

February 11, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Adam Renon
Babak Zolfaghari
Ebony Clarke
Maggie
Bennington-Davis
Michael Leasure
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Natalie Born
Parker Lee



Outcomes

- Reviewed and collected comments on the tentative Steering Committee membership
- Continued establishing the largest threats—both internal and external—to the success of this project
- Began to “flip” those threats in order to establish some shared commitments that will empower us to succeed together



Resources

- [View-only mural board](#)



Up Next

- Establish shared commitments // group charter



February 18, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Adam Renon
Babak Zolfaghari
Deandre Kenyanjui
Ebony Clarke
Julie Dodge
Michael Leasure
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Natalie Born
Parker Lee



Outcomes

- We spent some time discussing the process we're following and expressing concerns and challenges we're having working remotely and in light of tremendous time constraints responding to the pandemic
- Continued establishing the largest threats—both internal and external—to the success of this project
- Began to “flip” those threats in order to establish some shared commitments that will empower us to succeed together



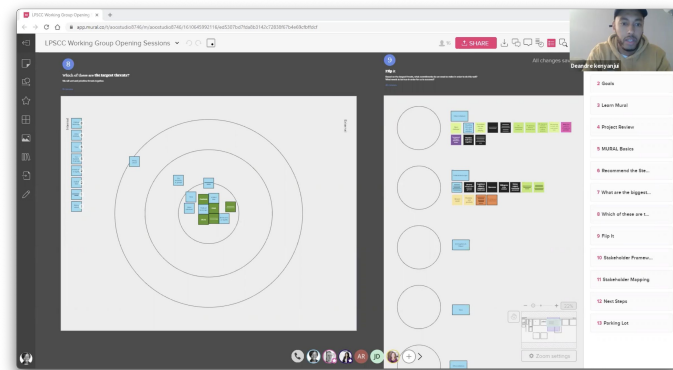
Resources

- [View-only mural board](#)



Up Next

- Come prepared to share more about yourself, your experiences, and why you are engaged in this work
- With any remaining time, we'll continue to develop a shared common vision and expectations among the team



February 25, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Adam Renon
Babak Zolfaghari
Deandre Kenyanjui
Ebony Clarke
Julie Dodge
Maggie Bennington-Davis
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- We spent the session on team building. We shared our own stories by answering the following questions:

Where are you from? What makes you who you are?

Why are you engaged in this work?



Resources

- [View-only mural board](#)



Up Next

- We'll continue to develop a shared common vision and expectations among the team
- Then we will turn to planning discovery:

What do we want to capture and understand about the people we need to hear who are critical to the work we are doing?

Who do we need to hear from?



SAHAAN



RAFFAELE



MICHAEL



MAGGIE



JULIE



EBONY C



DEANDRE



BABAK



ADAM



ABBEY



AARON

March 4, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Adam Renon
Babak Zolfaghari
Deandre Kenyanjui
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Maggie Bennington-Davis
Michael Leasure
Raffaele Timarchi

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- We continued team-building. Raffaele, Natalie, and Jeremy shared their stories.
- We addressed the challenges we have with time and attendance and brainstormed some potential solutions to those challenges.



Resources

- [View-only mural board](#)



Up Next

- We'll present some options for adjusting the way the working group meetings are configured to see if we can increase attendance and participation.
- We'll continue to develop a shared common vision and expectations among the team.
- Then we will turn to planning discovery.



SAHAAN



RAFFAELE



MICHAEL



MAGGIE



JULIE



EBONY C



DEANDRE



BABAK



ADAM



ABBEY



AARON

March 11, 2021

Transforming Justice Working Group



Attendees

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Outcomes

- We finished building our team charter.



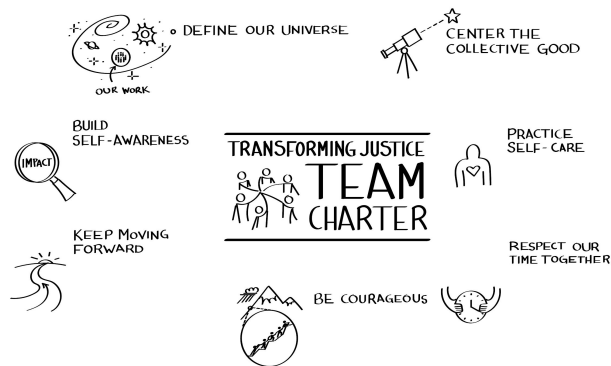
Resources

- [View-only mural board](#)



Up Next

- We will begin planning for how we listen to stakeholder voices. This will include:
 - Documenting already-existing work and feedback
 - Deciding who to hear from
 - Deciding what questions to ask & what conversations to have with a variety of stakeholders



The following page contains a detailed description of each component of the charter.



• DEFINE OUR UNIVERSE

We will have a clear view of the bigger picture. We are a space that matters but let's carve out that meaning and ensure we see the bigger picture. We need to be well organized. Let's articulate what this is and isn't. We will be clear on our span of influence around legislation and law, ensuring we have participatory leadership (for those we engage in the work—policymakers, crime victims, etc).



CENTER THE COLLECTIVE GOOD

We will share credit, leave our egos at the door, have fun, and maintain a long-term mind set—all with the goal of ensuring the people who touch the criminal legal system leave better, healthier.



BUILD SELF-AWARENESS

We will practice cultural humility, do our own work, speak our truth, and be open to taking responsibility for and learning from the impact of our words, regardless of intent.

TRANSFORMING JUSTICE TEAM CHARTER



PRACTICE SELF-CARE

We will take care of ourselves. That starts with being aware of our demeanor and needs before we join meetings. We will remember why we are at this table: our family, our friends, and our community. We will choose engagement and find ways that help us to be present.



KEEP MOVING FORWARD

We will be bold and remain cohesive, stay engaged in this change process, find early wins, celebrate and recognize the work we've gotten done, center our commitment to transforming justice, be flexible to the overall productive consensus of the group and be willing to challenge the unproductive consensus of the group, and be willing to try things to see what works (and what doesn't).



BE COURAGEOUS

We will acknowledge the enormity of the task, share the commitment of not letting fear stop us, build relational trust within the group, be okay with a messy process, continue to power through it, and always ask, "how will this do good?"



RESPECT OUR TIME TOGETHER

We will ensure we are setting clear expectations and prep in advance where possible. We will identify what is feasible to complete asynchronously. We will ensure we have the right amount of time set aside for each meeting, and we will protect this time as much as we can.

March 18, 2021

Transforming Justice Working Group



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Sahaan McKelvey

Ebony Hunt
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Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- We built and prioritized lists of stakeholder categories for two of the three pillars of our work (*shrink the criminal legal system footprint while leading with race . . . and grow health, housing, and treatment responses*).
- Underneath the prioritized stakeholder categories, we documented recommended individuals and organizations to engage with.



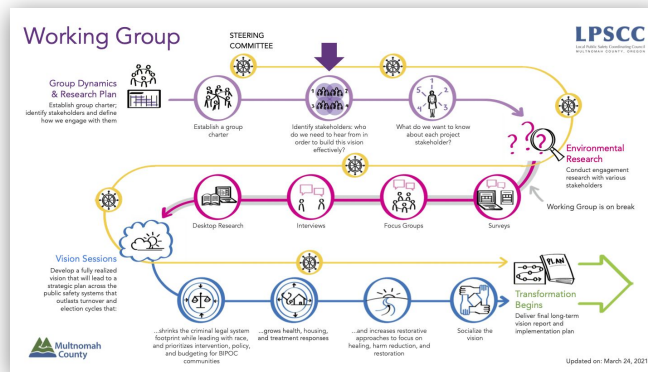
Resources

- [View-only mural board](#)



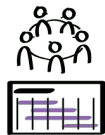
Up Next

- We will continue with the work of deciding who to hear from by finishing the stakeholder brainstorm for *increase restorative approaches to focus on healing, harm reduction, and restoration*.
- We will decide what questions to ask & what conversations to have with a variety of stakeholders.
- We will asynchronously document any current, relevant research, reports, and recommendations related to this work.



Working Group

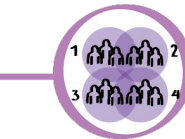
Group Dynamics & Research Plan
Establish group charter; identify stakeholders and define how we engage with them



STEERING
COMMITTEE



Establish a group charter



Identify stakeholders: who do we need to hear from in order to build this vision effectively?



What do we want to know about each project stakeholder?



Environmental Research

Conduct engagement research with various stakeholders

Working Group on break



Desktop Research



Interviews



Focus Groups



Surveys

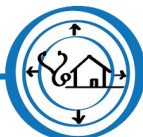


Vision Sessions

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



...shrinks the criminal legal system footprint while leading with race, and prioritizes intervention, policy, and budgeting for BIPOC communities



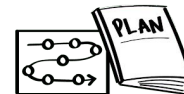
...grows health, housing, and treatment responses



...and increases restorative approaches to focus on healing, harm reduction, and restoration



Socialize the vision



Transformation Begins

Deliver final long-term vision report and implementation plan

April 1, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
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Chris Davis
Julie Dodge
Maggie Benning
Raffaele Timarchi

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Reviewed the Steering Committee membership and approved the list to move forward.
- Finished the stakeholder list under the last guiding pillar for change.
- Began brainstorming and recommending a first draft of questions for groups of stakeholders in three small groups.



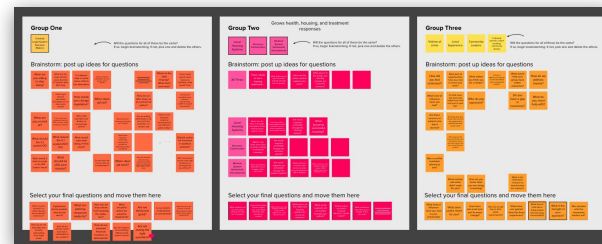
Resources

- [View-only mural board](#)



Up Next

- We will share the questions we brainstormed last week.
- We will affinity map stakeholders based on the types of questions we will be asking them, in order to simplify the work of building questions.
- We will continue brainstorming and prioritizing questions to ask stakeholders.



April 8, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Babak Zolfaghari
Chris Davis
Julie Dodge
Maggie Benning
Raffaele Timarchi
Sahaan McKelvey
Deandre Kenyanjui

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Revisited the questions we built for stakeholder discovery
- Sharpened our thinking about what makes for good questions to hone in on to help create our vision
- Takeaways:
 - One set of questions for each stakeholder type
 - We need a common set of definitions for the words we use to describe the components of this work, e.g. "crime" and "justice."



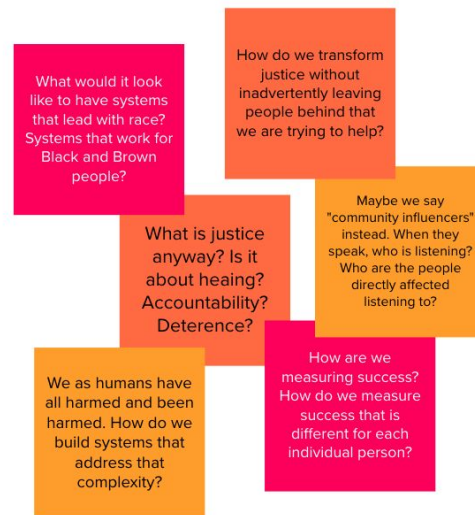
Resources

- [View-only mural board](#)



Up Next

- We will finalize the list of stakeholder groups (e.g. peers, people with lived experiences, health and legal system leaders) who will be part of our discovery process.
- We will begin the process of generating sharp questions for each stakeholder group.



Transforming Justice Working Group



Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



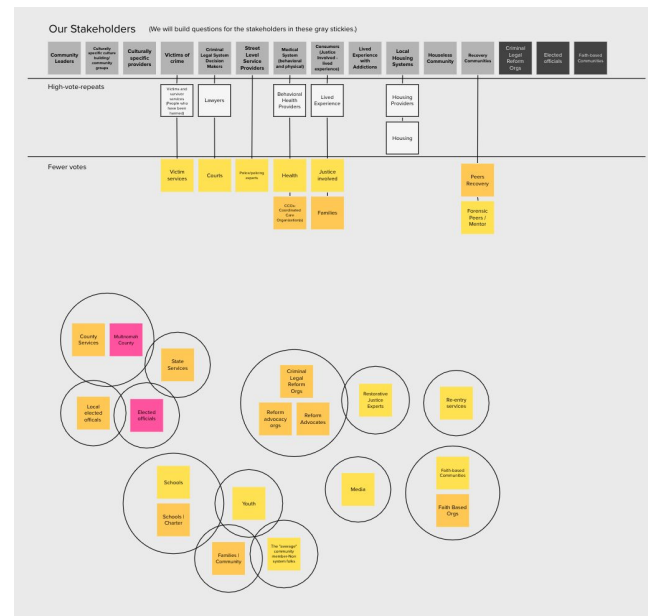
- Agreed on the final list of stakeholders for discovery
- Generated questions for three sets of stakeholders
- Takeaways:
 - We struggled with some of the question generation because the stakeholder categories need to be more clearly defined. We need to get more clarity about each of the stakeholder categories before generating more questions.



- View-only mural board



- Territory will assign some homework designed to give us clarity on the stakeholder groups.
- We will continue the process of generating sharp questions for each stakeholder group.



April 22, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Adam Renon
Babak Zolfaghari
Chris Davis
Christina Youssi
Julie Dodge
Maggie Bennington-Davis
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Reviewed and updated the master list of stakeholders that will be interviewed in the discovery process
- Reviewed and populated a master list of general questions for each stakeholder
- Generated more questions for stakeholder groups



Resources

- [View-only mural board](#)

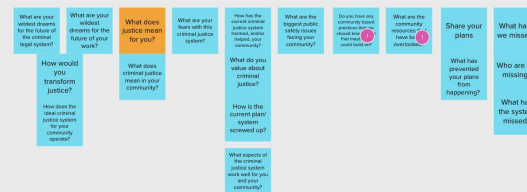


Up Next

- Territory will assign some homework designed to accelerate the question-generation process.
- We will continue the process of generating sharp questions for each stakeholder group.

All stakeholder groups

Consolidate: What are the questions that apply to everyone we plan to talk to?



April 29, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Aaron Knott
Babak Zolfaghari
Deandre Kenyanjui
Julie Dodge
Maggie Benning
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
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Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Finished generating questions for stakeholder groups
- Quickly discussed the upcoming Steering Committee launch on May 10th.



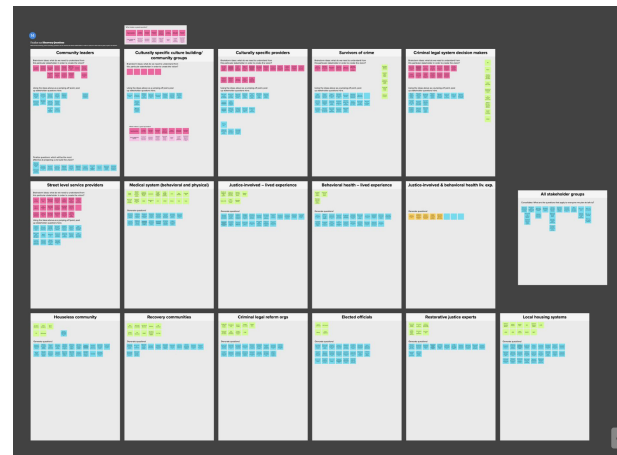
Resources

- [View-only mural board](#)



Up Next

- We will take a two-week hiatus from our regular weekly meetings while Territory & LPSCC build a stakeholder engagement plan for working group and steering committee review and approval
- Please come to the Steering Committee meeting on Monday, May 10th!



May 20, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Adam Renon
Babak Zolfaghari
Chris Davis
Julie Dodge
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Reviewed and modified the Discovery Stakeholder Engagement plan as mapped in the Discovery Planning mural
- Began the review and modification of discovery questions



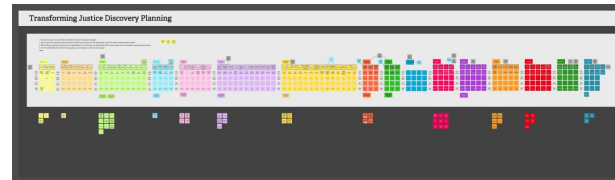
Resources

- [View-only mural board](#)



Up Next

- We will revisit your comments and work to finalize the plan represented in the Discovery Planning mural
- We will continue to review a distilled list of discovery questions for our stakeholder groups



May 27, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Adam Renon
Babak Zolfaghari
Christina Youssi
Julie Dodge
Maggie Bennington-Davis
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Introduced the idea of potentially adding more members to the working group in order backstop expertise and experience when members cannot attend
- Reviewed and modified the Discovery Stakeholder Engagement plan as mapped in the Discovery Planning mural



Resources

- [View-only mural board](#)



Up Next

- We will revisit your comments and work to finalize the plan represented in the Discovery Planning mural
- We will review a distilled list of discovery questions for our stakeholder groups



June 3, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Abbey Stamp
Chris Davis
Julie Dodge
Maggie Bennington-Davis
Raffaele Timarchi

Jessica Morkert-Shibley
Christina Youssi

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Assigned homework to Working Group members in order to move forward the discovery plan
- Reviewed discovery questions for feedback & modification



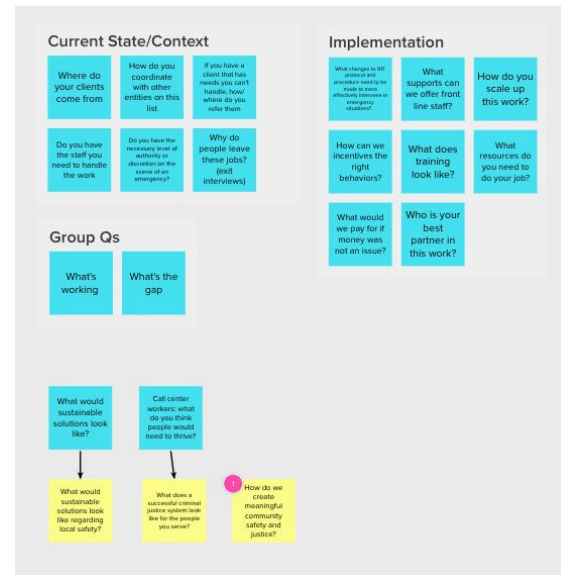
Resources

- [View-only mural board](#)



Up Next

- We will continue to review a distilled list of discovery questions for our stakeholder groups.
- We will check in on the work of adding detail and structure to the discovery plan.



June 10, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Adam Renon
Maggie Bennington-Davis
Sahaan McKelvey

Christina Youssi
Jessica Morkert-Shibley

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Finalized the initial review of discovery questions.



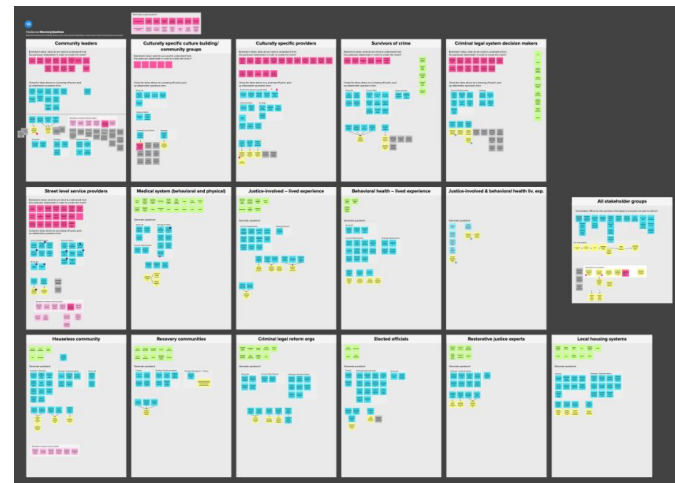
Resources

- [View-only mural board](#)



Up Next

- We will read and answer each of the final questions to ensure they are clear, making modifications as necessary.



June 17, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Babak Zolfaghari
Julie Dodge
Raffaele Timarchi
Sahaan McKelvey

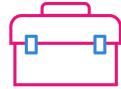
Jessica Morkert-Shibley

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Pressure tested a set of questions by reading them aloud and giving test answers to them. We discovered several questions that needed rewording for clarity.



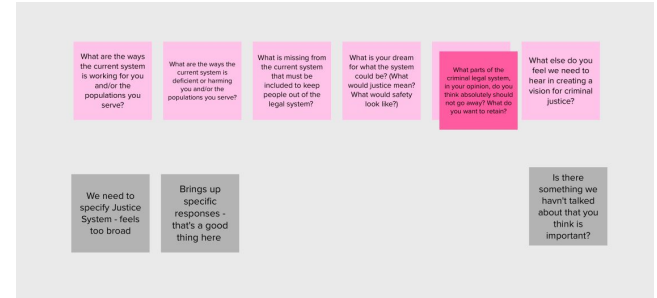
Resources

- [View-only mural board](#)



Up Next

- We will continue to read and answer each of the final questions to ensure they are clear, making modifications as necessary.



June 24, 2021

Transforming Justice Working Group



Attendees

Aaron Knott
Chris Davis
Christina Youssi
Deandre Kenyanjui
Julie Dodge
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



Outcomes

- Continued to pressure-test a set of questions by reading them aloud and giving test answers to them. We continued to discover several questions that needed rewording for clarity.



Resources

- [View-only mural board](#)



Up Next

- We will continue to read and answer each of the final questions to ensure they are clear, making modifications as necessary.

Transforming Justice Discovery Questions

July 1, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Babak Zolfaghari
Chris Davis
Deandre Kenyanjui
Julie Dodge
Maggie Bennington-Davis
Raffaele Timarchi

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Parker Lee



Outcomes

- Continued to pressure-test a set of questions by reading them aloud and giving test answers to them. We continued to discover several questions that needed rewording for clarity.
- Focused for a portion of the meeting on incarceration and when and where it is necessary—honing the questions we will be asking criminal legal system decision makers.



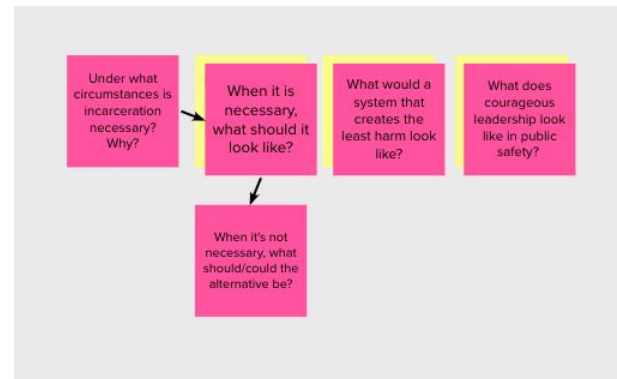
Resources

- [View-only mural board](#)



Up Next

- We will continue to read and answer each of the final questions to ensure they are clear, making modifications as necessary.



Transforming Justice Working Group



Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Natalie Born
Parker Lee



- Continued to pressure-test a set of questions by reading them aloud and giving test answers to them. We continued to discover several questions that needed rewording for clarity.
- We have two stakeholder groups to finish and a group review of all of the questions and we are done!



- View-only mural board



- We will quickly cover the last two sets of stakeholders and then transition to a full group review of recommended changes for final approval.



July 15, 2021

Transforming Justice Working Group



Attendees

Abbey Stamp
Babak Zolfaghari
Deandre Kenyanjui
Julie Dodge
Maggie Bennington-Davis
Raffaele Timarchi
Sahaan McKelvey

Ebony Hunt
Jeremy Varo-Haub
Madeline Carroll
Parker Lee



Outcomes

- Finished pressure-testing questions and made modifications as necessary.
- Began sharing our recommended changes with the whole group for final approval.
- Added a seventh general question for every stakeholder that needs to be finalized.



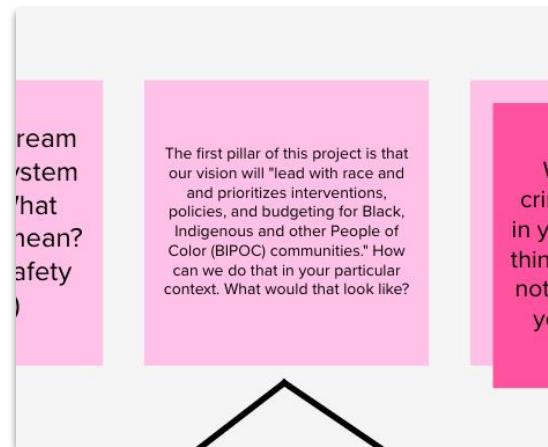
Resources

- [View-only mural board](#)



Up Next

- We will continue to review final questions and then turn workshoping and finalizing the new seventh general question.



July 22, 2021

Transforming Justice Working Group



Attendees

Babak Zolfaghari
Christina Youssi
Julie Dodge
Maggie Bennington-Davis
Raffaele Timarchi
Sahaan McKelvey

Jeremy Varo-Haub
Natalie Born



Outcomes

- Finished reviewing the adjusted questions!



Resources

- [View-only mural board](#)



Up Next

- We will turn to workshoping and finalizing the new seventh general question, asynchronously.

