

Public Investment Plan (PIP)

Name:	Restorative Justice and the Arts
Convener:	Metro Arts, Juvenile Court, Nashville Career Advancement Center, Oasis Center
Contact:	Jennifer.Cole@nashville.gov
Mayor's Priority Area :	Education, Public Safety, Economic and Community Development & Quality of Life.

1. Briefly describe the issue or problem addressed by the investment plan:

The Juvenile Court, under the leadership of Judge Sheila Calloway, is innovatively approaching juvenile justice through the way in which it provides for the care, protection and personal development of the youth who pass through the system. The Court is committed to capturing the positive potential of its clients through assessing each individual's talents, skills and needs. Once an assessment is complete, the Court connects the child and his/her family with community services to assist their positive personal development. Court officials and families/guardians work to support that young person to bolster resiliency and avert re-offending. The Court continues these alternatives to sentencing measures with an eye to building a stronger community and support network for youth. Even those young people who receive sentences are supported via a group counseling/service learning program (TOP) aimed at positive behaviors, team work and soft skill development. Finally, those youth that are incarcerated are provided a variety of programs aimed at education and life skill development while at the Juvenile Detention Center. We believe arts can and should be part of the healing and resiliency framework offered by the Juvenile Court system.

The arts are a proven tool that supports youth development and community resiliency. Many of the young people who find themselves in Juvenile Court or the Juvenile Detention Center have not had full access to explore the arts as a healing, economic or community tool. They often grow up in neighborhoods where the barriers of poverty and lack of cultural resources combine to limit their time creating. Together, Juvenile Court (JJC), Metro Arts, the Oasis Center, and Nashville Career Advancement Center (NCAC) and with other community partners, will create a framework for art interventions within the restorative justice system in Nashville.

2. How does the plan solve the stated problem?

Restorative Justice in the Arts aims to connect Metro Arts and its network of community cultural partners and artists with the Juvenile Court in a new and innovative way. The two agencies will work together to develop a comprehensive approach to arts-related interventions and programs for youth who interact with the Court and in community.

Research has shown that youth who have repeated access to intensive arts experiences are more likely to:

- Show better academic achievement (higher test scores and better GPA's)
- Graduate from high school
- Aspire to and attend college
- Engage in civic-minded behavior (vote when they turn 18 and volunteer within the community)
- Encompass positive social skills (self-confidence, self-control, conflict resolution, collaboration, empathy and social tolerance)

Over the next three years we will:

- Conduct a broad community assessment of available community-based arts programs and teaching artists working with 12-18 year olds that can serve as community referral partners for JJC(FY17)
- Create a database of programs and teaching artists who have training and background working with at-risk youth (FY17)
- Design and pilot skill development training for social practice artists interested in working with at risk youth and/or those in the justice system (FY17-18)
- Fund pilot artist workshops or interventions with targeted referral clients
- Support an artist on the design team for the JJC capital renovation through the One Percent for Art program, to outline arts activation in public spaces and public art opportunities within the building (temporary art, exhibit

space, permanent public art)

- Via the CIB design plan identify internal opportunities for youth apprenticeships and job shadows with selected artists
- Plan and pilot an annual artist residency in the Juvenile Detention Center (FY17-18)
- Research and plan an arts based alternative sentencing jobs program (based on the Juxtaposition Arts program model in Minnesota) where professional artists teach classes and certification to young men in graphic design, street art, and other mediums that are then matched via a social enterprise to area businesses for “hire”

This program involves four initiating partners, but will bring in community planning partners as well as those Metro Departments (Public Works, Police, MNPS) that might be implied as the residency or job program evolves.

3. Why is this the right time to implement this plan?

Study after study indicates that early and consistent exposure to the arts builds individual and community resiliency. Judge Calloway’s focus on building kids versus feeding the “Cradle to Prison Pipeline” supports this innovative and out of the box approach to youth development. In Nashville, African American men have 37% unemployment rate. Young Latino and African American boys are least likely to participate in arts during the school day currently in MNPS and many of zip codes that generate juvenile offenders have the least resources dedicated to arts and cultural spending. Court family assessments often reveal a child offender’s desire to create, to write, to sing, to paint as a way to find VOICE in poverty and fear and chaos. These students want the arts to be a part of their lives, their communities and their journey. Other communities that have experienced tremendous success with similar initiatives are [Philadelphia’s Mural Arts Program](#), [CityArts D.C.](#), [Washington D.C.](#), and [Juxtaposition Arts, Minneapolis](#). It is evidence based and innovative.

This program underscores ALL of Mayor Barry’s priority goal areas of: Education, Public Safety, Economic and Community Development and Building a Better Quality of Life. This program will focus on building an intervention system (not a one off project) that we hope will increase student health and education outcomes, reduce recidivism, increase youth and adult artist employment and ultimately, make for stronger communities.

In addition to the local reasons for investing in this work, the national funding climate for arts and cultural equity has expanded. This project, if implemented in partnership, will be attractive for national investment or scaling from foundations like Kresge and Mellon or for program expansion from the Office of Juvenile Justice and Delinquency Prevention (OJJDP). This program shows shared value investment and economy of scale between Metro departments and community partners.

4. What current processes address the issue?

Currently, Juvenile Court staff lack comprehensive community wide listing of arts programs or teaching artists for referral during assessment. Metro Arts has a list of partners providing programming to tweens and teens, but lacks understanding of those formally trained in art therapy or in working with older youth at-risk youth.

Metro Arts has, for the last year, partnered with the Underground Art Studio at the Oasis Center—funding community based restorative justice programming through that partner. The R.E.A.L. Program led by the Oasis Center offers youth in a community setting, an opportunity to change their course through counseling, family retreats, building positive relationships, and education on breaking gang ties or other unhealthy connections. Through self-empowerment and arts/cultural enrichment, the participants find college and job opportunities that seemed out of reach prior to engagement with R.E.A.L.

R.E.A.L is currently the model employed by JJC as part of the TOP alternative sentencing. JJC and Metro Arts’ past background with this program makes the building out of a residency program a good fit.

Additionally, Metro Arts just funded a pilot project with local artists Nduka and Kelsey Onwuzuruigbo who will work with youth housed in the Juvenile Detention Center on a project called “Curating a Public Self”. Through the interactive program youth will explore photographs of their neighborhoods as a focal point to explore how one presents himself to

his neighborhood, city, and the overall society. Each resident will create a self-portrait using words, photographs and collage to develop and curate an attractive and lasting public persona. The completed works will be available for public viewing and interaction at North, Bordeaux and Thompson Lane libraries. This has been developed in close coordination with Judge Calloway and her staff.

Finally, we worked with Juvenile Court to collect youth submissions for the Youth Word Box Project—a public poetry design project led by artist and social worker, Melissa Gordon. These poems will be displayed on MTA buses across the county for the annual Poetry In Motion® program.

We believe the success of this initial work outlines shared values between the partners and a desire to map how arts exposure, participation and ultimately employment create a resilient and alternate path for young people who enter the Juvenile Court.

5. What problems and inefficiencies have been identified with the current processes?

This isn't really a project of "inefficiency" but of reach, competence and scale. The Juvenile Court team is bar none, but their staff lack understanding and access to arts program resources and artists with social justice training or experience working with at-risk youth. The Court also lacks the project management bandwidth to convene, coordinate and execute projects directly. Oasis Center is limited in working with high risk youth within the juvenile justice system due to lack of funding to cover basic operating costs such as staffing and training cannot do more. Metro Arts lacks the staff and current funding (outside of one percent fund) to execute programming at this scale. Overall, NCAC lacks resources to place young people 16-18 in low skill, high soft skill jobs. The specific opportunity to link youth with potential jobs via the arts and teaching artists is compelling both from a sustainability perspective and because freelancing and self-employment are critical jumping off points for later career training and/or college

6. List all proposed participants including:

- **Internal Partners**
- **External Partners (Nonprofits, Non-Government Organizations, Community Organizations)**

Internal Partners: Metro Arts, Juvenile Court, NCAC (committed); over time possibly MNPS
External Partners: Oasis Center

7. Briefly define the individual roles of each participant in each year of the project

In the first year, Metro Arts will identify and hire a consultant/contractor to assess our current community arts assets with programs and teaching artists focused on at risk youth. The consultant will also research and benchmark alternative sentencing and restorative justice programs nationwide, and survey staff and providers already working in these settings for best practice recommendations. The outputs will be a guide to available community programs and teaching artists who can work as referral partners for JCC and others and outline of next step program recommendations for all partners.

Based on the research, Metro Arts staff will work with Juvenile Court staff to identify opportunities for arts interventions within the Court system, as well as connecting them with existing art resources and service providers within the community. Juvenile Court staff will provide staff resources to begin program development, identify data gaps and provide connections in the judicial community. The Oasis Center and director of the Underground Arts Studio, will help design necessary training for artists and court staff on working with arts in juvenile justice settings to help build the "talent pool" of local teaching artists and cultural programs.

Metro Arts and Juvenile Court will outline and jointly develop scope for an artist teaching residency within the Juvenile Detention Center to be implemented late FY17, early FY18. All three partners will work together to identify target pilot opportunities for teaching artists to work with youth and families that can be absorbed by existing Metro Arts TN Arts

Commission grant dollars or FY17 program allocations.

If funding is approved for the Juvenile Court in the CIB, Metro Arts and Juvenile Court will explore opportunities for an artist as part of design team for the JCC capital project renovation project. This may include opportunities for a temporary or long term residenc(ies), job shadow opportunities for youth in the TOP program and a variety of temporary art programs during design and construction phases.

Research collected during FY17 will inform program design in FY18/19. FY 18/19 will include a FTE to oversee coordination and program planning. We have budgeted as an employee, but it could be managed as a contractor. We anticipate this as a Metro Arts employee “on loan” to the JJC and housed there. This staff would facilitate referrals, oversee restorative justice training with Oasis, work with Oasis to target arts interventions in TOPS, and work with our growing network of community teaching artists to offer programs in the JJC for families and kids. They would manage the Detention Center residency and work with Metro Arts and all partners to broaden public awareness of arts and restorative justice and diversion. We anticipated that Metro Arts, Juvenile Court, NCAC, Mayor’s Office of Economic Opportunity & Empowerment, Community Engagement , NCAC, mayor’s youth policy consultant will determine feasibility and funding structure for alternative sentencing/jobs/and apprenticeship program based on the Juxtaposition Arts Model in Minnesota and roll out in year 2 or 3.

As the partnership deepens we would expect additional temporary or youth-initiated alternative sentencing projects that may be revenue generating.

We also believe based on successful project piloting the program would be eligible for national and local grant dollars. Staff working on this project include: Jennifer Cole/Rebecca Berrios, Olusola Tribble (Metro Arts), Judge Shelia Calloway, Kathy Sinback (JJC), Ellen Zinkiewicz (NCAC) , Abby Whisenant/Judy Frudenthal (Oasis Center)

8. Total Length of Project in Years

3 to 5

9. Provide a brief explanation below of the actions that will be taken to implement the project in each year

Year 1	<ul style="list-style-type: none"> Determine scope for youth arts/teaching artist research Hire consultant/contractor Conduct research, development, program design Work with Oasis to determine training needs for artist/juvenile court employees on arts/resiliency Create database of local youth arts programs and teaching artists Outline and pilot Artist in Residence (AIR) in Juvenile Detention Center Determine other AIR or temporary artist/apprentice opportunities or programs within diversion/alternative sentencing structures *based on timeline for CIB project select artist to embed in design team
Year 2	<ul style="list-style-type: none"> Project manage Artist on Design Team and Public art integration Juvenile Court Continue CIB related design work and JJC transformation Establish Arts and Resiliency Coordinator at JJC or Metro Arts “loaned employee” to JJC Continue AIR program at Detention Center Pilot other short-term teaching artist programs or long term arts programs within Juvenile Court including one time programming, residencies and artists embedded in TOP teams Create outline and complete funding for alternative sentencing/workforce job program

Year 3	Continue any Public Art implementation at JJC Continue AIR at Detention Center Launch summer youth workforce development/jobs program.
Long Term	Ideally implement AIR Detention Center program, arts referral program during family engagement plans, TOP arts-community programming, arts anchored alternative sentencing/workforce social enterprise.

10. Please explain why this collaborative approach more effectively addresses the identified issue compared to existing individual efforts

Reducing youth violence and crime rates and increasing youth resiliency and employment requires a community-wide approach. Through a coordinated alignment of government departments, non-profit partners, professional artists and social workers we can draw strength from our connections and our collective resources to adopt an innovative approach to alternative sentencing and restorative justice practices.

11. Briefly summarize the additional resources (funding, staffing, training, etc.) needed by all participants in order to successfully implement the plan.

First Year: pay for 1/3 time of New* Admin Service Officer 3 FTE Community Arts Manager (budget in FY17 Metro Arts ask) to coordinate research and residency pilot, convene stakeholders and do future year planning \$22,566
 \$30,000 for consultant/contractor to report to Metro Arts and conduct research and program design
 \$7500 for Oasis Center to develop and deliver training for artists working in juvenile justice settings
 \$20,000 for JJC to start Artist in Residency Pilot within Detention Center
 Additional program and opportunities with One Percent for Art/CIB funding
 Second Year:
 full time *NEW* FTE Arts & Restorative Justice Manager \$67,700 in Metro Arts but “on loan with JJC” and working on site to support design/implementation/community collaboration
 \$30,000 that can be directed by Metro Arts/JJC and staff lead to artist programs and projects within the JJC via short term vendor contracts with teaching artists
 \$22,500 for Oasis to continue training and embed artists within TOP teams
 \$20,000 for Detention Center Artist in Residency and additional teaching artist programs managed by Metro Arts
 Third year: (year 2 baseline plus)
 \$10,000 additional to coordinated targeted arts programs throughout year in JJC
 Additional dollars for seasonal coordinator and youth apprentices/jobs for NCAC
 Additional \$20,000 to add second artist in residence program at JJC
 *this does not include any possible match from 1% for Art dollars and CIB or any local or federal grant dollars to support program implementation

12. If applicable, briefly describe how your proposed project will achieve cost savings, revenue gains and/or service improvements? Please provide detailed financial data in the attached spreadsheet.

The Restorative Justice and the Arts Project has the potential to provide programs that focus on accountability, rehabilitation, and repairing the harm caused by young people trapped in a cycle of poverty and violence. Arts interventions can break cycles of offense and recidivism and emphasize ways youth can contribute meaningfully to society. Early interventions outside of the traditional justice system model can prevent escalation of criminal behavior and cultivate stronger understanding of civic and personal responsibility. Our hope is that over time 70% of young people who participate in arts-based interventions will have increased resiliency and reduced recidivism rates. For young people involved in the youth employment pilot we believe that increased employment, development of soft skills and college/career readiness would be outcomes. Beyond that this pilot focuses on community hope and empowerment and the deep coordination between departments to affect positive outcomes for citizens. Our goal, if funded would be to work with the Mayor's Office, Juvenile Court, Metro Arts, and NCAC to establish vital BUDGET measures and COMMUNITY measures that show the impact of these dollars in the community and in the lives of children.

13. How will success be measured and in what years of the project will it become measurable?

- Annually
- # of programs identified as arts referral partners
- # of teaching artists identified to serve youth offenders
- # of youth involved in JCC/Metro Arts based diversion programs
- # of families impacted by youth involvement in program
- # of new art works created in the JCC or Detention Center
- # of projects, exhibits or arts experiences created by young people in arts diversion
- # of artists/justice workers trained on best practices in art/restorative justice
- # new policies or practices adopted based on arts integration
- # artists in residence/# artist apprenticeships or jobs created
- % of decrease in youth recidivism within participating populations
- % of increase in youth employment
- % increase in available community based arts programs and/or training
- % of youth exposed to the arts via the youth diversion system in Nashville

14. How many citizens will this project impact?

- Hope to make at least 200 youth based referrals to the arts and teaching artists, more than 800 family members will be impacted by this
- Draft youth arts/community arts employment into 1/3 of family resiliency plans
- More than 250 youth annually served in the TOP alternative sentencing/diversion program through arts interventions and art therapy
- 1000 young people will participate in the arts through Juvenile Detention or other programs annually
- Thousands of families served by JJC each year will benefit from programs in the court and public art integration into new building improvements
- Employ 50 youth via summer arts and alternative sentencing program

15. What benefits or improved services will the citizens of Davidson County receive as a result of the plan?

Reduction in youth violence, community beautification, workforce development

Public Investment Plan (PIP)

Name of Collaboration: Restorative Justice and the Arts

	Dept. Name	FY2017			FY2018			FY2019			FY17-FY19 GRAND TOTALS	
		Operating PIP	FTE PIP TOTAL	Capital PIP TOTAL	Operating PIP	FTE PIP TOTAL	Capital PIP TOTAL	Operating PIP	FTE PIP TOTAL	Capital PIP TOTAL	Operating PIP	Capital PIP TOTAL
Department/External Partner A:	Metro Arts	52,066	0.33	117,000	87,700	1.00	-	97,700	-	-	237,466	117,000
Department/External Partner B:	Oasis	7,500	-	-	22,500	-	-	22,500	-	-	52,500	-
Department/External Partner C:	Juvenile Court	20,000	-	-	20,000	-	-	40,000	-	-	80,000	-
Department/External Partner D:	NCAC	-	-	-	-	-	-	144,000	-	-	144,000	-
Totals:		79,566	0.33	117,000	130,200	1.00	-	304,200	-	-	513,966	117,000

Current Level of Funding (Operating and Capital)

	Dept. Name	Fund	Budget Category	Budgeted Positions/ FTE	Budgeted FTEs	Operating Amount	Capital Budget	Capital Resolution Number
Department/External Partner A:	Metro Arts	10101		0		-	-	
Department/External Partner B:	Oasis	10101		0		0	0	
Department/External Partner C:	Juvenile Court	10101		0		-	-	
Department/External Partner D:	NCAC	10101		0		-	-	
Totals:				0	-	-	-	

Requested Level of Funding For Fiscal Year 2017 (Operating and Capital)

	Dept. Name	Fund	Budget Category	Requested Positions	Requested FTEs	Operating Funding Request	Capital Funding Request	
Department/External Partner A:	Metro Arts	10101	Salaries, Mgmt Consultant	1	0.33	52,066	117,000	.3 FTE plus mgmt consulting
Department/External Partner B:	Oasis	10101	Mgmt Consultant	0	-	7,500	-	training
Department/External Partner C:	Juvenile Court	10101	Mgmt Consultant	0	-	20,000	-	Detention Center
Department/External Partner D:	NCAC	10101		0	-	-	-	
Totals:				1	0.33	79,566	117,000	

Requested Level of Funding For Fiscal Year 2018 (Operating and Capital)

	Dept. Name	Fund	Budget Category	Requested Positions	Requested FTEs	Operating Funding Request	Capital Funding Request	
Department/External Partner A:	Metro Arts	10101, 40009	Project Admin, Salaries	1	1.00	87,700	-	1 FTE could be in arts or JCC plus stipends for
Department/External Partner B:	Oasis		Mgmt consulting	0	-	22,500	-	teaching artist stipends for
Department/External Partner C:	Juvenile court	10101	Mgmt consulting	0	-	20,000	-	Detention Center
Department/External Partner D:	NCAC			0	-	-	-	
Totals:				1	1.00	130,200	-	

Requested Level of Funding For Fiscal Year 2019 (Operating and Capital)

	Dept. Name	Fund	Budget Category	Requested Positions	Requested FTEs	Operating Funding Request	Capital Funding Request	
Department/External Partner A:	Metro Arts	10101	Salaries, Mgmt Consulting	1	-	97,700	-	1 FTE, plus funding for
Department/External Partner B:	Oasis	10101	Mgmt Consulting	0	-	22,500	-	TOP artist placement
Department/External Partner C:	Juvenile Court	10101	Salaries, Mgmt Consulting	1	-	40,000	-	JCC and Detention Center
Department/External Partner D:	NCAC	10101	Salaries	1	-	144,000	-	50 arts job
Totals:				3	-	304,200	-	

Potential Revenue Generated from Collaboration

	Dept. Name	Fund	Revenue Category(OA)	Revenue Source	Revenue Amount	Fiscal Year Collected
Department/External Partner A:	Metro Arts		Grants	Frist Foundation, NEA, Kresge	TBD	
Department/External Partner B:	Oasis					
Department/External Partner C:	Juvenile Court			OJJDP, DOE	TBD	
Department/External Partner D:	NCAC		Grants			
Totals:					-	