Racial Disparities in Criminal Justice Robina Institute In Conversation Kedar Hickman Program Manager, Ujamaa Place

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Ujamaa Place Theory of Transformation

Ultimate outcomes

Participant outcomes produced as a result of the Ujamaa Place experience

Stable housing situation

- · Housed (not homeless)**
- · Manage payment for housing
- · Pay household bills

Increase educational attainment

- Acquire GED**
- · Pursue post-secondary education options**
- Acquire vocational training certification

Secure and retain a job

- Placed at a job, earning at least minimum wage **
- Prepared to pursue training needed to secure a living wage job
- Entrepreneurial track

Connect to family and children

- Pay child support or arrears**
- Financially support family structure
- · Healthy engagement in the life of children and family
- Maintain healthy boundaries and adaptive interpersonal relationships

Eliminate contact with penal system

- Reduce recidivism and criminal activity**
- Parole compliance
- Decrease involvement in gangs
- Practice and apply healthy coping methods in place of "survival" methods

** Indicates a return-on-investment (ROI) outcome measure.

Program elements that lead to participant success

Interacting determinants of self-transformation

Academic and employment skill

development (Getting ahead of the daily struggles)

educational ladder TABE test

Climbing the

- Aztec
- GED classes · Individualized tutoring

Building employment skills (How to be successful in a job) • Professionalism

- Teamwork perspective
- · Quality communication
- · Planning and time management

· Accepts supervision

- · Problem solving and critical thinking
- · Financial and computer literacy
- Internship experience

Volunteering in the community

- · Connect and contribute to community life
- Utilize interpersonal skills
- · Sense of responsibility

Life skills development (Overcoming the daily struggles)

Cultivating life skills

- Self actualization
- · Mainstream systems navigation
- · Etiquette and manners
- · Health consciousness
- · Financial management
- Improve self-awareness through individual and group counseling

Defining connection to family and children

- Managing healthy relationships
- · Engaging in children's lives
- · Defining black manhood and fatherhood
- · Address familial trauma to promote healing

Fulfilling basic needs

- Transportation
- Daily meals on-site
- Clothing
- Access to needed health care services
- · Partnerships with other agencies
- A comfortable, safe place to socialize

Establishing a home

- · Transitional housing
- Renter responsibilities
- · Long Term housing

Foundational elements

Thematic threads throughout every aspect of the Ujamaa Place

Empowerment and Spirituality

- Cognitive restructuring
- · Getting men to think differently about themselves
- · Believing in the capabilities of
- · Spiritual development

African American culture

- Value black ways of knowing and worldviews
- Staff demographics reflect the population of men served

High-context coaching

- · One-on-one, meaningful relationship with another
- · All Ujamaa Place staff, volunteers, and board as "coach"

Community of men

- · Environment of grace and inclusion
- Support system
- Offers a sense of belonging and
- Relate to men who have comparable life experiences
- Peer guides and elders

Behavioral health and wellness

- Mental health and chemical health is necessary
- Establish healthy boundaries and interpersonal skills
- Explore healthy ways to manage and cope with stress