

TST North Stars/Overarching Goals
Pre-work 6/24/21

Context & Pre-work: *Following are the survey results which a small group took a preliminary stab at organizing the survey strategies by the 9 service areas. Most, if not all, center and entail cross-sector involvement. Again, this is just a first cut to a dynamic process. **The statements in italics are goal/North Star statement placeholder examples.** Next steps include TST naming the North Stars/Goals to authentically reflect your North Stars.*

In preparation for the June 24th TST meeting please review the service areas and strategies and think about what you would like to offer as your top North Star. During the meeting there will be 9 small breakout groups where each small group will be asked to come up with 1 North Star. The objective is to end up with 9 preliminary North Stars.

Justice and Public Safety Apparatus [Service Areas: Courts, Corrections, Sheriff, County Attorney's Office]

Placeholder Example North Star: *Achieving Racial Justice and Equity: Alternative responses to harms caused and elimination of ancillary consequences arising from justice involvement*

Engage community members in jail release decisions

Create an automatic case expungement process

Eliminate the suspension of driver's licenses

Transfer certain delinquency cases to protection & community

Utilize community circles of support for EJJ youth by leading with love

Co-design alternative law enforcement response with community

Ensure justice impacted people have a seat at the table

[Eliminate] policies that make it hard for family and community support on the inside of prisons

Create more proactive notification process for warrants

Community network funded and empowered to keep neighborhoods safe

Remove state sanctioned violence

Community/civilian oversight

No cash bail

Reducing incarceration as a primary system response

Increase the use of diversion services

Co-designing community-based alternatives for youth

Building trust between law enforcement and community

Equitable alternatives to incarceration

Ending crimeless technical violations

Decrease the numbers of people entering the correctional system

Establish Adult Detention Center Ombudsman program accountable to community
Eliminate court mandates for service interventions
Create non-law enforcement community intervention strategies

Child Protection & Foster Care

Placeholder Example North Star: *Families remain intact*

Eliminate barriers to kinship placements & adoptions
Fund family unification first programs
Focus on family support and kinship for child well being
Promote co-parenting relationships with foster & biological parents
Develop client service surveys for CPS workers
Incorporate initiatives keeping families together, if appropriate
Change all "Reasonable Efforts" to "Active Efforts"
Develop cultural and community-driven programs for restoration
Establish navigators for parents in CHIPS cases
Parental rights attached to child support orders

Mental Health/Well-being; Public Health

Placeholder Example North Star: *Healing and Culturally responsive community-centered wellness services*

Resource family focused substance abuse prevention
Co-design emotional, spiritual and mental health support with community
Fund culturally specific substance use services in community
Visiting healthcare professionals
Expanding community-based mental health responses
Mental health services for ACES impacted youth
Mental health services targeted for community corrections
Provide alternative to Jail and ER for mentally ill
Develop culturally specific strategies for mental health

Employment Services

Placeholder Example North Star: *County residents have access to job training and job opportunities to gainfully support their well-being*

Enhance employment training & job opportunities
Develop community hubs supporting small businesses and workforce
Strengthen accessible work-based learning opportunities
Make strategic investment in youth employment services
Collaborate with inclusive and high-quality employers
Improve job quality and access through workforce programs

Financial Services/Financial Assistance

Placeholder Example North Star: *Policies and practices are co-designed with customers*
FAS-incorporate community knowledge to enhance service delivery

Institutional/Community Culture: Policies, Programs, Practices (community and system inclusion and cohesiveness, understanding, accountability, funding, government structures)

Placeholder Example North Star: *Establish a community (e.g., system and community=community) of Belonging that is accountable for and to each other's well-being.*

Co-design [policies, programs]

Hire minority people as supervisors for departments

Incorporate community solutions to organizational problems

Determine if practices are improving people's lives

County personnel participate in community events

Accept multiple possible solutions for the same problem

Resources given

Establish community budget review for all systems

Focus on people not politics

Reduce paperwork to economic and social wealth

Develop community centered support and growth

Weekend and evening hours of service

Develop concrete and actionable equity plans to support impacted community members

Provide accountability mechanisms to measure outcomes that build healthy communities

Collect and report disaggregated data at all levels of all systems to include ethnicity, language, foster care, gender, etc.

Resource culturally appropriate grants, loans to the Muslim community

Provide capacity building to the Somali community

Fund, encourage, assist, private education business in neighborhoods

Provide funds for alternative community-based services

Added funding for public defenders

Invest substantial funding to improve economic and health outcomes for people of color, refugees/immigrants

Leverage county resources to support residents holistically

Learn from the community where they want to start.