

This report details efforts taken to facilitate a DHHS Citizen Review Panel, as required by CAPTA. The Young Adult Citizen Review Panel consists of youth and young adults with child welfare or/and juvenile justice system experience. This report describes projects for FY 2017-18.

# Young Adults Citizen Review Panel Year-End Report FY 18-19

Prepared by Nebraska Children

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This report addresses the actions taken to satisfy the scope of services for facilitation of a Citizen Review Panel (CRP) as outlined in the agreement between the Nebraska Department of Health and Human Services and Nebraska Children and Families Foundation. This report includes activities undertaken to facilitate and maintain a CRP as part of the duties of Project Everlast. These activities are described in more detail below.

**Scope of Work: Provide administrative support to the Nebraska Child Abuse Prevention Treatment Act (CAPTA) Citizen Review Panel.**

Nebraska Children provides staff support to facilitate all activities of the CRP. This support includes partnering with CRP members to arrange meetings locations, dates, times and agendas; and, providing lodging, meals, and transportation, as needed. By working with CRP members to plan and facilitate meetings, young adults receive professional experience with meeting facilitation and leadership, in addition to the opportunity to share their perspective as members.

The Youth Adult CRP is funded through braided public and private dollars, including those provided under this grant. This strategy maximizes the youth’s ability to apply their voice and experience without asking for too much travel and enhances the opportunities and supports that Nebraska Children can provide to remove any barriers to participation, while staying within funding stream parameters.

Additionally, support staff provides informal coaching to young adult CRP members throughout the year. Areas of coaching include conflict resolution, disagreeing respectfully, meeting facilitation, presentation development, among other soft skills. Such support is provided via one-on-one conversations before, during, and after meetings; and, to the entire group during meetings, when needed.

Of final note is the number of CRP members who are parenting. To ensure that parenthood is not a barrier to participation, CRP meetings are open to children. At all meetings during this grant cycle, additional support staff were recruited to provide child care during meetings. By providing a safe, supervised space for children, CRP members were able to focus on the meeting agenda. It is our belief that these supports help ensure the panel is inclusive.

**Scope of Work: Provide support for meetings that occur at least once every 3 months.**

Starting with the 2018-19 fiscal year, the Young Adult Citizen Review Panel (CRP) changed its membership and format. It shifted from quarterly meetings to monthly to help increase productivity and follow through from meeting to meeting. A list of all in-person meetings and narrative are provided below.

<i>In-Person Meetings</i>
October 28, 2018 – Lincoln
November 11, 2018 – Omaha
December 2, 2018 – Lincoln
January 6, 2019 – Omaha
February 9-11, 2019 – Ashland
March 10, 2019 – Lincoln
April 6-7, 2019 – Omaha
May 19, 2019 – Grand Island
June 9, 2019 – Lincoln
July 19, 2019 – Aurora
August 11, 2019 -- Omaha
September 8, 2019 – Lincoln

The groups first meeting happened on October 28 in Lincoln. Members were joined by two staff members from Foster Youth in Action to work on developing the groups identity and work on establishing our identity and foundational beliefs.

The second meeting took place on Nov. 11 on the campus of the University of Nebraska at Omaha. The members continued the discussion about membership rules, expectations and individual roles in the group.

Our third meeting during the quarter happened on December 2. Because of inclement weather, the members largely attended virtually with a small group gathered in Lincoln. The group focused on two topics at the meeting: reviewing bylaws and working on the logistics for Legislative Days, Nebraska Children's annual weekend focused on advocacy and providing feedback to state senators and the governor on current legislation.

Minutes were not kept at the meetings, but summary emails from the December can be found in Appendix A. In addition, the Collective Vision report from the meeting with Foster Youth in Action is attached.

The groups first met twice in January. The first was on January 6 in Omaha, where the group worked on planning Legislative Days working on the logistics for Legislative Days, Nebraska Children's annual weekend focused on advocacy and providing feedback to state senators and the governor on current legislation. In a follow-up phone call on January 27, the group finalized its mission statement and name. The group decided for the mission statement to be *"To advocate for change for unconnected youth within the child welfare and juvenile justice systems."* In addition, they finalized the group name as the NCFE Advisory Board to help give the group credibility when dealing with government officials or other agencies.

The annual Legislative Day served as the meeting during February. On February 9-11, 2019, 61 youth from the Governor's Youth Advisory Council (GYAC), Connected Youth Initiative (CYI), LEAP program, and Nebraska System of Care Youth Advisory Committee gathered to learn about engage in the legislative process at their annual Legislative Day. The Advisory Board planned and facilitated event aims to connect youth from diverse backgrounds around civic engagement and provide an opportunity for them to have a voice. In a day and a half of preparation, youth heard presentations from Dawn Rockey, CASA Executive Director and Former State Treasurer; Nedhal Al-Kazahy, a legislative page; and Aaron Weaver, who was involved in national advocacy efforts for foster youth. In addition, they attended training topics included the legislative process, voting, grass-roots advocacy, and how to have solution-focused, non-confrontational discussions about issues about which they are passionate. Among all the skill development, youth discussed current legislation impacting young Nebraskans and selected five bills to capture in brief presentations. Members then practiced and finally relaxed with some social time.

All the work culminated in a day at the Capitol that included visiting senator offices, time to talk with Justice Stephanie Stacy, a tour of the capitol and observing a hearing. Youth shared their bill presentations with senators over lunch and in an afternoon meeting with Governor Ricketts.

Our third meeting during the quarter happened on March 10 in Lincoln. The meeting focused on wrapping up Legislative Days and making recommendations for next year. In addition, they completed the final consultation session with Doncel, a youth-led group from Argentina. In addition, the group finalized their bylaws and selected four new members to bring the total membership to 15.

Agendas for the meetings can be found in Appendix B.

The group started off the quarter with a two-day training session on April 6-7 for a Youth Organizing Train the Trainers session led by Foster Youth in Action. The group members gained valuable skills about facilitating group activities and how to engage other youth in the advocacy process. An agenda for the two-day training can be found in Appendix C.

The following month, the group met on May 19 to begin the Citizen Review Process. We led a discussion about what the young people's passion projects were and areas they wanted to work on and provide feedback. The group also began working on details for a summer leadership event where they will use the lessons from their April training and gain insight to what issues are priorities for their peers. Minutes for the May meeting can be found in Appendix D.

At the group's next meeting on June 9, the group continued to push their work forward. They focused the CRP conversation to three topics: helping young people transition out of system care through a peer advocate program, state and caseworker availability (issues included # of caseworker, regulations, accountability, training, self-care) and Family/Systems Implementation Accountability. We will continue to dive deeper into these topics at the group's August and September meetings. Minutes for the June meeting can be found in Appendix E.

At the July 19 meeting, the group hosted an event named LEAD the Summer. This event was designed to help attendees learn about the history of institutions such as foster care, juvenile justice and voting rights. The participants also participated in a burning wall activity where they shared issues that were important to them about the system. They then wrapped up the day by brainstorming solutions to deal with some of those issues. The members of the Advisory Board did these same activities at the CAPWN Summer Leadership Camp in Scottsbluff in early August. An Agenda for the retreat can be found in Appendix F.

The group met on August 11 in Omaha. The group spent time working on their CRP priorities and also sorting through the feedback they received on through the burning wall activity. They reviewed relevant data about accountability of case workers and requirements for foster parents. They also reviewed the membership application before sending it out to solicit new members. Minutes for the August meeting can be found in Appendix G.

The last meeting of the year was on Sept. 8 in Lincoln. They talked with Jamie Mapp of the Nebraska School Psychologists Association about mental health issues in schools. The group met with Deanna Brekhage and Emily Kluver to go over their ideas and have questions answered about their CRP priorities. The group also reviewed membership applications and approved two new members. Minutes for the September meeting can be found in Appendix H.

**Scope of Work: Assure that the Panel is composed of volunteer members who are broadly representative of the diversity in the state and includes members who have expertise in the prevention and treatment of child abuse and neglect and may include adult former victims of child abuse and neglect.**

The Young Adult Citizen Review Panel consists of 14-26-year-old unconnected young people. These are young adults with direct experience in Nebraska's child welfare, juvenile justice and/or homeless systems. Members have experienced a variety of placements, services, permanency objectives and, in some cases, multiple state systems. Members serve at their own discretion and cannot be required to participate under any case plan, court order or other obligatory order, making membership completely voluntary.

Along with more frequent meetings, the initial selection methods were altered. Previously, members from local CYI councils would join the group after applying, but now the group is open to young people who participate in any of the services and programs offered by Nebraska Children and Families Foundation. To start the group, the members were selected by NCFE staff members based on their previous involvement in other programs and participation at national conferences. The new group is working to establish new selection criteria moving forward.

The initial group consists of 11 members representing the communities of Omaha, Lincoln, Grand Island, Fremont and McCook. Four new members were added in April, including representatives from Hastings. Each of the young people serve one-year terms, which are renewable. Membership is capped at 15 members and they will seek new members in February and August.

**Scope of Work: Inform the members and staff of the CRP that they shall not disclose to any person or government official any identifying information about any specific child protection case with respect to which the Task Force is provided information and shall not make public other information unless authorized by State statute. This assurance shall be documented by the completion of a confidentiality statement.**

The CRP does not review individual child protection cases as part of their work. However, they do gather the feedback of their peers and utilize their own stories of system involvement. Confidentiality of the stories shared by CRP members and their peers or families during meetings is captured within the group's values of confidentiality and safe space. No personal stories are captured in meeting minutes or documents without the direct permission of the owner of that story.

**Scope of Work: Assure that the CRP provides for public outreach and comment in order to assess the impact of current procedures and practices upon children and families in the community in order to meet its obligations.**

As previously described, CRP members are involved in local youth leadership, youth-serving programs, and/or peer groups with other alumni or current participants of the child welfare system. They also reach out to groups that have specific expertise on their projects to capture additional perspective. Further, the CRP is open to any youth with experience in the child welfare or related systems to participate. These strategies help provide opportunity for additional feedback on CRP activities and recommendations.

**Scope of Work: Assure that at least one member of the CRP attends the annual Citizen Review Panel conference.**

The National CRP Conference occurred in June 2019. We selected one member, Michayla Stawniak, as well as the adult supporter, Lincoln Arneal, to attend this year's conference in Albuquerque, N.M. Michayla enjoyed her time at the conference, connecting with professionals from other states and speaking as a youth advocate. She attended sessions about mindfulness, collecting useful data and child endangerment. She said she hopes to connect with more people on the national level and even help work on a youth-focused presentation for future years.

**Scope of Work: Assure that the CRP examines the policies and procedures and practices of the State and local agencies and where appropriate, specific cases, evaluate the extent to which the State and local child protection system agencies are effectively discharging their child protection responsibilities in accordance with state plan, the child protection standards and any other criteria that the panel considers important to ensure the protection of children, including a review of the extent to which the State and local child protective services system is coordinated with the foster care and adoption programs.**

Members of the group have talked about topics they are passionate about, including youth transitioning out of state care, training for foster parents, making sure the voice of those still in the system is heard and accountability for those who manage the system.

After discussions with DHHS employees, peers and amongst themselves, the CRP has three recommendations this year:

- The development of a Red Book binder which contains the necessary information, resources and contact information for system-involved youth.
- Review and enhancement of the grievance process
- The implementation of a peer advocate program.

These three recommendations all work together and give young people more voice and control of their own system involvement. The Red Book helps explain what is going on in their life and prepare them for the future, but the peer advocate program assists in this and helps translate words on the page to real-life experience. Finally, if anything does not meet established legal standards, the revamped grievance process allows for young people to express their concerns. These all start with the personal responsibility of knowing what is going on with their lives and provide feedback to the system. The young people will also work with others who have been through the process and can use that experience to help navigate issues and obstacles faced as they work to become independent, thriving adults.

## **Red Book**

This is a physical guide that will help young people navigate their situation whether that is child welfare or juvenile justice. It is a binder that an overview of how the system works, the next steps they might face and expectations. It also contains vital records, contact information and information about the services and resources available to help them. The Red Book is designed for young people ages 12 and older but it can be easily adaptable for younger people as many of these vital records are necessary for them to access services and resources. It is important to provide a physical copy to young people because they might not have access to digital records and a hard copy will be able to stay with them through what can be a nomadic journey. Below is an overview of items to include in the book to help young people's journey through the system.

- **What Now (Welfare/JJ)**

The basis of the Red Book is the What Now? booklet developed by the Court Improvement Project. They produced two versions of the book for youth dealing with child welfare as well as a version for youth involved with juvenile justice. These are valuable documents and providing a hard copy goes a long way to making sure young people know about their rights, possibilities, and resources available to them as they go through an uncertain phase in their life.

- **Normalcy Plan**

The goal when a young person leaves the care of the state is that they will be adults capable of succeeding on their own. In order to facilitate this process, the young person should be involved in their permanency plan. The Red Book will include a worksheet asking what their goal is: whether that is reunification, adoption, independence or other options. It is important to include their voice in the process and to complete this at least annually in case their situation changes. Because young people with system involvement often have siblings also involved with the system, information about family rights and what they can do to maintain contact with their family members if they so choose. This permanency plan should also address issues about normalcy and make sure the young person has access to opportunities available to all young people. In addition, it is important to provide a young person with information about Bridge to Independence, so a young person knows if they are eligible for the program and how they go about applying. A B2i application should also be provided in the Red Book to eliminate one step in the process.

- **Medical History**

It is important for young people to know their medical history, so they receive the proper medical care, both physical and mental. Included in the medical section should be their Medicaid card, history about immunizations, prescribed medications and contact information for any regular physicians they have seen. They should also have their own medical history, again for physical, therapeutic and mental health, as well as the medical history of their biological family.

- **Vital Forms**

Because youth involved with the system can live transient lives, they should also have access to vital government documents. This includes their birth certificate, social security card, a passport if applicable, and any necessary immigration/citizenship/residency information and documents. This paperwork is important to achieve important milestones in their lives such as educational opportunities, employment and receiving available resources and benefits. If official documents are not available, copies of the paperwork should be provided to the young person.

- **Educational Information**

Sometimes a young person with system involvement bounces around between several schools. The Red Book should hold important education forms to help with the process. This includes transcripts from previous schools, an overview of individualized educational plans and other important educational documents. The Red Book should also contain information available to them, including the Educational and Training Voucher and the LEAP program, as well as applications for both. A FAFSA form and information should also be included to help assist in the application for college financial aid.

- **Other Forms**

The Red Book should also contain information about the grievance process, which is detailed below, as well as a QR code to an online form. Pages for contact information for important people such as caseworkers, CASA, guardian ad litem, etc. should be provided, an example is included in the What Now? booklet. Because these contacts can change, it is important to provide multiple pages so they can be updated. Finally, the book should contain a flyer about the Connected Youth Initiative and local chapters available for connection, support, and resources available in their community.

### **Grievance Process**

The grievance process to file complaints with the foster care system is currently difficult to access for young people and vague. The PE CRP recommends reviewing the process to make it more youth-friendly and responsive to issues raised by those involved with the system.

Currently, the only way to file a grievance is to download a PDF form, complete and print the document and mail it to DHHS. This process is not user friendly and not accessible for many young people. We recommend the creation of an online submission form that is submitted online and contains an acknowledgement of the submission. In addition, the current setup for the grievance is not widely known. Including this information in the Red Book would make it more aware to young people involved in the system.

We also recommend simplifying the grievance process. Currently, the form suggests contacting four people before filing a form, including the CFS Specialist up to the Service Area Administrator. Upon submission, the form goes to the Grievance Specialist. Rather than rely upon the complainant to navigate the red tape, the complainant should bring up the issue with the CFS Specialist, or the supervisor with who the issue is with. If the issue is not resolved to their satisfaction, the complainant should be encouraged to file a grievance.

The grievance process also lacks a unified mechanism for filing complaints about foster parent complaints. A young person could have a conversation with their case worker, but most licensing agencies do not have a way to file a complaint. One possibility is creating a centralized complaint process for young people to file grievances for foster families.

The goal of rehauling the grievance process is to provide young people with an avenue to provide direct feedback and take greater control of their situation. While these systems might be available These complaints would be limited to illegal activity or violations of the young person's rights.

## Peer Advocate Program

For the final recommendation, the CRP sees need for serving both new to systems and youth preparing to leave systems. This support would create a peer advocate program where a young person would work with a peer a few years older than them to help navigate issues they encounter and work with them to overcome obstacles by advocating on behalf of the young person.

Both populations have significant needs for extra support, and we recognize that peer support/advocacy could play significant roles in helping system-involved young people succeed. We recommend two tracks be created within peer advocacy. The first track advocates for children and youth new to system involvement, while the second track advocates focused on supporting youth preparing to age out of systems.

Each track would have specific training to educate advocates on the opportunities and needs of the target population. The first track for youth new to system involvement would focus on youth rights, who's who in the system, mandatory reporting and serving as an SFA advocate. The second track for young people aging out of the system would include youth rights, B2i eligibility and support, CYI supports and resources and independent living planning and prep. Both tracks would include training on the following subjects: building and utilizing cross-training opportunities with partners, Youth Thrive, positive youth development, active listening and healing-centered or trauma-informed care.

We recommend that recruitment for advocates target people with similar system involvement. This can include people involved with the Connected Youth Initiative model and members of the Foster Care Alumni of America–Nebraska Chapter. Advocates will get to choose the target population or track that they prefer to support. Advocate age requirements will be based on the chosen track and personal experience

This program offers many benefits including additional positive social connections, advocates could fill the role and need for SFA Advocate if a young person cannot self-identify. Peer advocates is widely evaluated and accepted as EBP across sectors. In addition, the advocate could review the Red Book with the young person to ensure they understand their current situation and what resources and supports are available to them. They could explain all the documents, their purpose and how they used them when they were involved in the system.

The goal of the peer advocate program is participants will improve social capital through opportunities to have a voice, be engaged, connect to their community, and build a network of stable, caring people in their life; and prepare older youth for permanency. In addition, participants will achieve greater self-reliance as they work through issues on their own with the support of a peer. Finally, participants' protective factors are increased so that they have the relationships, resources and equitable opportunities for themselves and their children to thrive.



## Appendix A: December Meeting Minutes

### Young Adult Citizen Review Panel Meeting Notes November 18-19, 2018

**Attendees:** Rosetta, Meshka, Sebastian, Bobbi, Raevin, Sarah, Fatuma, Rebecca, Beatriz

Hello all!

Thanks again for hanging with us yesterday as despite being split from on-line and in-person, we still had a productive meetings. Here is a recap over what we talked about and tasks assigned to work on between now and our next meeting: January 6 from 10-3 at Project Everlast in Omaha. We are also planning on a phone call/virtual meeting on January 27.

- We have a phone call with **Doncel, Dec. 13 at 5 p.m.** We will use the translation service again, which works on mobile phone. Sebastian, Sarah and Bobbi said they'd participate. If you're interested, let me know.
- For those of you who participated online, complete the stipend form and get it back to me by next week.
- **Malia and Michayla** – If you want to join any work group, let me know.

Bylaws update: We spent time going over the draft of the bylaws and made a few edits. I will send out an updated document next week. There are two sections that need more attention and we will bring back on January:

- Officer responsibilities: **Bobbi and Sarah**
- Membership application: **Fatuma and Beatriz**
  - o One topic we talked about was when to accept new members. We settled upon twice per year to coincide with officer elections. The first time we will open up to new members is in February.

Legislative Days: It's just over two months away! We read through the evaluations. One of the big ideas was to make it more interactive and encourage mixing of the different groups. What we came up was more rotating and small group presentations. The members of the Advisory Board will serve as facilitators for the groups (which were referred to as animal groups) and help them get to know each other. I've attached a rough draft of the agenda. Look at it and see if you have any ideas/suggestions/questions.

Work Groups

- T-Shirts: **Raevin, Rebecca, Meshka**
- Breakout speakers: **Sebastian, Rosetta, Sarah**
- Meals: **Rosetta, Beatriz, Meshka**
- Energizers: **Bobbi, Fatuma, Rosetta**

**Appendix B: January-March Meeting Agendas**

**NCFE Advisory Board**

**January 6, 2010**

**10 a.m. – 3 p.m.**

- Welcome and icebreaker
- Reflection
  - Recap from last meeting
- Charter/Bylaw discussions
  - Mission Statement Development
  - Group Name Brainstorming
  - Bylaw Review
- Doncel Zoom Conversation
- Legislative Days
  - Update of Projects
  - Work Time
- Upcoming Projects and Events
  - Foster Youth in Action document review
  - Virtual Doncel meeting
  - Legislative Days – Feb 9-11
  - Jim Casey Focus Group

**FEBRUARY 9-11, 2019**



<b>DAY 1</b> SATURDAY, FEB 9		<b>DAY 2</b> SUNDAY, FEB 10		<b>DAY 3</b> MONDAY, FEB 11	
10:30 AM	Check-in	8:00 AM	Breakfast	8:00 AM	Breakfast
11:00 AM	Overview and welcome	9:00 AM	Energizer	8:45 AM	Pack up and load cars
11:30 AM	Icebreakers and meetings with small groups	9:15 AM	Keynote 2: Dawn Rockey, <i>CASA Executive Director and Former State Treasurer</i>	9:00 AM	Practice presentation
12:00 PM	Lunch   Table topics	10:00 AM	Review legislative bills and vote on what to present	10:15 AM	Drive to Lincoln
1:00 PM	Large group icebreaker	10:30 AM	Break up into groups and plan	11:00 AM	Visit senators
1:30 PM	Breakout Session I	12:00 PM	Lunch	11:30 AM	Prepare for luncheon
2:15 PM	Breakout Session II	1:00 PM	Policy small group 1	12:00 PM	Senator Luncheon
3:15 PM	Breakout Session III	1:30 PM	Policy small group 2	1:15 PM	Capitol tour (optional)
4:00 PM	Breakout Session IV	2:00 PM	Presentation work time	1:30 PM	Committee hearings (optional)
4:45 PM	Regroup and summarize	5:30 PM	Dinner	2:00 PM	Justice Stephanie Stacy <i>Nebraska Supreme Court</i>
5:00 PM	Free time	6:30 PM	Keynote 3 opportunities: • Aaron Weaver, <i>Project Everlast Omaha</i> • Jim Casey <i>Focus Group</i>	3:30 PM	Meeting with Gov. Ricketts <i>Governors Hearing Room</i>
6:00 PM	Dinner	7:30 PM	• Free time and finish presentation • Foster Care Alumni Chapter project	4:00 PM	Evaluation and debrief
7:00 PM	Keynote 1 opportunities: • Medhal Al-Kazahy, <i>Legislative Page</i> • <i>CYI Youth Leadership Team Mtg</i>	11:00 PM	In rooms		
7:50 PM	Sunday overview	<b>DAY 1   BREAKOUT SESSIONS:</b> <ul style="list-style-type: none"> <li>Legislative and Unicameral Overview: Becca Brune, <i>Nebraska Appleseed</i></li> <li>Public Speaking and Debate Skills: Amy Peters, <i>Lancaster County Public Defender's Office</i></li> <li>Advocacy and Lobbying: Sarah Ann Katchian, <i>Rose Rock Consulting LLC</i></li> <li>Legislative Jeopardy: Lincoln Arneal, <i>Nebraska Children</i></li> </ul>		<b>DAY 2   POLICY SMALL GROUPS:</b> <ul style="list-style-type: none"> <li>Allowing 16-year-olds the right to vote: Westin Miller, <i>Civic Nebraska</i></li> <li>Jo Giles, <i>Coalition for a Strong Nebraska, Grassroots and Community Organizing</i></li> </ul>	
8:00 PM	Free time: (open gym, movie party, crafts)				
11:00 PM	In rooms				

## **NCFE Advisory Board**

March 10, 2019

### Mission Statement:

To advocate for change for unconnected youth within the child welfare and juvenile justice systems.

### **Agenda**

10 a.m. – Welcome

Legislative Day Recap

Bylaw Review

Noon – Lunch

1 p.m. – Consultation with Doncel

Application Review

Five-year dreams: Independent Living programming, assessments, and helping with moving youth and young adults to a more successful transition

Future Calendar Planning

3 p.m. – Adjourn

Appendix C: April Meeting Agenda



FYA's Local Youth Organizing Training 4 Trainers is designed for core organizers and/or young adult leaders who are leading local efforts to create change in the child welfare system. The training content is focused on both deepening participants understanding of core youth organizing concepts while also developing their skills to facilitate each stage of the youth organizing cycle with Members of their group.



## Saturday April 6

- 10:00 AM WELCOME & INTRODUCTIONS
- 10:15 AM NCFF UPDATES & SHOUT OUTS
- 10:30 AM ORGANIZING FRAMEWORK
- 11:00 AM ORGANIZING 101
- 12:00 PM LUNCH
- 12:45 PM COLLECTIVE STORYTELLING
- 2:00 PM POLITICAL EDUCATION
- 3:30 PM NCFF BOARD BUSINESS

## Sunday April 7

- 10:00 AM WELCOME & REFLECTIONS
- 10:15 AM LISTENING TO OUR COMMUNITY
- 11:15 AM NARROWING DOWN TO ONE
- 12:00 AM LUNCH
- 12:45 PM CAMPAIGNS
- 3:30 PM CLOSING

**Appendix D: May Meeting Minutes**

**NCFE Advisory Board**

**May 19 Meeting Minutes**

Attendance: Lincoln, Meshka, Janet, Bea, Michayla, Fatuma, Cassy, Bobby, Raevin, Sebastian, Gillian, Rosetta, Sarah (called in)

Welcome- discussed the agenda

- Bobbi liked the stuff with teaching the techniques to help make decisions like the dot system etc.
- Gillian loved the Wall and how it wasn't formal and happy
- Everyone likes the youth action cycle system
- Fatuma- take the time to acknowledge the work that we do
  
- 92% agreed or strongly agreed that we liked what we got from the training
- We didn't like the small space lol
- Some wanted more movement some wanted less
- We know how to figure out what our youth action cycle will be

FYA call Monday May 20 6pm central

CRP issues:

- Focus anything that in DHHS has that focuses on the foster youth they will bring with us
- Make awareness projects
  - Like voting
  - Community things like board meeting etc.

We need to figure out where we are in the youth action cycle

Find 3-4 focus for the year

- Juvenile justice
- Child welfare
- Pregnant and parenting
- Education
- Youth Voice

Do we want to educate and inform, or do we want them to educate what they want us to focus on?

- Burning wall at the summer event vote- yes unanimous
- Parking Lot
  - Sub committees, Bobbi, Michayla
- Curriculum Bobbi, Michayla, Janet, Fatuma

- -Social- Gillian
- PR-Rosetta, Sebastian, Cassey
- Facilities- Cassey, Bea /Food- Meshka-
  - -Mahoney
  - -Schramm
  - -Leadership Center Aurora
  - -Camp maranatha
  - -Camp Rivercrest
  - -Camp Calvin Crest

Passion projects:

- ❖ Bobbi - pregnant and parenting, youth voice, system accountability
- ❖ Rosetta - supports for aging out and social justice
- ❖ Gillian - life skills/ aging out support/ financial skills
- ❖ Meshka- Aging out, child welfare, Life skills Education (financial, self-care) transferring of cases, case worker caseloads
- ❖ Janet- Being More Proactive, supports for single parent households, work on community response and resource allocation
- ❖ Michayla- Over Medication overall and its long terms, dealing with biological families at aging out what is healthy what isn't how to set your own limits, exploring all kinship option
- ❖ Fatuma- transitional support, life skill, family support for immigrants,
- ❖ Bea - aging out, plans for reunification, and parenting while in the system
- ❖ Sebastian- normalcy, Psychotropic Medication, humanization of the system.
- ❖ Cassey- Self advocacy and education.
- ❖ Raevin-

Jessica Hilderbrand, guest speaker

Steering community to help create the peer model for CYI

- Meshka
- Michayla
- Sebastian
- Cassey
- Gillian
- Bobbi
- Bea

**Appendix E: June Meeting Minutes**

**NCFE Advisory Board**  
June 9, 2019 Meeting Minutes

Attendance: Sarah, Bobbi, Michayla, Sebastian, Chy, Rosetta, Meshka, Gillian, Fatuma, Rebecca, Janet

**Summer Event Planning**

**Logistics & Location –**

July Meeting; Aurora – Summit (Prep Call?)  
Expectations: all day Saturday, Overnight is optional  
Snacks allowed – no food that needs cooled or heated  
Pool, Fitness Center  
Paddle boards  
Reserve time for Bon fires

**PR –**

Draft Flyer avail  
Registration

**Curriculum –**

Bobbi Bringing to Advisory Board DL & DT Fed match State Funding in Florida, pushing for Federal Law  
Informing people how to vote, systematic oppression. Legislative Days? CO, for the people  
Engaging: Stroll to the poll

One or 2 more educational or skill development; earlier in the day  
Assign groups/teams before or after lunch discussion  
Lincoln: meeting Tuesday, Opportunity Youth Involvement.  
Different Stations, circuit activities  
Moving up Icebreaker  
Burning wall- roll of paper, banner for sturdiness Sticky notes S'mores stuff

**Teams Break-out**

**To Do List**

Finalize Flyer, Registration Sign-up – PR team  
Snacks List – Rosetta  
Gillian – Contact Sebastian, Rosetta, or Raevin on nap sacks  
Presentations – Submit to Lincoln by July 8<sup>th</sup>

History Foster Care, History JJ, and Voting to be forwarded to Janet & Chy for History Timeline Race



History Time-line race – 3 Timelines, color coated event cards for teams (# of teams tbd)

Reserve Bonfire times

**CRP TOPICS – Narrow down topics, Questions**

Vote on Subcommittees or Collective - Collective

-Transitions out of System: Questions from Jessica

-State & Caseworker Avail, Narrow Down Focus: # of caseworker – regulations, accountability, training, self-care

-Family/Systems Implementation Accountability: mental health, independent living skills cultural competency, family therapeutic training

Bring in experts & Data to understand issue for Recommendations in next meeting

**CONFERENCES**

Rosetta: YHDP (Youth Homelessness) Nebraska, IA Grant was issued!!

Michayla: National Citizen Review Panel - workshops. Accessing Funds, Mindsets, how to collect data, child endangerment

Fatuma & Bobbi: Chafee Plus 20 & Jim Casey Convening DC – Youth transitioning out if system w/o adult skills. John Chafee senator who back-up bill to provide funds for aging out foster youth. Fund has grown to \$143million. Conference highlighted racial inequity.

**BY LAW DISCUSSION**

*Attendance:* Advise Lincoln as you find out you won't be able to attend (email him directly).

3 days & you're out, no drama - handle it outside of meetings.

*Guidelines for Discussion:* refrain from side conversations, be mindful of interrupting others,

*Group chat:* Keep texts to need to know info. Leave board discussions for meetings

**SUMMIT PREP CALL – Wed 7/10 6:30pm**

**AUGUST MEETING – OMAHA 8/11** Tentative until Summit Prep Call

## Appendix F: July Event Agenda



# LEAD THE SUMMER AGENDA

## Leaders Educating & Achieving Dreams



### SATURDAY

- 9:45 a.m.** Check in and Name tags
- 10:15 a.m.** Ice breaker - small groups and introductory game
- 10:45 a.m.** Foster care/ JJ/ Voting history rotations
- 11:45 a.m.** Processing/Reflection discussion
- 12:00 p.m.** Lunch
- 1:00 p.m.** Tie Dye
- 1:40 p.m.** History-timeline race
- 2:00 p.m.** Yes And
- 2:40 p.m.** De-stress and mindfulness
- 3:15 p.m.** Relay race
- 3:45 p.m.** Various activities - Center activities
- 5:30 p.m.** Dinner- pick up tie dyes
- 7:00 p.m.** Privilege Walk
- 8:00 p.m.** Burning Wall and Think Tank
- 9:00 p.m.** Campfire s'mores
- 11:00 p.m.** In-room time

### SUNDAY

- 8:00 a.m.** Breakfast
- 9:30 a.m.** Departure

## Appendix G: August Meeting Minutes

August Monthly Meeting 8/11/2019 10pm-3pm1

Omaha, NE project everlast office

Attendance: Sarah, Sebastian, Cassey, Janet, Fatuma, Michayla, Rebecca, Raevin, Rosetta, Bobbi, Lincoln

Started with reviewing the burning wall from LEAD event. We condensed the information pulled from people at the event into categories:

Normalcy, Family/Sibling Placement, Miscellaneous, Communication, Juvenile Justice, System Workers, Transportation, The System, Medications/Health, education/leadership, cultural, resources/transitional services.

We brought in the think tank activity from LEAD, where event-goers placed ideas of what they think it would be like if the system was perfect. We used those as solutions and paired each bullet point to the category it corresponded with best.

Lincoln will be taking info from each category and creating a digital file with all of the compressed information for easier access and understanding. Will bring to next meeting for analysis and to decide what to focus on and how

Claire (NCFF) came, presented the transitional services survey they released in April of 2019. The survey was open and sent to anybody involved in the CYI organization realm of services. The survey was focused on younger age challenges vs how those challenges are as you get older. (Did transitional services help them as they aged? How do we lessen these challenges more easily) Claire asked for our thoughts/input on what may need to change, what do we think, etc. This is as follows:

- Asked Claire for analysis of older surveys that relate closely to the April 2019 survey to give more insight
- Future surveys to have a location basis---different challenges for different areas?
- Outreach to more individuals that are not as involved in as many services. Claire says that surveys staying in CYI would be a factor in skewed results.
- Brought up that many individuals may only be involved in JJ or foster care, so this may also skew results under the broader spectrum
- Claire brought forth fig 5 on page 3, "age limits cause drops in engagement and increase in categories"
- Knowing if they are parenting individuals would be more integral alongside these datasets
- Would like to know how much older youth know about post system services available to them
- Board raised a concern that it seems transitional services don't always help but just prolong the "cliff" of independence
- Would like to see an additional question - do you have access to community resources? If so, what?
- Asked what's the difference in challenges for youth not touched by systems. How do they learn how to deal w/ adult life? How do they figure it out?

Claire then asked how we go about lowering the percentages of challenges for youth.

- Legislations/policy
- Potentially implementing a placement limitation. No normalcy=no growth.

- Are independent living specialists doing their job? Why are people not learning?
- Are certain resources not available enough in advance to provide long term development (ex. Food pantry not available till you are out of food vs being able to access before you are out)

The next survey like the one we saw will be sent out in October. This will reflect the same data as April 2019.

Claire wants to come back in Oct/Nov. And asked these things of us:

- Will send more analyzed data in email, would like us to review.
- Have us look at the survey itself
- Would like feedback and what can be done differently, such as different things we would like to see. She would like a list of HAVE to haves/WANT to haves. Idea is to keep the survey short.
- Says if we think of a certain data we would like to see in the future, have lincoln email her and she will pull data

She has a goal that we would be able to make survey change recommendations in time for the April 2020 survey

Bobbi/Sebastian presented the idea of a "red book" and "grievance book" that would be mandated to be placed in homes. Everyone really liked the idea and wants to make that something we do.

- Asked would this be something better fit for DHHS policy implementation or actual legislation

Bobbi also brought forth the idea of transitional service programs like B2I slowly weening money given to people over time and saving what is not given in an "asset" account. Was received well, had to the parking lot it due to time, will come back to it.

Went over the 3 CRP topics that we narrowed down to present to DHHS -- Transitioning out of care, system accountability, accountability for foster parents ---. Lincoln reached out to our DHHS contacts, due to the timing and vacations of various individuals, only got to exchange brief emails before our meeting of questions that had been asked. He had handouts on foster parent training state guidelines.

- Suggested prospective foster parents take youth/family thrives training
- If reunification is the goal, Bio parents deserve a "Redbook" as well
- How regulated are these trainings? Are they evaluated at all for proficiency?
- Some felt like the training should be harder. (Adoption is so hard, why is fostering so easy). Are we not training the parents enough?
- Potential follow up exams to parents for comprehension
- lots of questions about additional trainings and what recertification looks like. Do they do the same material over and over or do they learn more over time
- Raevin called someone that was a foster parent(cedars was the agency?) And asked what recertification looked like. Every 3 years they take 30 hours of training, then home study, background check, fingerprints, floor plans.
- We would like to know the differences in training for regular care vs high needs care

Jessica (NCFE) did not make it due to illness, but wanted to follow up on the peer advocacy program. What do we want to be the goal/outcome for this?

We reviewed the advisory board application to see about any potential revision.

- Remove question 1

- Addition of cover letter. Would include a personal statement(who are you? Why do you want to do this? What do other things do you do?)
- Change language in question 3 to focus more on/include leadership experience
- Potential interview/webinar prior to app submission to "show them what it's like and about"

Would like to change up how officers work.

Got Bobbi's recap of Baltimore trip. Learned a lot, had 17 other states present, her thing she brought home was new Mexico just passed a tuition waiver for state-funded colleges for foster youth. She did gain a national advocate contact in DC, the advocate said if there's anything that she can help with on federal level to email.

Lincoln brought Opportunity Youth United to see if the board thinks NCFE should invest in it. We don't have to do this, but if we do there is funding available from it. This would be a new partnership. Due to time, Lincoln will email the hand out for members to review and make decisions next meeting.

FYA/L4C conference in Fort Collins Oct 17-20. 2 youth, 1 adult can attend. Will be an email to Express interest.

October 4th

- Neb. Psychological association fall conference. They asked for us to have a panel there. Will be an email to express interest
- Parent/Caregiver CRP event. Would like some people, Bobbi is chair. Pregnant/parenting foster youth. Will be included in email.

Next meeting in Lincoln, date TBD between Sept 8/15. Talked about starting earlier, potentially having a longer meeting as well (9am-4pm). Will be in email poll as well as October.

TBA if DHHS person can be phoned/videoed in before presentation to answer additional questions

Parking lot:

- Red book!!!!
- Opportunity Youth United
- Officer changes for Board

## Appendix H: September Meeting Minutes

September 8, 2019

Nebraska Children offices - Lincoln

Attendance: Janet, Chy, Roseta, Gillian, Bobbi, Raevin, Sarah, Sebastian, Cassey, Michayla, Fatuma, Lincoln, Rebecca-Late

### **10:30 – Jamie Mapp, Nebraska School Psychologists Association Fall Conference**

Psych being advocates for youth beyond school

Workshops & addt'l training

Bobbi suggested Youth & Family Thrive Trainings (YFTT) & finding ways to approach families and offer parenting help. YFTT to Lincoln Public Schools?

Bobbi suggested Services in school and referrals for families and graduating students for services outside of school. Wrap around services

Fatuma suggested Trauma & HEALING informed care.

Sebastian emphasized confidentiality.

- Psychologist Fall Conference Oct 4<sup>th</sup> 11:30-1, Lincoln @ Innovation Campus
- Potential Attendees: Seb, Chy, Janet, Sara, Nedhal

Renew – youth led

Jamie emailing Lincoln panel questions, Panel size (4-6) Sara helping organize

Utilizing snapchat to reach youth

### **11 a.m. – Application Review/Membership Review**

Gillian, Meshka, Rebecca, & Bea membership term

Currently 10 members

2 and ½ applicants: Alesia, Nedhal, Julia

- Alesia: No
- Nedhal: Accepted
- Julia: Accepted

### **11:30 a.m. – Officer discussion**

Defining the responsibilities of the positions/accountability

Previous positions: Event chair, policy chair, logistic chair and meeting host

### **New Roles:**

**Communications/Outreach Lead:** Reach out to community members and others, point person for external communication

**Sargent At Arms/Meeting Host:** Everything shall participate in hosting a meeting

**Logistic Lead:** Will select meeting host, notetaker

**Internal Policy Lead:** Will hold members accountable, refer to the bylaws for guidance

**1 p.m. – CRP work with guests Emily Kluvar and Deanna Brakhage**

- System Accountability
  - o Everyone should take Youth Thrive Training: Resilience and Wrap around services
  - o Restructure of the FC system to include all new developments including mental health elements
  - o Emily: informed group that Continuing ed hours for new workers are contracted with the University by DHS, unaware of “active trauma”
  - o Deanna: Possibly looking at F/Y Thrive being implemented online
  - o Trends are that workers are quitting and are unaware of all that surrounds the job
    - Emily: incentive for BSW students to work for department and agency would pay for last year of degree; currently incentivizing MSW students to work for department and paying for portion of schooling
    - Quic-Wid? addressing trauma workers are encountering and supporting caseworkers...Emily will send out details to group
    - Deanna: challenging for workers straight out of college: too much authority/power; inexperienced young supervisors= high turnover rates
    - Lack of awareness of Grievance process for youth/ simplifying the process so that it is user friendly
- Family Accountability
  - o Emily: Trainings include competency based eval but no formal evaluation
- Red Book
  - o Would provide info for youth about their rights while in the system and other resources for FC & JJ youth/family
  - o Include the grievance process paperwork
  - o Addressed at team meetings
  - o Could potentially provide constructive feedback about status of the case
- Peer Advocate program
  - o Alumni providing support to youth currently in the system
- Is there group home situation for foster youth instead of dozens and dozens of placements?
  - o Boarding school concept?
    - Best model is Boys Town model
    - Hogwarts?
  - o New CEO is interested in the topic;
  - o At what point do we bring in everyone to discuss new solution?
  - o Maryland Living Center in Hastings model;
- What support is there for the family once the reunification happens?
  - o Family First and the Pregnant program will allow for a lot more preventative work.
  - o The state has built up prevention programs, but making sure when reunification happens, the parent is connected to services.

- PromiseShip had an after-care program
- Recommendations
  - Redbook.
  - Grievance Process

3 p.m. – Adjourn