

# **Nashville Community Coalition for Youth Safety**

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## **Strategic Planning Session**

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### **Year One Work Plan May 25, 2007**

**Facilitated by:  
Liz Allen Fey**



Management Solutions Group, LLC

*This plan was developed with support from the Centers for Disease Control and Prevention,  
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# Mission

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To make Nashville safe for all youth and their families by supporting actions that promote hope, opportunities, and success through strategies that encourage individual commitment, collaborative partnerships, and strength-based approaches.

## Core Operating Principles

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- **Accountability:** We are accountable to our youth, each other, and the community for working together to make Nashville a safe place for all youth, and their families.
- **Collaboration:** We will engage academic/community partnerships to make Nashville a safer place for all youth, and their families.
- **Comprehensive:** We will apply a developmental/ecological model to guide Coalition activities.
- **Consensus:** We will create a safe and welcoming environment for all to participate through building trust and consensus, and withholding judgment.
- **Creative:** We are committed to taking challenges head on and to thinking “outside the box”.
- **Cultural Sensitivity:** We are sensitive to the role of culture and turf in the lives of youth and communities.
- **Diversity:** We embrace diversity of race/ethnicity, culture, age, gender, sexual orientation, background and opinions and in being honest with ourselves and each other.
- **Hope:** We believe that solutions for reducing youth violence are possible and within reach.
- **Inclusive:** We will strive to ensure that all community members have a stake and a voice in preventing youth violence.
- **Personal Commitment:** We are individually and collectively committed to action through the investment of personal time and resources to “walk the walk.”
- **Respect:** We respect and value all voices and views at the same level regardless of age, gender, race, income, or educational level.
- **Strength-based:** We will build upon community assets, resources, programs, and people with proven records of demonstrated effectiveness.
- **Transparency:** We are committed to transparency of actions.
- **Youth Empowerment:** We seek and value youth voice and involvement and are committed to developing paths and opportunities for learning from each other with compassion and respect.

# Safe Places Work Group

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**Chair:** James Johnson

**Vice-Chair:** Rebecca Miller

## **Issues:**

1. Centers (some) Gyms – Schools
2. Share (or) common interests
3. Geographic locations – (strategic)
4. What a safe place is? Drug Free –
  - ▶ Violence free
  - ▶ Trustworthy staff- friends
  - ▶ Accessible
  - ▶ Activities that will draw teens
  - ▶ Needs can be met
  - ▶ Wealth of resources – referrals
  - ▶ Youth led listening groups

## **List of known places:**

- ▶ Oasis – agency & partner places – Wendy's etc.
- ▶ RocketTown
- ▶ Martha O'Bryan
- ▶ Bethlehem centers
- ▶ YMCA Programs
- ▶ Boys & Girls Clubs
- ▶ Churches – etc. – faith based
- ▶ Schools
- ▶ Parks
- ▶ Shelby Ctr. – Community Ctrs.
- ▶ Family Resource centers
- ▶ Police Departments

## **Safe Places Resources and Gaps:**

1. Oasis – shelter & referrals – crisis issues
2. RocketTown – appealing youth activities – good security
3. Martha O'Bryan – child care – services – youth programs – caring staff – FRC
4. Bethlehem Ctr – Food bank – child care – youth program – FRC
5. YMCA – shelter – transportation – youth programs
6. YWCA - shelter – transportation – women's issues – domestic issues
7. Churches – faith based – pastors – counseling –
8. Help centers

## **Possible short-term wins w/Timeline:**

Partnership with agencies already in place & schools not being utilized now.

1. Organize meeting with Oasis, Health Centers, pastors, (IMF, etc.), neighborhood/community associations and leaders to determine how to refer youth to Oasis and vice-versa (*6-12 months*)
2. Crisis training for faith-based and other youth crisis referral sources (*6-12 months*)
3. Use Peniel Initiative as resource guide and base/foundation to a larger assessment of resources, orgs. And gaps in larger Nashville and Davidson County. (*first 2-3 months*)

**Meeting:** TBA via conference call/email communication

# Mentoring by Responsible Committed Adults Work Group

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**Chair:** Brandon Hill

**Vice-Chair:** DeWayne Holman

## **Current Players:**

**BB/BS**

**STARS:** counseling, substance abuse, in schools

**Oasis Center:** youth advocacy – Youth Leaders, Shelter runaways, “safe place”

**Nashville Recreation Part.:** anti-drug coal., parent-driven org., East Nashville

**Community Involvement:** Marketing skills, graphic design, Networking, “dream team” youth, media driven outreach, A-Amer. Male risk reduction

**COPLA:** info integration of Spanish language Parents

**OIC** – job training adults/ACE mentor program

**Men of Distinction:** Lake Providence Church, mentoring MS boys, Attitude, behavior, character,

**Love Noise:** youth recording ops, network with music industry

**AN:** community engagement, funding access, NACC, Vanderbilt University, Healthways

**Metro Police:** youth services, access to early offenders, crime victims service (trauma-related etc.), Networked/connected to larger church community, Women’s Org.

**Office of Minority Health**

## **Gaps:**

Parenting skills

Equipping educators to mentor

Availability of mentors

Lack of shared visions

Accessibility to all those in need of mentoring support.

## **Wins:**

Create a marketing campaign to attract mentors on multiple levels

Identify successful mentoring programs & their recruitment components

Committee member should act as liaisons to “safe places” committee

**Meeting:** June 29 10:30 IMF 9<sup>th</sup> Ave.

# Employment, Training, and Job Placement Work Group

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**Co Chair:** Ellen Zinkiewicz

**Co Chair:** Donna Humbert

## **Elements:**

Life skills  
High school diploma  
GED  
Apprentice programs  
College prep  
Math Skills  
Reading comprehension  
Peer tutoring  
Soft skills  
Entrepreneurship

## **Current Players/Resources:**

Men of Distinction  
TSU Service Learning (tutoring middle schoolers) – other universities  
\*NCAC  
Streets to Beats  
\*YWCA  
\*YouthCan (MCHRA)  
\*MOB GED  
WRC  
\*Ybuild

\*OIC  
\*Webdesign  
Oasis  
St. Luke's GED  
Bethlehem Ctr.  
TSU – TRIO  
\*Jobs for life (Mostly churches)  
TSU College of Engineering (pre-college program)  
\*Job Placement

## **Gaps:**

- ▶ Living wage
- ▶ Programs don't engage youth
- ▶ Computer skills
- ▶ Access to computers
- ▶ Not enough entry level jobs
- ▶ Background check – criminal record over 18
- ▶ Education level of youth
- ▶ Awareness on part of employers
- ▶ Partnerships with good employers (jobs with career paths)
- ▶ Accessing good employers
- ▶ Transportation/child care
- ▶ Not enough employers provide training
- ▶ Government \$ for alt. Education programs
- ▶ Inflexible school-system
- ▶ Centralized source of info about programs
- ▶ Not enough H.S. guidance counselors

## **Ways to get Youth Voices Heard:**

- ▶ Get feedback from youth advisory council on pre-job training survey (ask them to interpret data)
- ▶ Youth survey on barriers to employment
- ▶ Youth input on survey questions.

## **Employment, Training, & Job Placement Work Group (Cont.)**

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### **3 Short-term wins:**

#### **1. Define capacity for pre-job training**

Aug. 1 – develop exhaustive list of existing programs – MOB (bring questions to next meeting for review)

#### **2. Ask youth why they're not getting jobs and what are the barriers**

Aug. 1 – develop questions- Ellen/NCAC, Dinah, Brent, Scott

May '08 – Adm. Survey as part of safe place assessment – Oasis

July '08 – Collate data - Oasis

#### **3. Begin Youth-friendly (under 24) employer bank**

Begin in Nov. – ask job placement programs about successful youth placement – Rose, Ellen

Jan – Feb – update NCAC list of youth employers

### **Meeting Schedule:**

June 29

July 27

August 31

2:00 pm @NCAC 621 Mainstream Drive. Metrocenter