

**City of Charlottesville and Albemarle County Evidence-Based Decision-Making Policy Team  
Goals, Objectives, and Action Steps (2023 – 2028)**

***Goal #1: Establish a system that makes employment options easily accessible and applicable for individuals returning to communities after incarceration and for those at risk for being incarcerated. [Consider linking housing.]***

Coordination Team:

- Ross Carew - LEAD
- Hunter Smith
- Martin Kumer
- Diantha McKeel
- Liz Murtagh or a representative from her office

Objectives	Action Steps	Lead	Timeline
1. Work with jail leadership to determine when job training at the jail can begin again.			Year 1
2. Conduct a focus group of previously incarcerated individuals to get a better understanding of barriers, needs, and what will keep people engaged.  <i>Notes: Think about how to build on survey – will this be an ongoing effort to gather feedback?</i>			Year 1
3. Explore employment-related strategies in other areas to assess feasibility and interest for the community (e.g., Job Courts in Michigan, reentry courts, employment coordinators in courts).			Year 1
3. Establish a network for employers, peer support specialists, and other networks to stay connected, assist with making connections to employers, and coordinate efforts around outreach and trainings.			Year 2-3
4. Explore the feasibility of a certificate job program (“Go Reentry Program”) in the jail.			Year 2-3
5. Explore expansion Home to Hope program with county support.			Year 2-3

<p>Notes: Home to Hope is housing, employment, but primarily a peer support program. Currently run through Economic Development. We don't have data on whether it's working.</p>			
<p>6. Explore existing resources for youth internship opportunities/programs.</p> <p><i>Notes: Focus on at-risk population. There is a current youth program called CAYIP – Community Attention Youth Internship Program.</i></p>			<p>Year 5</p>

**Goal #2: Identify and eliminate racial and ethnic disparities present in the criminal legal system. -**

EBDM Coordination Team:

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Objectives	Action Steps	Lead	Timeline
1. Revisit disparity report <i>[Fill in actual name]</i> to identify the top five points of disparity.			Year 1
2. Assess and report on what action there has been in response to the report.			Year 1
3. Analyze and report on disproportionate vs. disparity data to accompany report assessments.			Year 1
4. Create a subcommittee of the EBDM Policy Team to lead discussions on addressing disparities in the criminal legal system. The team would be responsible for tracking progress and maintaining awareness on the topic.			Year 2-3
5. Establish a formal working relationship with the University of Virginia to track and report on data on this issue.			Year 2-3
6. Create a report card to be updated and distributed semi-annually.  <i>Notes: What will the report card report on?</i>			Year 2-3
7. Assess disparity data analyzed in original report and decide if data elements should be updated/maintained for annual reporting.			Year 5

***Goal #3: Identify and improve opportunities to engage with individuals at risk for incarceration through law enforcement diversion programs.***

Coordination Team:

- Joe Platania – LEAD
- Shannon Neal
- Liz Murtagh
- Representative from Charlottesville Police Department
- Representative from Albemarle County Police Department
- Representative from University of Virginia Police Department
- Consult with Neta and 911 personnel as needed.

Objectives	Action Steps	Lead	Timeline
1. Explore models for law enforcement diversion (e.g., LEAD) and determine feasibility and interest in establishing a program.  <i>Notes: Key question: Divert to what? Consult with Tara/Becky about existing resources.</i>			Year 1
2. Establish a working group of partners that need to be involved in the discussion.			Year 1
3. Develop program implementation plan including responsible partners, program policies and procedures, and training for law enforcement and related partners.			Year 2-3
4. Establish performance measures for the law enforcement program and report out on impact annually.			Year 5

**Goal #4: Identify and improve opportunities to engage with individuals at risk for re-offending through the establishment of a High Risk/High Need (High Utilizers) Task Force.**

Coordination Team:

- Emily Pelliccia
- Tom von Hemert – LEAD

Objectives	Action Steps	Lead	Timeline
1. Establish a working group to identify the goals of this initiative and the partners who should be engaged in exploring the feasibility of this effort.  <i>Notes: Look at Familiar Faces, explore existing groups in the city/county</i>			Year 1
2. Develop program policies and procedures (including establishing criteria for the high-risk list, how often meetings will occur, and required partners).			Year 2
3. Build a data sharing platform for the task force to ensure ongoing, up-to-date, and accurate data on individuals.  <i>Notes: Think about how to get information to patrol officers.</i>			Year 2-3
4. Establish a formal reporting plan to demonstrate success of the program.			Year 5