

Captioning Transcript of Committee on Equity and Inclusion Meeting - September 1, 2022

"Arthur, Jecorey"

Peace, welcome to the committee on Equity and Inclusion. Today is Thursday September 1st, 2022 the time is currently 4:03 P. M. I'm chairman Jecorey Arthur joined by committee members Nicole, George and Chambers Armstrong and Markus Winkler and Barbara Shanklin are virtually, Vice chair Anthony Piagentini has an excuse absence and I'm sure we'll see our other committee members soon. This meeting is being held pursuant to KRS 61.826 and council rule 5A. Today will have a special discussion about with Metro Council, the 2020 census estimates that over 1 in 5 people in this city are under the age of 18 that's tens of thousands of young people living, playing, going to school sometimes working in Louisville, the city of Saint Paul has 6 youth community members approved by Metro Council, serving on 3 different city boards and commissions ages 14 to 21 the city of Burlington has similar policies, Seattle has similar policy, of course, our city has the youth implementation team, but they almost exclusively work with the mayor's office and an advisory role in a recent American rescue plan ordinance we funded a new effort that's very similar to an old when I heard about growing up these neighborhood youth boards so today we'll learn about the status of that effort offer some feedback and hopefully work together so that we can make it beneficial for each of the council districts that they'll be in, but more importantly, for the young people that are participating in those groups. We are joined by special guests from youth engagement services aka YES, welcome, please introduce yourselves by name title and department for everyone who speaks thank you for being here.

"Kirby, Carla"

Hi, my name's Carla Kirby assistant director of OSHN over the new division of youth engagement services.

"Brown-Lewis, Javoughn"

Javoughn Brown-Lewis, youth engagement specialists with youth engagement services.

"Kirby, Carla"

I'd like to briefly introduce our team as you are probably already know, we are the former office of these development, which is located in the office for resilience and community services effective July 1 we moved over to OSHN and renamed ourselves and rebranded ourselves to use engagement services yes, we can exploration and I brought our team with us today and

I'd like to introduce each one separately, again, let's start over here with stand up and say your name title. Well, I'll introduce them then, yeah, I'll just introduce them so here we have Renee Douglas she is our project manager. We have Bethany. Bethany Olson, Bethany is our use services supervisor. Then we have, then we have Javoughn, which you've met Javoughn already, Carolyn, go ahead, this is Kiran Wakefield, he is the use services coordinating coordinator couldn't coordinate working directly with Javoughn on the youth boards and next we have Cameron Galloway community, outreach coordinator Kirann, and Cameron are the newest members of our team, we're glad to have them and then our other OSHN staff with us are Lonnie White, she's our public information officer and Paul Callahan, our assistant director of program services, we did a census and between all of the staff we had 84 years of youth development experience amongst us, which does not include parents, TJ has another 30, oh, did I invite? I'm sorry, I failed to introduce TJ with United way and Daryl Young with coalition supporting young adults and there are major partners here with the youth work that we're doing, doing but together, we have 84 years experience with TJ, having 25 and Darryl having another 10 so we feel like we have a great team here. We understand use and we want to benefit and do the best that we can for the young people of our community one of the things I wanted to do real quick just to update you guys with our ARP funds we have been all of us the team writing charters for projects, they've been working on work plans work plans Metro has a new onboarding process when it comes to these dissemination of these art funds, so we've had to go through a development of KPIs, we're looking at milestones and timelines we just had our kickoff meeting this Monday and so we're going to have to revise our budget 1 more time to make sure that our budget reflects the milestones that we put together for every project that we have, which we have a total of 5 projects we are going to be able the 1st contract is going to be executed sometime this month with a spot that'll be a 2 year contract using our funds for about 875,000 dollars. The 2nd phase will occur in early October and that's when will be soliciting sending out the RFP for the use expansion RFP for the use expansion projects that will be funding and that's where we expand our Louisville network system from ages 16 to 24 to 8 is 10 to 15 and then at the end of October, we have almost another 2 million dollars that we're going to be soliciting through an RFP process for youth serving agencies and these contracts are also going to be 2 years. I think we're going to. going to we're going to fund a process of some larger grants as well as some smaller grassroots grants. We do have money set aside for capacity building and we'll be doing that early in the year

after we get these 1st, 3 initiatives going so the funding will be out there and we'll let, you know, when it's there so that you can make sure that you let your constituents know but, again, we wanted to thank you for proving these funds for us be assured that we will be intentional about providing opportunities for use and we'll work in tandem with organizations, committed to the equitable development of our young people. So, now I'd like to turn it over to Javoughn who will start talking about our neighborhood youth sports.

"Brown-Lewis, Javoughn"

Councilmen Arthur, are you ready for our presentation? All right, first I want to acknowledge the privilege that I have to sit here in these seats, today to come speak to our, thank you Councilman Arthur for making the room for us to come to speak today about something that we are so passionate about, we are privileged on our team to have Ms. Renee, many people know her, our newest program manager, but she has had so much experience in neighborhood youth boards from its conception way back when so her expertise has been greatly helpful in drafting this program that we will be talking about today, so first off, neighborhood youth boards are more than necessary in our communities so many years ago, essentially disenfranchised in our communities essentially voiceless and essentially some of the most oppressed people that we find in our society today, they are definitely a vulnerable population and youth boards as they are designed currently by myself and the team behind me are designed to give you that voice and that outlet for social action and to just further develop the skills that they may not be giving regularly or they may, but this provides them opportunity. So nobody, you boys are established in partnership with the global community with explicit buy in, from community members that these programs are housed in New York neighborhood youth boards are designed to promote the social emotional development of today's youth and we hope to empower civic engagement and promote compassionate interactions within community to essentially make a healthier and save your community our partners involved up until right now, our coalition supporting young adults, Metro United way, that you success initiative in local parks and recreation. I would like to say the partners that we will be involved with moving forward will be much more expanded as the neighborhood youth boards will transition into the RFA process, where we will go to specific districts where we would put an RFA out for applications to all districts with Louisville, so that these programs are housed within programs that are already there that are already servicing youth and that already have that demographic that we

really want to target and work with I went to the outcomes for this program. The first one is to elevate your voice within a community and local government, the next is strengthening cross neighborhood connections between youth community partners, and government philanthropy through planning and implementing social action projects, social emotional development that includes that entire list that you see, but are not limited to those and trained ambassadors through the ambassadors institute that is also housed within the office for safer, healthy neighborhoods the structure the structure has been very important for myself, Kiran Wakefield and Miss Renee as we have tried to develop something. That is fun, but has goals and key points to really hit for the development of today's youth, so that we have activities based learning center on the following things of awareness. So the first, 1 itself where we will tackle activities and conversations around intersectionality and diversity more broadly, simply about identity who we are as people and more specifically who we are as youth as people within community because this is a community level project and projects, so then we were going to fish bowl debates, which is a super cool activity. If you are not familiar, I'm more than happy to talk about it, I grew up doing fiscal debates, just opportunity to learn some critical thinking skills and to the debate about several different topics, regards to what they are, we have team building exercises and then within the team building exercise is built into the self that's where we want to include Metro Council district representatives, so what would happen would be we're going to say, because we have councilman Arthur with us today, we'll say for California, right? So the California neighborhood board coordinator will reach out to Mr. Arthur say, hey, we do a team building exercises and we like for you to come and talk about how you solve community level issues in your current position, so it engages council Arthur in an activity so income that will be a part of the team, but exercise hopefully, he'll get too sweaty or nothing, but something to really get him engaged with the youth, but also talk about how he and his position interacts with community, but also saw some of those community level issues that we see. So the next, we have social, social goes into getting the youth directly, right in the community that they live with them, so that features community cleanups in asset mapping those activities, this, level those activities are not the only ones there can't possibly be more if you have more in mind, or the more we develop this program, we're definitely open for any suggestions, so, also, that will be the next time that that coordinator would reach out to councilman Arthur, to say, who is a part of this neighborhood, what is their job within this neighborhood this

their community, and that's the next time we'd hope to engage the district representatives to say, hey, can you come back and talk to you about what your job is within community, even if that was covered in the first knowledge of self and then, next we have global, this is where we get into the big project of what neighborhood boards will be engaged with so that dozens of public speaking stakeholder learning about stakeholders and this is really the philanthropy piece because we'll be giving each neighborhood youth board a 10,000 dollar seed money to do a social action project so that we'll have to develop project plan, logic models right? And then they will engage with stakeholders so, who we have in mind for stakeholders is a member from a member from yes, a member from metro United way the district representative for that community for that neighborhood community member themselves and that will make up the stakeholders who they will be presenting this initiative too, so that's how we will engage with public speaking, which also goes right into the, how we will bring council back into the conversation so that they are aware of what's going on and able to provide real time feedback, something like Shark Tank, if you've seen the TV show Shark Tank, it will be kind of just like that just before a social action project and not a corporation, and then pre and post tests will be conducted to test and revise the curriculum that part is still under development as we will be engaged in our conversation today, so we have not finalized what that Pre and post tests will look like and what's the most efficient way to have that information. So the current state of the of this project, we are exploring the pilot in various communities via community centers, and other community partners so we have a meeting pending right now with Ben Johnson, from Louisville parks and rec, and who is the Cali, California community center supervisor, so the reason we have we are engaging with Venetia is because we want the people who are boots on the ground to also be within the conversation, so, if it's an overarching conversation on what it's possible for parts of our community centers, we want a supervisor who's boots on the ground every day to be able to inform that conversation on what is possible for community centers, if they are to house neighborhood, youth boards then, at this current moment, we have youth pay 1000 dollars stipends with a Council member Arthur had a few questions about before the meeting started, which we are happy to talk about neighborhood, you've board coordinator position to potentially be housed in as the fiscal agent for this project to be able to disseminate funds to the neighborhood youth boards pending approval from the board meeting is September 26, I hope that is correct? Daryl if it's not, we can talk about it, and then developing a recruitment

process via community center youth, an application process and compute and community partner recruitment. Our next steps, incorporating Pre and post tests, finalizing location harness coordinator, use an onboarding and launching the revamped, any questions?

"Arthur, Jecorey"

All sorts, thank you again for being here. We've also been joined by committee members, Kevin Kramer and Cassie Chamber Armstrong. I'm curious and you kind of answered this when you talked about the Pre and posttest, but I'm curious when we look at these intended outcomes for the committee members, and the public, the presentation is attached to the agenda. I'm curious what the intended outcomes just ideas that you have to measure these, these are all important we know that including young people and decisions being made about their city is so invaluable, but how do you measure some of these outcomes that we're looking at?

"Brown-Lewis, Javoughn"

So, currently, we are engaging in conversations with another partner who is a part of this initiative Dr. Brown with the center for social justice youth development research, that is a mouthful, so people just say the center, but we are engaged with her because she, she is definitely the expert on social justice youth development, as it encompasses a lot of the things that we're talking about, in terms of engaging youth in this manner. So, we're currently in talks with her about how what's the best way to do Pre and posttest, because she is a researcher, but also engaging in conversations with TJ, delegating who is here with us today because in their the former program before you success, it was blocks and what blocks did was track a lot of data between Jefferson County, public schools, and youth organizations to track social emotional development and learning in that capacity so we're still working out those working out those kinks and trying to find the best and most efficient resources.

"Arthur, Jecorey"

Thank you I asked 1 more question that jumped the committee members, I don't know about y'all, but something that I really struggle with when engaging constituents all over level is just the lack of basic civics and I love seeing so many partners incorporated in this program, but I'm just curious as has been engaged, will they be engaged? Because the component to the curriculum is really key, especially considering their working in government and I mean, at this point, these young people

around the city could be way more educated on local politics than some of our grownups. So, there's an opportunity there, but I just want to make sure that JCPS is engaged, so, could you speak to that a little bit.

"Brown-Lewis, Javoughn"

So as it currently stands JCPS hasn't been engaged just yet, because we are still in developmental stages, but with them, being the biggest youth development organization within our small pond here in Louisville, and they will they have to be engaged because they see our babies more than anybody else.

"Arthur, Jecorey"

Thank you, committee member Winkler.

"Winkler, Markus"

Thank you, first of all, we just commend all the work that you'll have done. I, I would, just to echo council at this point, just encourage you to build those connections to JCPS as quickly as possible, I know you know, for example, when we previously heard from OSHN, you know, there wasn't enough connection there either and so that seems to be sort of a repeated opportunity so I would really encourage anybody from and then certainly anybody from metro government that, you know, we can't act like, what happens in the 8 hours in the school day is disconnected from what happens in the 1616 hours the rest of the day and vice versa right? So, I think it's critically important, you know, that we're in lock step with how we address youth violence, whatever in our community, right? I mean, the two poverty, they're all connected and so I think it's critically important that we, we work together. The question that I, I actually have two questions, so one, can you talk a little bit about how your work connects to anti violence efforts in the city?

"Brown-Lewis, Javoughn"

Thank you for question, Council member Winkler, so specifically, how does the neighborhood boards tie into anti violence initiatives, so the YES arm of OSHN, so, you engagement services is more of the violence prevention arm so it's not direct intervention services like you see in a lot of our other divisions it's the prevention side so, we take the most up to day research most up to date approaches to youth development and say what can we do to create the environment so you don't end up in our intervention services what do what do we do on this side of the table to ensure that they never have to be within those interventions so specifically, to incite violence some may say

that youth prevention is anti violence, but it's anti a lot of things like, inside poverty, right, which is a precursor for violence it's anti domestic violence, anti dilapidated mental health. So, I think this program just goes into what YES is aiming to do and let's provide systemic approach to creating the best environment for you to grow in as possible.

"Winkler, Markus"

Yeah, well, I think you're exactly right, because it reminds me of something that, um, I think it was during the major budget cycle. Last year that councilman Fox said, which is sort of our work on anti violence efforts are the responsibility of every department in in metro government and I think, you know, the work you all do is directly connected you know, when we know that large, the probably the majority of violent crime in our community is being committed by and against young people I think the more that you can engage the more that you can make their voices heard the more that you can help with trauma resilience and those sorts of things and is so critical, so, again, I applaud, you know, all of the work that you all are doing, and just would encourage you just to I'm not suggesting that you don't do this, but just remind you that, you know, you keep on that front and center that that's everybody's responsibility and its core to all of the work that we do. The last question that that I had is just tell us, you know, so, you know, we're, you know, several months into this, we're up and running. What do you see what are we missing and what else do you need?

"Brown-Lewis, Javoughn"

Mm, hmm what are we missing? And what do we need? That is a phenomenal question that I honestly do not have the answer to, what are we missing?

"Winkler, Markus"

Yeah, so and I don't mean to put you on this, but, I mean, you're welcome to think about get back to us, okay, but, you know, I think that one of the things that I struggle with, with, with sort of government generally is, you know, we have a tendency to like, either try to solve all problems by doing just a little bit, right? We make, we don't make any problem go away, we make lots and lots of problems a little bit better. Right? And so I, I don't know that that's necessarily the best approach, right? Yes, we want to help lots of problems, but making them a little bit better. There's still a problem. Right? And so, you know, what I would encourage you to think about is if we're achieving it at X level, right? Like, where do we really want to be and are we sort of doing the best we can with

what we got or do we have what we need and, you know, we're really hitting on all cylinders, which is not in any way, sort of, reflective of your work, right it's more of a sort of larger statement of making sure that we're resourcing appropriately, versus doing the best you can with limited resources, I hope that I hope that makes sense and how I'm trying to articulate it.

"Brown-Lewis, Javoughn"

No, absolutely does, it absolutely does cause, I think it goes into, a conversation we was having before we started today counselor Arthur asked a phenomenal question about the stipends in about the 1000 dollars type, it's not very equitable and you guys see my Coworkers, I'm super big equity and doing the most equitable thing possible, so the what we don't have is the money to pay as many of boards as our city desires equitable pay, so what our work group wanted to pay was 15 to 25 dollars an hour so we settled at 20 so after we did the numbers for 2020 you not paying 20, you've paid for, you for 4 hours a week per neighborhood, youth board it will be about 24,000 dollars per youth board, and with the budget we have for stipends, it's 137,000 for 30 months so that will limit how many you boards we would have, and how many communities we will be able to impact with in Louisville because with 137,000 budget, we would only be able to pay for 5 and a half youth boards for the city and that will be for 25,000 dollars for that cohort per cohort, so that wouldn't be able to allow us to expand, but a 1000 dollars siphons does though it is not equitable pay for your time.

"Kirby, Carla"

One thing I like to add to that, too, is that the cost of the coordinator is being funded by Metro United way with a being the fiscal agent and I think that salaries going to be 40,000 dollars plus French is 10,000, so a 50,000 dollar donation, so we hope that this coordinator will be able to at least help support and facilitate to neighborhood youth boards, via part time position do, councilman Winkler, going back to your question about what we're doing with JCPS, OSHN in our pivot to peace project area project area we do have a formal agreement with JCPS and a referral system in which young people that are being identified as perhaps gang involved or group gang involved, or group crime involved are getting referred to OSHN and so we are working directly with in that venue and Paul County is here you would have any specific questions about that.

Jump to the queue, but I just want to clarify something because I know during the process we had discussed, 26 boards in each Council district, is that different now? Could you just elaborate on that real quick? And then we'll jump to a committee member chambers Armstrong.

"Kirby, Carla"

I'm gonna let Renee Douglas talk about that, because we've been discussing that in our office again, it's a funding issue, and a staffing issue to be able to successfully have 26 individual councils, so we have an alternative plan.

"Arthur, Jecorey"

Yes, and please name, title, department, thank you.

"Douglas, Renee"

Thank you, good evening, Renee. Douglas, Project manager you engagement services, we have plans to talk about the team, our youth cabinet at a later date, but that ties into the question that you had. We vetted the 26 councils and it's just not feasible with the current amount of money that we have so the best way, we could address that and still meet the requirements was to have 26 representatives on 1, new council, so, each district will still have representation by that 1 individual so, under the guidance of the youth engagement specialist, Javoughn, the U team is being rebranded to the metro youth cabinet, the role of the youth cabinet is in transition to fit the new direction of YES, we will provide more information to the council as we're developing that process, which includes counsel input on the selection of the youth representative for their respective districts, the youth will be engaged in the following endeavors, coordinate policy recommendations and be the youth forth voice for their district and engage the leadership work, they will be engaged in philanthropy, which will include planning youth, late activities in their districts and planning the National youth violence prevention week. So that will be their culminating event we will receive training on social justice, youth development, they will participate in civic engagement, learning how government processes work so, yeah, they will also network within the community partners within our institution stakeholders such as JCPS and other metro departments so that was being addressed. We were just going to meet with you later about it.

"Arthur, Jecorey"

Beautiful, committee member Armstrong.

"Chambers Armstrong, Cassie"

Thank you Mr. chair. I just want to make sure I understand, so instead of having a bunch of different neighborhood youth boards, there's going to be one neighborhood youth cabinet?

"Douglas, Renee"

They're actually 2 different entities.

"Chambers Armstrong, Cassie"

I see, so there'll be some neighborhood youth boards that are a council district founded or neighborhood bounded or, what's the sort of entity that those represent?

"Douglas, Renee"

There are 3 different processes at work. We have the neighborhood youth board, which is being revamped and the pilot for that is planning to be in the California neighborhood, and we're vetting that right now with the goal of bringing other neighborhood reports on board, but the first one will be in a specific district. The youth cabinet will be the leadership aspect of the youth boards for this 1st, go round, we will vet members to join that team. The goal of that will be the youth that participate in the youth boards to elevate to the youth cabinet so they learn at the NBB level and then aspire to the youth cabinet where they become the leaders and mentors for the ones that move on to the board so, they will constantly rise up in the process, ultimately we will we hope to have as many and in as many districts as we can, but the council will have representation from all of the districts.

"Chambers Armstrong, Cassie"

I see. So, and I'm sorry, if I'm jumping ahead of where you all are in the planning process, but how many neighborhood youth boards are there going to be? Because I know I heard you say 26 isn't going to work just because that's a lot of boards. Is there a plan of sort of I know you said there's a pilot is there a plan, like a phase 2 pilot and, like, how many, you hope to get to, and how they're going to be scattered?

"Douglas, Renee"

Well, while the pilots being implemented to my understanding we will be going through the RFA process to identify the partners that want to facilitate the program, because we will be providing the finances and the entities, let's say Bethel Baptist church in councilman Arthur's district wants to have the program in their particular location then that would still meet the requirement of being within his district but it may not

necessarily be at the community center. You have areas in the East end, that don't have a community center if you go out East the very town community center is the only send it to my knowledge in the East, so do we not have a counsel out there because there's not a community center there may be a church near the summit that wants to facilitate the program out of their facilities, so we would still be meeting the requirements of the council with having these in their district because we only have 11 community centers if you don't factor in wilderness road in metro arts so it would be impossible to just utilize community centers. So, our goal is to engage more community partners in the process.

"Chambers Armstrong, Cassie"

Sure, I think I'll be interested to see when there's a plan because it sounds like it's not just, it could be metro government saying we're going to use this coordinator that's being funded by Metro, United way to proactively try to start one at a community center, sounds like you could also be like, a church, or another nonprofit saying we want to be the convening entity so I think I'm a little unclear on exactly how you establish a neighborhood youth board when it becomes eligible for, like, is the stipend funding the primary way that Metro supporting that in the, the coordinator for the United Way?

"Douglas, Renee"

Are you talking about the coordinators position, or the youth that will be participating?

"Chambers Armstrong, Cassie"

In terms of the financial support of the neighborhood youth boards? It sounds like it's mostly,

"Douglas, Renee"

Well, for the pilot, Metro United way will be financing the coordinator for that particular position, but then, as we expand, I think we have to vet that a little bit more in terms of how that's going to work our plan is to also engage our each services coordinator Wakefield in that role as well, he'll be a train, the trainer, sort of person.

"Chambers Armstrong, Cassie"

Okay, yeah, I think I'm just still a little fuzzy on the details. I'll be very interested to see what those look like. Just a couple of other details. Can you tell me how big as a neighborhood youth board been historically and what ages and how do we expect that might change? What's the term of service for

youth, is it like a 1 year thing, or is it a 2 year? Are we going to have overlap in terms of just sort of interested in the nuts and bolts of what the experience of these young people is going to be?

"Douglas, Renee"

So, you want me to speak historically, or what it is now or a little bit about

"Chambers Armstrong, Cassie"

Maybe why don't let's start what you expect it's going to look like and if that's a significant change from what it's been historically.

"Douglas, Renee"

Speaking as a former, NYB coordinator I had anywhere from 30 to 40 kids in my cohort. I put in NYB coordinator for Baxter community center in vitro tears. I think the number of youth that are involved will also depend on community, every community is a little bit different in how the youth are engaged is a little bit different and the needs are a little bit different. There will be a general structure for the most NYB definitely, literally, in the presentation to what was going to be covered as far as curriculum, but then there's the extra activities and they made there for a little bit dependent upon the community as far as what it will look like today, we've got work to do in terms of recruiting youth, we've got youth with mental health issues, we've got you that are facing a lot of struggles so we also have to take into account these are the youth that we're trying to get into the youth board we know the kids that I'm in the in, so I can say this we know the kids that are at manual will probably take interest, they like civic engagement, but we have to be creative with this to get the kids that wouldn't normally be at the table because those are the ones that we want to get in there and get them trained and get some redirection because you talked about the violence so that's the goal of our NYB to be on the proactive side of it and stop reacting to things so you could have a NYB, it might be that only has continued in it because it's a small community, and then you get to another area of town, and it could be 40 kids in it so, I wouldn't want to necessarily cap it because I would hate to turn away a young person, because we say we're only going to accept 20 and then there's that 21st person, so those are things we would have to take into account and again, we're still vetting that that piece of it, so I'd be more than happy to get you more answers to those questions.

"Chambers Armstrong, Cassie"

Yeah, once you all have worked it out, I'll be curious to see what it is I share the concern of making sure that it's not just the kids that are already engaged that end up participating that it really is engaging youth that otherwise would not be engaged and particularly I'm very interested in how we can use that engagement and that knowledge to sort of snowball to engage even more youth and so I love the idea of engaging with JCPS, maybe we could have these young people go teach civics to their peers, because we know that that's something that our young people do not get enough education and so maybe that could be something having learned it and lived it they could go and teach in their schools, but I'm very excited to see where it goes I appreciate all of your all's work and thanks for being here, thank you Mr. Chair

"Arthur, Jecorey"

Committee Member Kramer.

"Kramer, Kevin"

Thank you Mr. Chair. I'm just curious, so I teach full time in a high school so I'm a little bit familiar with some of what goes on with youth in this part of the world that I've been on the council for a while so I've had some experience here as well and I'm looking at everything that you're doing I'm looking specifically for, and not finding it and I'm curious if what your awareness of the YMCA programs are for youth and if you can name, like, how many of the programs that the youth does designed to target the exact audience you're working with, how many programs can you name targeted to this population? I can name 4 off the top of my head two from my work as a school teacher, and two from my work down here at Metro Council and they're unrelated right? So, can you guys who work with youth can you do better than 4? There's none on your list I've gone through it twice.

"Douglas, Renee"

Are you speaking of specific programs?

"Kramer, Kevin"

Yeah YMCA programs, the Y has a lot of programs that work with teenagers a ton and I'm not talking about that work with little bitty kids I'm trying to have a ton of programs that work exclusively with young folks, and I'm again, I'm looking at your target audience and I know from certain from the one that I'm involved one of the ones that I know through metro Council it targets precisely your audience so I'm just curious,

as much work as you're doing with youth and, I mean, we've got a program, we got an organization in town who is targeting precisely your audience who, if I went through and looked at I'm looking at I think this is this page 3 it talks about elevating youth voice within the community, local governments, strengthen cross neighborhood, connections, socioemotional development, trained ambassadors I'm looking at these things that you guys are doing, which are, by the way awesome not intended outcomes, we're proud of you, but you are literally walking parallel with the Y, can answer that question?

"Kirby, Carla"

So, 3, REF, general funds, which is the RFP goes out in January every year we do review, you know, those are ones that you guys approve right now we are funding the Why Now Program the emergency shelter house down at Crittenden, we're doing and black achievers. So those are the 4 that were funding we haven't, we meet with Dennis NS a lot, and I know with Metro, right away in our partnership, we are connected with the YMCA the work that we're trying to do is to get those smaller organizations up to speed to be able to compete with the YMCA of Louisville. So, there's so many great people doing great work in their communities that is unknown so, part of our other project is capacity building and we're going to be working with them, providing a fellowship for a year similar to what OSHN is already doing with the violence prevention community piece so that's another part of what we're doing and how we're doing it, so we're not excluding the Y, in any way we are working with them, but we're trying to get to those people who normally, as Renee said, don't get to the table.

"Kramer, Kevin"

Right? But you just, I don't know. I'm sure it wasn't your intent that I would hear what you just said the way I heard it, but you just said you're competing, you're helping agencies that are competing with the YMCA, which I just don't understand if you're in a parallel if you're walking the same path, why are you doing anything to compete with the people who are sharing your intended outcomes? And you didn't you named one of the 4 programs that I'm aware of, you named one and you gave them money he didn't even what I heard you say, wasn't that you're working with these organizations to accomplish their goals. What you said is we gave them money and then we're doing all of these other things in order to accomplish these intended goals, and we're actually finding ourselves competing with the YMCA, I don't understand why you would if your goal is to elevate youth

voice within the community, there are programs within the Y to do that. I would think you'd be working with them.

"Kirby, Carla"

Can I also remind you guys? We just started as a new agency July 1.

"Kramer, Kevin"

I get oh, I think that's part we're going to move forward.

"Kirby, Carla"

I mean, we're not going to exclude any.

"Kramer, Kevin"

I appreciate it. I think that perhaps, perhaps I could have introduced my question a little bit differently, it's precisely because you are so new that I asked the question that I asked, right when you enter into an arena, whatever that arena is regards to how new you are to it when you enter the arena the 1st thing, I would think you would do once you've decided what your intended outcomes are is to look around and see who's, who are the players? Right? Who shares my vision? Who shares the goals? I have who can I right from the get go partner with and how can I how can I take advantage of synergies if you will? How can I do what I can to reduce the, the initial expanse of creating a new program when, in fact, the program I'm creating might actually I might actually be able to partner with them instead of being in competition with them. So I get that your brand new. I tend to say that it doesn't help me and yet it makes me a little bit less comfortable, not more comfortable, so I guess I'll stop. I don't want this to feel like I'm somehow I'm not happy with what you're trying to accomplish I'm just I would offer you as advice don't just fund the young black achievers program don't just fund it work together with the Y on making that the best possible program it can be, there are young black achievers in this community, that you can reach that the Y never will that they just can't get there, but you, you have access, I mean, you've already connected with some of them, right? So, instead of just funding them and saying good luck with that help them be successful and then there are 3 others that I'll throw out to you that you haven't mentioned, just so, you know, that they're out there the first, one I mentioned to, you is the, I found out about them through Metro Council, there's a program called it's Young Kentuckians Advocacy Program, they do cool things I've met, they've asked me to come and meet with them they're doing again, I'm looking at this list of things they're doing what you're talking about they're

already doing what you're talking about, don't give them money, I shouldn't say that I apologize to the Y, I'm sure they love your money, but for me, this isn't about you are finding somebody to find it's about who's doing the work you're doing and partner with them, and then, you know, to Council Arthur's point, you know, is the biggest game in town, they're not the only game in town, but the biggest game in town, I can't imagine we haven't had that conversation already. I know it's just you just start in July, but that's the 1st place you go, right? And then the 2nd, biggest game of town, there is another organized educational system in Jefferson County, you might want to go there and then look around and figure out that there are other independent schools in this community, who might be beneficial to you, one located deep deep in the west end that's a nonprofit organization that's doing absolutely cool things you might reach out to them so and I take schools and then finally the 2 that I know from my education side, is KUNA which is to conduct youth assembly and which is the Kentucky United Nations Assembly again both great programs. If you've got money and you want to find something, send your kids into those programs, because those programs elevate use voice within the community, they strengthen neighborhood, they do this, everything is on your list is happening and you didn't, you didn't, I don't know if you just didn't know they existed or if it wasn't important to you, but don't want a parallel path, so I'm encouraging only find your partners with creating new programs find your partners and then then develop that and when you get to that place, where when Councilman Winkler says you know, what are you missing and what do you need once you get to the place that you've done everything you can with your partners and then, you know, where you are and what you need then come back and say we got these ideas in order to reach these goals, but, right now it's I'm just a little bit I'm sorry I sound salty, I don't mean to it's when we're engaging in something new, the 1st thing we should do and I don't care if it's youth, I don't care where you are, is find out who are the people that are doing what you want to accomplish, you should be working with them.

"Kirby, Carla"

And we are.

"Douglas, Renee"

Renee Douglas I think I stand here in an ironic position, because I stood here when I was 16 as a project kid as we were referred to back, then I was a student at DuPont manual an anomaly for my neighborhood, I lived in college court, nobody was going to manual for the magnet program, but me, everybody

else was going as a result I had to stand here and defend why they were closing my community center, so I stand here today in support of my team because I know how hard they worked it to this point whether or not, we consider the Y Holy I can't honestly say that we have, but thank you for that we will definitely go back and vet that some more but with that being said the work that they're doing the work that we are doing is vital. I'm a former NYPD coordinator. I'm a former project kid. I'm a former Black achiever. I got the 1st scholarship from Blue Cross and blue shield through the black achievers program, so, only familiar with that program. So, I would be remiss if I didn't give them credit for the work that they've done to date. We've got a very eclectic team with an immense amount of years of experience in youth development. I have 24 years with the city, 18 or 19 of them as a community center supervisor, 14 with Baxter community center, the same center that I was the coordinator for, for with the South community center, in line with the park hill community center, so I've worked in some of the most, we don't like to say at risk communities anymore, we say challenge communities, so, I think what we're trying to get started here is going to, really benefit some young people, choice of words competing, we're not competing, as many people we have out there, trying to save some kids, I don't care if it's a 100 youth serving organizations, that's 100 organizations committed to try and to prevent gun violence we are working with our intervention side seeing how we can connect and do what we need to do on our side, as she stated to prevent them from having to be on Paul side, hopefully we'll put Paul out of a job. Mm, hmm no, but we came here because we're proud of what we do. You won't find a more passionate team that's committed to this project, we hit the ground running because we're still building infrastructure as we're bringing this project to fruition. So we're putting the saddle on the horse while the horses out of the gate. So we're asking for a little grace, you if it's okay, I can give you my cell number, but we welcome these conversations because it does give us more to think about and recognize those gaps if you will, so we'll be adjusting our work plans a little bit and then, hopefully, when we come back to you, we'll have what kind of quick answers to what you think?

"Kramer, Kevin"

Thank you and I hope it I apologize if it sound like I was attacking anyone that I don't mean it that way at all. My comments only were, because my passion is where yours is, I've spent my whole career working with teenagers before I became an elected official. I was working I was doing working with youth.

I still do I still teach high school, so the age group the population you're working with is, I couldn't agree more how important the work is, right? And to council Arthur's point if we're going to look at where the balances in the community work you're doing is essential, please don't misunderstand anything. I said to challenge the work, you're trying to accomplish, or I could not be more pleased that there are people that are so passionate are doing this, again my comments are exclusive to the work that you have accomplished, right? You've got this clear set of outcomes that are dead on debt on it just it's just they're yeah, recreating the wheel just usually is not a good use of passion, honestly, I mean, you know, our resources and money to all that later, but it's not even a good use of your, your personal it's not a good use your passion it doesn't at the end of the day, it brings you up to even with what's already happening and again I couldn't be more proud of you for the youth program I think that's awesome the programs are there, so, anyway, I'm just offer that as a suggestion to and I brought up I brought up the Y by the way because that's the one I know I teach I haven't been in that I haven't been in the circles where you all are for a very long time. I can't think that the Y was the only thing out there. I brought up the Y just because it's the one I know and I only mentioned the 4 programs that I know because of the 4 programs I know I go on the website and found a ton more programs than before I know, so I just would encourage you this isn't an advertisement for the YMCA this is just to say, you know, I've been doing this council thing for a long time and when we do funds, when we do all kinds of things, we always, always, always ask that people partner with others in the community who are doing what you're doing and it just felt like and your answers not only are you not partnering yet, I know you just started in July, but it sounds like we're not even aware of who else is in our space and that's something I would hope we would do.

"Douglas, Renee"

We are currently partnering with the majority United way with coalition supporting young adults, that's why we have the Louisville youth network with, which is comprised of the two I just mentioned the Louisville Urban League, spot the spot, Goodwill industries, and we're expanding that network so, in addition to NYB and the youth cabinet we're also doing the expansion of the Louisville youth network which will encompass the other project that we're working on, expanding it from 16 to 24 and adding the 10 to 15 year old. So, we've got a lot of processes going on, which does involve other community partners as well.

"Kramer, Kevin"

And I know pivot to piece I think it's one of yours and I'm trying to remember the name of it there's a mentoring program through one of those organizations I can't always recall, but I'm sure you working with them because they were working with OSHN already, but not mentioned here today, but I know that they are listed in your in ocean's work anyway so.

"Kirby, Kramer"

We are currently working on our RFP for the Louisville expansion network and what you've suggested is exactly what we're looking at being able to put that RFP out and say that you must submit with multiple agencies based on the criteria that we put together to address the needs of this age group from 10 to 15, since we've already addressed it for 16 to 24. so we're doing exactly what you have we're going to ask them to put together a coalition and then fund that effort so that they are networking and we'll be hosting networking nights every other month to bring providers together so that we get to learn with each other, so they actually can collaborate and work together on that, so that we're not duplicating so.

"Kramer, Kevin"

Thank you, good luck in what you're trying to do, I mean, it's again, I know you already know that the work you're doing is beyond just violence, I mean, this is critical kinds of things that have to happen so, thank you for your effort. I appreciate it.

"Douglas, Renee"

And as for JCPS her we will be leveraging relationships that we have in my previous work I did a lot of work with school principals, frisks so, we will be leveraging those relationships as we move into more into the process to see how we can engage JCPS more than what we already are.

"Arthur, Jecorey"

Committee member George.

"George, Nicole"

Thank you chair, now, I'll speak briefly. I think I have 3 minutes on the front end, I just wanted to say, I think you guys have done tremendous work in the way of building your team with your expertise and

quite frankly have built a lot of partnerships in a short period of time. I think it was maybe less clear to some of us how far along you are with actual planning and implementation, so from the presentation to then, I think what we heard this Ms. Douglas you say, like, I'm not real clear on where we are for instance, with site selection how we plan to select those sites, I heard community centers that I heard relying on the RFP process to partner with other part you know youth serving agencies in the community, all that to say there is not a concern that I have that you guys don't also have and haven't thought through, I'm going to mention a couple and then, you know again, I recognize fully that any concern I have you guys have already had that concern and have hopefully developed some plans around it, but on the front end, I would say, I am really concerned about the outreach strategy, you mentioned Ms. Douglas the fact that a lot of areas don't have community centers so, I'm so glad to hear you say that, just because we know there's that gap in the community in addition to a lot of the kids that are connected with community centers quite frankly, you're probably not the kids that would most benefit from, and I know, you know, this so, but it is a question and so I'm really interested to know if you guys have a communications plan, where you guys will be sharing with the overall community the work that you're doing and what your plans are I trust you guys know some of my colleagues may or may not know, but it's like, we really need to make sure I think that folks in the community, understand all the work that has gone into what you're building and how people can get engaged with that, again I don't know, you know, this so, I would say communications plan just to keep that on the radar and then the second thing I would say is making sure that we're building the evaluation plan concurrently with the implementation plan, and I heard reference to, you know, I know you're doing your Pre and post tasks, but when we talk about the outcomes being able to make sure that I don't and I recognizing them the cart goes before the horse just because of the nature of government, but I trust you guys will have a plan for that do you think it's important. There is something that the community can do to support please let us know.

"Kirby, Carla"

We invited our public information officer, Lonnie White here today she's working with us on that communications plan and our commitment is that we work with you all Mitchell counsel as well and let, you know, what's going on in your districts and ask you to partner with us we are working out the details right now of the request for application for the use boards. This first pilot is going to be critical in our development and that we're the

framework, you know, what is it, the good size of the committee members, how often do you mean what's the meetings do you have what's the curriculum? The curriculum has already been developed and we're just waiting to figure out which community that we want to start with and pilot that, once it's piloted within the first 3 months, then we're going to submit a request for application and give the framework and ask communities we'd like to really focus on those that OSHN are already engaged in because we have the relationship friendships there and that's very important and, you know, those are they include Smoke town, California, Russell, Newberg, Shawnee, Park Hill in Portland so we really want to focus on those particular neighborhoods first so, I don't know if RFA request for application, maybe focus just on asking in this neighborhood, this is what we want to do with use sports who wants to help us to build those so.

"George, Nicole"

Excellent, we'll take any feed at some point, I hope, to see South side in your current neighborhoods also, considered for that, or at least that there's a rationale for why we're choosing the neighborhoods we're choosing and so all that to say, you guys have done yes tremendous in the way of building your team and the curriculum, and getting those pieces lined out and I look forward to learning more and hearing more about this in the community, thank you.

"Arthur, Jecorey"

So I'll just echo and say, thank you for being here also second what you say about we need a 1 Million youth programs, you know, every young person in the city needs access to someone who holds them down if we don't create programs for them, sometimes they'll create their own and we know how that can end up. I also say, don't count yourself short, something you have that no other youth program has, is that you are an official government agency which means your level of access is totally different. I don't know of any youth programs that are working with Metro Council to advise us on policy, but I really hope that the youth boards, the youth cabinet, whatever you want to call them really hone in on that, because one day those young people will be sitting where you are, and they'll be sitting where we are and if we don't provide a program, like the one that you have and no telling what look like in 5, 10, 15 years, so please keep going thank you for being here and I look forward to the next update and working with you all when we get there, thank you again, no more business we're adjourned.