

**IMPROVING EFFICIENCY
AND OUTCOMES
THROUGH
COLLABORATIONS:
AN NGO PERSPECTIVE**

**B. Diane Williams
President Emeritus
Safer Foundation**

**UNAFEI
Seminar**

Tokyo, Japan

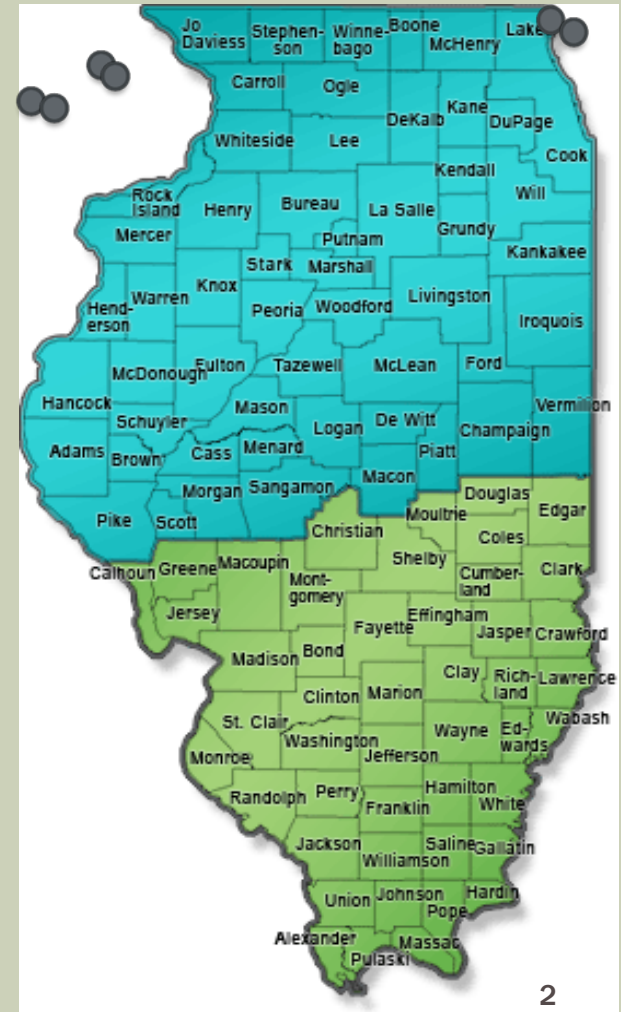
Overview

About Safer Foundation

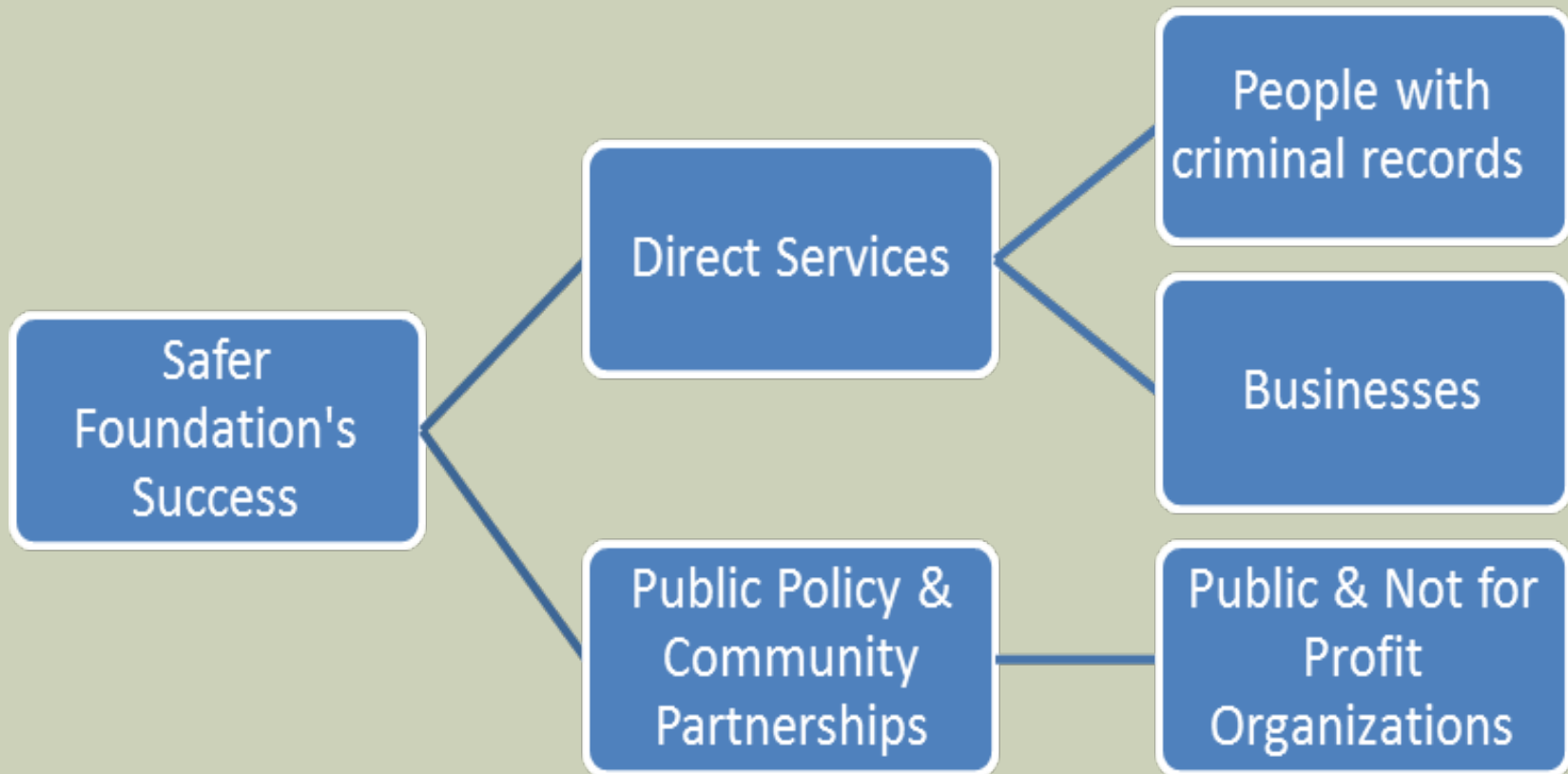
Safer Foundation is in its 44th year of operation.

Our mission is to support, through a full spectrum of services, the efforts of people with criminal records to become employed, law-abiding members of the community and as a result, reduce recidivism.

- **12 locations in Illinois and Iowa with additional sub-contractors in Wisconsin and Missouri**
- **Nearly 300 employees**
- **A 63% reduction in recidivism for clients after achieving 30 days of employment, when compared to the IDOC overall recidivism rate for the same time period**



MISSION DRIVEN SUCCESS



CORRECTIONS: STATE & LOCAL

□ Illinois Department of Corrections (IDOC)

- 48,921 adult inmates in prison at end of June 2014
- 94.1% were male with an average age of 37 years old
- Adult parolees numbered at 28,242
- 90.7% were male with an average of 36 years old
- 10,200 IDOC staff and only 400 parole officers

□ Cook County Jail, largest jail system in Illinois

- Admits approximately 100,000 individuals annually
- Daily population of 9,000
- 14,000 new probation cases annually
- 25,000 active caseloads, 86% of probationers sentenced for felony offenses
- Only 387 adult probation officers

SAFER FOUNDATION'S HISTORY

44 YEARS *KEEPING COMMUNITIES SAFE*



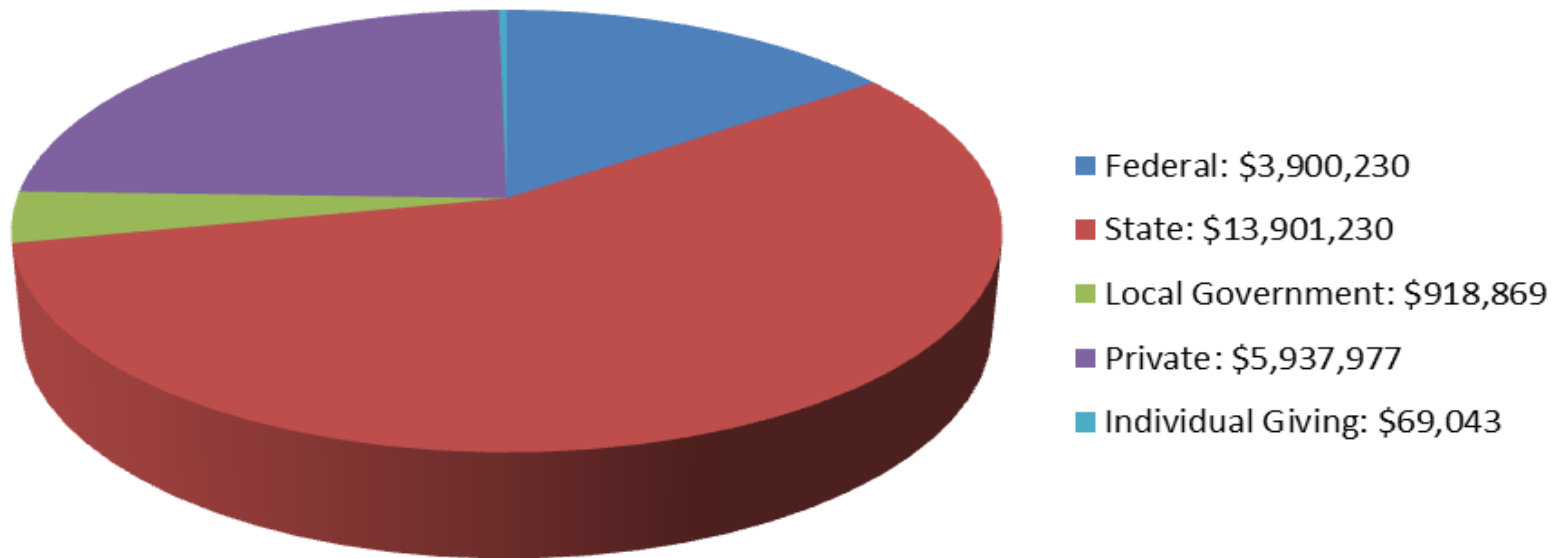
**Safer Foundation founders
Gus Wilhelmy and Bernie
Curran in the early days.**



Bernie Curran & Gus Wilhelmy

FISCAL POSITION

Safer's FY 15 budget was \$24,728,008

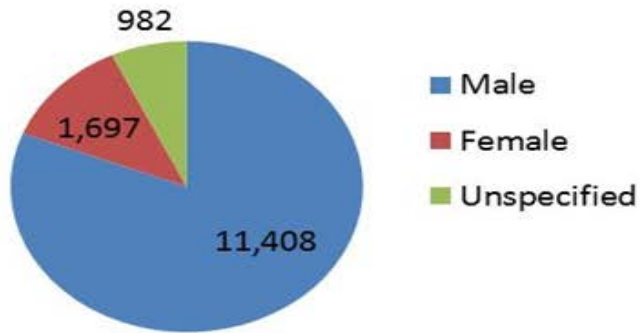


SAFER STAFFING STRUCTURE

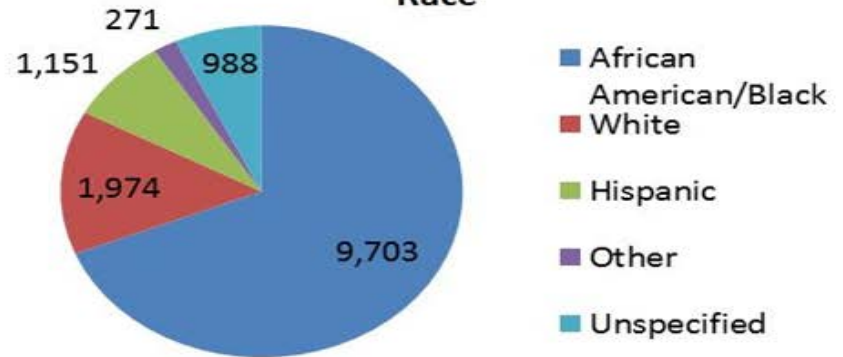


CLIENT DEMOGRAPHICS

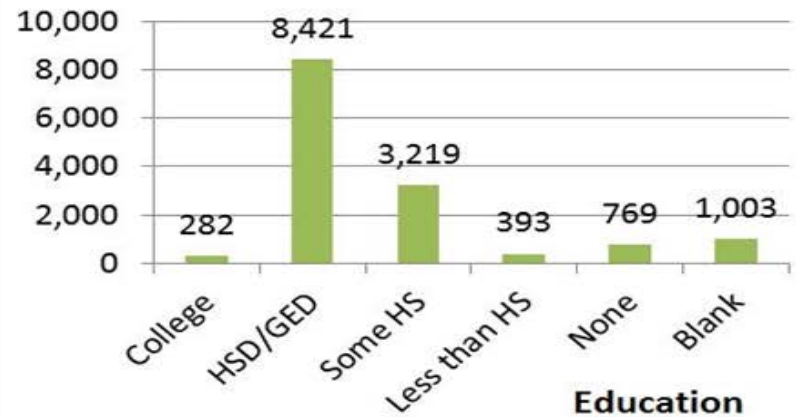
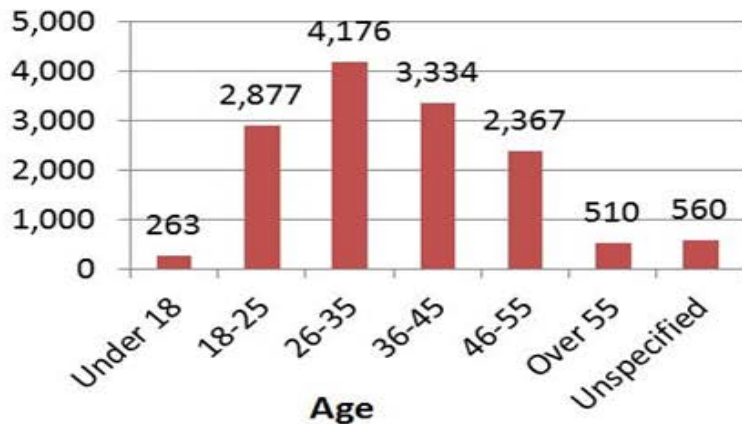
Gender



Race

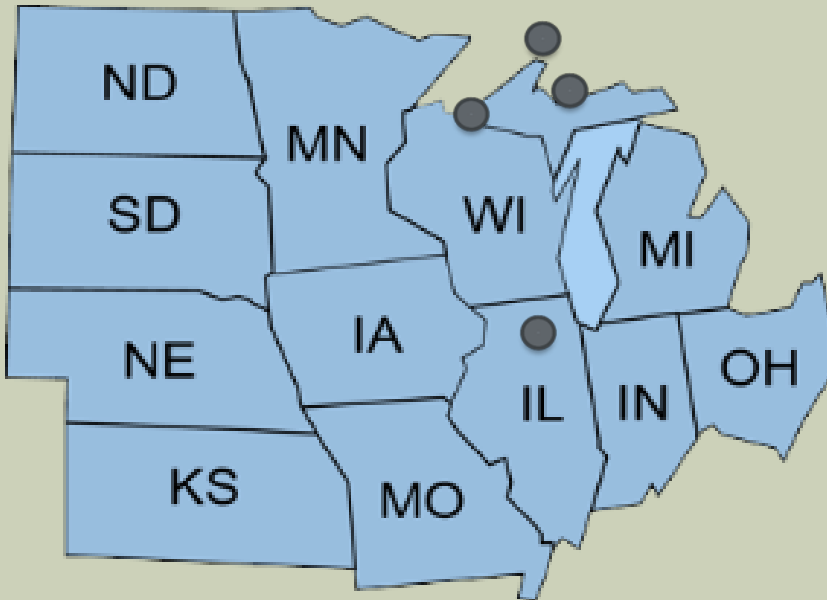


Hispanic includes Mexican, Puerto Rican, and Other Hispanic



Safer Geography and Services

Today, Safer Foundation's network spans its operations across four states providing various services.



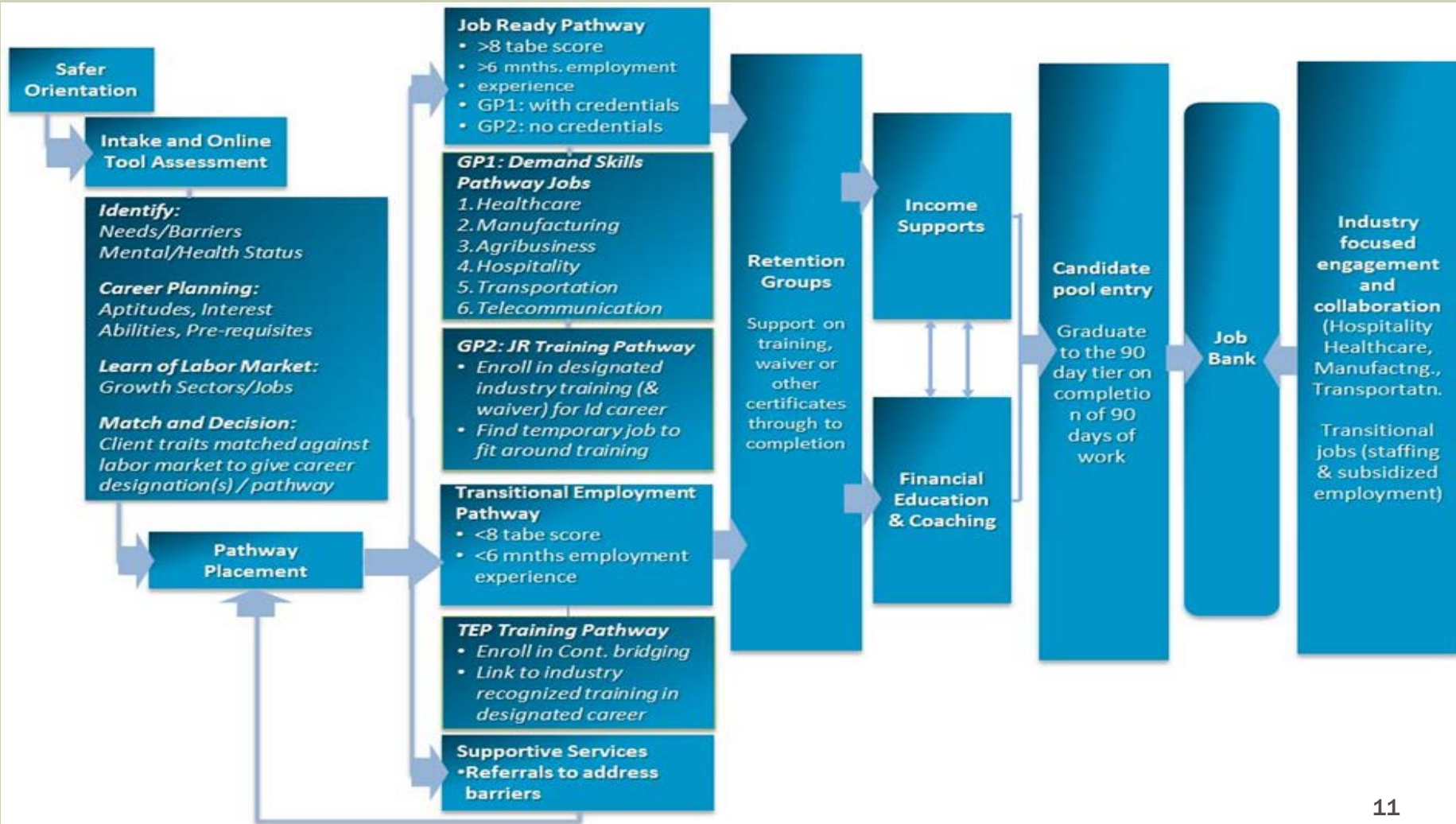
Services Provided

- Case Management
- Mentoring
- Educational Intervention
- Service Learning
- Industry Training
- Employment Services
- Expungement
- Follow-Up
- Substance Abuse Treatment
- Mental Health Services

EMPLOYMENT CHALLENGES FACING INDIVIDUALS RETURNING TO THE COMMUNITY

- Limited or no income and/or work experience
- Limited education and/or skills
- Mental health and/or drug/alcohol addiction issues
- Competing agency obligations and mandates
- Occupational bars and licensing restrictions – often unrelated to the type of crime for which an individual was convicted
- Lack of knowledge about criminal record and its effect
- Lack of protection against discrimination
- Other legal and practical issues (housing, child support, no identification, etc.)
- Overcoming stigma of having a criminal record

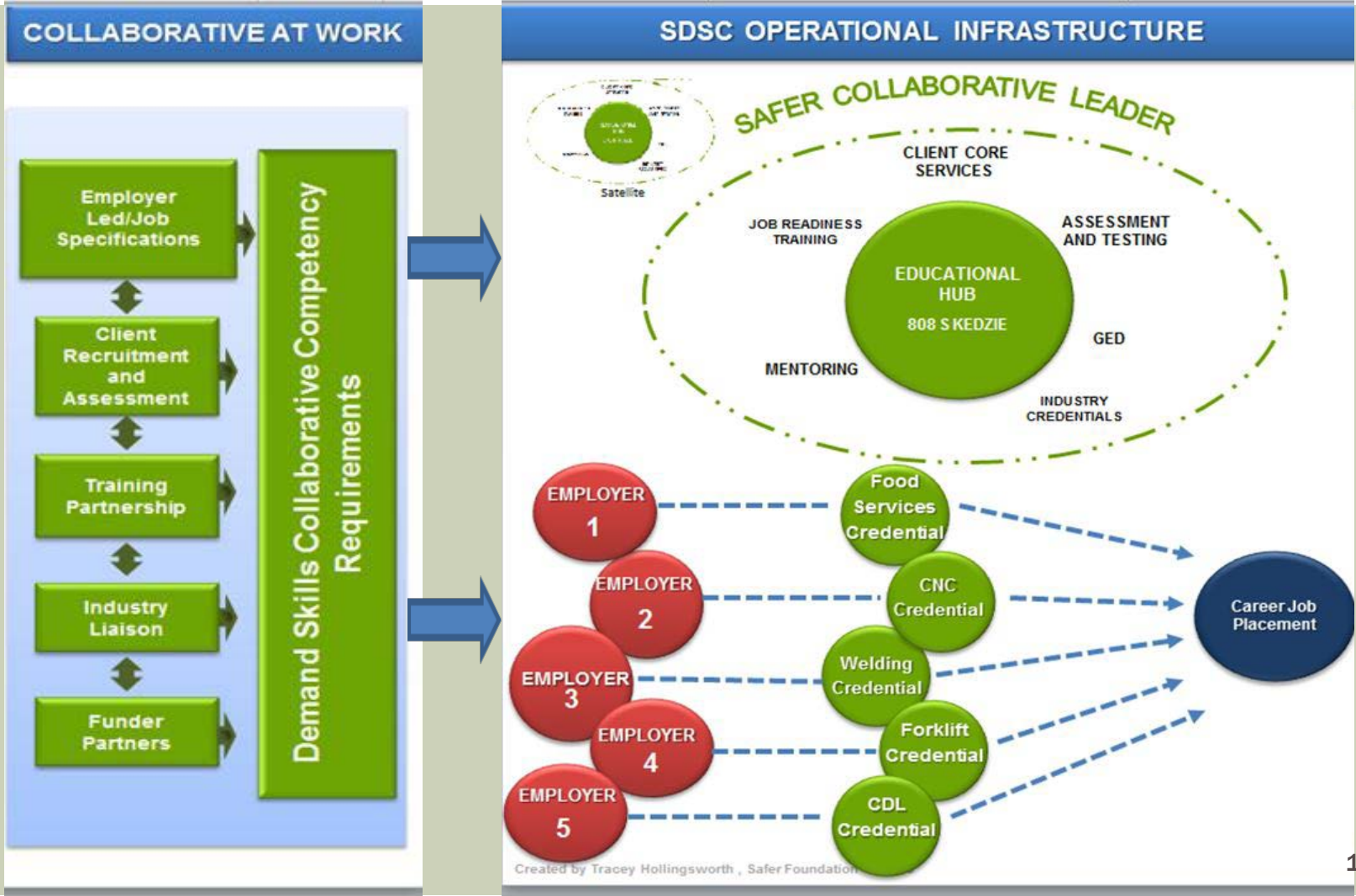
SCREENING & RETENTION SERVICES MODEL



SUCCESSFUL JOB RETENTION



DEMAND SKILL COLLABORATIVE



SHERIDAN PRISON MODEL



Sheridan inmates gather their resumes at a job fair in the facility.



Sheridan inmate interview with prospective employers at job fair within the facility.

SAFER FOUNDATION POLICY ADVOCACY



LEGISLATIVE REFORMS

- Supported Employment Models
- Creating Certificates of Rehabilitation or improving eligibility for pardon or restoration of right
- Creating employment standards for the consideration of applicants with criminal records (Ban the Box)
- Helping individuals to secure state identification
- Prohibiting inquiries about arrests that never led to conviction
- Creating or expanding sealing/expungement eligibility
- Creating special housing program

COLLABORATION IS KEY!

- ✓ **Correctional agencies (Probation/Parole)**
- ✓ **Faith and community-based organizations**
- ✓ **Workforce development agencies**
- ✓ **Educational institutions**
- ✓ **Housing organizations**
- ✓ **Mental/Behavioral health & health service providers**
- ✓ **Case management/social service agencies**

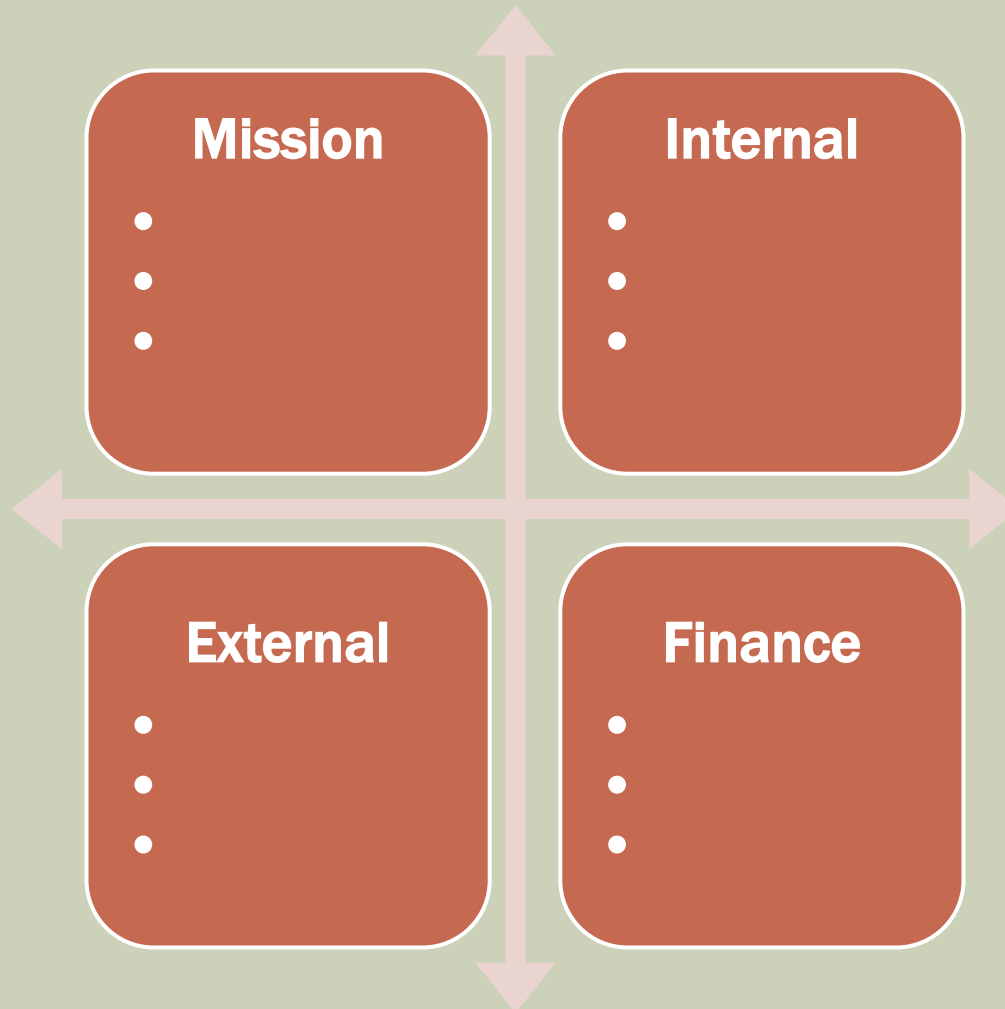
PARTNERSHIP STRUCTURES

“Partnership is a dynamic relationship among diverse actors, based on mutually agreed objectives, pursued through a shared understanding of the most rational division of labour based on the respective comparative advantages of each partner. Partnership encompasses mutual influence, with a careful balance between synergy and respective autonomy which incorporates mutual respect, equal participation in decision making, mutual accountability and transparency.”

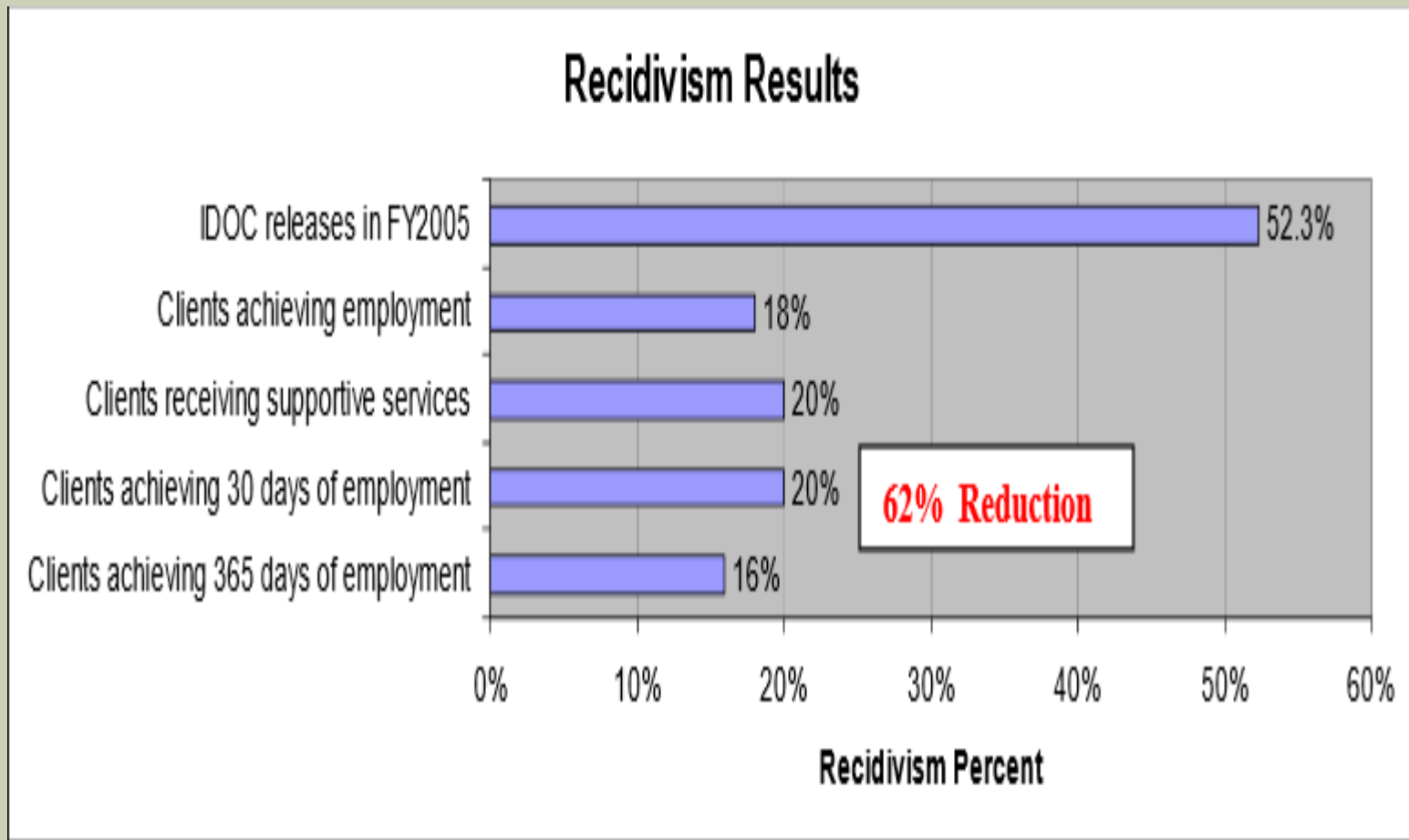
~Jennifer Brinkerhoff

“Government-Nonprofit Partnership: A Defined Framework” (March 12, 2002)

SAFER SCORECARD



SAFER'S RECIDIVISM STUDY



ORGANIZATIONAL CHALLENGES

- Public, landlord, and employer bias**
- Prohibitive laws and policies**
- Fluctuating economy**
- Will and commitment of the individual**

Questions?



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