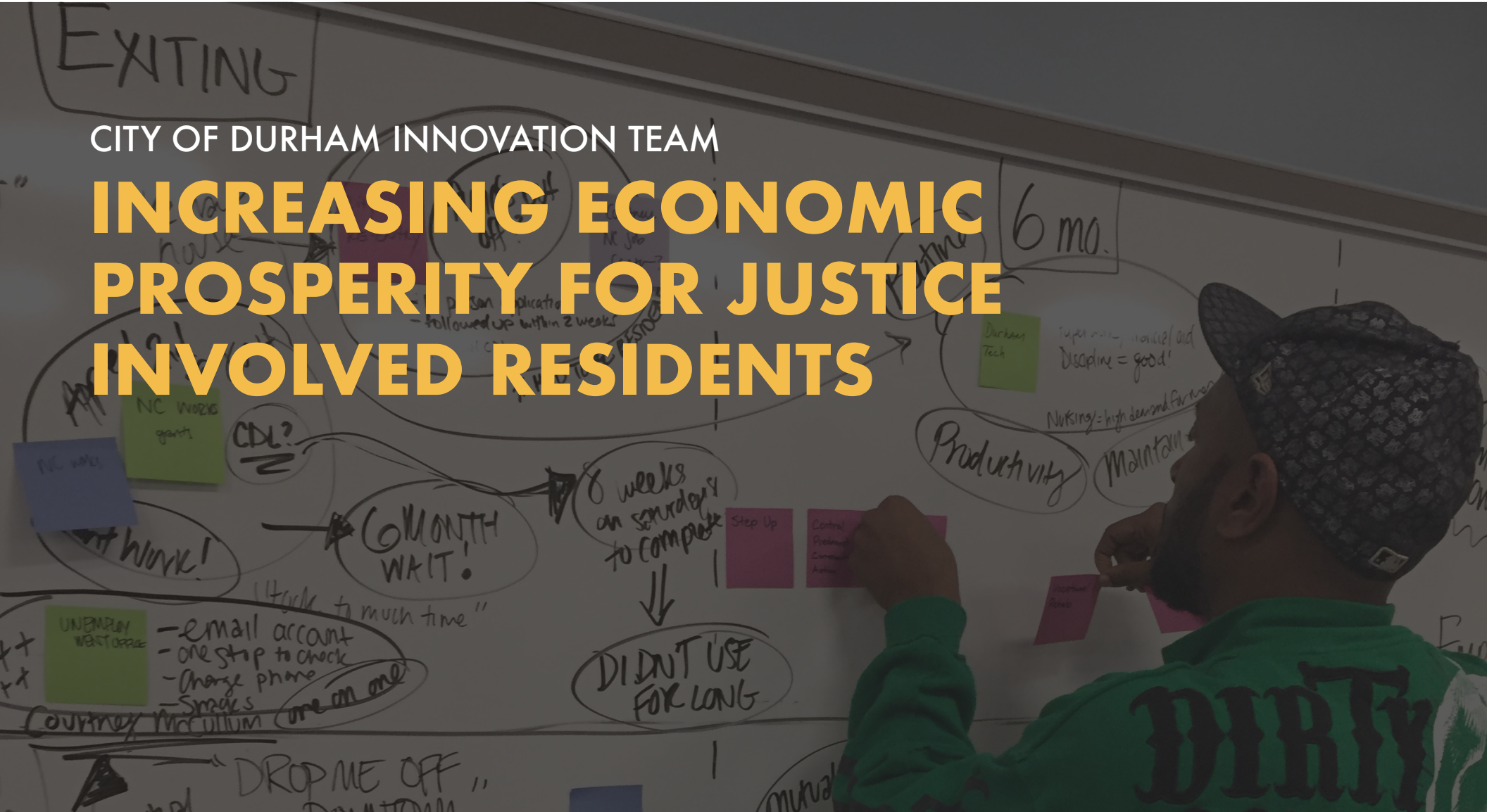


CITY OF DURHAM INNOVATION TEAM

INCREASING ECONOMIC PROSPERITY FOR JUSTICE INVOLVED RESIDENTS



Promising Ideas We Recommend Durham Prototype

June 7, 2018

OUR FULL RESEARCH REPORT IS AVAILABLE ONLINE: www.durhamiteam.org

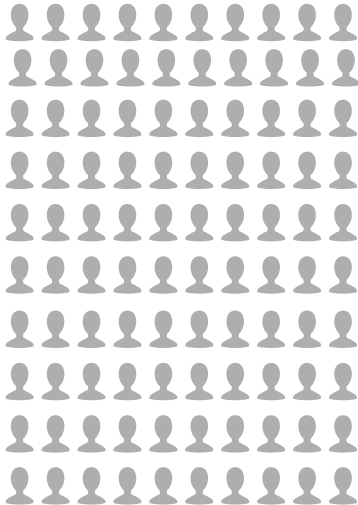


OUR APPROACH

prioritizing the lived experiences of those most affected by the challenge

Who we talked to

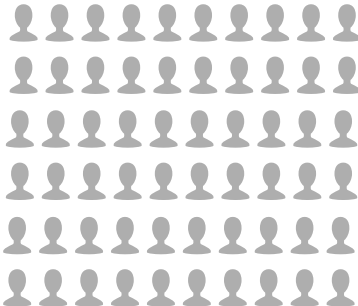
100+



Justice Involved Residents

Includes individuals currently detained in our jail and prison, individuals incarcerated who are six months away from returning home to Durham, individuals who have been out of prison a week to more than ten years, individuals that reflect the demographics of this population in terms of race,

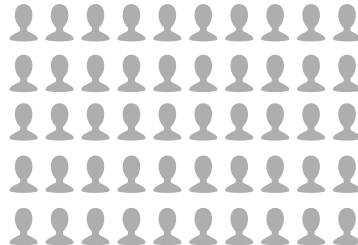
60+



Service Providers and Employers

Includes employees of the Criminal Justice Resource Center, transitional housing providers, the Durham Housing Authority, and employment placement and readiness providers. Employers include the City of Durham and business owners across multiple industries with a focus on the construction and hospitality sectors.

50+



Law Enforcement Officials and Criminal Justice Advocates

From police officers, deputies, probation officers, prison and case managers to judges, lawyers and advocates working in this space including NC Justice Center, ACLU, Human Relations Commission, Southern Coalition for Social Justice, Forward Justice, Legal Aid, and NC Pro Bono Resource Center.

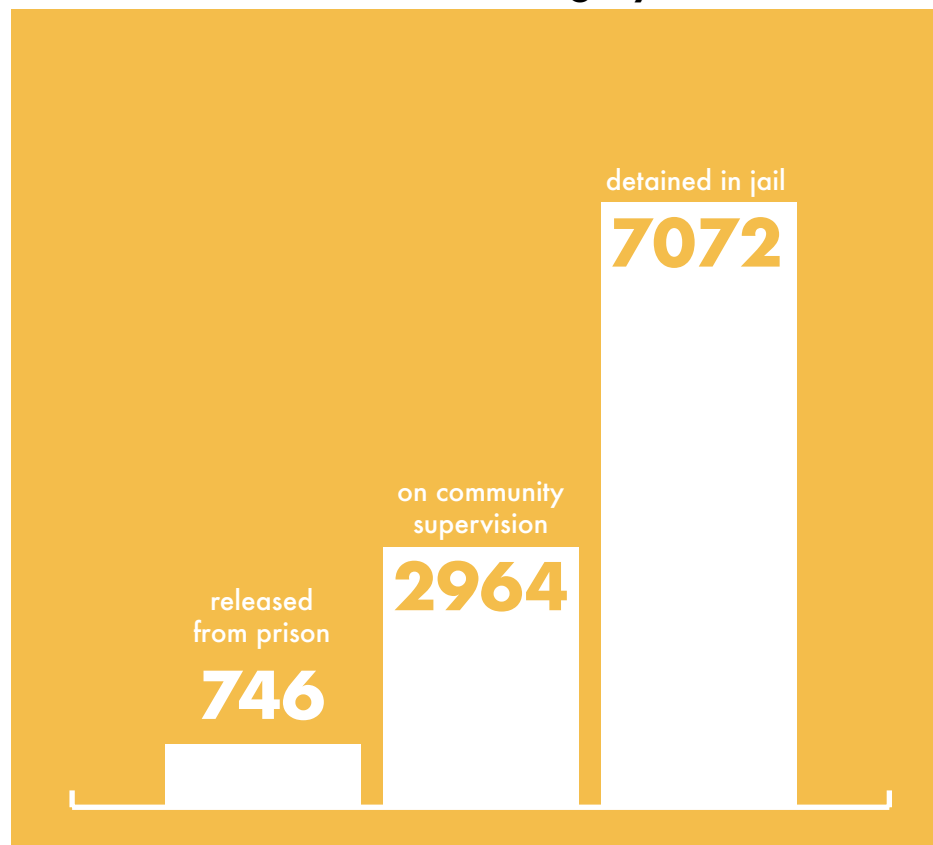
JUSTICE INVOLVED RESIDENT POPULATION

Overview

“Reentry is a whole big complex thing... the numbers are important. If we don't know the numbers, we just never know how we are doing.”

Durham Resident

In 2016, Durham had roughly:



59,000: the number of residents who potentially suffer from the collateral consequences of a record.

POPULATION DEMOGRAPHICS

Justice involvement disproportionately affects young, black, male residents

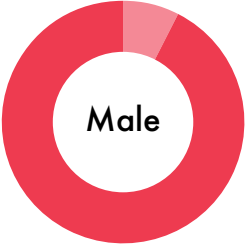
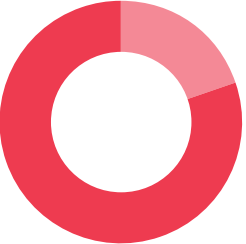
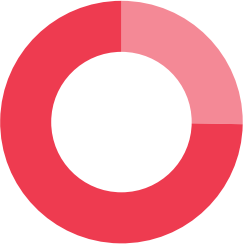
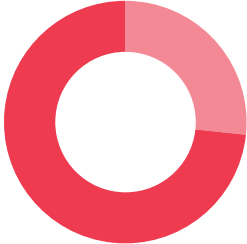
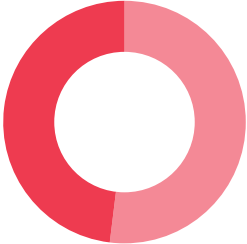
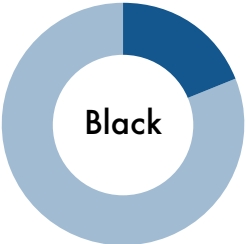
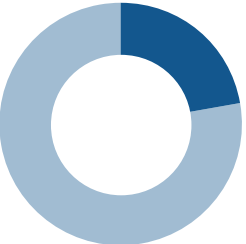
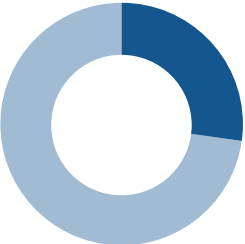
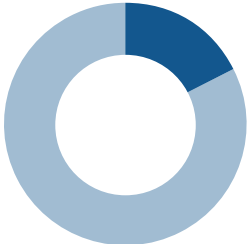
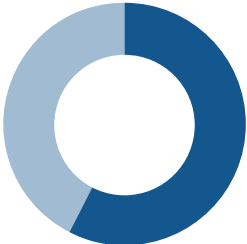
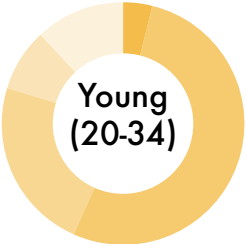
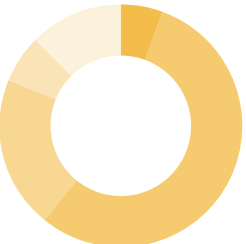
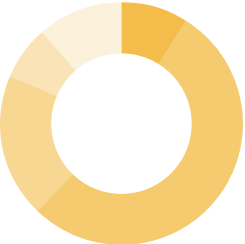
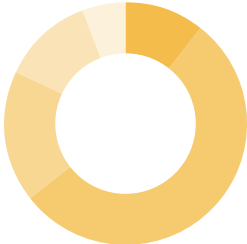
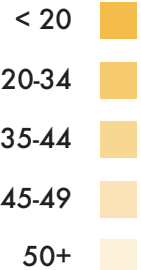
Durham County

Arrests

Jail

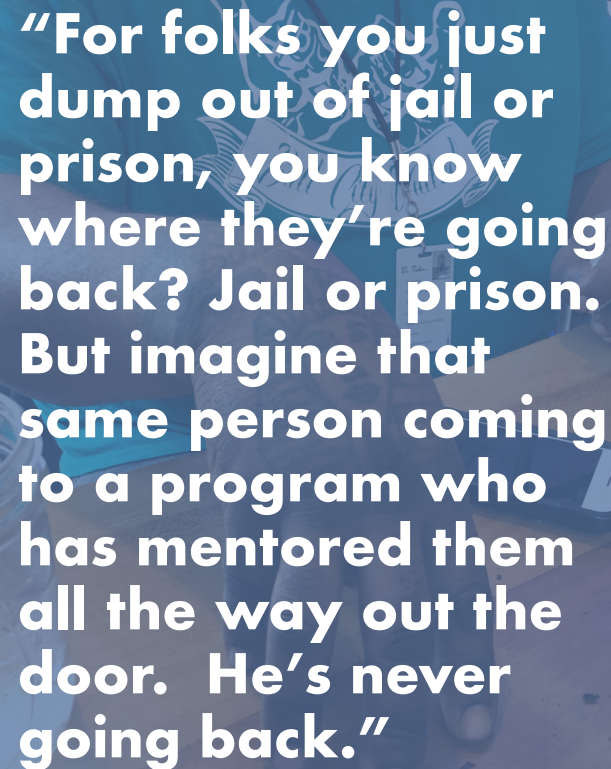
Community
Supervision

Prison



CHALLENGE: LACK OF TRUST & LIVED EXPERIENCE IN PROGRAM DESIGN

Observations & Data



“For folks you just dump out of jail or prison, you know where they’re going back? Jail or prison. But imagine that same person coming to a program who has mentored them all the way out the door. He’s never going back.”

-Durham Justice Involved Resident

“People closest to the problem are closest to the solution.”

- Durham attorney

“People like us here talking, that live it, experience it ... we have been there. We can get them a lot better because we have been there and lived that situation, lived in the street, did this crime.”

- Durham resident

“So much bad info is being put out. Be sure the info is valid, but you also got to make sure that somebody, sometimes people just need somebody that’ll listen to them.

- Durham resident

IDEA 1: LEVERAGING PEER SUPPORT & LIVED EXPERIENCE

Prototypes include

- **Welcome Home:** in first month back home from prison, provide a package of supports designed to aid in transition, including 20 hours of peer support.
- **Gang Reduction Initiative:** provide a more intensive peer support model (3 to 6 months) to returning residents who are gang-involved.
- **Reentry-to-You:** peer support that meets residents where they are through co-located placement or mobile units that provide legal services, job readiness and employment services, and curated resource guides.

Potential partners include

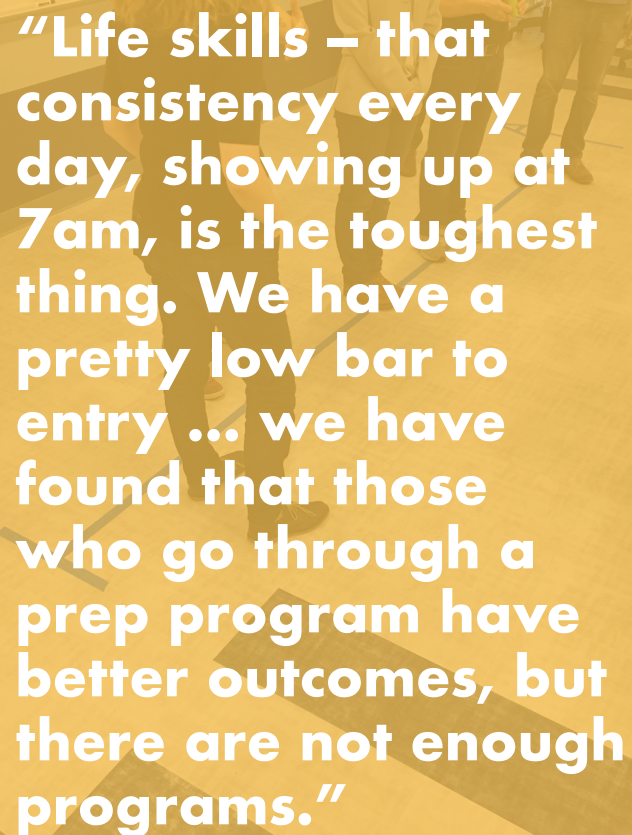
Local Reentry Council, NC H.O.P.E., Voice, Durham Police Department, Probation, Religious Coalition, Durham CAN, DPR and NIS

Potential scale

Start with dozens and move to hundreds in year one

CHALLENGE: LACK OF JOBS FOR RETURNING RESIDENTS

Data & Observations



“Life skills – that consistency every day, showing up at 7am, is the toughest thing. We have a pretty low bar to entry ... we have found that those who go through a prep program have better outcomes, but there are not enough programs.”

- Durham Employer

IN A SURVEY WE CONDUCTED, LOCAL EMPLOYERS CITED THE IMPORTANCE OF SOFT SKILLS **TWICE AS MUCH AS HARD SKILLS WHEN HIRING AN APPLICANT.**

“I don’t need incentives. They are too much red tape. I just need people who are willing to show up and work.”

- Durham employer

“I tried at McDonalds but I didn’t know how to do the application. I don’t have time for all that. So I just went back to what I know.”

- Durham resident

“Can employment engagement happen sooner in the process? What about supportive services for the employer?”

- Durham employer

IDEA 2: TRANSITIONAL JOBS FOR RETURNING RESIDENTS

Prototype includes

- Identify 5 employers who will join the City in each providing 5 new transitional jobs for returning residents.
- Identify additional pipeline employers willing to interview & hire individuals who complete transitional jobs program.
- Pilot program to last six months (current draft model). Participants will:
 - **Month 1:** meet with peer support specialists, complete needs assessment, get connected to supportive services, and take job readiness class
 - **Month 2 - 6:** work in transitional job program, gaining skills while earning income. City provides wrap around support to participants.
 - **End of month 6:** continue on with current employer or interview with pipeline employers.

Partners include

OEWD, Local Reentry Council, Durham Tech, local employers, Durham CAN

Potential Scale

Start with 20 and move toward 100 in year one

CHALLENGE: LACK OF ACCESS TO STABLE HOUSING

Data & Observations

"SINCE I'VE BEEN HOME FROM PRISON, I'VE NOT STABLELY HAD ANYWHERE TO STAY...IT WILL BE 4 YEARS. I HAD TO SLEEP OUTSIDE... WHATEVER I'VE GOT TO DO TO HAVE SOMEWHERE TO LAY MY HEAD."

- Durham Resident

The Story in Durham

25 - 50%

Percentage of clients in need of housing in addition to employment assistance, as reported by service providers (RTI 2018 study)

"Despite most of their clients seeking employment services, one of the LRC's largest barriers is connecting clients with permanent housing." - RTI (2018)

"It is fairly impossible for people newly released to get housing in Durham." - Durham employer

"How unstable! ... we have so many people coming home who are couch surfing." -Durham service provider

IDEA 3: INCREASE ACCESS TO TRANSITIONAL HOUSING

Prototypes include

- Work with churches and private homeowners to increase the supply of transitional housing for returning residents through incentives that help community members finance the production of ADUs or tiny homes
- Explore the use of social impact bonds to fund supportive housing for returning residents (Denver created a \$8.6M SIB to fund supportive housing for 250 of the city's justice involved residents).

Partners include

Planning, Urban Institute, Religious Coalition for Nonviolent Durham, churches and residents, Durham Tech, Trinity Design Build, Ellen Cassilly, licensed contractors who are justice involved

Potential scale

Start with a few and move toward dozens in year one

CHALLENGE: JAIL AS A REVOLVING DOOR

Data & Observations

“The system is built to punish and not to treat. We try to point them to resources upon release, but we’ve struggled here.”

- Staff member, Durham Sheriff’s Office

“Nobody’s doing anything in jail. We could do something here...”

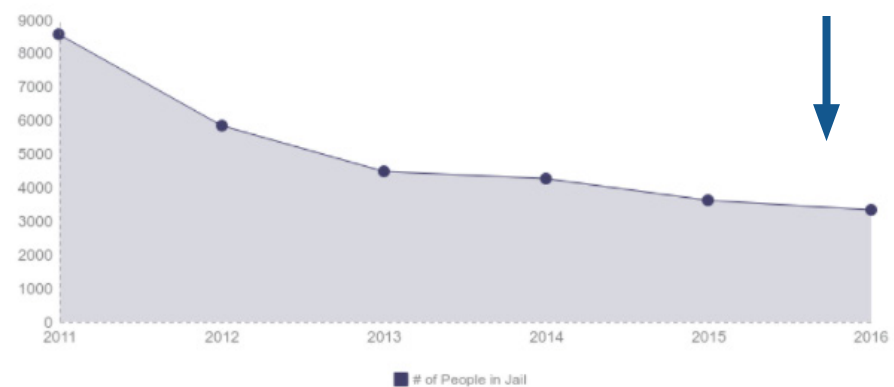
- Resident detained in jail

“We currently do nothing to assess the person’s needs on the front end. I wish we could do more to discuss what does this person need.”

- Durham Assistant District Attorney

1000+
Durham residents
detained 10x or more
since 2011.

If we were able to eliminate recidivism in our jail starting in 2011, the jail population would be **60% smaller.**



IDEA 4: FROM 3B TO REENTRY

decreasing recidivism by redesigning the jail experience

Focus areas include

- Conducting thorough needs assessment upon entry
- Increasing access to programs in detention that address needs
- Connecting residents detained with peer support specialists
- Upon release, ensuring residents are directed to programs where they can continue to access supportive services
- Beginning transitional job programming while detained
- Rethinking what we do with one to nine days in detention

Potential partners

Durham County Sheriff, Durham DA, service providers, Local Reentry Council and CJRC, Durham Literacy Center, and Durham Tech

Potential scale

Start with dozens and move to 100 in year one

CHALLENGE: SUSPENDED DRIVER'S LICENSES

A challenge for 1 in 5 adults.

The Numbers in Durham

22,000+

Number of city residents with a revoked or suspended license due to failure to appear or failure to pay. People of color make up **79%** of FTAs and **82%** of FTPs.

"I HAVEN'T HAD A LICENSE IN 22 YEARS. A LAWYER SAID HE COULD HELP ME FOR \$9,000. I CAN'T AFFORD THAT."

- Durham worker

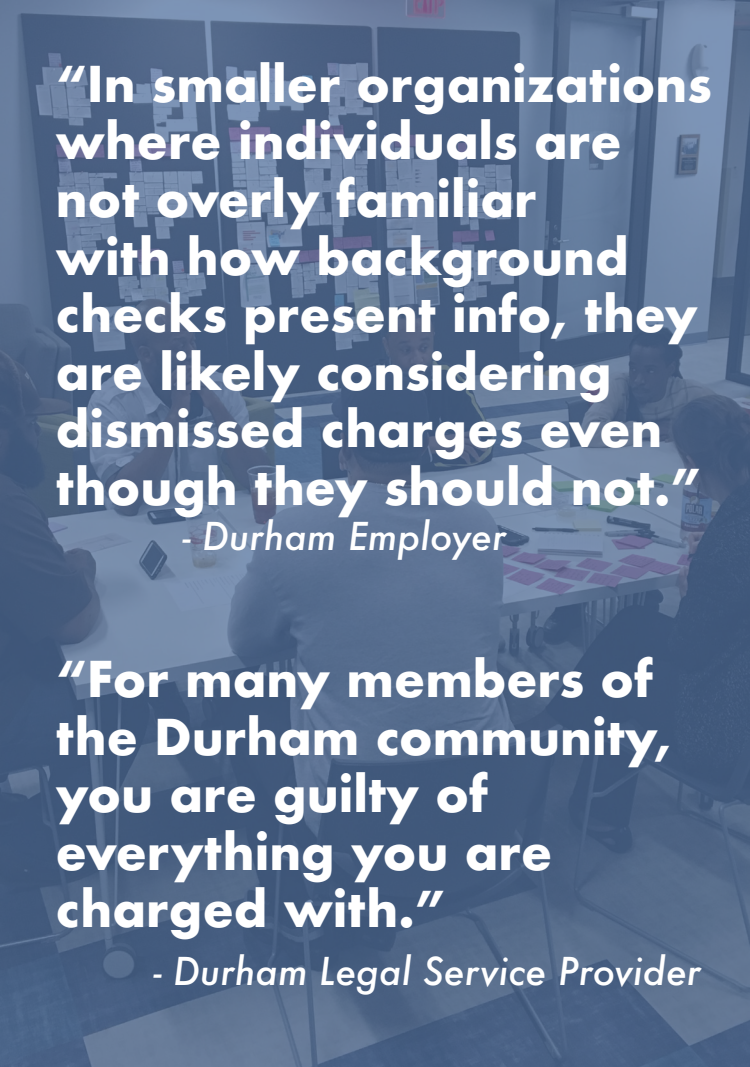
"10-15% OF OUR CLIENTS HAVE A DRIVER'S LICENSE. WHEN THEY LOSE IT, IT IS SUCH A KILLER. THAT GUY WITH A LICENSE IS GOLD WHEN IT COMES TO FINDING WORK."

- Durham Service Provider

COMMON CHARGES LEADING TO FTAs OR FTPs, BY RACE
City of Durham residents (source: NCAOC)

Charge Offense Text # of charges	BLACK	WHITE	RATIO Black:White
Speeding	7,052	1,514	4.7 to 1
DWLR	4,579	578	7.9 to 1
No operator's license	1,591	703	2.3 to 1
DWLR not impaired rev	3,581	427	8.4 to 1
Expired registration/tag	2,502	635	3.9 to 1
Failure to wear seat belt	2,312	413	5.6 to 1
Population Ratio			1 to 1.2

CHALLENGE: EXPUNGEMENTS



“In smaller organizations where individuals are not overly familiar with how background checks present info, they are likely considering dismissed charges even though they should not.”

- Durham Employer

“For many members of the Durham community, you are guilty of everything you are charged with.”

- Durham Legal Service Provider

The Numbers in Durham

338

Number of expunction petitions filed last year in Durham.

87,000+

Number of dismissed or not guilty charges in the past 5 years in Durham County that may now be eligible for expungement.

(source: NCAOC)

IDEA 5: ESTABLISH DURHAM AS A STATEWIDE & REGIONAL LEADER IN EXPUNGEMENT & DRIVER'S LICENSE RESTORATION

Prototypes include:

- Digital tools that facilitate self-representation
- Co-location of full-time attorneys at the courthouse
- Court referral program
- Mass relief efforts that use data
- The Durham Expunction and Restoration Network
- Explore driver's certificate for undocumented residents
- Development of a regional strategy for expunction and restoration
- Improve court date notification system

Partners include

Judge Amanda Maris, District Attorney Roger Echols, NC Justice Center, NC Pro Bono Resource Center, CJRC, Legal Aid, NCCU and Duke Law Schools, and Code for Durham

Potential scale

Start with hundreds and move to thousands in one year

NEXT STEPS

1. Evaluate each prototype with targets and metrics.
2. Prototype ideas to refine design and see what works.
3. If the prototype works, present data and plans for scaling the idea.

Additional areas of interest include:

- Entrepreneurship
- Tools for improved resource navigation, collaboration and data sharing
- Background checks that allow employers to set filters
- Collateral consequences curriculum
- Improved court date notifications

Got additional ideas? Share them!



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