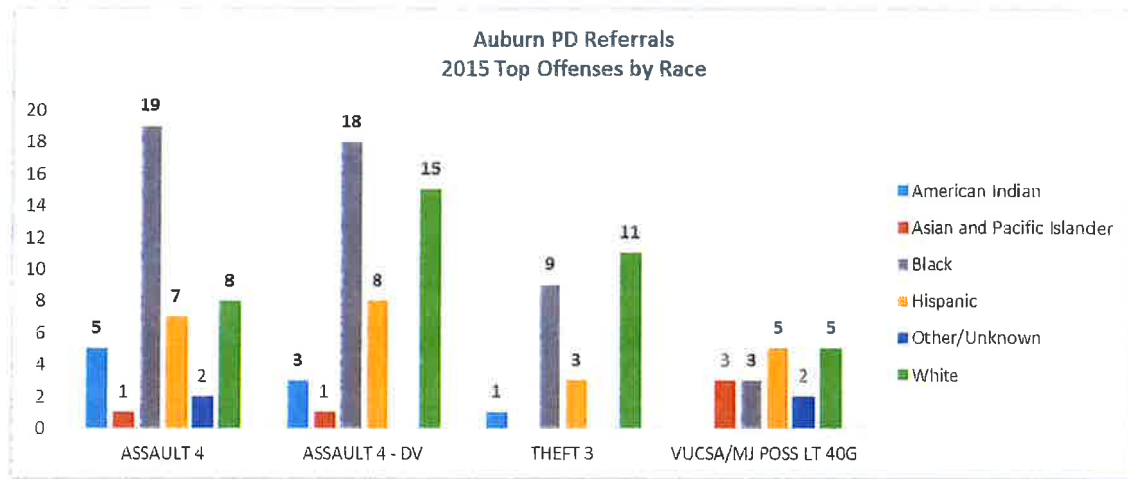
- Theft 3 offenses continue to be the most referred of all offenses, followed by Assault 4 – DV and Assault 4.

## Referrals by Race by the Agencies with the Most Referrals

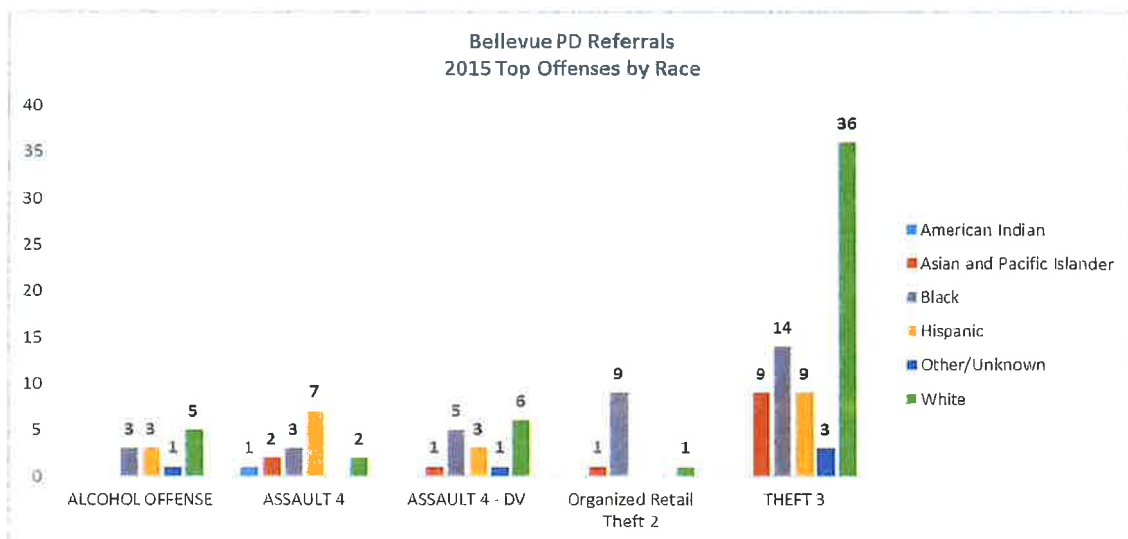


- Black youth made up 45% of the referrals by the agencies with the most referrals in 2015.
- In 2015, Bellevue and King County Sheriff referred more White youth than any other race, which was a change for King County Sheriff when compared to 2014.
- Auburn and Federal Way PD filed more referrals on Black youth in 2015 than they had in 2014.

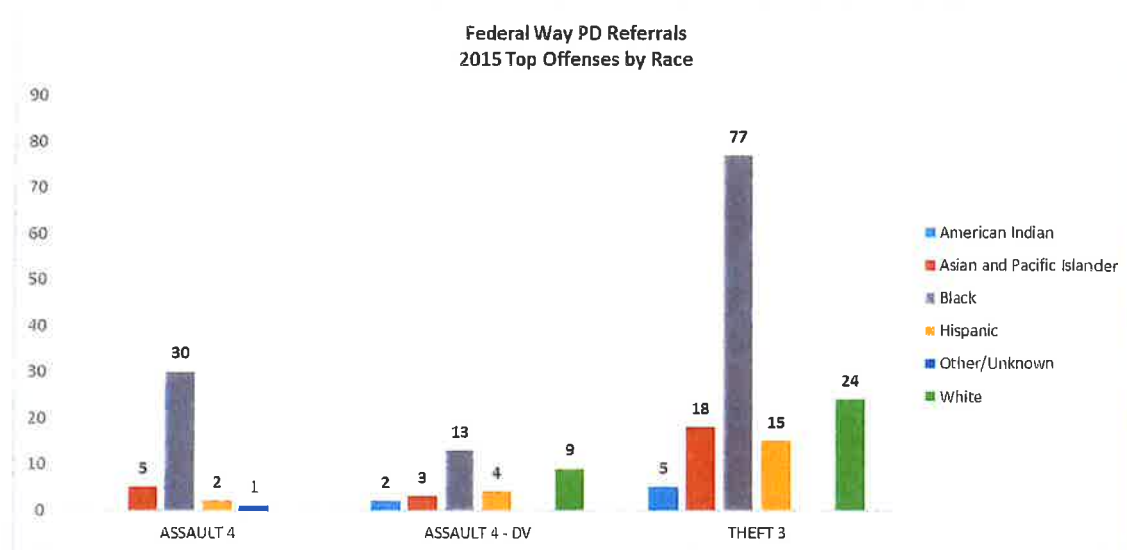
### Referrals by Agencies with the Most Referrals by Most Referred Offense and Race



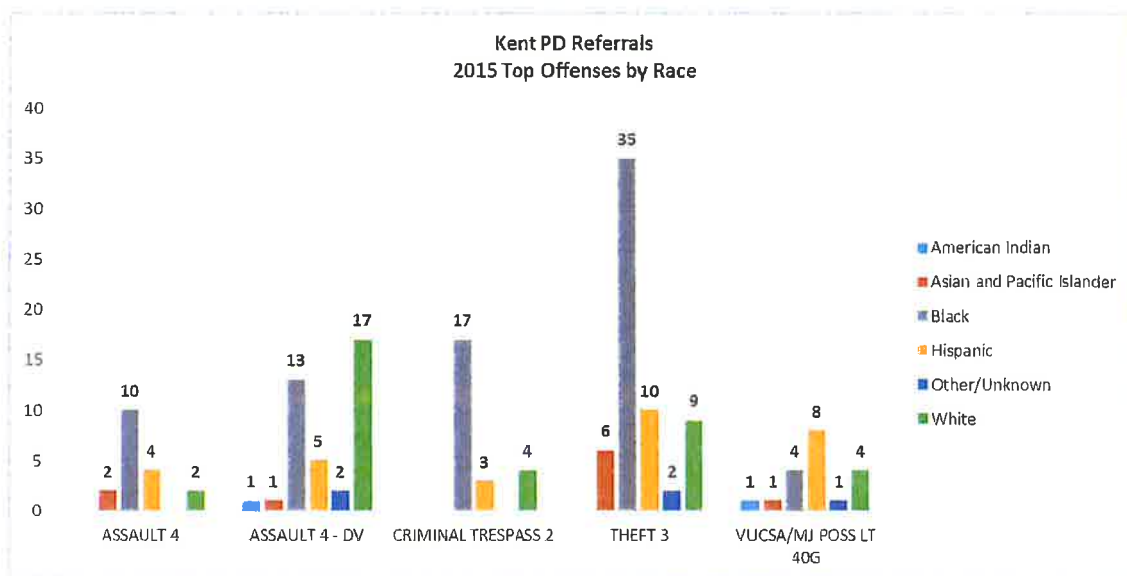
- Assault 4 – DV represented the largest portion of referrals by Auburn PD
- About 70% of the most referred offenses were on Youth of Color with Black youth accounting for 38% of the 70%.



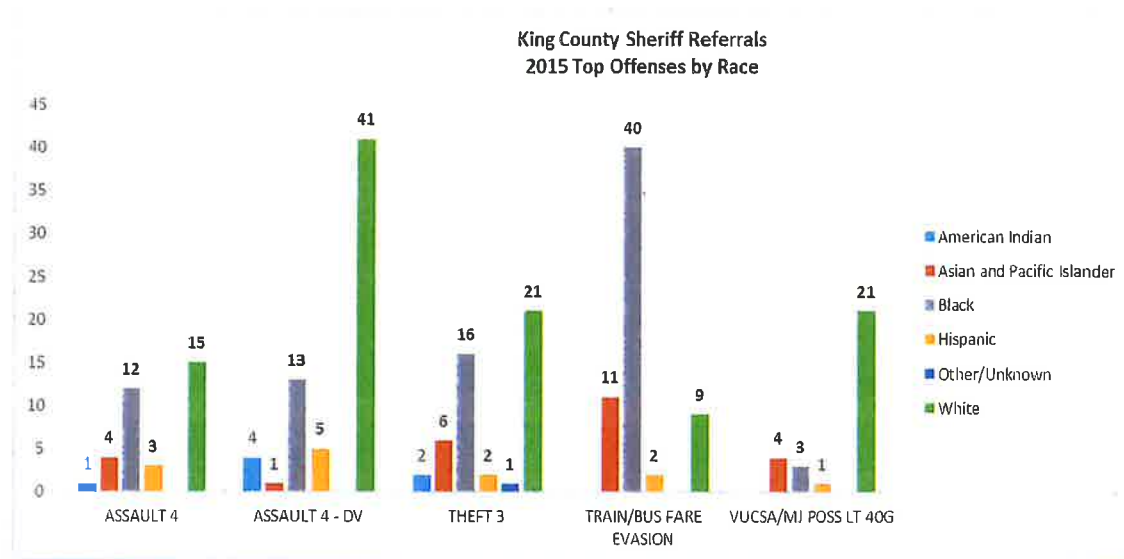
- Theft represented 57% of the referrals by Bellevue PD
- White youth accounted for 40% of the most referred offenses by Bellevue PD and 51% of the referrals for Theft 3.



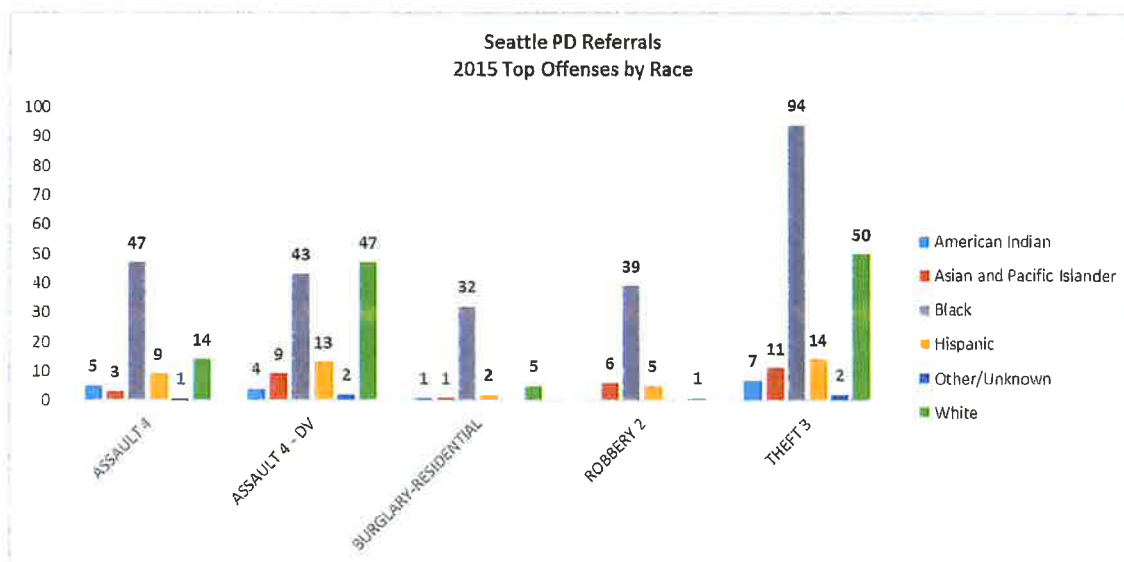
- Theft 3 was the most referred offense by Federal Way PD in 2015.
- Black youth made up 55% of the Theft 3 offenses, and 58% of the top offense referrals for Federal Way in 2015.



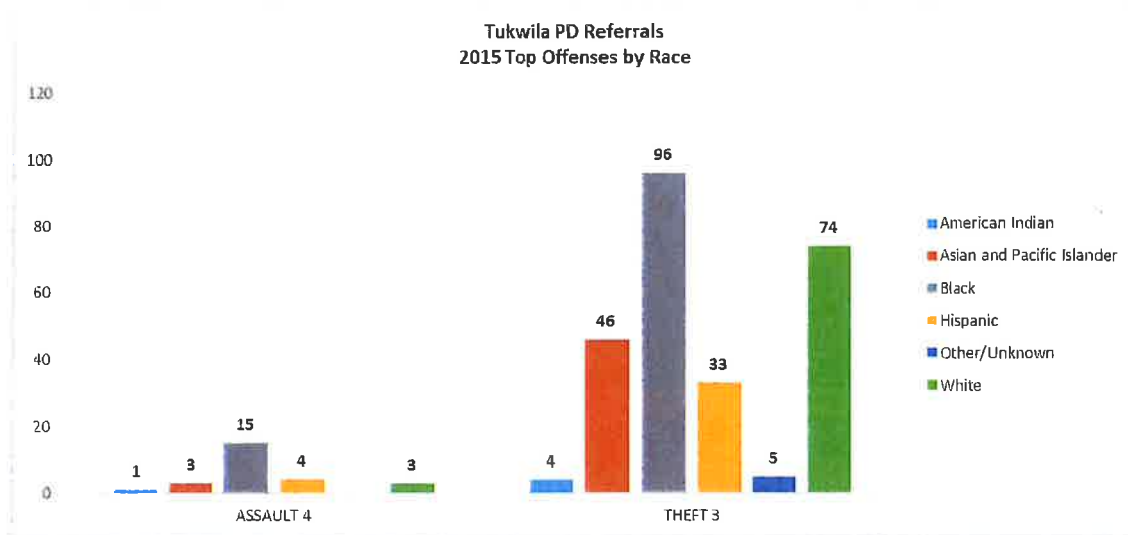
- Theft 3 offenses were the most referred by Kent PD in 2015, followed by Assault 4 – DV.
- Black youth made up the bulk of Theft 3 referrals, while White youth accounted for more Assault 4-DV referrals.



- Assault 4–DV and Train/Bus Fare Evasion accounted for the most referrals by King County Sheriff's Department in 2015
- White youth were the main referral group for Assault 4-DV and Black youth were for Train/Bus Fare Evasion.
- White youth comprised 72% of the referrals for Possession of Marijuana.



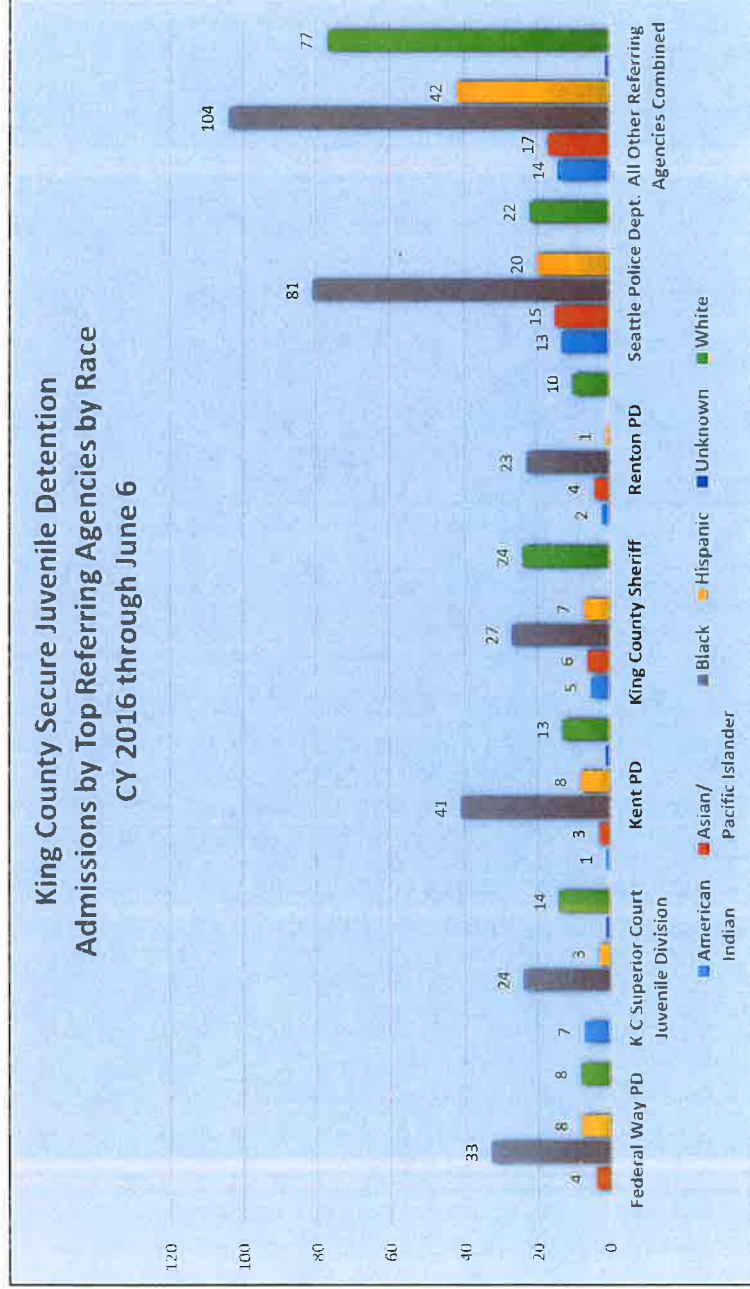
- The top five offenses account for 53% of all of the referrals by Seattle PD.
- Of the top offenses referred, Black youth account for the preponderance of referrals, except for Assault 4-DV.



- Assault 4 and Theft 3 offense represented 77% of all referrals by Tukwila PD in 2015.
- Referrals for Theft 3 accounted for 70% of all referrals by Tukwila PD in 2015.

**King County Secure Juvenile Detention  
Referring Agencies with Top Admissions (40 or more)  
CY 2016 through June 6**

Referring Agency	American Indian	Asian/ Pacific Islander	Black	Hispanic	Unknown	White	Total by Referring Agency
Federal Way PD		4	33	8		8	53
K C Superior Court Juvenile Division	7		24	3	1	14	49
Kent PD	1	3	41	8	1	13	67
King County Sheriff	5	6	27	7		24	69
Renton PD	2	4	23	1		10	40
Seattle Police Dept.	13	15	81	20		22	151
All Other Referring Agencies Combined	14	17	104	42	1	77	255
<b>Total by Race</b>	<b>42</b>	<b>49</b>	<b>333</b>	<b>89</b>	<b>3</b>	<b>168</b>	<b>684</b>





# FEDERAL WAY YOUTH ACTION TEAM

Our vision for Federal Way is to be a community where every youth has the opportunities, skills and support they need to thrive.

The Federal Way Youth Action Team believes we can affect the most change if we commit to these values.

- We will engage youth and families in our solution-making. - We strive to create culturally and generationally relevant solutions. - We acknowledge that our County has a history of disproportionality for minorities in our justice and education systems. - We will actively work to dismantle the school to prison pipeline. - We will work to build community capacity, strengthening the ability of communities to take care of their young people.

## Mission

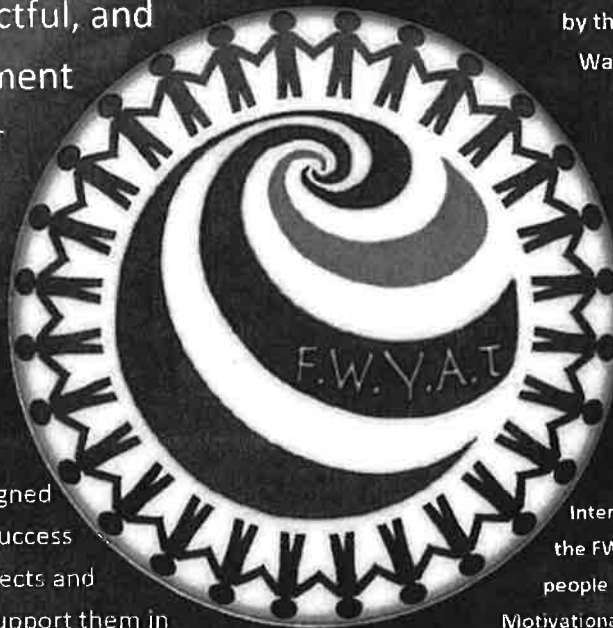
The Federal Way Youth Action Team is a consortium of caring adults and organizations that partner together to provide authentic, impactful, and relevant youth development opportunities across our community.

## Positive Outcomes Program

POP serves youth and young adults ages 12 to 24 years of age that are typically overlooked or underserved, many of whom are at risk of interaction with the juvenile justice system. The program provides advocacy and support to help these youth meet their goals for the future. POP is strengthened by the support and leadership of the Federal Way Youth Action Team, a collaboration of adults and organizations that provide youth development opportunities.

## HYPE

Our weekend programming is designed to support youth with barriers to success by participating in community projects and skill building workshops that will support them in developing the necessary skills to discover their best self and contribute positively to our community. We offer a menu of projects and workshops facilitated by diverse community professionals. Our goal is to customize the programming to meet the needs of the referred group of youth.



## The Game of Life

A 'gateway program' (community intervention outreach model) to other services of the FWYAT and beyond. Designed to attract young people at risk through sports, GOL operates within a Motivational Interviewing framework to develop deeper relationships and assess and connect young people to needed services and supports.

Facilitated by a Counselor, Coach and Consultant, GOL serves as a community based therapeutic intervention utilizing credible messengers to motivate youth to their fullest potential.

[theFWYAT@gmail.com](mailto:theFWYAT@gmail.com)

FWYAT





# The Game of Life – GOL



The Game of Life is community intervention outreach model to other services of the Federal Way Youth Action Team and beyond.

Designed to engage young people at risk through basketball, Game of Life operates within a 'Health and Wellness' framework to develop deeper relationships with young men, while assessing their needs and connecting them to needed services and supports.

Game of Life is facilitated by Community Leaders and Professionals with who have valuable, relative life experience and come from Mental Health, Sports, and Academic backgrounds.

Community partners include:

- The Federal Way Youth Action Team,
- Multiservice Center's Positive Outcomes program (POP)
- King County Juvenile Court,
- Washington States Trades Programs,
- Everybody Can Win emotional fitness, and
- Community volunteers who assist with education advocacy, job readiness and needs based support services.

For more information about GOL, please contact:

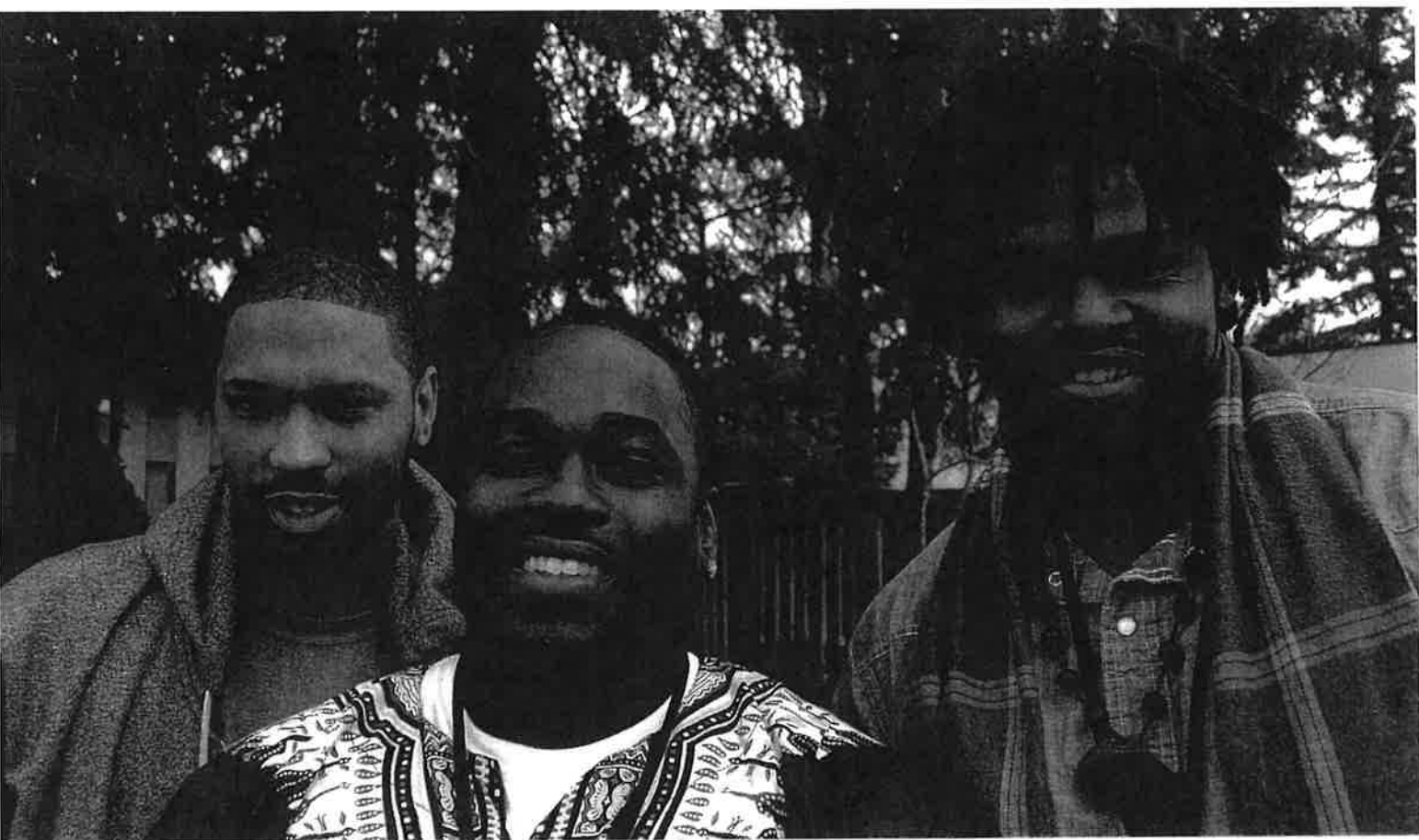
Winston Bell  
253.653.1099

[Everybodycanwin@aol.com](mailto:Everybodycanwin@aol.com)

Or the FWYAT

[TheFWYAT@gmail.com](mailto:TheFWYAT@gmail.com)

<https://www.facebook.com/FWYAT/>



## SUPPORT EQUALS SUCCESS

**“Support equals success,” shares Andre Bullard. Andre, Evan Cook, and Will Jimerson lead MSC’s new Positive Outcomes Program (POP).**

POP serves youth and young adults ages 12 to 24 years of age that are typically overlooked or underserved, many of whom are at risk of interaction with the juvenile justice system. The program provides advocacy and support to help these youth meet their goals for the future. POP is strengthened by the support and leadership of the Federal Way Youth Action Team, a collaboration of adults and organizations that provide youth development opportunities.

Andre, Evan, and Will visit schools, malls, and locations in the community where at-risk youth are likely to gather. They also connect with youth on a referral basis through other service organizations, referrals for home visits, as well as law enforcement who may provide a referral to the program as an

alternative to incarceration.

“We look at what way we can connect with them where they are at, whether that’s basketball or education,” shares Evan. “We build a relationship with them, not bombard them with services, so they will open up and we can show them what we can offer them,” adds Will.

POP provides positive mentorship as well as connections for young people interested in getting support in areas such as graduating high school or obtaining a GED, enrolling in college or a training program, obtaining employment, or finding resources such as transportation, school supplies, clothing, housing or food. POP also works with families to provide additional support to make sure that the youth in the program meet their goals.

The program is unique because it serves youth as young as 12 and is led by individuals that are representative of the population the program serves.

“This is my life calling. When you look at other groups for marginalized populations, they are usually led by someone from that population. However, when you look at groups for young people of color, they are often led by someone not generally of that same background,” shares Will, “Sometimes we are the first example of a positive role model these kids have had. And, we’re approachable. We dress like them and look like them and are able to connect.”

“This doesn’t feel like a job,” shares Andre, “it feels like what I’m supposed to do. Youth need opportunities and people to support them during important life events.”

“I want to be and give people what I didn’t have,” shares Evan. “I want to help make the community a community. I want people to be proud of where they are from.”

*For more info on youth programs visit [mschelps.org/gethelp/edemp/youth/](http://mschelps.org/gethelp/edemp/youth/).*



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*H.Y.P.E. Helping youth perform  
excellence*

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HYPE offers weekend programming designed to support youth and families with barriers to success by participating in community projects and skill building workshops that will support them in developing the necessary skills to discover their best self and contribute positively and thrive in our community. We offer a menu of projects and workshops facilitated by diverse community professionals. Our goal is to customize the programming to meet the needs of the referred youth and families.

We have successfully supported youth in gaining employment, entrepreneurship, completing school, completing probation and becoming engaged in community projects, city council meetings and panels with Seattle University Master in Social Work students. We have hosted community hikes and work parties for other youth programs in our community.

If you would like to refer a youth or volunteer to facilitate a workshop or suggest a project please contact:

Charissa Eggleston or Kelli Lauritzen

Phone: 253.740.8198

Email: [HYPEfederalway@gmail.com](mailto:HYPEfederalway@gmail.com)

Facebook: [www.facebook.com/hypefederalway](https://www.facebook.com/hypefederalway)

Or the FWYAT

[TheFWYAT@gmail.com](mailto:TheFWYAT@gmail.com)

<https://www.facebook.com/FWYAT/>




FWA

# Federal Way Youth Action Team

A Presentation to the Juvenile Justice Equity Steering Committee

April 20, 2017



# Origins

In July of 2016, a group of community members met at Federal Way City Hall

## WHY?

- Concern about the recent increase in violence in the city, including three homicides within a 48-hour period in May.
- A desire to address the disproportionate number of school and police referrals to the juvenile justice system, specifically for youth of color.
- A realization that there are severe gaps in culturally responsive prevention and intervention services for Federal Way youth.



# The data: alarming

## King County Juvenile Court

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Issaquah PD	40	1.0%

Federal Way is the 6<sup>th</sup> largest jurisdiction in the County representing about 6% of the County population, but has the 3<sup>rd</sup> highest referrals to the County juvenile justice system with 10% of all referrals.

Jurisdiction	Population (2013)
Seattle	652,405
Unincorporated King County	325,002
Bellevue	133,992
Kent	124,435
Renton	97,003
<b>Federal Way</b>	<b>92,734</b>
Kirkland	84,430

# King County Juvenile Court

## CY2015 referrals by Federal Way PD

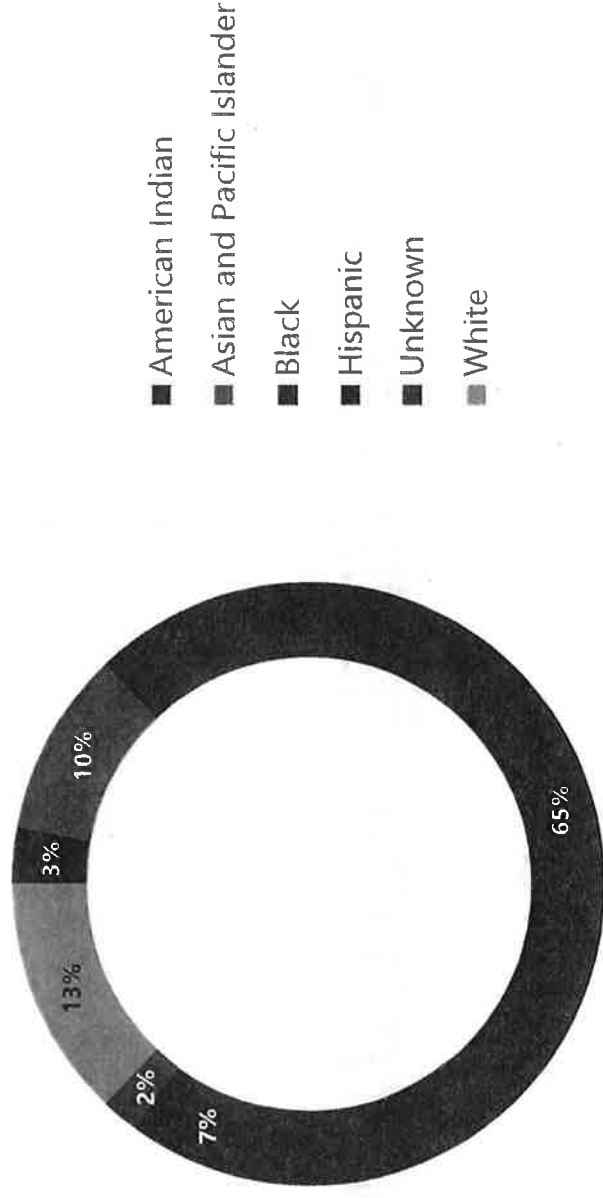
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Other/Unknown	14	3.3%
White	76	18.1%
Grand Total	419	100%



# Disproportionate numbers of African Americans from Federal Way are referred to the County juvenile justice system and admitted into secure juvenile justice detention

Admissions or bookings into secure detention are when a law enforcement agency brings a youth to the secure center and that youth meets the Detention Intake Criteria (attached) and are admitted.

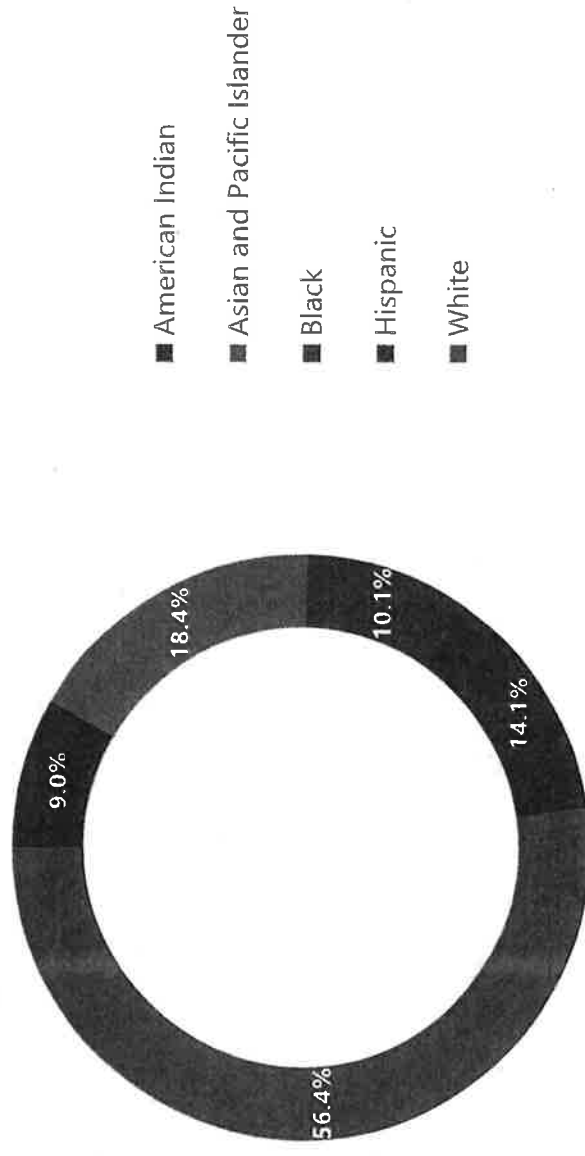
2015 admissions to secure juvenile detention by race by Federal Way PD



# "What's going on?"

-Marvin Gaye

2014 King County population youth aged 10-17



# Filling a need and getting results

🔍 FWYAT identified the gaps (resource mapping)

🗣️ Community engagement to hear and get input from impacted residents on needs

🤝 Organizational outreach (inclusive process), and capacity building

🏠 Creation of programs to address needs

💚 Intentional culturally responsive programming

👥 Leadership building

# HYPE: Helping Youth Perform Excellence

- HYPE primarily utilizes local leaders of color and the target audience is low income, youth of color/immigrant and refugee youth who may be at risk for contact with the juvenile justice system or being disengaged from local schools.
- HYPE weekend programming is designed to support youth with barriers to success by participating in community projects and skill building workshops that will support them in developing the necessary skills to discover their best self and contribute positively to our community.



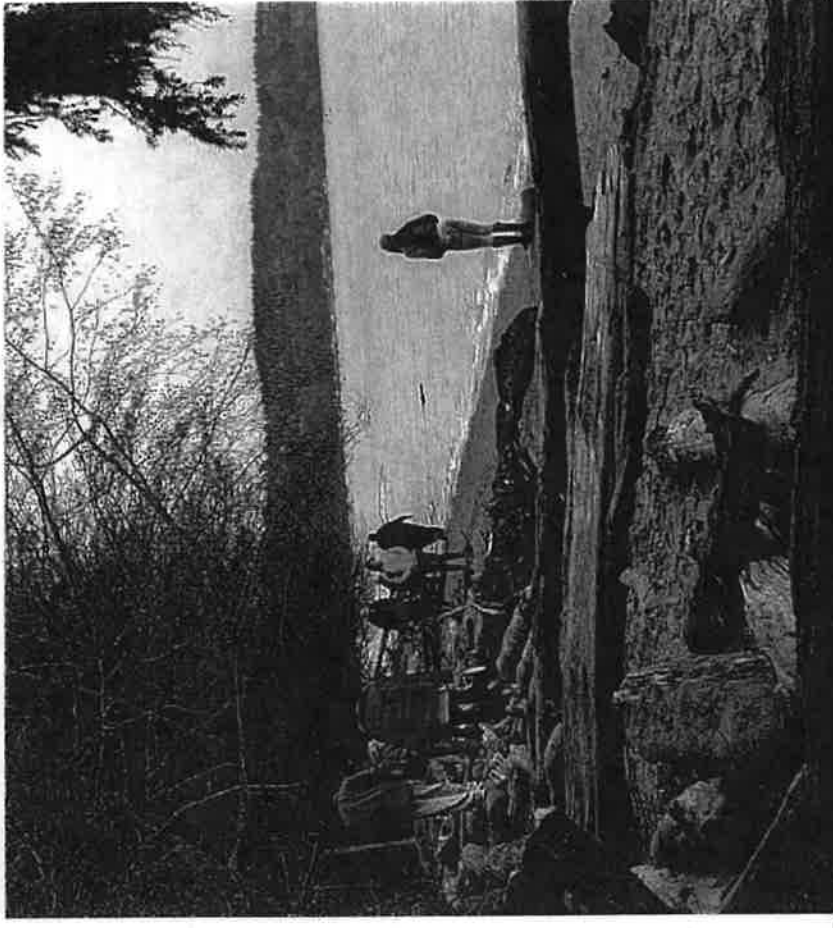
# HYPE: Helping Youth Perform Excellence

Culturally responsive  
programs focused  
on leadership, health  
and wellness, employment,  
and education



# HYPE: Helping Youth Perform Excellence

- J.C. referred to POP by HYPE. He was attending HYPE as a part of his probation and was introduced to POP when we presented to his group. J.C. told us that he wanted to be around better friends so that he could make better choices. He also said that he wanted reasons to tell his friends "no" so that he wasn't pressured into going and doing bad things. After enrolling into POP, J.C. enrolled in pro-social activities including GOL. He also secured employment with the Boys and Girls Club as a Score Keeper during basketball games. J.C. is appreciative of POP staff's support to stay track with his goals and help him achieve positivity.



# GOL: Game of Life

- A 'gateway program' (community Intervention outreach model) to other services of the FWYAT and beyond.
- Designed to attract young people at risk through sports, GOL operates within a Motivational Interviewing framework to develop deeper relationships and assess and connect young people to needed services and supports.

Facilitated by a Counselor, Coach and Consultant, GOL serves as a community based therapeutic intervention utilizing credible messengers to motivate youth to their fullest potential.



# GOL: Game of Life





## GOL: Game of Life

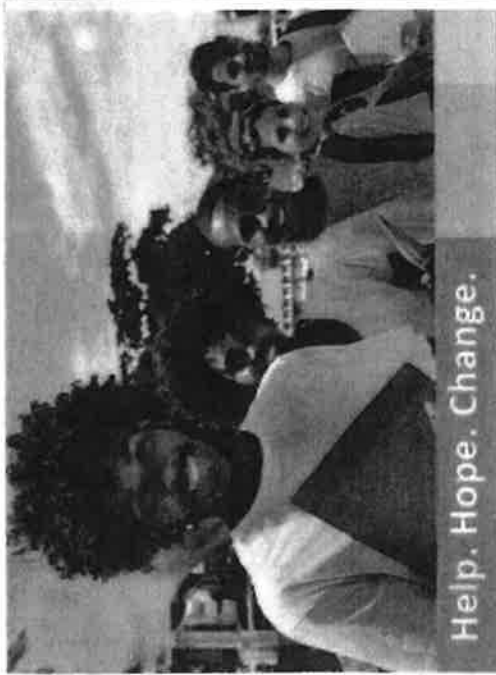
**2** young men applied to college

**1** young man started college scholarship search

**2** young men recently incarcerated completed resumes and agreed to help mentor younger youth and give FWYAT feedback on services offered

**1** Latino young man agreed to mentor one of HYPES Latino young men in need





Help. Hope. Change.

## POSITIVE OUTCOMES PROGRAM (POP)

The Positive Outcomes Program (POP) serves youth and young adults from 12 to 24 years of age who are interested in getting support in one or more of the following areas:

- graduate high school or obtain GED
  - enroll in college or a training program
  - obtain employment
  - find resources such as transportation, school supplies, clothes, housing, or food
  - participate in positive activities
- Our support staff can assist with mentorship, career and college navigation, job readiness training, and can help you develop the skills you need to succeed.

For more information or to see if you qualify contact:

Will Jimerson, Jr., Andre Bullard, or Evan Cook  
(253) 838-6810 or [pop@mschelps.org](mailto:pop@mschelps.org)



MSC is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities.



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[www.mschelps.org](http://www.mschelps.org)



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# POP: Positive Outcomes Program

Program Year 2017	# of youth contacted through outreach	# of youth enrolled in case management (CM)	# of youth enrolled in CM who have obtained employment	# of youth enrolled in CM who are engaged in pro-social activities*	# of youth enrolled in CM who are engaged in education**
Q1 Jan-Mar	107	27	7	21	21
Q2 April-June					
Q3 July-Sept					
Q4 Oct-Dec					

\*Pro-social activities are defined as extracurricular activities such as Game of Life, Helping Youth Pursue Excellence (HYPE) weekend programming, sports, clubs, etc.

\*\*Of those 6 engaged in Case Management who are not engaged in education: 4 have High School Diploma or GED, 6 are engaged in pro-social activities, and 3 are currently employed.

# More POP success

Collective impact  
Partnership development  
Community connections  
Professional development  
Authentic relationships  
and culturally responsive  
Embracing technology

- A.A. was uncertain about his future and what to do in life. All he knew is that he wanted to make money and didn't want to do so illegally. At the time of enrollment into POP, the customer was unemployed and not engaged in any pro-social activities. He is now connected to GOL, was assisted with resume development and now has employment as a Stock Worker.

# Locally, culturally-responsive works!

Success with HYPE, POP, and GOL

## WHY?

- Local, collective impact
- Staff looks like and can relate to the youth
- Provide transportation assistance
- Meet their needs (food, housing, education, employment, social-emotional, parent resources, etc.)
- Connections to other resources
- Sustainable—building leaders
- Community led and supported
- Holistic
- Asset based
- Strengthening the safety net

# Vision for the future

If we are able to secure more resources, support, and connections, we can...

- Expand existing programming
- Create more programming for female and immigrant youth
- Create more programs led by local youth and parents
- Increase advocacy for South King County where the numbers reflect the need
- Decrease youth of color referrals to the juvenile justice system
- Decrease youth incarceration
- Decrease the disproportionality of school discipline referrals
- Increase community led solutions
- Create and empower more local credible messengers

What we can't do alone, we can do together

