


STRATEGIES FOR YOUTH // 2015 ANNUAL REPORT

MOMENTUM FOR CHANGE



After going through this training with the officers, I can say with 100% confidence, that Policing the Teen Brain is literally going to save lives in our country.

— Elkhart County Probation

*Without a doubt, I will be
implementing what I learned
today on every arrest or violent
situation surrounding children.*

— Cleveland Officer



A YEAR OF IMPACT

Strategies for Youth (SFY) is a national nonprofit policy and training organization dedicated to improving police/youth interactions and reducing disproportionate minority contact.

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CREATING PROGRAMS FOR CHANGE

Dear Friends of Strategies for Youth:

I am proud to share with you the 2015 Strategies for Youth (SFY) Annual Report.

As Board Chair of SFY I have never been more proud of the organization and its ground-breaking success. 2015 has been a watershed year for SFY. It's the year during which SFY has matured beyond its formative stages to become the nation's leading authority, and most sought after source of solutions, regarding the highly publicized tensions between minority youth and law enforcement.

In 2015, SFY was quoted by the *New York Times*, the Associated Press, *American Police Beat*, the *Atlantic*, the *Crime Report*, the *Cleveland Plain Dealer* and *US News and World Report*, *Mother Jones*, and has been featured on CNN, NPR, MSNBC, Huffington Post and Al Jazeera.

Police departments across the country, many of which were initially resistant and skeptical of SFY's innovative programs, have come to recognize that SFY's creative approach represents the very best practices that are proving to be truly transformative to the affected kids, schools, law enforcement officers, parents and the community in general.

Juvenile Justice Jeopardy, *Policing The Teen Brain* and the other cutting edge programs and tools developed by SFY provide the critical education and training for both kids and law enforcement that have proven to be successful in the field.

It's still early in 2016, but SFY's dance card is filling up quickly, with an increasing number of states speaking about including the *Policing the Teen Brain* curriculum in state academy curricula, funding a rigorous evaluation of the impact of SFY's training. We're gearing up for a very busy year and appreciate your support of the critical work we do to improve police/youth interactions.

Sincerely,

Stephen A. Landsman

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POLICING THE TEEN BRAIN IN 2015

SFY's *Policing the Teen Brain* training is in high demand across the country. We've added new materials on procedural justice and best practices for communicating with youth.

2015 POLICING THE TEEN BRAIN TRAININGS

Strategies for Youth worked with 13 counties in Indiana in 2015. We provided our *Policing the Teen Brain* training in conjunction with these counties' implementation of the Juvenile Detention Alternatives Initiative, funded by the state of Indiana. Counties were given funds and the opportunity to hire Strategies for Youth to improve police/youth interactions in the street and in their schools. SFY's train-the-trainer/coached training approach also enables counties to develop their departments' capacity to integrate the SFY training as a key component of their annual in-service training for experienced officers, in a sustainable fashion.

In addition, SFY began its work in Cleveland, Ohio, where Chief Williams warmly welcomed SFY's training. Thanks to the Partnership for a Safer Cleveland which secured the funding, Cleveland police are learning best practices for working with youth. SFY enjoys a wonderful partnership with Case Western University's Begun Center for Violence Prevention, Research and Education, and the Schubert

Center for Child Studies. Officers' responses have been very positive and SFY continues to support Cleveland Police's expansion and implementation of the training. SFY was also invited to conduct a statewide training of 80 School Resource Officers in July.

SFY continues its partnership with the Urban Peace Institute, which works on violence control and relationship-based policing in L.A. to train more officers there.

SFY also completed its year long work with Fresno Police Department with major reductions in school-based arrests to boast!

We've also been very busy in Virginia. SFY was pleased to be invited by Chief Longo of Charlottesville Police Department and city leaders to provide the *Policing the Teen Brain* training. SFY was invited by the Virginia Department of Criminal Justice Services to conduct trainings for School Resource Officers and Alcoholic Beverage Control officers.

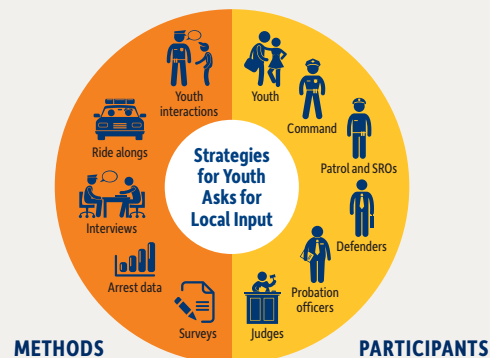


Dr. Jeff Bostic questioning youth during *Policing the Teen Brain* Training

POLICING THE TEEN BRAIN TRAINING PROCESS

1 ASSESSMENT

Preliminary assessment to customize the training so it addresses the needs of the local community.

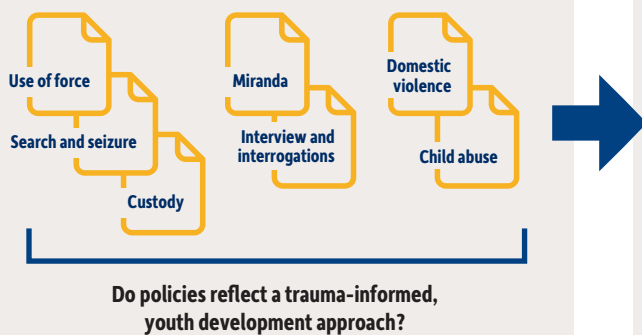




Youth at the Wooten Center in Los Angeles, CA playing *Juvenile Justice Jeopardy*

2 POLICY REVIEW

The language of each policy is reviewed with an eye to how it reflects a trauma-informed, youth development approach.



3 TRAIN-THE-TRAINER

Strategies for Youth trains local officers and psychologists to train their peers.



JUVENILE JUSTICE JEOPARDY

Juvenile Justice Jeopardy (JJJeopardy) is a key SFY program. This game teaches youth how to navigate interactions with peers, police, and other authority figures. The game also informs youth about law, the Juvenile Justice system, and short and long-term consequences of arrest and court involvement on their future opportunities.

NOT JUST ANOTHER KNOW YOUR RIGHTS GAME

When we speak about *JJJeopardy*, many people nod and say, “Oh, a know your rights game.” Well, in fact, that’s only part of what *JJJeopardy* does.

While important information about rights is explained, *JJJeopardy* accomplishes much more. Rather than focusing on abstract law, the game offers practical advice for real world application through its use of realistic scenarios in which young people often find themselves.

Unlike other outreach programs, *JJJeopardy* focuses on making youth aware of how their behaviors are perceived by adults and the likely legal consequences of their behaviors. The game explains how the law looks at topics like constructive possession and joint venture crimes. Youth are routinely astonished at how mere association, being in the

wrong place with the wrong people can have such profound legal consequences on their freedom and future.

In addition to our regular games, the “street” and “school” versions, SFY has developed new versions of the game which have been a big hit. We developed games to acclimate youth to the rules and reward systems in a locked facility, as well as how to prepare for their departure from it. We also developed a game for 9 to 12 year olds.

WHY IS JUVENILE JUSTICE JEOPARDY SO NECESSARY?

Research indicates that male youth of color are routinely perceived to be 4 to 5 years older than they are. With that confusion comes several assumptions about youths’ maturity and competence. Black youth are often assumed to be more street and system-savvy, to be wiser about their rights and the ways of the world.



Steve O'Reilly playing *Juvenile Justice Jeopardy*

THE JUVENILE JUSTICE JEOPARDY TRAINING PROCESS

1 ASSESSMENT

Preliminary assessment to ensure that the game addresses the needs of the jurisdiction.



Most of the stuff I didn't know so I got a good experience in this game. It was fun and I liked it.

— Roxbury, Massachusetts Student

Anyone who plays *JjJeopardy* with us will see just how unfounded this bias is. On average, 80% of the youth who play the game report that 50 to 75% of the information is new to them; 10% say 100% of the information is new to them.

The infographic below demonstrates the process of the game's development and the various sources of input from juvenile justice system stakeholders who inform the game.

This year SFY replicated the game in these new locations:

- Fresno, California
- Richmond, California
- San Francisco Department of Probation
- Porter County, Indiana
- Virginia Beach, Virginia
- Racine, Wisconsin

Thanks to a grant from the Osterman Family Foundation, SFY was able to bring *JjJeopardy* to the western part of Massachusetts in Fitchburg, Leominster, Pittsfield, Worcester, and Springfield.

Youth Today featured SFY's game and the importance of explaining the way the police and juvenile justice system



Youth responding to the *Juvenile Justice Jeopardy* game at the Boys & Girls Club, Leominster, Massachusetts

work to youth in a series of articles in July 2015. One article featured Indianapolis Metropolitan Police Department's Deputy Chief Waters and his commitment to the game in Indianapolis. The game is played all over the city to great effect. In fact, public transit bus drivers report they often hear kids speaking about the game.

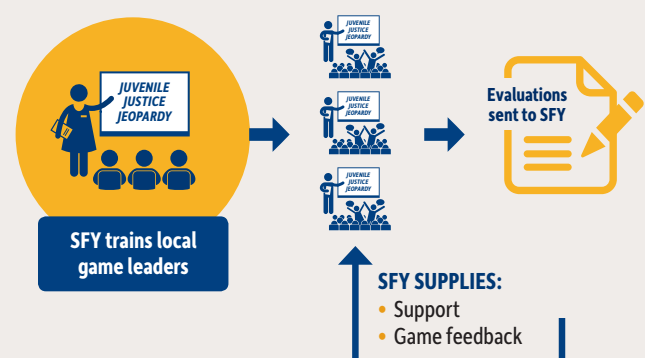
2 DRAFT

A draft of questions is created and vetted, then input into the *Juvenile Justice Jeopardy* software.



3 TRAIN-THE-TRAINER

Strategies for Youth trains local community workers to be *JjJ* game leaders.



IN THE PRESENCE OF CHILDREN CAMPAIGN

This SFY initiative aims to teach officers ways of mitigating the trauma of children observing the arrest of a parent or caretaker. SFY knows that this interaction, at any age, has long-term implications for how youth perceive interactions with law enforcement going forward. When SFY conducts assessments, youth routinely tell us of such incidents and how they form a long-lasting impression of law enforcement.

SUPPORT TO LAW ENFORCEMENT AGENCIES

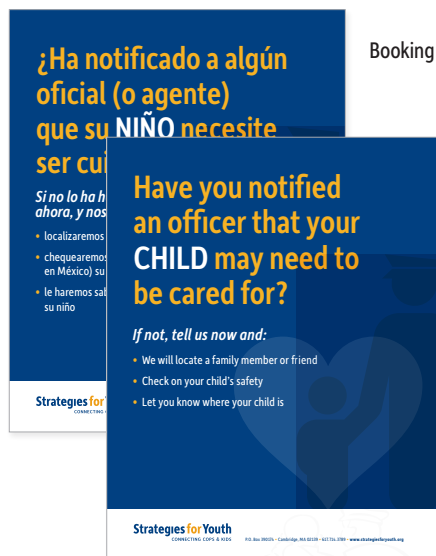
With support from the Sills Family Foundation, SFY developed a suite of materials to equip officers to understand the trauma children experience watching their parent, relative or caretaker being arrested and to use trauma-informed approaches in those situations.

In 2015, SFY completed its development of these materials for law enforcement agencies and has been distributed to them nationwide at no cost.

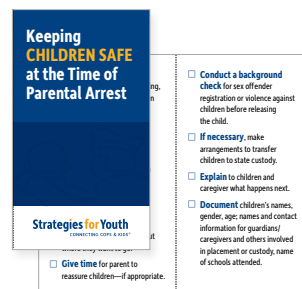
SFY created Parent Cards to help educate officers and parents, reduce exposure to trauma, and increase their connection to youth-serving community based programs. The cards use icons to depict classic signs of trauma in children and youth and provide a space for the name of local mental health/trauma service programs.

IN THE PRESENCE OF CHILDREN (ITPC) TRAINING

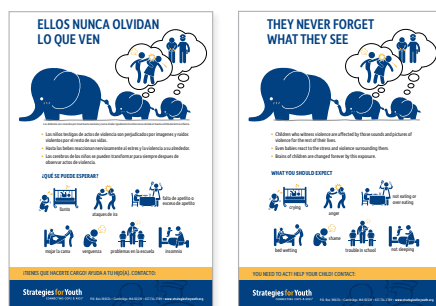
At the invitation of the Philadelphia Police Department, SFY piloted its ITPC training to 75 community relations officers. The officers reported that this interaction is extremely



Booking Room Posters



Core Components of Policy Supervisor Checklist



Parent Cards

Materials made possible by:

 Sills Family Foundation



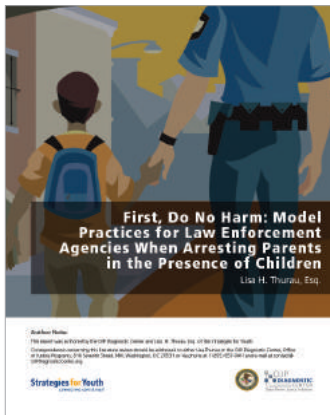
What surprised me was for how long trauma can affect children in relation to a patrol officer's arrest. I never realized the long term effects on children after we, as police, leave the home. – Philadelphia Community Services Officer

frequent and were grateful for how SFY's training's increased their ability to respond effectively to children and youth in these situations.

SFY will be providing this training to officers in Cleveland, Ohio and Phoenix, AZ in 2016.

SFY PUBLISHES ON ITPC

The Diagnostic Center of the Office of Justice Programs of the U.S. Department of Justice asked SFY to develop a report on this topic, as well as provide components of a model policy, and the suite of materials. This report, titled *First Do No Harm: Model Practices for Law Enforcement Agencies When Arresting Parents in the Presence of Children*, was published in 2015. The report is available on SFY's website.



First Do No Harm Report



What to Anticipate Chart

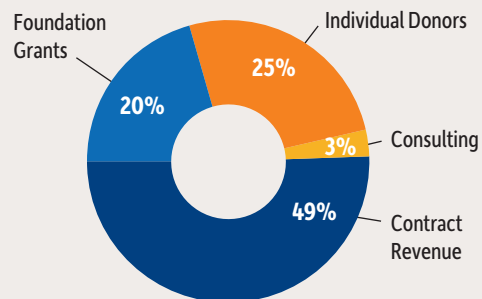
FINANCIALS

Strategies for Youth has grown over the last year thanks to increased Foundation support which has expanded our *Policing the Teen Brain* trainings for officers and the *Juvenile Justice Jeopardy* game for youth across the country.

We continue to grow thanks to the increasing numbers of contracts with law enforcement and county agencies, as well as a growing number of foundations and individual donors.

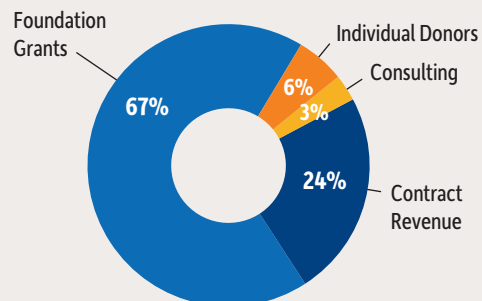
SOURCES OF FUNDING, 2015

Total Income \$386,661



SOURCES OF FUNDING, 2014

Total Income \$684,685



THINK ABOUT IT FIRST! CARDS

This year SFY produced a banner crop of Think About It First! cards. These cards were the brainchild of Sgt. Kenneth Green of the MBTA Transit Police back in 2005. Now the Chief of the MBTA Transit Police, Chief Green was happy to receive 2,000 new cards.

This year, thanks to support from the Eastern Bank Charitable Foundation, SFY was able to print 20,000 cards that reflect recent changes in Massachusetts law. SFY is distributing the cards to police departments throughout the state.

SFY developed a Think About It First! card for California with support from the Zellerbach Family Foundation. The Pacific Juvenile Defender Center's exhaustive research on this topic assisted SFY in developing a response to the complexity of California's system. SFY proposed the creation of a website that would explain an array of related information to people seeking to seal their records. A link to this new and wonderful site, created by the Center for Juvenile and Criminal Justice is on the card at <http://sealitca.org/>.

With support from The California Endowment, SFY printed 100,000 cards for distribution to youth advocates, police and probation officers statewide.

CARDS IN 2016:

We are hard at work developing Think About It First! cards for Maine and Montana.

"We use them as an icebreaker with kids." -Chief Green

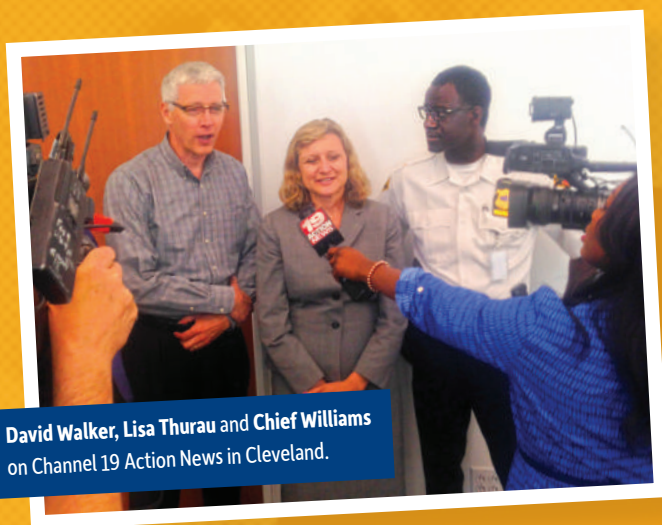


Cards made possible by:



SFY IN THE NEWS

2015 was a banner year for SFY appearances in the news. Strategies for Youth was asked to comment on an array of events involving police and youth interactions.



David Walker, Lisa Thureau and Chief Williams on Channel 19 Action News in Cleveland.

SFY BY THE NUMBERS:

20 
ARTICLES

04 
WEBINARS

11 
TELEVISION SEGMENTS

10 
RADIO SHOWS

WE WERE FEATURED IN:



the Atlantic

The Boston Globe



CNN

Mother Jones

 MSNBC

YOUTH today

WGBH

OUR APPEARANCES



SFY APPEARS IN DOJ STATEMENT OF INTEREST

SFY's publications were cited repeatedly in the U.S. Department of Justice's Statement of Interest submitted on behalf of two eight-year olds on whom restraints had been used in their Kentucky public school.



SFY SPEAKS AT YOUTH LIVES MATTER EVENT

Lisa Thureau joined James Bell of the W. Haywood Burns Institute and Carter Stewart, U.S. Attorney from Ohio, in speaking at this event. The event was convened in Cincinnati by the Children's Law Center of Kentucky and over 250 people attended.



SFY GOES TO THE WHITE HOUSE

Lisa Thureau was invited to speak on the topic of school resource officers at the July RETHINK DISCIPLINE event convened at the White House. The event, presided over by former Secretary of Education Arne Duncan, and closed by U.S. Attorney General Loretta Lynch, focused on strategies to keep youth in school and reduce discipline policies that push youth into the school-to-prison pipeline.



OTHER SPEAKING ENGAGEMENTS

In 2015, SFY was invited to speak across the nation in a variety of settings:

- SFY presented an overview of the Policing the Teen Brain (PTB) training to a select group of the nation's police chiefs convened by Fight Crime/Invest in Kids and led attendees in a panel discussion on strategies to expand the PTB approach across the U.S.
- Lisa Thureau from SFY was invited to present at the Ohio Attorney General's Law Enforcement conference in October in Columbus, OH.
- In June, SFY went to Washington, D.C., to participate in the Coalition for Juvenile Justice's annual meeting of State Advisory Groups.
- SFY participated in a panel discussion entitled *Police in America: Ensuring Accountability and Mitigating Racial Bias* at Northwestern University's Pritzker School of Law Conference.
- At the Virginia School Boards Association Annual Convention of Education, SFY spoke on the topic of school resource officers.

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