WELCOME!

👏

As people are joining, share in the chat:

What is your favorite public fountain?

LPSCC Steering Committee

May 6 & 13, 2022

Transforming Justice Final Vision &
Core Strategies

*The tragedy of the dominant narrative is that we're
waiting for someone else's transformation.*
- Peter Block
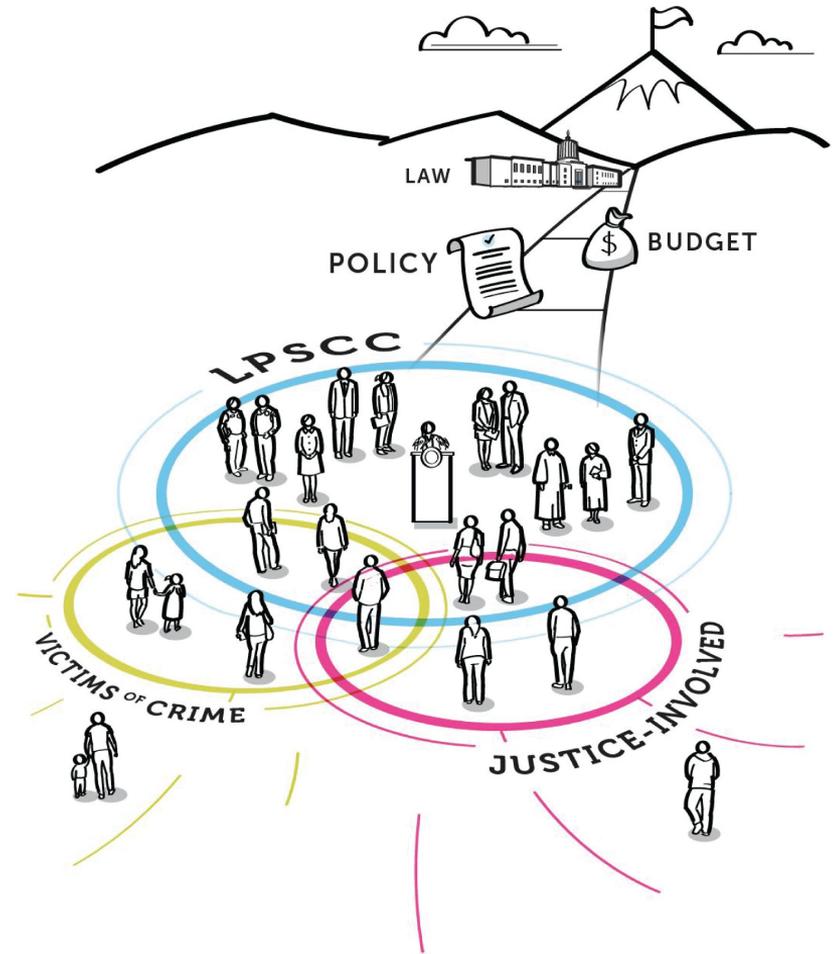
Orientation

Meeting purpose

Share core strategies for approval

Objectives:

➔ Review and approve minor refinements to approved vision

➔ Present core strategies

➔ Discuss and address concerns

➔ Approve core strategies

Agenda

10 min   Welcome & Orientation

15 min   Review & approve small vision refinements

25 min   Submission review: Core Strategies

10 min   Gather written questions & concerns

5 min   Initial poll

15 min   Break

35 min   Address concerns

5 min   Next steps & celebrate
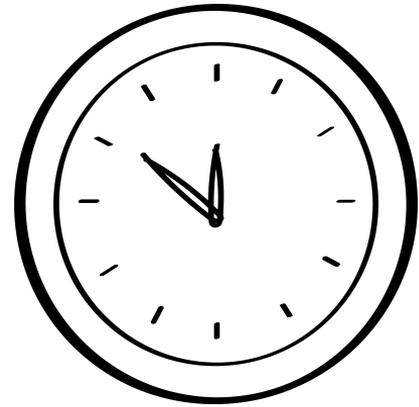
Roles and responsibilities of the Steering Committee

Purpose: Provide guidance, high-level input, and decision-making for the LPSCC Transforming Justice Project

Responsibilities:

- **Be all-in**, take ownership, participate and collaborate
- **Commit to implementation** and follow-through in order to make this project successful
- **Be informed, aligned, and engaged** throughout the project
- **Review progress, provide feedback, give approvals, and sign off on deliverables**
- **Make recommendations** for how to operationalize the vision
- **Unblock work and provide resources** as necessary
- **Serve as a knowledgeable advocate** for the project
- **Communicate the purpose and status of the project's progress** to the community

Time Commitment:

60-90 minute meetings at least quarterly, but up to monthly as necessary

**60-90 minutes of additional time** outside of Steering Committee meetings with conversation in your community

Shared commitments

Grace for self and others

Active listening
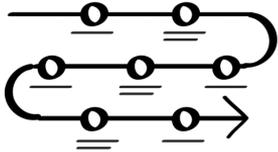
Adherence to process
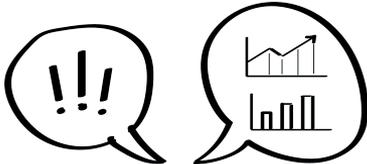
Openness

Build relationships to build trust
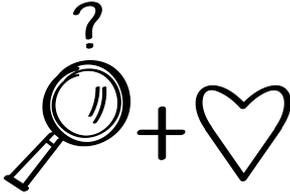
Curiosity and respect

Virtual meeting guidance

- Use cameras as much as possible

- Find good light so everyone can see your face

- Use headphones with mic, if possible

- Test your system ahead of time (e.g., join early) and call in by phone if having tech challenges

- Use accurate Zoom display name: "First name and last Initial | pronouns"

- If Zoom fails, alert Abbey by text for tech support (503-679-5228)

Erin D. | she/they

Written engagement

In an effort to more effectively organize our collective thoughts, chat will first go directly to the facilitators.

Please indicate if you would like your comment to be shared verbally or not, and whether you would like to explain further.

With so much material to approve, we use written comments in the first half of the meeting to focus verbal dialogue in the second half.

PARTICIPANT

CHAT

Please read aloud: It's important that we include ideas from the community.

FACILITATORS

Work to Date & Work to Come

Project outcome + pillars

A fully realized vision that will lead to a strategic plan across the public safety systems that outlasts turnover and election cycles that:

| 1	Leads with race and and prioritizes interventions, policies, and budgeting for Black, Indigenous and other People of Color (BIPOC) communities
2	Focuses on shrinking the current criminal legal system footprint, and grows health, housing, and treatment responses
3	Increases restorative approaches that focus on healing, harm reduction, and restoration
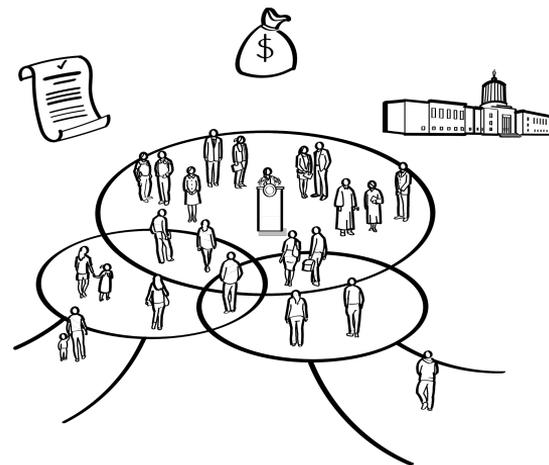
Where we are in the project
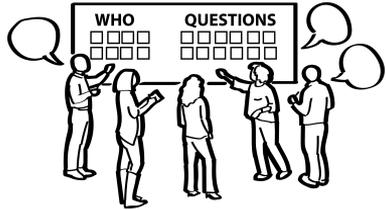
Working group
planning research

Stakeholder focus groups,
interviews, surveys, etc

Working group developing
the vision

Health System Change

Legal System Change

Housing System
Change

Vision and Priorities Plan

1

Group Dynamics
& Research Plan

Establish group charter;
identify stakeholders
and define how we
engage with them

2

Environmental
Research

Conduct engagement
research with various
stakeholders

3

Vision

Sessions

Develop a fully realized vision
that will lead to a strategic plan
across the public safety systems
that outlasts turnover and
election cycles
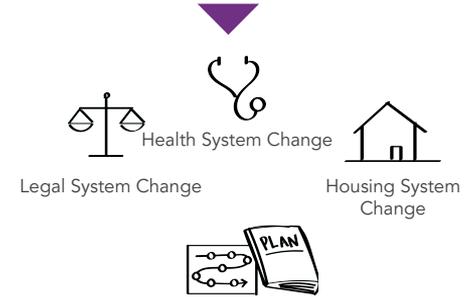
4

Final Vision and
Priorities Plan

Deliver final long-term vision
and core strategies

This project is a pathway toward a North Star
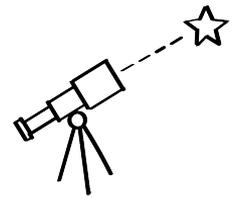
This project promises transformation, rather than tinkering one fiscal year at a time. It should enhance the work already underway.

This is a large-scale visioning process for the adult public safety systems.

A vision provides value-based, directional guidance for broad and various stakeholders to apply to legislative, policy, or budget changes to transform expensive, poor outcomes.

The output of this project may require significant shifts in many parts of the public safety systems. But you and your community will inform these shifts.

This project overall is also an opportunity to better coordinate the work that is already underway by connecting with fellow Steering Committee members and ensuring good collaboration along the way.

What this project is not

This is not a replacement for other initiatives, projects or programs underway such as:

- Oregon Judicial Department's behavioral health summit
- MacArthur-funded pretrial reform project
- HealthShare Oregon's medicaid waiver for housing support
- BHECN (Behavioral Health Emergency Coordination Network)

This project is not designed to address immediate crises.

The goal of this project is to one day change the paradigm to a holistic, therapeutic, and restorative system that does not require repeated short-term fixes.
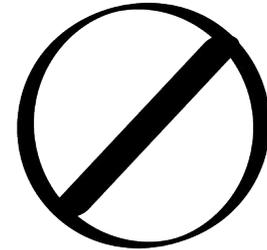
Submission Review: Reminder of Consensus Process

How to participate in meetings

Steering Committee

Notes: Take your own notes as we go through the submission for review

1. Clarifying questions
2. Concerns

Vote: When the time comes, vote in the polls

Contribute: After polling, share concerns and offer suggestions and solutions

Facilitation Team

Manage the tension of elevating every voice and also making timely progress

Manage time assertively to help us meet our shared objectives

Refocus you if we need to

Why consensus?

## Transformative Governance ➡ Transformative Outcomes

Challenges:

- time-intensive
- complex
- messy
- potentially new

Benefits:

- each member empowered, valued, and heard
- full, complete buy-in, and ownership
- strong decisions account for all concerns
- addressing underlying issues fully will make implementation easier
- critical relationships built and strengthened

Definition of consensus
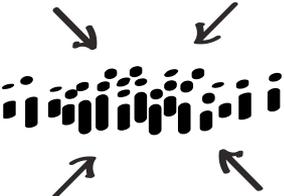
Focus on collective good

Lift every voice

Unanimous consent

Attendance = quorum

Consensus process flow

Research and analysis

Identify and define issue

Working Group builds draft plans

Submission Ready for Review

Review Submission

Test for consensus

Amendment or alternate submission

YES

NO

Consensus achieved

Questions and/or concerns raised and discussed

Questions and/or concerns addressed to satisfaction
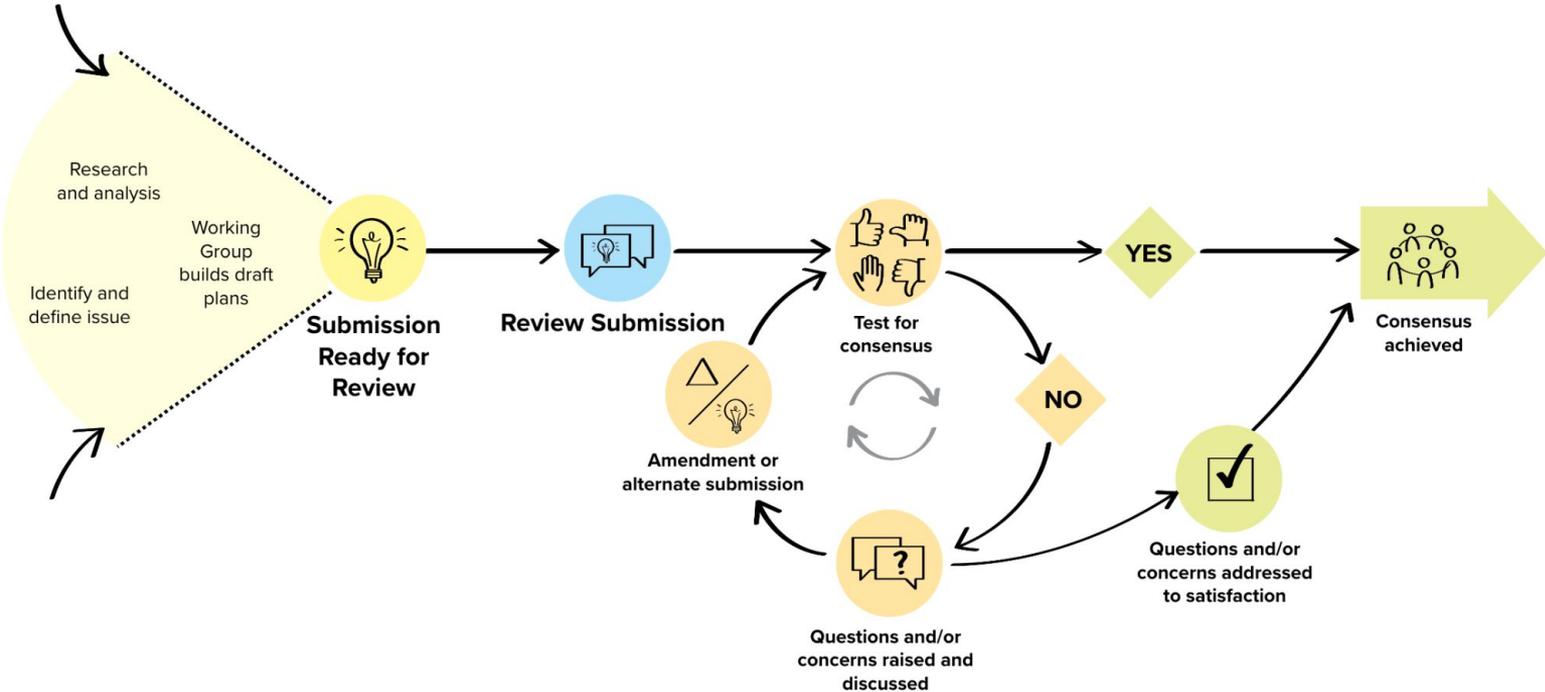
Clarifying questions or comments?

Review & Approve Vision Refinements

Vision Theme 1:
The criminal legal system is smaller, focuses on relationships and healing, is trauma-informed, and is used as a last resort

Prioritizing opportunities for change and healing over punishment, the criminal justice/legal system must change how it treats people under its control, including victims. Incarceration should be limited whenever possible, and when used should have a wholly different – inclusive, healing, and therapeutic – culture. A wide continuum of non-jail options should be developed. Policing—while needed in some shape or form—should be significantly different and focus on being community-centered, responding to a smaller category of situations. And alternatives to police should be used whenever possible (like non-armed community members, technological opportunities for simple reporting, and other non-armed police responses). This theme is also supported by recent research for what victims of crime desire.

APPROVED TEXT

Vision Theme 1:

The criminal legal system is smaller, focuses on relationships and healing, is trauma-informed, and is used as a last resort

REVISED TEXT

Vision Theme 1:

The criminal legal system is smaller, ~~focuses on relationships and healing,~~ trauma-informed, and used as a last resort. <u>Other public safety systems focus on prevention and healing when harm is caused.</u>

Humans are treated like humans—we recognize and value the human condition—and restorative interventions are the norm

Quality criminal legal, housing, and health systems would help people heal, meet them where they are (physically and emotionally), and acknowledge that hurt people hurt people. Removing people who have been harmed from their families/communities (child welfare) or have caused harm (jail) is how our society has functioned for generations. This is the opposite of honoring the community and relationships that truly help people heal and change. Systems must acknowledge and remedy the dehumanizing aspects of the criminal legal system that cause further harm to individuals, victims, families, and communities (and arguably also add to recidivism). Rather, public safety systems should center wellness and healing through connection, community, and belonging.

APPROVED TEXT

Vision Theme 6:

Humans are treated like humans—we recognize and value the human condition—and restorative interventions are the norm

REVISED TEXT

Vision Theme 6:

Humans are treated like humans, ~~we recognize and value the human condition~~ restorative interventions are the norm, <u>and people who have been harmed have voice in how systems support them</u>

POLL:
Do you approve of the refined language to the previously-approved vision?

Polling options

Support
"I support moving
forward with this
submission as it stands."

Allow
"I have some hesitations I might need
to share but I am willing to allow this
to move forward as is."

Pause
"I have concerns that need
to be addressed before
moving forward."

Block
"I fundamentally disagree
with this submission as
it stands."

Yes

No

Submission Review: Core Strategies

Introduction
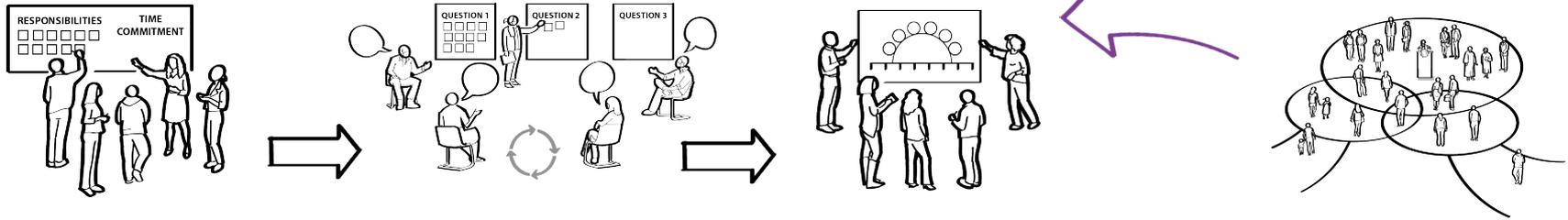
The LPSCC Transforming Justice Project Working Group has been collaborating since 2020. In that time, we established our group charter and interactively worked for several months to identify our stakeholders and define how we will engage with them.

After conducting engagement research with various stakeholders we developed a fully realized vision that will lead to a strategic plan across the public safety systems that outlasts turnover and election cycles.

Given the size and scope of systems change we are undertaking and the breadth of stakeholders involved, we have opted for being thorough and inclusive over brief and opaque.

Vision + Core Strategies

The criminal legal system is equitable and just. Racial and ethnic disparities (and other disparities) are eliminated

Root causes are acknowledged and addressed—but the criminal legal system is not the tool used

Collateral consequences of criminal convictions are non-existent so people can heal and thrive

Communities create their own localized solutions; place-based solutions work the best

The criminal legal system is smaller, focuses on relationships and healing, is trauma-informed, and is used as a last resort

Humans are treated like humans—we recognize and value the human condition—and restorative interventions are the norm
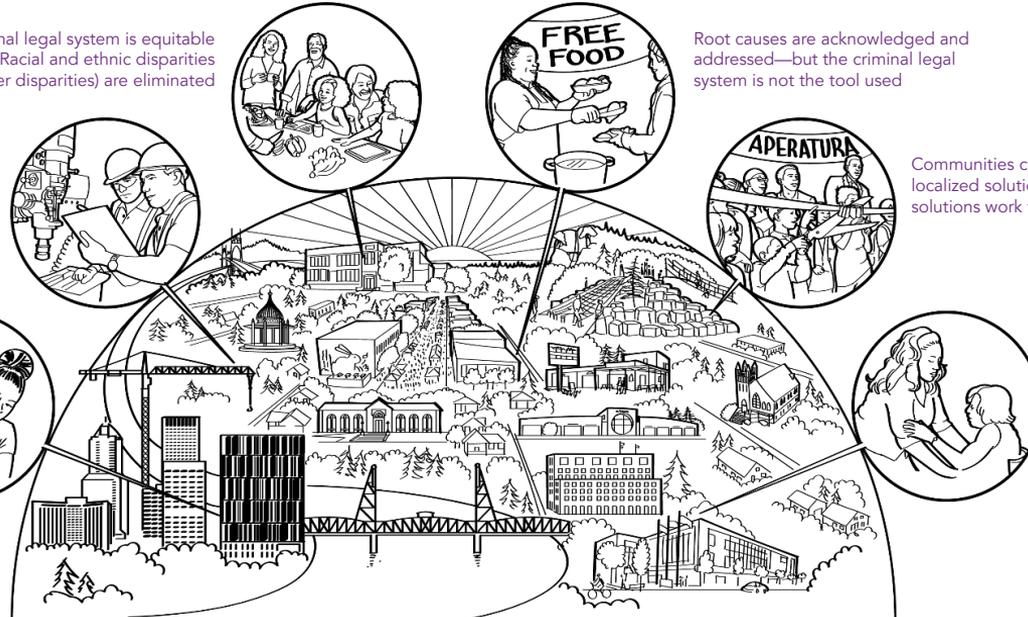
Human-centered, Community-led design

Partner with the Community

Reimagine Behavioral Health

Prioritize Treatment

Make the Case for Change

Change Inequitable Policies + Laws

Incentives + Positive Reinforcement

Safely Limit Criminal Justice Intervention

Incorporate Victim Voices

Job training + Opportunities

Build Trust Between Officers + Neighborhoods

Center Wellness

Meet Basic Needs

Hold the System Accountable

Diversify Accountability

Increase Support for Families

Criminal Record Reform

Eliminate Collateral Consequences

What makes a Vision?
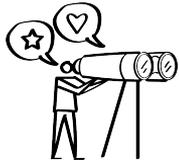
A powerful vision is well-written, clear, and memorable. The "I have a dream" speech by Martin Luther King Jr. evokes emotion and demands transformation for all that hear it.
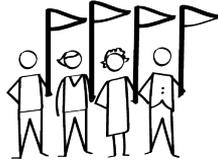
A vision is a set of shared beliefs that help us to achieve our goals no matter how impossible that new future may seem.

A vision is concise and describes the future that we want, the future that we demand. Those that read the vision should be inspired to run with it.

A vision is simply a picture of the future that is clear enough in its description that others have a general idea where to go *and* is big enough to inspire others to *want to go there*.

What are Core Strategies?
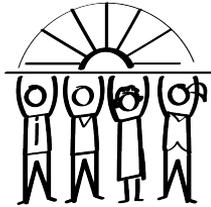
Core strategies hold up the vision—they represent big movements in the direction of the vision. They are the beginning of a vision "growing legs."
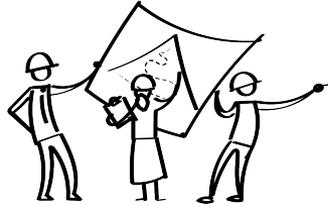
Core strategies explain how we are going to get from where we are to where we want to be. If a vision explains "Why" the core strategies explain "How."

The beauty of strategies is they can change as the surrounding conditions change. The vision acts as a "true North" and the strategy explains how we are going to get there. Along the journey we may make adjustments as we learn.
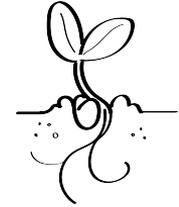
Remember core strategies are not a full-fledged strategy or tactics, they are the items that underpin the vision.

Core Strategies

1 Human-centered, Community-led design

2 Partner with the Community

3 Reimagine Behavioral Health

4 Prioritize Treatment

5 Make the Case for Change

6 Change Inequitable Policies + Laws

7 Incentives + Positive Reinforcement

8 Safely Limit Criminal Justice Intervention

9 Incorporate Victim Voices

10 Job Training + Opportunities

11 Build Trust Between Officers + Neighborhoods

12 Center Wellness

13 Meet Basic Needs

14 Hold the System Accountable

15 Diversify Accountability

16 Increase Support for Families

17 Criminal Record Reform
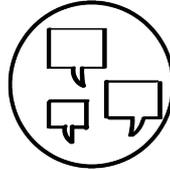
18 Eliminate Collateral Consequences

As you are listening, think about:

- Are you willing to approve these core strategies as is?

- What gives you hesitation and why?

- Is there anything missing which must be included to approve?
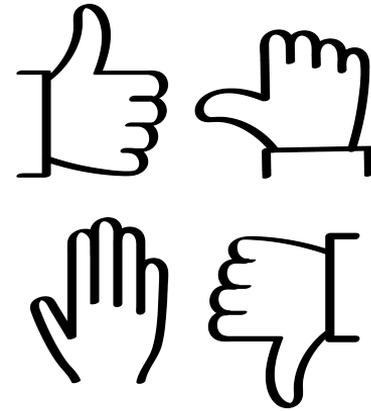
Across everything we do, use human-centered, community-led design

There's a need to create a deeply-rooted, community-led coalition that is aligned around the right goals that are specific to community wants/needs to increase public safety. Members of communities should identify their own needs, barriers, and solutions. Community voices that have been most harmed by justice systems and lack of services should be prioritized. This is particularly true for BIPOC communities and individuals who have been harmed by systems as well as individuals. Strategies should include and uplift community voices at policy and decision-making tables.
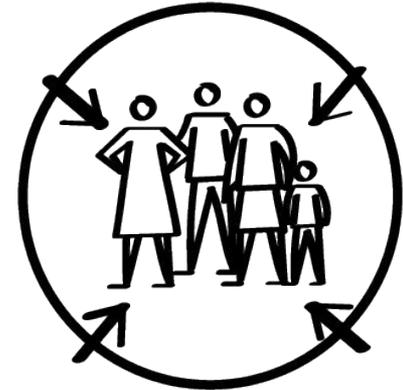
# Allocate funds to the community to create place-based solutions to public safety

To shift from equality to equity to liberation, lift up community voice to address alternatives to jail across housing and treatment continua. Using human centered design, partner with community and create flexible funding to create a continuum of services and alternatives to legal system involvement/intervention. Policy and budget decisions will be made with stakeholder input. Elected officials shall share power to support self-efficacy of community/neighborhood residents by standing behind the community instead of in front of it.
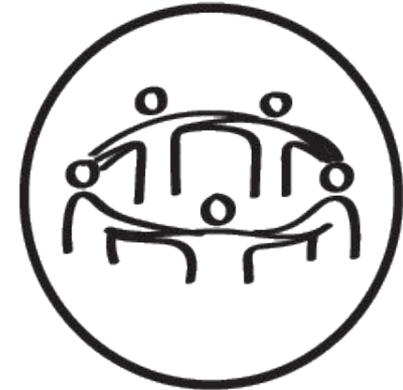
Core Strategy 3: Reimagine Behavioral Health
Prioritize and fund behavioral health treatment and services that are relevant for the needs of the people

Behavioral health help will not retraumatize people who need it. In collaboration with behavioral health providers and patients, we will reimagine, invest in, and create flexible, outcome-based behavioral health services that are much different from the continuum available today. Behavioral health providers and systems are integral in this reimagination. These services will be quality alternatives to incarceration. Behavioral health services need to be better resourced (including workforce) and be more culturally and gender specific.
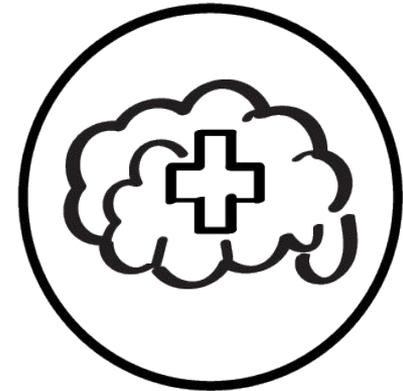
Core Strategy 4: Prioritize Treatment

Prioritize treatment over punishment when applicable and create partnerships and opportunities to do that effectively

Identify the laws and policies that are barriers change and create "off ramps" from the criminal legal system at every juncture. In this process, marginalized, over-targeted populations should be prioritized. The law and policy changes should be evaluated for effectiveness and tweaked as indicated.

"Election-cycle" proof the work – build resilience to counter messaging

This work requires community-wide buy-in for the vision. Elected officials who are aligned with this work should be identified and cultivated; they will be willing to take steps to move it forward. This work also requires a communications plan and education campaign that drives toward public buy-in for this work.

Change and/or eliminate law, budget, and policy that disproportionately harms people of color

Create data-driven strategies that intentionally reduce racial and ethnic disparities (RED) in the criminal legal system. To do this, we must look very closely at, with intent to change, current policies and laws that harm communities of color disproportionately. We must also intentionally develop budget and policy shifts to prioritize non-criminal legal interventions for communities of color/BIPOC.
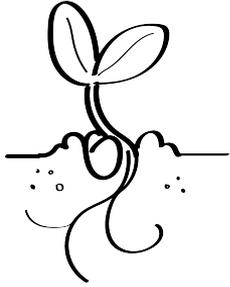
Remember, these strategies inform and guide implementation but they are not instructions. Core strategies are not a full-fledged strategy or tactics, they are the items that underpin the vision.

As you are listening, think about:

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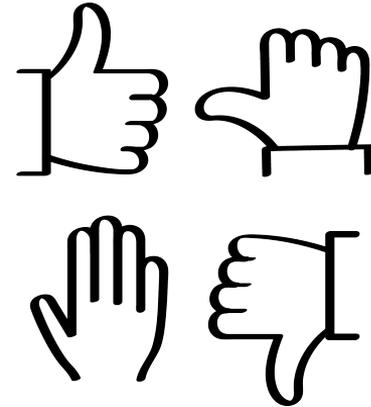
Core Strategy 7: Incentives + Positive Reinforcement
Use the carrot more than the stick

Public safety systems should incentivize everything and provide positive reinforcement (treatment, alternatives, system planning/community design work) rather than punitive measures. Be willing to create and use monetary off ramps from the criminal legal system and innovate engagement by incentivizing participation and meeting people where they're really at.
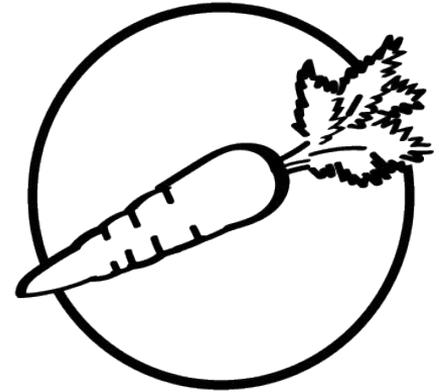
Deploy interventions that reduce harm and use the criminal legal system in a more limited way

- Improve incarceration culture (center wellness)

- Use trauma/experiences as mitigation in prosecution and prosecute less

- Identify and fix collateral consequences

- Elimination of legal impediments to realizing this vision— mandatory minimums in particular

- Equip the criminal legal system workforce with the skills, background, resources (center wellness) needed to do the work

- Minimize criminal legal system impacts that occur early in life

- Eliminate fines, fees, and bail

Incorporate a variety of victim voices in all system reform efforts

Victims of all types of crime and violence shall help design processes and outcomes and whether services and supports are offered through systems (like the district attorney's office) or community resources.
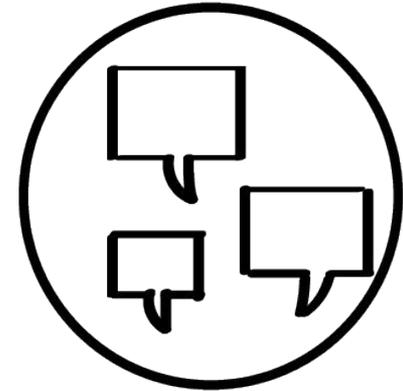
Develop non-traditional partnerships to enhance prosocial opportunities

Partner with business community and trade organizations to generate job training and job opportunities and prioritize connections for people with criminal legal system involvement.

Prioritize community-building between law enforcement officers and the neighborhoods they patrol

Encourage law enforcement to live in the neighborhoods they police. Provide time for officers to engage in positive interactions with the community outside of crisis or calls for service. Include historical perspective and lived experience in officer trainings.

Core Strategy 12: Center Wellness
Focus on wellness as a key strategy for everyone

Wellness should be a key strategy for people who work in public safety systems and those who have contact with it. Each provider, department, etc., will deploy strategies to increase wellness and all organizational culture shall prioritizes wellness.
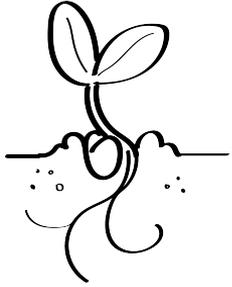
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As you are listening, think about:

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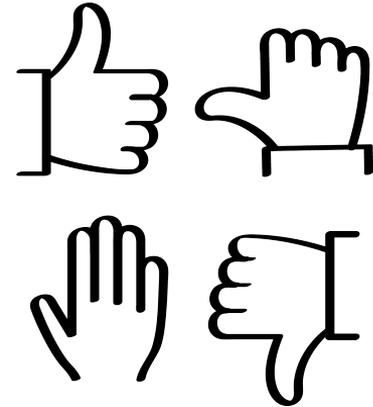
Enhance safety-net services to address basic needs and root causes of crime

Root causes of suffering and crime will be met and addressed outside the criminal legal system. In addition to significant enhancements and improvement to behavioral health systems, develop additional shelter, permanent supportive housing, and other housing supports/services with special focus on criminal legal system population. Prioritize justice-involved people on the coordinated access list. Other interventions to meet basic needs, like food insufficiency and employment supports, shall also be developed with meaningful participation of stakeholders. Public safety systems will make strides to decriminalize the challenges presented by houselessness and poverty.

Core Strategy 14: System Accountability
Establish systems of accountability for criminal legal system change

Define and deploy accountability measures for systems, policies, and programs. Measure and evaluate consistently for efficacy, outcomes, equity, and cost.

Increase public safety by ensuring the *right* use of accountability

Study, explore, and deploy alternatives that are proven to increase public safety. Victim-centered, restorative interventions are used in lieu of typical justice interventions to promote healing. Create choices for accountability for the person who caused harm to increase buy-in for responsibility and change. We should also increase use of community-centered alternatives, like probation in lieu of prison, community services, H.E.A.T. (Habilitation Empowerment Accountability Therapy), required volunteering, etc.

Identify ways to increase supports, resources, and legal system alternatives to families and children

Create a concrete list of budgets, legislative concepts, and policy changes to increase supports, resources, etc. to families. The goal with this strategy is to decrease the negative impact and consequences to families created by legal system involvement, incarceration, and imprisonment.

Core Strategy 17: Criminal Record Reform
Reform policies and laws surrounding criminal records

We acknowledge the negative impacts and barriers created by having a criminal record, even when an individual has served their time and exited the legal system. We should increase criminal expungements by identifying legislative and policy tasks and increase prosocial and volunteer opportunities for people with criminal records (for example, parents with criminal records shall not be excluded from volunteering at their child's school).

Ensure criminal background is not a barrier to housing access, employment opportunities, and education

First assess the breadth of the problem of collateral consequences in Multnomah County; identify all the ways our policies and laws create collateral consequences and remove as many as possible. We can also better utilize the Family Sentencing Alternatives Program (FSAP) in Multnomah County to keep families together and use more diversion and restorative justice alternatives to keep people from being incarcerated and increase wellness of communities and families.

Before we poll, share written concerns or questions

- As a direct message to Suzanne who will post onto our whiteboard to organize

- Indicate the strategy # so we can assign the comment to a given strategy

- Or, share broad comments that are not affiliated with a specific strategy

PARTICIPANT

CHAT

Strategy 14: Here is my question…

SUZANNE

Core Strategies

1
Human-centered, Community-led design

2
Partner with the Community

3
Reimagine Behavioral Health

4
Prioritize Treatment

5
Make the Case for Change

6
Change Inequitable Policies + Laws

7
Incentives + Positive Reinforcement

8
Safely Limit Criminal Justice Intervention

9
Incorporate Victim Voices

10
Job Training + Opportunities

11
Build Trust Between Officers + Neighborhoods

12
Center Wellness

13
Meet Basic Needs

14
Hold the System Accountable

15
Diversify Accountability

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Increase Support for Families

17
Criminal Record Reform
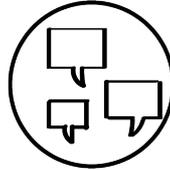
18
Eliminate Collateral Consequences

POLL:
Do you agree to moving forward with the indicated set of core strategies, as they are currently described?

Polling options

Support
"I support moving forward with this submission as it stands."

Allow
"I have some hesitations I might need to share but I am willing to allow this to move forward as is."

Pause
"I have concerns that need to be addressed before moving forward."

Block
"I fundamentally disagree with this submission as it stands."

15 MINUTE BREAK

Next steps

Provide fast feedback on this meeting
https://tinyurl.com/MeetingEval20220506
(also linked in zoom chat)

Continue to receive weekly updates
every Tuesday morning

Scheduling final meeting late June
for remaining approval or celebration,
tbd

Thank you!