ANTI-RECIDIVISM COALITION (ARC)
MEMBER ORIENTATION HANDBOOK

JUNE 2018
WELCOME HOME!

We are so honored that you chose to walk through our door. We hope to support and guide you in this next important phase of your life. Welcome to our family.

The Anti-Recidivism Coalition (ARC) is a member-driven community of men and women who have experienced incarceration. We provide services, support, and opportunities to help you succeed in this important transition. We also create opportunities for you to participate in changing the hearts and minds of greater society through storytelling, community building, and advocacy. Our model has been developed by men and women who have walked in your shoes – more than half of our employees are formerly incarcerated.

We believe that you can have:

- a career, not just a job.
- a community to support you and lift you up.
- a future that builds on the strengths of your past.
- a healthy and strong state of mind and thought process.
- a quality education.
- a safe, clean and stable place to live.
- healthy relationships with friends and family.

This handbook outlines how we will help you get there.

A MESSAGE FROM OUR FOUNDER, SCOTT BUDNICK

More than ten years ago, I was working in Hollywood, making hit movies when a friend and colleague from the entertainment business invited me to attend a writing workshop, with the InsideOUT Writers program (IOW) at the Barry J. Nidorf Juvenile Hall in Sylmar. That one class was life changing/opened my eyes, and I immediately signed on as an IOW teacher and began visiting juvenile halls weekly to mentor incarcerated youth. In my day job, I was executive producing the HANGOVER series, but, at the same time, I was witnessing first-hand how the cycle of trauma, incarceration, and recidivism destroys individuals, families, and communities.

But I also saw incredible resiliency. I saw that with support and encouragement, men and women who the system was ready to give up on could change their mindset, leave crime behind, and contribute positively to their communities. I learned that many
incarcerated individuals want to change their stories, give back to others, and begin to restore the pain they caused in the community – they just need the chance. So I left Hollywood in 2013 and founded ARC.

**ARC works to reduce recidivism in three ways:**

1. By providing formerly incarcerated individuals with a positive network of successful peers who support one another through the challenges of reentry.

2. By connecting them to educational, professional, and employment opportunities to help them succeed.

3. By empowering them to serve as advocates for fair policies that decrease incarceration and improve reentry outcomes.

As you know, California's justice system should be less focused on punishment and more focused on healing. We also need more opportunities and fewer barriers for men and women coming home. To make this happen, we need to hear the voices of those who have experienced incarceration in conversations and decisions that will affect these individuals. We need your voice. You are the experts.

We empower our members to become advocates for reforming sentencing, increasing rehabilitation in the justice system, and reducing barriers to reentry. Our advocacy priorities are determined by you. By becoming a member, you have the opportunity to change the justice system and your community by showing lawmakers the need for reform and the possibilities that result when formerly incarcerated individuals receive investment and support.

Solving recidivism is critical to reducing mass incarceration and making communities safer and healthier. It means we're acknowledging and addressing the circumstances that lead a young person into gangs, crime, including trauma, addiction or a lack of support and mentorship.

I'm thrilled that you chose to join ARC and look forward to building with one another.

-Scott Budnick-
WELCOME FROM OUR EXECUTIVE DIRECTOR, SHAKA SENGHOR

Dear New ARC Member,

Welcome home, and welcome to our family. Eight years ago I was released from prison after serving 19 years. Like many of you, I was excited to return home to my community, family and friends. I was optimistic, curious and hopeful as I trust many of you are, I was also anxious, nervous, and uncertain about re-entering a world that was vastly different from the one I left behind. Despite this complex recipe of emotions, I was up for the challenge of walking a new path and living a life of meaning and purpose.

As the Executive Director, I along with the incredible ARC staff are excited to support you in your transition back to the community. Our goal is to ensure you have all the resources, support and encouragement needed for you to succeed in life. We are an organization that believes anything is possible and that our members can reach any goals they set for themselves. We are intentional about nourishing the potential of our members and celebrating the genius, intelligence and creativity of all who walk through our doors. We are excited to have you home and look forward to embarking on this journey with you.

Shaka Senghor, Executive Director

MISSION STATEMENT

The mission of the Anti-Recidivism Coalition (ARC) is to change lives and create safe, healthy communities by providing a support and advocacy network for and comprised of formerly incarcerated men and women. To accomplish this mission, ARC advocates for fair policies in the juvenile and criminal justice systems and provides a supportive network and reentry services to formerly incarcerated individuals.
MEMBERSHIP PARTICIPATION GUIDELINES

All ARC members must (strive to) be:

- crime-free
- gang-free
- drug-free
- in school and/or working, and
- of service to your community

Below you will find a general breakdown of how you will move through your ARC membership. These phases are merely an outline of what will be expected of you and what you can expect from us throughout your membership.

Complete Orientation Phase 1 (Approx. 1 Month)

1. Attend one orientation group.
2. Complete the ARC Immediate Needs Checklist.
3. Take picture for membership file.
4. Complete the membership application.
5. Request to join the Orientation Facebook Page (Optional).
6. Attend Orientation Retreat or another ARC-sponsored trip.
7. Complete eight hours of community service.
8. Attend 1 monthly member support meeting.
9. Attend a minimum of 8 ARC groups.
10. The group leader initials your activity log for all groups/hours completed.
11. Contact your assigned Life Coach at least once weekly.
12. Complete ARC Career Readiness Workshop or comparable program.
13. Once completed, you will receive an Orientation Phase 1 Certificate.

Orientation Phase 2 (Approx. 2 Months)

1. Attend one ARC group per week for up to 60 days, for a total of 8 groups.
2. Request to be added to the ARC Private Facebook page.
3. Continue once weekly contact with Life Coach.
4. Continue attendance at monthly member support meetings.
5. Enroll in school and/or working or progress towards these goals.
6. You are now eligible to apply for the ARC Internship.
7. Upon completion you will receive an ARC t-shirt and ARC Member certificate. You will also be eligible to receive all ARC member benefits (housing, job referrals, etc.).

Congratulations! You are now an ARC Member.

EXCEPTIONS TO PROGRAM REQUIREMENTS

ARC is an inclusive and supportive environment. We understand that each member has their own needs and circumstances that impact your ability to engage with our community. If you are unable to complete the above requirements, please meet with the member service team to determine the best way to stay connected. Common exceptions are: living outside of the Los Angeles area, work/school schedule, health concerns, or family obligations. If this is the case, we will make accommodations for you to participate in other ways.

LIFE COACHING - CASE MANAGEMENT

After orientation, you will be connected with an ARC Life Coach. Our Life Coaches are here to provide you with the support and tools you need to succeed. They will assist you in all areas that we have found to be instrumental in the transition from incarceration to freedom.

Some of these areas include but are not limited to:

- education
- emotional wellness
- employment
- housing
- mentorship
- reentry support
- resource referrals

Your Life Coach provides services based on what YOU feel are your immediate needs rather than what WE think you need. At ARC you, are in the driver's seat and you are in charge of your destiny. We are merely here to guide and support you. The Life Coach to
member relationship is not a doctor to patient relationship. The majority of Life Coaches have been incarcerated and have walked in your shoes — therefore, they offer a unique perspective in helping you navigate reentry challenges.

In addition to our case management services, we are a peer support network. Beyond your Life Coach, our community serves as the central tool, providing additional strength to propel you forward. An important element of support is holding you accountable. Both your Life Coach and the ARC community have high expectations of you. However, we do understand that there will be setbacks, and we will provide a non-judgmental space to process these setbacks.

Accountability at ARC is perfectly summed up/described well by one of our fellow members, Art Gonzalez:

"In my view, inability or unwillingness to be held accountable are BARRIERS to the level of success we all desire! This is especially true in the professional arena. I am held accountable on a daily basis by co-workers, assistant directors and producers who fully expect me to meet my position requirements efficiently and effectively. I am not perfect. When I make mistakes - and I've made plenty! - my errors are pointed out and because I work hard to maintain a positive attitude, I have experienced tremendous GROWTH as a result. The key, I am discovering, is to avoid perceiving being held accountable as "punishment" or "condescension." Accountability is uplifting and motivational if seen from the correct angle.

I am seeking to eliminate ALL barriers to my reaching the success of my role models and to one day be looked upon as an example for others. Therefore, I fully welcome and expect to be pulled up when I need to be! I am open to accountability from my ARC family because I TRUST wholeheartedly that they have only my best interests at heart. Additionally, I intend to step up and hold others accountable. Why? Because I AM my brother's keeper, and, in my view, this goes deeper than just the mere uttering of the statement itself."
CODE OF CONDUCT

While attending an ARC event, group, retreat, community program, or activity, you must adopt this Code of Conduct. It is our hope that you adopt the code outside of ARC activities as well.

1. No violence or threats of violence.

2. No use, sale, or possession of drugs or alcohol on the premises of ARC or at any ARC event.

3. Possession of weapons of any kind (including pocket knives) is prohibited.

4. No gang-related clothing or gang signs. When at our offices or at events, we expect you to dress in a professional manner.

5. Keep your social media pages in line with healthy living.

6. We do not allow derogatory talk about another person's criminal history, gang status, race, ethnicity, gender, religion, or sexual identity. CDCR classifications are best left in the institutions.

7. Unwelcome sexual advances, requests for sexual favors, and any other verbal or physical conduct of a sexual nature are not acceptable.

8. We expect you to be respectful of female members, female staff, and female tenants or guests at any ARC office, event, or housing.

9. We strongly discourage dating among members as it might interfere with your participation should the relationship end.

10. Stealing or vandalizing ARC property will be handled as a legal matter.

11. Guests at both housing and the offices must be pre-approved and living a drug-free, gang-free, crime-free lifestyle.

12. We believe in holding one another accountable by bringing issues between members to the surface. If you see your brother or sister struggling with an issue, you are encouraged to bring it to our attention so that we can help in any way that we can.
*ARC is not a traditional treatment program model. However, we do, at times, utilize drug testing if we have reason to believe that drugs are interfering with your progress.

A refusal to drug test is considered a positive drug test at ARC. A positive drug test does not mean an automatic dismissal from our program. However, it may impact the opportunities that are available to you at and through ARC. If you submit a positive drug test, a plan will be put in place with your Life Coach to address it, as necessary/appropriate.

OPEN COMMUNICATION POLICY

As an ARC member, you have a voice in the organization, especially when it comes to conflict. We have a “hats off” approach which means that there are no titles when it comes to resolving issues that may arise between members and staff. We strive to provide a safe and satisfying member experience, but, if you find yourself having issues with staff, there is a clearly defined path to resolving those issues.

First, we ask that you discuss the issue directly with the person with whom you are having the issue. Following this discussion, if you do not feel that the issue has been resolved, you should inform the person that you are taking the issue over his or her head and follow the path listed below. This path should be followed in the order listed here until you feel that the issue is resolved even if that means it makes its way up to the Executive Director. We do ask that, at each step, you let that person know that you will be taking it over their head so that the issue is transparent and clearly communicated.

We recommend the following path to resolving conflict:

1. Individual you have conflict with
2. Life Coach
3. Program Coordinator
4. Department Director
5. Deputy Director
6. Executive Director
POLICY ADVOCACY - CHANGING HEARTS AND MINDS

ARC believes strongly that the voices of men and women who have experienced incarceration must be included in discussions and decisions around justice reform. ARC also utilizes storytelling to shift public perception of formerly incarcerated individuals. After completing ARC's policy/advocacy workshop series, conducted by the Policy Director, you are invited and encouraged to participate in our continued advocacy efforts. Some ways to get involved may include:

- participating in community organizing and voter engagement efforts.
- speaking at conferences, meetings, universities, and community partners.
- storytelling through other types of media, including television, radio, and online interviews.
- trips to Sacramento to meet with State lawmakers to advocate policy reform.
- writing blog posts, op-eds, and policy briefs.

Over the past few years, ARC members have shared their stories to help pass several important reforms that have improved California’s justice system. These include:

SB 9: ARC-sponsored bill passed in 2013. Allows most individuals sentenced to Life Without Parole (LWOP) as juveniles to petition for resentencing with the possibility of parole.

SB 260: ARC-sponsored bill passed in 2013. Provided youth offender parole hearings to most individuals who committed their crimes under 18 years old, and were sentenced to a lengthy or life prison sentence.

AB 1276: ARC-sponsored bill passed in 2014. Ensures that young people under the age of 23 at the time they enter prison are less likely be placed on the most dangerous prison yards and more likely to have access to rehabilitative programs and services.


SB 382: ARC-sponsored bill passed in 2015. Clarifies the criteria used by judges when determining whether a youth should be tried in juvenile or adult court.
Prop 57: ARC-supported ballot measure passed in 2016. Expands rehabilitation in prisons and improves the process by which youth can be tried as adults.

2017 Completed Bills:

SB 190: This measure will end the harmful, unlawful, and costly assessment and collection of administrative fees against families with youth in the juvenile system. This bill will foster youth rehabilitation and the reentry of youth into their families and communities.

SB 312: This measure would restore a youth’s ability to seal a juvenile court record involving a past WIC Section 707 (b) listed offense committed at age 14 or older, and therefore allow these Californians to go on to lead productive lives without suffering the negative employment, educational, housing and other economic exclusions and social exclusions.

SB 394: This measure would bring California law into compliance with the U.S. Supreme Court’s recent decision in Montgomery v. Louisiana (2016), and give individuals serving life without parole for crimes they committed as youths under 18 years-old the opportunity to work for parole.

SB 395: This measure would safeguard young people’s rights under the United States and California Constitutions by requiring that youth under 18 consult with counsel prior to waiving their Miranda rights. This will preserve youth’s constitutional rights and protects the integrity of our criminal justice system.

SB 620: This measure would allow a court, in the interest of justice and at the time of sentencing, to strike a sentence enhancement for using or discharging a firearm when a person is convicted for committing a felony, consistent with other enhancements.

AB 1308: Would require the Board of Parole Hearings to conduct youth offender parole hearings for people sentenced to state prison who committed those specified crimes when they were 25 years of age or younger. This would essentially extend SB 261 from age 23 to 25.

To get involved in our policy advocacy efforts, attend ARC’s policy advocacy trainings (schedule included) and ask your Life Coach to introduce you to Policy Director and Policy Coordinator.
EMPLOYMENT/EDUCATIONAL OPPORTUNITIES LOS ANGELES

At ARC, we have developed strong partnerships with various employers who look beyond a person's criminal background and believe in second chances. These employers seek hard-working, dependable individuals who have the drive and passion to succeed in life. To accomplish this mission, the most important components are: job development, career pathways, and retention. ARC believes every person has the capacity to succeed. With our Life Coaches, Job Developer, and your passion, we will help guide you to establish the career of your choice.

Following the completion of an approved Career Readiness Program, you may be referred to any of the following employment partners. Here are just a few:

- AEG (Staples Center, Microsoft Theater, and L.A. Live)
- Bungalow Restaurant/ Fairmont Hotel
- Center for Employment Opportunities (CEO)/CEO Works
- Hopics
- JT Resources
- Martin Outdoor Media
- Nobu Restaurant
- Porter Junction Cafe
- St. John's
- Starbucks
- The Cheesecake Factory
- The Harold Robinson Foundation
- The Home Depot
- Trejo's Tacos

EMPLOYMENT OPPORTUNITIES SACRAMENTO

- Chipotle
- Harbor Freight
- Health Education Counsel Mac Road Community Center
- Hyatt Regency
- Paragary's Restaurant Group
- Volt Workforce Solutions
- Bianca landscape design
- Clarks Pacific
- Kimpton Sawyer Hotel
- Home Depot
SACRAMENTO INTERNSHIPS

- State Assembly member McCarty's District Office (Intern)
- Sacramento County Mayors Office (Intern)
- Sacramento County Thousand Strong Initiative (Intern)

LATTC – LA FEDERATION OF LABOR PRE-APPRENTICE PROGRAM

In 2016, ARC partnered with the Los Angeles County Federation of Labor and Los Angeles Trade Technical College to build the Los Angeles Reentry Workforce Collaborative. This collaboration was a new effort to build career training opportunities for formerly incarcerated workers in Los Angeles County by establishing a pipeline into union apprenticeships that lead to long-term careers in the Building and Construction Trades. This 12-week program incorporates both technical education and supportive services, and places participants directly into paid apprenticeships upon graduation. The program includes an initial professional and soft skill training component, conducted by ARC, and a pre-apprenticeship training course offered through LATTC. Upon completing the course, most participants are placed immediately into unions in the Building and Construction trades, including Electricians, Laborers, Carpenters, Sheet Metal Workers, Power Lineman, Pipefitting/Air Conditioning, Operating Engineers and Plumbers.

In addition to our employment opportunities and the Pre-Apprentice Program, we have several educational programs that lead directly into careers and jobs:

- Hollywood CPR
- ManifestWorks
- MTA Program with LATTC

ARC MEMBER INTERNSHIP COHORT

The ARC Internship is a paid program/opportunity that allows us to provide on-the-job training in an office environment for our members. Our Internships are announced on Facebook and in the LA Office, and any member can apply. The Internship is a 12-week commitment of 20-hours per week. Some of the duties include answering phones, welcoming new members, responding to inmate letters, and providing administrative support to staff.
The ARC internship follows a university semester schedule and will be occurring during the Summer, Fall, and Spring terms. The first week of the 12-week program will be a 40-hour boot camp to prepare members for their time at ARC. The following weeks members will work 20 hours per week, including a one-hour weekly intern meeting. The intern meetings are designed to support members in their professional skill development as well as build pathways to higher education.

Upon completion of membership requirements, you are eligible to apply for an ARC internship. If interested, you may begin the process by requesting an application from your Life Coach and/or Intake Specialist/Job Developer. In addition to the application, you will need to submit a resume and cover letter. Once your application has been approved, we will schedule an interview. Keep in mind there are limited slots available, and these positions are prioritized for members in need of building a foundation in office experience and job skills.

**MENTORSHIP PROGRAM:**

During this program, you can either become a mentor or you will receive a mentor. Our Mentorship program is peer to peer. The Mentorship Program is critical in keeping you connected to your support system.

An ARC mentor is an ARC member or community ally who serves as a deliberate part of the membership support network. They make a commitment to be a mentor, friend, supporter, sponsor and resource to the ARC member(s) assigned to them. An ARC mentor is an individual who is stable, successful in their field or career, has a sincere desire to help those coming home from incarceration, and is willing to give their time, energy and effort to help and support ARC members.

ARC Mentors must be willing to:

- Commit to having one designated mentee for at least 9-months.
- Attend a mentorship workshop within 30 days of becoming a mentor.
- Be supportive and responsive to the ARC member(s) with whom they are paired.
- Attend at least 1 ARC event per month with his/her designated mentee.
- Member Support meetings, Member Board events, weekly programming, conferences and workshops all constitute "ARC events."
- Facilitate at least 1 face-to-face meeting with his/her mentee per month, in addition to the ARC event. This face-to-face can be an additional ARC event, but
it is encouraged that Mentors meet in the community to support a member's continued comfort and growth within the larger community.

- Be a resource for the general membership/ally pool in his/her area of expertise.
- Pledge to be drug free, including recreational drugs, and maintain alcohol consumption to a minimum/none around mentorship program and mentee.

ARC Mentees must be willing:

1. To commit to having one designated mentor for at least 9-months.
2. To attend a mentorship workshop within 30 days of becoming a mentee.
3. To be supportive and responsive to the ARC member(s).
4. To attend at least 1 ARC event per month with his/her designated mentor.

ARC HOUSING PROGRAM GUIDELINES

Generally, once you have completed the Orientation Phase 1 of the program you are eligible to apply for housing at ARC. The first step is to obtain a Housing Application from your Life Coach. Your Life Coach will then connect you with a Housing Program Coordinator for an interview. Our orientation phases are interchangeable so you will not be required to repeat any phases; you will be recognized for all accomplishments achieved before moving to housing. If you have an immediate need for housing the team will determine expedited eligibility on a case-by-case basis.
ARC housing programs are considered supportive transitional models. We are not a substance abuse treatment center or a mental health program. Our housing programs do have guidelines and requirements that may exceed requirements for general ARC membership. ARC housing is a structured environment with certain parameters.

The following are some of the guidelines required of all members in housing:

- There is a strict no drugs/alcohol policy in all ARC supportive housing.
- As a member of ARC Supportive Housing, you will be a member of a larger community. Participation is expected with a commitment to community engagement.
- You are expected to work full time if you are not enrolled in school. If you are in school, you must maintain a part-time job.
- 30% of your monthly income is paid to ARC toward rent. Upon completion of program you will receive 50% of that back provided you have incurred no expenses or damaged ARC property.
- In order to have a vehicle in housing, you must provide proof of:
  - Valid driver's license
  - Vehicle registration
  - insurance
- You are expected to keep your personal areas clean at all time as well.
- You are part of a larger community. Aside from your personal area, you are expected to help maintain the cleanliness of the unit you live in. You will also be asked to help maintain cleanliness outside of the unit and in common areas used by the program within the complex/house.
- Common courtesy is expected. Quiet hours between 10:00 PM and 8:00 AM daily are expected to be maintained.
- All member and tenant agreements are to be adhered to in order to maintain your housing status.
- Each housing site has individual visitor policies. Visitors are subject to approval and need to stay within site-specific guidelines. Visitation privileges can be revoked at any time.
- No pets of any kind are permitted.
GLOSSARY OF ARC TERMS

(These lists are not exhaustive and are only meant to provide an overview).

**Advocacy:** Providing support for or recommendations related to criminal justice reform. ARC’s advocacy efforts include storytelling activities, meeting with policymakers, and relationship-building.

**Ally:** Individuals and companies that support ARC in various ways such as volunteering, hiring our members, providing funding for events and programs, and providing advice in various fields of expertise. Family and friends of members are also considered ARC allies.

**Ambassador:** A person who acts as a representative of ARC in various locations to speak about mass incarceration and criminal justice reform.

**Annual Retreat:** Over the first weekend of January, ARC hosts and invites all members on a three-day, two-night retreat to kick-off the New Year. Each annual retreat includes daily programs, sporting competitions, and other opportunities to connect with members, allies, and staff.

**ARC Chapters:** ARC has chapters in several counties where members reside. Each chapter has its own monthly member support gathering that members in that area are encouraged to attend.

**ARC Community Programs:** Programs available to ARC members where ARC partners with an outside community provider.

**ARC Groups:** Services provided directly to members by ARC Staff.

**ARC Office Los Angeles:** ARC Headquarters, administrative offices and non-housing program.
Parking: 787 Alameda Street Los Angeles, CA 90021
Mailing: 1320 E. 7th St., Suite 260, Los Angeles

**ARC Office Sacramento:** 1414 K Street, Suite 150, Sacramento 95814 – ARC Satellite offices, administrative offices, Case Management Program and Policy hub. This office mirrors the services provided at ARC Los Angeles.
Board of Supervisors: Is the five-member governing body of Los Angeles County, California. Boards control county land usage, oversee environmental issues and possess executive powers, meaning they have the authority to appoint or remove departmental heads. Los Angeles County has five supervisors who are elected by district to four-year terms.

Board of Directors ARC: A board of directors is a recognized group of people who jointly oversee the activities of an organization, which can be either a for-profit business, nonprofit organization, or a government agency.

Bromont: ARC supportive housing in Sylmar.

Catalina: Every year (usually in August), ARC hosts a three-day hiking and camping trip for members on Catalina Island, focused on community building and broadening life experiences.

Community Dinner: Monthly dinner at each housing site for residents, staff and ARC members. Friends and family are welcome at community dinners.

Facebook: You will be invited to become a part of ARC’s private group on Facebook once you have completed membership requirements. This group is used to share information that may be helpful to members or for members to communicate with other ARC members.

Funder: Individual or foundation providing funding for ARC’s programs.

Grants: Funds provided by individuals or foundations to support ARC’s programs.

Hope and Redemption Team: Program allowing former lifers to go into several facilities to implement programming and support inmates in developing reentry plans and board readiness.

House Meeting: Weekly mandatory meeting for housing members.

In-Reach: Members and staff travel to juvenile and adult detention facilities across California to provide programming, host workshops, and to build relationships with incarcerated men and women.

Job Developer: Develops employer relationships for the purposes of creating job opportunities for ARC members.
**Letter-Writing:** Reading, summarizing, and responding to letters received from ARC's incarcerated contacts.

**Life Coach:** ARC's term for Case Manager. Life Coaches are ARC employees who provide support and guidance to members.

**Los Angeles Trade Technical College (LATTC):** Community college in Los Angeles offering academic courses and vocational training programs. Partners with ARC in the Magnolia Housing Program and the Pre-Apprenticeship Program.

**Magnolia:** ARC supportive housing in Koreatown.

**Member:** An individual who has experienced incarceration and has completed requirements to be an engaged member of our community.

**Member Board:** Advisory committee of ARC members that help determine programming, representing the voice of the larger population of members, member engagement, and plan activities.

**Member Lounge/Gandhi:** Space in downtown office with television and couches for member use and programs.

**Mentor:** There are two types of mentors at ARC: Several allies have volunteered as mentors to our members and ARC has a mentorship program that consists of ARC members who have completed the Orientation and Core phases and are now able to provide mentorship to newer members. Generally, a mentor agrees to have weekly phone contact with his/her mentee and monthly face-to-face contact.

**Monthly Support Meeting:** The last Sunday of each month is reserved as a space for all members to gather as a community, stay up-to-date on current events at ARC and the larger reentry community, and provide support to new members. Activities and meeting place vary each month. As ARC grows, it will begin engaging members outside of Los Angeles and Sacramento to develop regional chapters.

**MSW Intern:** Masters-level university student working at ARC as a social worker for one academic year as part of their coursework.

**Orientation Group:** 1-hour group to introduce potential members to programming and opportunities within the community. Intake questionnaire must be completed prior to invite to orientation group.
Orientation Phases 1 & 2: First 90 days of pre-membership in which you engage in programming, volunteer work, and complete all orientation requirements before being approved as a member.

Policy: Members and staff work with state and local government to develop and change laws and regulations related to or impacting the criminal justice population.

Resident Advisor (RA): Staff member who lives in ARC housing to support members and serves as a liaison between property management and members.

Restorative Justice: A criminal justice framework that focuses on rehabilitation through reconciliation of victims, offenders, and the community. ARC utilizes a restorative justice approach when issues between members arise.

River Rafting: Annual three-day trip in early summer for members and staff to engage in community-building and heal through outdoor activities. This trip is a hiking and camping experience and includes whitewater rafting down the American River.

Root and Rebound Attorney: Reentry attorney based at ARC’s Los Angeles Sylmar sites to provide direct legal support and education to ARC members and the broader Los Angeles/Southern California community.

Sacramento: The state capital of California, where state government meets and the location of ARC’s second office. ARC organizes several trips for members each year to advocate for criminal justice reform (particularly for legislative bills we co-sponsor) and to participate in reform-related events and conferences.

Stipend: Payment for member activity or participation (for example: speaking at a conference).

Tenant Agreement: A set of rules and program requirements for all housing members.

The ROW DTLA: The multi-purpose campus and complex of shops, businesses, and retailers where ARC is located.
ARC GROUPS

Addiction Support: A support group for individuals struggling with addiction to gang life, criminal thinking and for those that have a history of addiction. This non-judgmental group has no minimum requirements and is a safe space to discuss your struggles and to give support to one another.

Career Readiness: A 20-hour program including resume writing, mock interviews, soft-skills training (interpersonal skills like communication, teamwork, and problem-solving), and job etiquette.

Chill Hour: A space to hang out and socialize with other members and staff, hosted weekly by ARC staff and MSW interns.

Computer Skills Class: A weekly 90-minute class that focuses on learning basic computer skills such as typing resume writing, and general introduction to computer applications.

Counseling: One-on-one conversation with a therapist or counseling interns in a confidential and safe setting. This is a supportive space to work through past and present trauma, any feelings of stress, anxiety, anger, etc., navigating transition/major life changes, and any goal-setting around well-being.

Criminal and Gang Anonymous (CGA): A 12-step program focused on addressing criminal and destructive behaviors.

Emotional Freedom: An evidence-based group based on DBT principles of mindfulness, emotional regulation, and interpersonal effectiveness.

Financial Freedom: A weekly program aimed at building financial skills through topics such as establishing credit, options for financing large purchases, saving, creating a budget, using online banking services, and mindful money management.

Healthy Relationships: A supportive space for members to share their experiences and perspectives from past and current relationships, while also building new interpersonal skills.

Intro. to College: Volunteers from Project Rebound provide information on higher education, financial aid, and other supportive information to prepare members who are interested in pursuing higher education.
Life Skills: A weekly workshop that assists members with basic skills including cooking, cleaning, grocery shopping, laundry, and general day to day functions.

Member Led Hikes: Member-led hikes at various locations which are coordinated by the Member Engagement Team.

Relapse Prevention: A group designed to address the issues surrounding the triggers and obstacles to staying sober and leading a drug free lifestyle.

Seeking Safety- Evidence-based group to support members who identify as having PTSD and substance abuse history. Group is open to all members as it focuses on healthy coping skills and emotional well-being for all.

Sweat Lodge- Opportunity held outside of ARC, where members can participate in a sweat lodge. A sweat lodge is a ritual steam bath as a means of purification, used by Native Americans in North America.

Think, Talk, Tell & Policy Workshop: A workshop designed to enhance understanding of how policies are created and passed through legislation and to build storytelling skills to assist in advocating for these policies.

Thinking for a Change: An evidence-based CBT program built to support members with emotional, social, and cognitive needs.

Women's Peer Support: A bi-weekly group of ARC female members to provide an empowering and safe place to destress and let go.

Yoga and Well-Being: A welcoming environment to explore the benefits of yoga and other mindfulness practices for stress relief, healing, and empowerment.

SACRAMENTO SPECIFIC PROGRAMS

Fellowship Friday's: Fellowship Friday's will be a time for the member body as a whole to get together and get to know one another. Both men and women are welcome along with children 12 years old and up. We will have board game night, movie night followed by discussion, exercise (walking/jogging around capital park or basketball at Roosevelt park) The main idea is to bond over prosocial activities and hopefully form lasting bonds within the member base.
Financial Freedom: the same as it is defined for LA only us at this moment will be bi-weekly.

Healthy Socialization and Relationships Group: identifying and understanding the qualities of healthy and unhealthy relationships by examining past, current and future relationships through social and interactive therapy exercises.

Men’s’ Mentoring: The purpose of the group is to organically connect senior ARC members to newer orientation phase members. The hope is to form solid and long-lasting bonds between senior and new members. We will discuss current topics including, but not limited to politics and social justice, but most importantly just what’s going on in our personal lives to grow as a brotherhood within the member base.

Music Therapy: Students will have the opportunity to participate in learning how to use Logic Pro X music software, make beats, recording lyrics/ideas, perform for peers and receive feedback from instructors and peers, learn how to communicate effectively, take home CDs of their collaborative album to give to their friends and family, and have a music video recorded of their classes creation. In addition to the creative process, students will learn vocational skills, and how to start a publishing company so they can earn royalties from their artwork.

Self-Awareness & Recovery (SAR): program is designed to reduce recidivism rates and incarceration by helping adult and youth offenders heal from the emotional wounds of negative experiences so that offenders will learn to uproot the causative factors that fuel destructive lifestyles.

The SAR Model of Transformation: is a workshop that guides participants through a four stage process of transformation by practicing in the following stages: Admission, Awareness, Transformation and Recovery.

Testimony Tuesdays: The group will consist of members both male and female meeting together to share individual testimonies for two specific reasons 1) to get to know each other on a deeper level through exposing their truth to the group. 2) To help sharpen one another’s testimony and give feedback on how to present it on different setting, such as capital visits or in speaking to youth at schools and events. Testimony Tuesday’s will incorporate a bit of toastmaster’s theory and we will also invite guest speakers to the group on accession to open the member body to the idea of public speaking as an occupation and skill.
Wonder Women’s Group: Wonder women’s Wednesdays will be a woman’s only group where our female members will be able to openly discuss topics sensitive to the female population.

ARC COMMUNITY PARTNER PROGRAMS

Californians for Safety and Justice (CSJ): A nonprofit working with Californians from all walks of life to replace prison and justice system waste with common sense solutions that create safe neighborhoods and save public dollars. Through policy advocacy, public education, partnerships and support for local best practices, we promote effective criminal justice strategies to stop the cycle of crime and build healthy communities.

Communities in Schools (CIS): Communities In Schools’ mission is to surround students with a community of support, empowering them to stay in school and achieve in life.

Debug: Silicon Valley De-Bug is a grassroots community organization based in San Jose, California comprised of young people and families from disadvantaged communities coming together to give voice to our typically unseen and unheard experiences through education, training, and media production. Silicon Valley De-Bug provides a safe space for our constituency to then act on pressing social issues and implement the solutions identified.

Eisner Health: is a quality-focused federally qualified health center dedicated to improving the physical, social and emotional well-being of people in the communities we serve, regardless of income.

Harold Robinson Foundation (Camp Ubuntu): ARC hiring partner in Lake Hughes. Provides opportunities for ARC members to serve as paid camp counselors to at-risk middle school youth from South Los Angeles.

Healing Dialogues and Action: brings together people wounded by violence and broken criminal justice systems. They share stories and listen deeply with open hearts. They respond with compassion and accompany each other in healing the harm caused by violent crime. They work together to change the criminal justice system so it is one that respects and offers an opportunity for transformation for victims, offenders, and families.
Hollywood CPR: Partnership with West Los Angeles College who are enrolled and offers vocational training in the trades and skills required for careers in the Artists, Crafts and Technicians departments of the entertainment industry to primarily underserved and underrepresented populations.

Homeboy Industries: Homeboy Industries provides hope, training, and support to formerly gang-involved and previously incarcerated men and women allowing them to redirect their lives and become contributing members of our community.

Human Rights Watch (HRW): Human Rights Watch defends the rights of people worldwide. They scrupulously investigate abuses, expose the facts widely, and pressure those with power to respect rights and secure justice. Human Rights Watch is an independent, international organization that works as part of a vibrant movement to uphold human dignity and advance the cause of human rights.

InsideOUT Writers (IOW): A creative writing program in LA County juvenile halls and camps as well as several prisons. IOW also hosts weekly Alumni Writing Circles for formerly incarcerated individuals. The mission of the program is to highlight the power of creative writing as a mode of self-expression, tool for self-empowerment, and catalyst for change.

LA Federation of Labor: Organization representing more than 300 unions. Advocates for workers and families' rights. Partners with ARC on the Pre-Apprenticeship Program.

LA Metro Apprenticeship: A three-semester program in collaboration with ARC and LATTC designed to help teach and place individuals into the Metro rail system as a rail technician.

LA Rise: Is an innovative, collaborative partnership that unites the City and County of Los Angeles' Workforce Development System (WDS) with non-profit social enterprises and for-profit employers in order to help men and women with high barriers to employment get good jobs and stay employed.

Manifest Works: An immersive filmmaking component, workforce development organization which turns real-world projects into learning opportunities for those impacted by foster-care, homelessness and incarceration.

Mission College: College serves the diverse educational, economic and cultural needs of the student population of Santa Clara, the Silicon Valley and our global community by
providing associate degrees, transferable, career and basic-skills courses and programs, as well as opportunities for life-long learning.

**Project Rebound:** In 1967 Professor John Irwin created Project Rebound as a way to matriculate people into San Francisco State University directly from the criminal justice system. The focus of Project Rebound quickly became “Education as an Alternative to Incarceration” and “Turning Former Prisoners into Scholars” after being embraced by Associated Students Incorporated. Since the program’s inception, there have been hundreds of formerly incarcerated folks who have obtained four–year degrees and beyond.

**Ride Home Program:** Founded by Stanford University's Justice Advocacy Project, the Ride Home Program assists men and women being released from prison as a result of reform to California's "Three Strikes" law (many for non-violent offenses). ARC staff and members who meet the requirements have the opportunity to pick up these men and women, take them for their first meal and on a shopping trip for essentials before bringing them home to their families or transitional housing programs.

**Root & Rebound:** Organization that ensures that people in reentry who desire a second chance have that opportunity for successful reintegration and are "reentry ready," able to meet their goals of employment, housing, education, family reunification, and financial stability.

**Slate-Z:** Are five work groups that include key partners and community organizations that collectively develop strategies to achieve the defined Promise Zone goals. Work Groups focus on: (1) Jobs, (2) Economic Activity, (3) Education, (4) Public Safety, and (5) Transit.

**Strategic Actions for a Just Economy (SAJE):** Organization that helps change public policy in a manner that provides concrete economic benefits to working class. They also connect members with pre-screenings for job employments.

**Survivors Speak:** An event held annually during National Crime Victims’ Rights Week in April, which brings together crime survivors and which ARC attends. The event is hosted by CSJ's Crime Survivors for Safety and Justice network, through which crime survivor’s advocate for fair, effective policies that stop the cycle of victimization, crime, and mass incarceration.
**The Actor's Gang**: An organization that conducts weekly and seven-day intensive programs inside California State prison system to foster non-violent expressions through acting.

**USC Post-Conviction Justice Project**: is a clinical program run by professors and certified student legal interns at the University of Southern California Law School. The Project, headed by Professors Heidi Rummel and Michael Brennan, represents parole-eligible inmates serving indeterminate life sentences for murder in California state prisons.

**Wolf Connection**: Wolf connects people with nature using hands-on experiential education. Through volunteer internships and national traveling education programs, they inspire individuals to become stewards of the earth. While providing a home for rescued wolves and horses, they create opportunities for growth through community service and personal interactions with animals.

**Youth Justice Coalition (YJC)**: Organization working to build a youth, family, and formerly and currently incarcerated people’s movement to challenge America's addiction to incarceration and race, gender and class discrimination in Los Angeles County’s, California’s and the nation’s juvenile and criminal injustice systems.

**Youth Policy Institute (YPI)**: Youth Policy Institute transforms Los Angeles neighborhoods using a holistic approach to reduce poverty by ensuring families have access to high quality schools, wrap-around education and technology services, enabling a successful transition from cradle to college and career.