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PEER SUPPORT DELIVERABLE:  
REENTRY ADVOCACY PROJECT  
(RAP) IMPLEMENTATION PLAN

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APRIL 28, 2023

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## Peer Support Deliverable Cover Letter

This cover letter and the attached report serve to provide written documentation of the completion of the Reentry Roundtable deliverable due April 30<sup>th</sup>, 2023: *Develop options for potential growth, expansion, and funding of the Reentry Advocacy Project (RAP) network and create an implementation plan, including building community both for persons who are justice system impacted and for their families and allies* with documentation including an implementation plan including growth and funding strategies.

The RAP visioning process this year has been a collaboration between the Reentry Roundtable and Reentry Advocacy Project leadership, folks who have attended RAP for years, stakeholders in the Reentry Roundtable network, and people who are system-impacted who have had very little engagement with RAP in the past but are ready to contribute to this newly reimagined space. Amanda Cassidy-Trejo led this entire journey in her role as Reentry Advocacy Fellow. We hope that Amanda's vivacious energy and love for her community shines through this report.

This is not the first time that the role of RAP has been renewed and reimagined. What is now the Reentry Advocacy Project started in 2012 as the Ex-Offenders Council. In 2016, the shift to Reentry Advocacy Project brought with it a person-centered culture change. With projects like RAP Speaks in 2018 and the Reentry Progress Report in 2020, RAP and Reentry Roundtable partnered together to tell the stories and lived experiences of people who have navigated reentry. These stories were woven into the Roundtable's advocacy efforts to address stigma and collateral consequences of incarceration.

These collaborative moments between RAP and the larger Reentry Roundtable network have been extremely powerful, but they have been *moments*, not sustained and nurtured collaboration. At worst, the relationship between RAP and Reentry Roundtable has been seen by some as inconsistent and transactional. Throughout the Reentry Roundtable strategic planning process, stakeholders asked: *Why isn't there a stronger connection between RAP and Reentry Roundtable? Why must the goals, perspectives, and feedback of people with lived experience be floated up from RAP to the Reentry Roundtable Planning Council? What if Reentry Roundtable's priorities were led by people with their own lived experience with the criminal legal system and reentry?* These questions were foundational to the development of a new long-term outcome for the Roundtable in the 2022-2026 Strategic Plan: *All persons with justice system involvement have what they need to survive and thrive including access to housing, a stable income, a support network to connect them to needed resources, and access to pathways to upward mobility.*

As the RAP Visioning process continued, it became clear that the emerging goals for RAP were directly aligned with the goals embedded in Reentry Roundtable's new Strategic Plan. The three goals of RAP Visioning (Peer Support & Community Space, Advocacy Leadership Pipeline, and Resource Bank) are interconnected with the five goals of the Reentry Roundtable Strategic Plan (Leadership & Career Development, Peer Network, Capacity Building, Advocacy, and Governance Structure). *Table 1: Reentry Roundtable Strategic Plan Alignment with RAP Visioning & Implementation Plan* displays connections

between RAP and Reentry Roundtable shared goals and strategies. The redesign of Reentry Roundtable's Governance Structure is foundational to all of the proposed strategies, and to the sustainability of both Reentry Roundtable and RAP.

The Roundtable will be working on a sustainability strategy over the next year and RAP goals will be included in the scope. Through the visioning process, the RAP network identified areas where more funding will be needed to support the development of these new functions of RAP. Three main categories emerged:

- 1) Funding to support capacity building and professional development for people with criminal legal system involvement (could include continued support and potential expansion of the Reentry Roundtable Advocacy Fellow & Mentor Program; and the development of a leadership cohort or training pipeline).
- 2) Funding to support RAP network infrastructure and events including RAP branded outreach and educational materials for community events, funding for regular meeting space, food, transportation, and incentives as well as for occasional symposia or resource fairs.
- 3) Funding to support a reentry resource database or referral system technology.

Reentry Roundtable leadership will integrate these funding needs into future budgets and will explore opportunities for more support for projects led by RAP in collaboration with Reentry Roundtable.

Table 1: Reentry Roundtable Strategic Plan Alignment with RAP Visioning & Implementation Plan

RAP Goal	Reentry Roundtable Goal	Key Aligned Strategies from 2022-26 Strategic Plan
<p><b>PEER SUPPORT &amp; COMMUNITY SPACE:</b> RAP's monthly meetings will be guided by a peer-support model structure each month and are open to participants at any point in their reentry journey</p>	<p><b>PEER NETWORK:</b> Anyone released from jail or prison has access to a robust peer support network</p> <p><b>GOVERNANCE STRUCTURE:</b> Redesign Roundtable governance structure to improve leadership accountability, clarify expectations, and create a pipeline of leaders with lived experience in decision-making roles</p>	<ul style="list-style-type: none"> <li>- Convene organizations that train and host justice-involved reentry peer specialists to develop a strategy for increased capacity and funding</li> <li>- Develop options for potential growth, expansion, and funding of the Reentry Advocacy Project (RAP) network and create an implementation plan, including building community both for persons who are justice system impacted and for their families/allies</li> <li>- Revise Roundtable bylaws to accommodate a more inclusive vision of the Roundtable as a network of reentry leaders that anyone can participate in</li> <li>- Develop and/or refine current financial policies including annual budgeting</li> <li>- Introduce intentional network weavers and Roundtable ambassadors to foster new connections and deepen relationships across networks, including local faith communities, criminal justice reform organizers, area academic institutions, and coalitions addressing intersecting issue areas</li> </ul>
<p><b>ADVOCACY LEADERSHIP PIPELINE:</b> The Reentry Advocacy Fellow will focus on developing relationships and facilitating networking opportunities between RAP and Reentry organizations.</p>	<p><b>LEADERSHIP &amp; CAREER DEVELOPMENT:</b> Increase opportunities for professional skillbuilding and mentorship for persons with justice system involvement</p> <p><b>ADVOCACY:</b> Encourage local civic and community leaders to take action to reduce the negative impacts of unsuccessful reentry on the community.</p>	<ul style="list-style-type: none"> <li>- Support the development of a regional leadership cohort of persons with justice system involvement and/or support the increased participation of persons with justice system involvement in existing regional leadership programs</li> <li>- Maintain and strengthen the Advocacy Fellowship &amp; Mentor Program</li> <li>- Develop a community-wide advocacy agenda to raise awareness of the collateral consequences of incarceration and the importance of successful reentry to addressing other community challenges including homelessness, mental health and substance use, food insecurity, and family reunification</li> <li>- Revise Roundtable bylaws to accommodate a more inclusive vision of the Roundtable as a network of reentry leaders that anyone can participate in</li> <li>- Develop and/or refine current financial policies including annual budgeting</li> </ul>

	<p><b>GOVERNANCE STRUCTURE:</b> Redesign Roundtable governance structure to improve leadership accountability, clarify expectations, and create a pipeline of leaders with lived experience in decision-making roles</p>	<ul style="list-style-type: none"> <li>- Introduce intentional network weavers and Roundtable ambassadors to foster new connections and deepen relationships across networks, including local faith communities, criminal justice reform organizers, area academic institutions, and coalitions addressing intersecting issue areas</li> </ul>
<p><b>RESOURCE BANK:</b> RAP will serve as an open line to connect people who are impacted by the criminal legal systems to resources and reentry service provider networks</p>	<p><b>CAPACITY BUILDING:</b> Provide technical assistance to support the expansion and improvement of local reentry services</p> <p><b>GOVERNANCE STRUCTURE:</b> Redesign Roundtable governance structure to improve leadership accountability, clarify expectations, and create a pipeline of leaders with lived experience in decision-making roles</p>	<ul style="list-style-type: none"> <li>- Convene a reentry community of practice and potential sub-areas of practice (e.g. workforce development, housing, health)</li> <li>- Facilitate and support the development of a closed loop referral system for reentry services</li> <li>- Develop capacity building framework for emerging reentry leaders and organizations in partnership with RAP</li> <li>- Revise Roundtable bylaws to accommodate a more inclusive vision of the Roundtable as a network of reentry leaders that anyone can participate in</li> <li>- Develop and/or refine current financial policies including annual budgeting</li> <li>- Introduce intentional network weavers and Roundtable ambassadors to foster new connections and deepen relationships across networks, including local faith communities, criminal justice reform organizers, area academic institutions, and coalitions addressing intersecting issue areas</li> </ul>