As our city evolves, how can all of us who live and work in Camden collaborate to creatively leverage our assets, ensure accountability from all, fuel economic opportunities for residents, and strengthen our neighborhoods in order to create a safer, prosperous Camden for all?

Creative New Jersey is dedicated to fostering creativity, innovation, and sustainability by empowering cross-sector partnerships in commerce, education, philanthropy, government, and culture in order to ensure dynamic communities and a thriving economy.

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Preface: Creative Camden – Day One

Thirty-two breakout sessions sparked new collaborations and strengthened partnerships at the Creative Camden Call to Collaboration last week. Participants engaged in a variety of conversations about how to make their city better. Some of the topics discussed included job creation and training; helping youth attend and graduate college; collaboratively increasing the availability and accessibility of services for those in need; and engaging community members to be actively involved in the transformation of Camden, just to name a few.

The first day of the Creative Camden Call to Collaboration was held on Thursday, March 16th at the Rutgers University-Camden Campus Center and brought together over 140 residents, business owners, nonprofit leaders and more. Plans for a second day are underway. Stay tuned for more information about the follow-up Day 2 of this Call to Collaboration.

If you want to become involved with Creative Camden, please email us at info@creativenj.org and we'll be sure to connect you. There's a new Creative Camden Facebook group that recently launched and you can check out photos and
videos on our Instagram account. The compendium of notes from all thirty-four discussions will be available soon on our website.

Kacy O’Brien is Creative New Jersey’s Program Manager and is a Lead New Jersey’s 2015 Fellow.

Creative New Jersey is dedicated to fostering creativity, innovation, and sustainability by empowering cross-sector partnerships in commerce, education, philanthropy, government, and culture in order to ensure dynamic communities and a thriving economy.

Creative New Jersey’s leaders and partners are regular contributors to the Dodge blog.
DAY ONE

Session #1: How can we eliminate vacant housing and replace it with viable mixed income housing for all?

Convener: Michelle Banks-Spearman

Participants: Dwight Anderson, Bill Harden, Michael D’Italia, Dwane J. Williams, Bridget Phifer

1.) Highlights & key points from your discussion (bullet points are great!):
   - Need more government and private subsidies to make the rehab of vacant housing economically feasible.
   - To prevent gentrification from pushing homeowners out of their homes due to increasing taxes, need state legislation allowing the freezing of property taxes until homes are sold so residents can retain their homes.
   - Need more non-income restricted funds for homeowners to access to make repairs which allow them to remain in their homes and not abandon them.
   - Need a revolving loan fund to help homeowners keep their homes in repair.
   - Foreclosure counseling to help homeowners in financial distress retain their homes.
   - Replenish state housing funds like Choice, Balanced Housing etc. with at least $600 mil.
   - Design positive temporary uses for vacant lots to enhance and not detract from the block until the final use comes to fruition.

2.) Who is taking the Lead?
   - Camden Housing Collaborative

3.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - The City of Camden
   - The County of Camden
   - The State of NJ
   - All housing non-profit developers

4.) Immediate Actions/Next Steps:
• Asked to advocate for more state funding for affordable and emerging market rate housing development.

5.) What resources would be useful in moving forward? (human, technological, financial, etc.)
• More funding for affordable and emerging market rate housing development.
Session #2: Arts: How can arts/culture have a consistent and supportive home in Camden? How can we achieve equity in access to the arts by collaborating to bring the arts and humanities to schools and communities?

Convener: Noreen Scott Garrity and Cynthia Primas

Participants: Cassie MacDonald, Diane Felcyn, Jean Harden, Jack O'Byrne, Michelle Banks Spearman, Susan Wallner, India Jackson, Jon Compton, Loree Jones, Caroline Gray, Valerie Clayton, Noreen Scott Garrity, Cynthia Primas

1.) Highlights & key points from your discussion:

- Context was provided for arts questions--
  - Arts can be a mechanism for change,
  - Encourage youth to utilize the arts in their chosen career path,
  - Make sure that arts is at the table in terms of community and economic progress,
  - In the past there have been several arts groups with varying degrees of sustainability and success, how can we join together and sustain it now?

- Funding for the arts/as a group or consortium-- discussion:
  - Creative Placemaking grant/William Penn, ArtPlace, NEA Our Town, all possibilities, local foundations and funders
  - Discussion of creative placemaking, using the arts to add flavor, one example was the PA program, Museums in the Life of the City, in which a museum is paired with a grass roots organization
  - Sustainable New Jersey has small grants if a arts committee is formed
  - Coopers Ferry Partnership has a green team member, Caroline Gray, there are levels for the team to achieve through earning points

- Convening an arts/cultural community/how do we begin to build it?
  - Convene group/meet/invite others
  - Make art when we meet, as we discuss deeper issues
  - Perhaps form a consortium and talk to funders about the potential for a group program or partnership
  - Cassie MacDonald from Fireworks Gallery offered space, Noreen offered to send out a doodle to identify a date to meet
  - Who else needs to be invited/everyone can pass along, names mentioned were Vedra Chandler, Desi Seck, and Esther Gross

- Possible Future Projects/Ideas from brainstorming:
Activate multiple spaces, perhaps all at once in multiple locations—"Pop Up Culture" or Road Show
Sustainable NJ—look into the possibility of forming an Arts Team under the Camden Sustainable NJ Green Team, connection who may help is Joe Thomas
There is a neighborhood arts coalition formed by Vedra Chandler
a good model for a group might be the New Brunswick Co Lab, they have an April festival on Environment and the Arts
Trolley Tours/Arts and Cultural Tours to view the art and architecture in Camden, cultural trail, rails to trails, markers could be done as a public art project, set in ground, there are already Cooper Street tours and Johnson Park tours

2.) **Who is taking the Lead?**
   - Noreen and Cassie taking the lead on the creative gathering.
   - Caroline taking the lead on looking into an arts committee for Sustainable NJ.

3.) **Who are the Collaborators?**
   - So far, everyone who signed up for the session.

4.) **Who else do we want to invite?** *individuals, organizations, agencies, etc.*
   - Mentioned above, but Vedra Chandler, Neighborhood Center, Desi Seck, Esther Gross

5.) **Immediate Actions/Next Steps:**
   - Doodle to determine creative meeting date at Fireworks gallery,
   - Research on arts committee for Creative NJ

6.) **What resources would be useful in moving forward?** *human, technological, financial, etc.*
   - Potential financial resources listed above

7.) **Next Meeting**
   - To be determined by Doodle
Session #3: How can faith-based organizations and churches collaborate to impact education, health, and economic disparities?

Convener: Demetrius Marlowe

Participants: Michael D’Italia, Glenna Harkins, Soley Berrios, Nyzia Easterling, Carl Boyd, Sister Helen Cole, Father Mike Mannion

1.) Highlights & key points from your discussion (bullet points are great!):
- Camden Coalition for Health Prevention is an accessible resource for the over 200 registered faith-based orgs./churches in Camden
- Word of mouth seems to be the best form of communicating resources in Camden
- Faith-based orgs./churches should be held accountable/responsible for living out what they believe versus proselytizing. (provide services versus conversion)
- We should initiate a network of services among faith-based orgs./churches to benefit Camden
- Remember that “we” are the sermon.
- Assess our brand messaging in an effort to be inviting and leverage the trust that builds relationship
- All churches should be represented at the Cure4Camden Peace Walks (ex. Youth Groups)
- How might we get the “community” to come along side of “us” in the work that our churches/faith-based orgs are doing?
  - What are the churches/faith-based orgs doing? Assessment
  - How we this be communicated and to whom?
- Churches/faith-based orgs cannot be afraid to reach out
- How can we help “complete” each other’s mission?
- How can we heal Camden to “oneness”
  - “We cannot do this until we address out own brokenness.”
  - “We must galvanize those who are brokenness as resources not as victims.”

2.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
- Veterans Affairs

3.) Immediate Actions/Next Steps:
- Attempt to identify city of Camden Veteran.
- Attempt to gather city veterans.
- Hosting a meet and greet for local veterans in Camden City. (Kroc center has offered to host.)

4.) What resources would be useful in moving forward? (human, technological, financial, etc.)
- City Council and Veteran Affairs Commission getting off and running.
Session #4: How can nonprofits collaborate to best work with schools in Camden?

Convener: Corrie O’Neil

Participants: Alex Robles, Meghan Jambor, Carl Boyd, Vanessa Atkins, Amanda Bauman, Angela Wenger, Jon Compton, Mike Morgan, Keanna Ralph, Miranda Powell, Sean Brown

1.) Highlights & key points from your discussion (bullet points are great!):
   - Pros
     - Family coordinator in each school
     - Charter schools are teaching advanced reading
     - Strong Rutgers collaborators acting as 1-to-1 with students
     - Kids are eager to learn new info from all kinds of nonprofits
   - Areas of Growth
     - Teachers are overwhelmed and overworked
     - Students who need 1-1 are not getting it
     - Resistant to new programs even when they are free
     - Consistency in leadership and programming

2.) Immediate Actions/Next Steps?
   - Have organizations present to schools after they know their budgets
   - Focus on what is effective
   - Single source info to educate school admin
Session #5: Free transit within the city limits

Convener: Jonathan Latko

Participants: Mike Morgan, Stephen Danley, Michael Jordan Laskey

1.) Highlights & key points from your discussion (bullet points are great!):
- There is lot of great transit infrastructure that terminate in the city. Some of these assets have internal capabilities to move city residents across the city but with cost, price it is not practical. PATCO, RIVERLINE, NJ Transit etc.
- There is great bike infrastructure built or being built.
- There are many shuttles running and the number is increasing: Rutgers, Rowan, Cooper, Camden Rising, some private shuttles coming from Philadelphia. The future shuttles of LPT etc.
- School buses for the students who move across the network of city schools.
- How can we create a virtually “free” transit network within the city using these assets?
- Could there be better coordination of these corporate shuttles to build a loop that is more inclusive and exclusive. Pool resources. Could the Riverline be free for city residents between Rand and BBT? Could Patco be free or discounted between Ferry and City Hall/Rand. Could the Camden Rising Shuttle used by the County, Joint Board etc. and ran by the SJTA improved upon and more inclusive?
- Maybe we create a city resident card to help facilitate identifying who are city residents? Similar to how Rutgers etc. has a school ID.

2.) Who is taking the Lead?
- For now Jonathan Latko

3.) Who are the Collaborators?
- Stephen Danley / Jonathan Latko

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
- NJ Transit. Riverline?
- Patco DRPA – John Rink
- Kris Kolluri – Rutgers-Rowan Joint Board
- County Freeholders - Bill Moen

5.) Immediate Actions/Next Steps:
- Contact Kris Kolluri to learn more about the plan for Camden Rising.
- Maybe request data on intra-city use by PATCO and RIVERLINE.

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
- Human – get some of the leaders in the room who are spending money on transit infrastructure,
- Some grant money to cover stipend, subsidization of use, one time payments etc.

7.) **Next Meeting:**
- Not sure yet – need to reach out to Rutgers Joint Board
Session #6: How can the City of Camden further support military veterans?

Convener: Jose Bracero, LaShaunda Carter

Participants: Diane Johnson, Chris Collins, Rev. Wiggins, Demetrius Marlowe, Noreen Scott-Garrity, Dwight Anderson

1.) Highlights & key points from your discussion (bullet points are great!):
   - City of Camden has never recognized city of Camden veterans returning home.
   - City not keeping track of who are military veterans.
   - Veterans return back to Camden with no support

2.) Who is taking the Lead?
   - Jose Bracero, LaShaunda Carter

3.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Veterans Affairs

4.) Immediate Actions/Next Steps:
   - Attempt to identify city of Camden Veteran.
   - Attempt to gather city veterans.
   - Hosting a meet and greet for local veterans in Camden City. (Kroc center has offered to host.)

5.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - City Council and Veteran Affairs Commission getting off and running.
Session #7: How can the City, organizations and the community work together to increase the availability and accessibility of services for those in need?

Convener: Jessica Carruolo

Participants: Esther Mercado-Pitts, Sue Brennan, Angel M. Osorio, Marilyn Mock, Kevin Barfield, Kelly Francis, Karl Walko

1.) Highlights & key points from your discussion (bullet points are great!):
   - The DCCB newsletter can provide availability and access to resources to community.
   - Increase awareness, utilization of resources portal and funding for the DCCB newsletter.
   - Increase community engagement
   - Providers must be sensitive towards individuals and their needs
   - Prevention is key
   - Problems identified during the session:
     - Providers were not utilizing newsletter (resources/events/meetings)
     - Consumers with transportation issues (accessibility)
     - Services not always meet the needs of consumers because providers lack communication with residents
     - Engagement (meet the consumer where they are at)
     - Not enough opportunities/variety of opportunities for youth (provide opportunities) and more information must be provided to youth
     - Dignity and respect is not provided to consumers (stigmas)

2.) Who is taking the Lead?
   - Esther Pitts, Angel Osorio, Kelly Frances

3.) Immediate Actions/Next Steps:
   - See above

4.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - HUD Choice Healthcare groups meets tomorrow Jan 12th at 5 pm at City Hall Council chambers and Alliance for a Healthier Asbury Park meets next Wed Jan 18th at 330-5 pm at Bradley Elementary School
Session #8: How can we better foster and build a pipeline of homegrown Camden talent to stay and work in the city?

Convener: Matt Craig

Participants: Caress Green-Ali, Sean Brown, Rebecca Singleton, Miranda Powell, Khai Tran, Bryan Morton, Cassie Macdonald, Caroline Gray, Willem Schrieks, 4 others that popped in but did not write down their name

1.) Highlights & key points from your discussion:
   - Finding incentives to work and stay in the city, from student loan support from corporations, early (middle school) internship programs, help with finding homes (a teachers’ village type model). Creating Community benefit agreements that are negotiated on a neighborhood level and encourage companies to hire local talent.
   - Supporting job training in the school budget, (STEM, Tech, teaching, meds, etc.)
   - Investing young adults, those that may not have finished college and finding training and jobs that are accessible to them.
   - Bringing back a centralized grant writer/system that small nonprofits, community members and other groups can access and where large grant agencies can pull their funding.

2.) Who is taking the Lead?
   - There are several groups that can start this, neighborhood associations, incoming corporations and larger scale nonprofits.

3.) Who are the Collaborators?
   - Schools, training programs, corps with internship opportunities.

4.) Immediate Actions/Next Steps:
   - Making students aware of internship opportunities that are available and encouraging others to create them in their own orgs. Making sure they are going to local youth or young adults.

5.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Dedicated funding, a central organizing group and leaders willing to take the steps needed to form these opportunities and see them to completion.
Session #9: How can we bring life and health (economic and physical) through vacant space through urban agriculture?

Convener: Kate Cruz

Participants: Meghan Jambor, Karl Walko, Frederic Byarm, Matt Craig, Bill Harden, Amanda Bauman, Rebecca Bryan, Teresa Niedda, Jonathan Latko, Kelly Francis

1.) Highlights & key points from your discussion:

- Discuss what health and life look like for the city of Camden:
  - Visible farmers markets
  - Affordable and accessible produce
  - Education about agriculture and plants implemented in schools
  - Reuse of polluted sites
  - Urban farmers to tend to land and produce goods
  - Cultural sensitivity and empowerment around food
  - Restrictions on pollution (for new and existing business)

- Resources
  - CSAs (Campbell’s, Cooper etc...)
  - CFET garden program for youth
  - Camden Children’s Garden
  - Camden City Garden Club
  - Corner store in Cramer Hill with lots of produce
  - Urban Promise

- Discuss Barriers:
  - A top down approach which is insensitive to Camden’s uniqueness
  - Lack of community input
  - Lack of infrastructure
  - Overabundance of free food (that is not necessarily healthy)
  - Locations are not always accessible
  - It is time consuming to cook fresh foods
  - Is isn’t always the best tasting food
  - School meals are subpar and attached to federal funding guidelines so it would be hard to serve healthy options
  - Lack of affordable and non-polluted land
  - Polluting corporations (new business means more pollution)
  - Lack of interest
Produce vouchers are not enough
The cost for a commercial kitchen

- **Ideas**
  - Equip schools to cook healthy foods grown locally perhaps even from the school itself
  - Match volunteers or youth farmers with school gardens to help them run through the summer
  - Adapt school curriculum to include agriculture
  - Creative land use- rooftop gardens, aquaponics, vertical farming, shared land, park space
  - Use Petty’s Island
  - Incorporate these ideas into Camden’s Master Plan
  - Funding for micro enterprise (make a value added product like hot sauce, salsa etc.) and sell to the greater market to fund urban farming
  - Have community input from the start- know what to grow and how much to charge
  - This type of work will only grow out of relationship

2.) **Who is taking the Lead?**
- The work is currently happening thanks to great folks in the field, many of whom were in this group. I (Kate Cruz) would love to continue this conversation and would be happy to take the lead on any actions that may come from this session.
Session #10: How can we bring more businesses to Camden?

Convener: Khai Tran

Participants: Dwight Anderson, Michael Morgan, Jim Catrambone, Melissa Le, Dwaine Williams, Kelly Francis, Ray Lamboy, Bryan Morton, Jose Bracero

1.) Highlights & key points from your discussion (bullet points are great!):
   - Provide more resources for small businesses and startups in the city
   - Make CBAC unsecure loans more available
   - Research the city to see what the needs are what businesses would benefit most from the city
   - Create incentive programs for businesses with less than 100 employees
   - Market the available land
   - Prepping land ahead of time instead of waiting until there’s a buyer. It takes a long time to prep the land (several years)
   - Lower the barrier to entry for businesses coming into the city
   - Create more opportunities for startup companies
   - Food/Culture brings people
   - The mayor apparently has authority to clear the way for businesses to move in

2.) Who is taking the Lead?
   - Melissa Le, Dwight Anderson, and Jim Catrambone

3.) Who are the Collaborators?
   - Everyone else was involved deeply in conversation

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Hope Works and other local organizations

5.) Immediate Actions/Next Steps:
   - Come up with a plan and proposal to Mayor.

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Financial investment to secure Ruby Match building to build a cohesive co-working environment to bring more businesses and startups to the city.
Session #11: How can we create science and environmental justice accessibility for all citizens (multi-generational, not just students)?

Convener: Angela Wenger

Participants: Bill Harden, Rosemary Irizarry, Allison Tucker, Kate Cruz, Vanessa Atkins, Noreen Scott Garrity, Kelly Francis, Cassie MacDonald

1.) Highlights & key points from your discussion:

Challenges:
- Life priorities
- Engagement strategies
- Lack of awareness of resources
- Communication with stakeholders
- Lack of fundamental science knowledge
- Lack of science vocabulary
- Accountability/respect to/for the environment
- Transportation to get to experiences
- Economics
- Lack of career awareness
- Coordinated communications of resources
- Leveraged/coordinated efforts between science experience providers
- Participation #s
- Passionate teachers
- View of science as not fun
- Disconnect of science to everyday life
- Environments that are not visibly clean/healthy
- Voice/decision-making
- Community buy-in (enviro justice)
- Gov’t buy-in/policies (enviro justice and science ed)
- Policies that are harmful or racist to the community (enviro justice)
- Funding
- Needs assessment

Potential opportunities/strategies:
- Cross program collaboration (i.e. Bike to CFET or Bike to Aquarium)
- Using art with science for community engagement (i.e. using derelict bikes to create an art installation)
- Student participants share experiences with community (i.e. Student speakers bureau)
- Organizations become advocates of science experiences (i.e. RU staff participate in CFET retreat and spread the word of the program)
- More opportunities to participate in cleaning communities to increase respect and understanding (i.e. neighborhood clean-ups and BBQs – done city-wide, National night out, City skies, Riversweeps) OR more like a City-wide eco-fair – artists sketching, science activities, etc….
- Science Career exploration fair – Maybe the aquarium hosts an event with science industry (i.e. Cooper, L3, Corielle, Campbell’s, Subaru, Aquarium, DEP) and matriculated science students (to tell their stories) as well as other professionals working in science-centered orgs for those youth who may not want to be “scientists”
- Communicate experiences where youth and adults ARE – need to know where that is though
- City/State programs (grants) to retrofit diesel vehicles and don’t let them drive through neighborhoods so they don’t create air quality issues OR to start air quality monitoring programs
- Community clean water advocate – CCMUA
- **SCIENCE TASK FORCE** to create coordination and communication (maybe branding) around science experience opportunities to include the following entities:
  - Center for Environmental Transformation
  - Center for Aquatic Sciences
  - Camden County College
  - Campbell’s
  - Cooper
  - Corielle
  - CCMUA
  - Camden Collaborative Initiative
  - Children’s Garden
  - Cooper’s Ferry Partnership
  - DEP
  - Environmental Justice Council
  - Hope Works
  - NJ Conservation Foundation
  - NJ Tree Foundation
  - Rutgers – Civic engagement and Arts depts.
  - Rowan
  - School System
  - Student Activists
  - Subaru
  - Sustainable NJ/ Sustainable Cherry Hill
  - Community Groups (Save our Waterfront, etc….)
2.) Who are the Collaborators?
   • All participants at the session, so far!

3.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   • See above

4.) Immediate Actions/Next Steps:
   • Angela Wenger will email the core group for other orgs to consider as collaborators to discuss the potential of a task force. Then schedule a meeting.

5.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   • Funding is always welcome. We may need a communications platform (i.e. basecamp, WebEx, etc.…). To be determined.
Session #12: How can we design development to welcome, not exclude, existing residents?

Convener: Stephen Danley

Participants: Stephen Danley, Karl Walko, Jean Harden, Sue Brennan, Susan Wallner, Miranda Powell, Cynthia Primas, Chandler Hart-McGonigle, Miosha Lawrence, Angel M. Osorio, Teresa Niedda, Sue Altman, Amanda Bauman, Jose Bracero, Caroline Gray, Betsy Clifford, Selma Betancourt, Mike Morgan, Jonathan Latko, Bob Atkins, Ray Lamboy

1.) Highlights & key points from your discussion (bullet points are great!):

- We focused on spacial challenges (particularly how to make both newcomers, ten businesses, and existing residents, feel welcome in physical spaces.
  - Challenges: fencing at existing business facilities, anti-loitering, security/policing that targets residents, parks/playgrounds locked after primary use, parking spaces/car culture, busses instead of walking, exclusion from corporations (jobs)

- We identified examples in which people felt welcomed.
  - Examples: waterfront parking lots (before security, as a place to hang out), IDEA Performing Arts) Center, stoop culture, Northgate Park, Night Gardens (Cooper's Ferry), tree-planting

- We identified things that were necessary to facilitate welcoming spaces.
  - What is needed: infrastructure (specifically sidewalks), local businesses so that there are links to existing residents, safety (controversial, split between residents who feel threatened by security/police, and visitors who feel like these are needed to feel safe), online infrastructure (examples: walkable instructions from public transit to locations, web presence for businesses/restaurants), arts and culture plan, community involvement and resident voice on the front end

- We identified action items to facilitate creating more welcoming spaces.
  - Personal choices: choose to spend in city (restaurants), same with your orgs
  - Join existing orgs/programs: Dine Around, Supper Club, join DCCB boards and initiatives, Camden Collaboration Initiative (environmental), Specific action items for small group (or others!):
- Put together a team to produce a short program and materials to introduce newcomers to existing Camden events/businesses/spaces to encourage folks to get off campuses and into neighborhoods.
- Work with DCCB and CCI to identify specific initiatives to open spaces (likely green and school) to communities, and ensure community voice is heard early in that process.
Session #13: How can we engage community members (youth through elders) to be actively involved in the transformation of Camden?

Convener: Brian Phillips

Participants: Ana Rodriguez, Jean Harden, Rev. Heyward Wiggins, Tracey Miller, Matthew Craig, Dorriane Judge, Cassie MacDonald, Pamela Grayson-Baltimore, Nikki Feagin, Karen Merricks, Karl Walko, Susan Wallner, Teresa Niedda, Demetrius Marlowe, Sister Helen Cole, Ray Lamboy

1.) Highlights & key points from your discussion:

- **We need:**
  - Listening campaigns → direct concerns from youth through elders
  - Encourage ongoing engagement
  - Need more community buildings
  - Need to be open to mission change
  - Find ways to inform the masses
  - A link between new businesses and existing organizations
  - Activism for national issues which impact us all
  - To focus on local issues
  - More rallies

- **Challenges:**
  - Missing voices of residents
  - Affordable housing
  - Lack of jobs
  - Times of meetings don’t work for families
  - Access and obstacles prevent engagement

- **Solutions:**
  - Action and agenda
  - Give jobs by scaling down and appropriating skill sets
  - Story telling gives voice to community – key value statements – go to them
  - Model orgs and research successes
  - CCOP – works on systemic changes, involve youth through listening campaigns to assess challenges and organizing to resolve
  - Mentoring parents
  - Bring in community groups to support
  - Long term investment by hiring youth to build sustainability
• Rehabilitation for Youth:
  o Camden Coalition and Health Care Providers, School District, Metro Police → working together already
  o Giving youth a chance
  o Giving benefit of doubt for longevity
  o Partner with strong establishments for broader opportunities
  o GIVE VOICE TO CAMDEN
  o NO JUDGEMENT ZONE

• How to disrupt the system?
  o Organize
  o Challenge policy
  o Research
  o Hold people accountable
  o Expect gradual change and sometimes long term change
  o Make the powers that be act
  o Collaboration is key

• Who to involve?
  o Families and residents
  o What are the needs of each neighborhood? Needs will vary

2.) Who is taking the Lead?
• Brian Phillips

3.) Who are the Collaborators?
• Everyone in our group

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
• Superintendent
• Mayor
• Chancellors of Rutgers-Camden

5.) Immediate Actions/Next Steps:
• Organize our resources

6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*

- Mentorship
- Storytelling (going to homes)
- Kroc Center (linkages meeting --> need dates)
- DCCB → need information
- Build Council – use time and space wisely
- Creative Camden → help with organizing
- Department of Labor → ages 16-24
- Physical spaces i.e. Rutgers community spaces/centers
Session #14: How can we ensure that our kids go to college?

Convener: Zulma Gonzalez-Lombardo

Participants: India Jackson, Sister Helen Cole, William Schrieks, Amber Williams, Valerie Clayton, Demetrius Marlowe, Kelly Pietrucha, Michelle Banks-Spearman, Matthew Craig, Lorraine Sweeney, Brenda Oliveras, Ana Rodriguez, Brian Phillips, Wesly Taveras

1.) Highlights & key points from your discussion:

- Lack of knowledge – students do not have the resources necessary at home to navigate the higher educational system. Parents do not have the resources (including knowledge) to help their child navigate the higher educational system
- Schools need to provide information regarding college in Middle School
- Lack of financial assistance for students even if they receive financial aid
- Public schools have the wrong priorities – instead of curricula based there is a bigger focus on teaching to the tests; kids do not have adequate support systems in schools
- Kids do not have the core knowledge to get into college
- Need for additional grants to support kids that do not have financial resources available even after receiving financial aid.
- Need for early childhood education – one of the reasons why kids do not go to college can be attributed to a generational gap.
- Kids do not understand the application process which is not adequately available/accessible to kids
  - Build a bridge between high school guidance counselors and college guidance counselors
- Need better resources for kids in high schools – guidance counselors should be readily available starting in 9th grade
- Teachers as role models – give teachers the resources necessary to help students succeed and go to college.
- Get more Camden residents involved in school leadership
- Celebrate our successes
- Have an academics/sports balance allowing students to enter college under these categories
- Provide a City wide opportunity for college preparatory and resources @ Kroc Center – COLLEGE DAY
- How do we hold leaders accountable (know the who, what, when, how)
- What role does accountability plan in Camden – who will establish the standards necessary for success, how do Camden kids measure as compared with other cities
- How do we expose kids to careers and jobs
- Have classes in high schools that prepare kids for college
- Rutgers University has a Recruitment Program for kids beginning in 7th grade. It’s important to share this information with schools across the district (not only public but all other school systems)
• Create an application that helps perspective students navigate the higher education system. Hopeworks is currently working on an app.
• Kids (nor parents) know how to navigate the on-line application process. Further, residents do not have the technology available at home.
• Have an internship program with new companies moving into Camden.
• Initiate quarterly conferences/college fairs/resource.
• What other programs are available for kids that will not necessarily go to college? Trade, Internships, etc.
• Another issue is not getting kids to college but actually having them complete college.

2.) Who is taking the Lead?
• Include the mayor, superintendent, students, parents, school leaders in the dialogue. There has to be a person that will lead the movement successfully.
  o Create a “team” of individuals and organizations to spearhead a higher education movement
  o Look at what groups currently exist so we do not recreate the wheel

3.) Who are the Collaborators?
• Teachers, students, counselors, mayor, superintendent, school leaders, parents

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
• Rutgers University
• Rowan
• Camden County College
• Cooper Medical School
• Gloucester County College

5.) Immediate Actions/Next Steps:
• Form a group to lead this charge. KIDS WANT TO NOT ONLY GO TO COLLEGE BUT GRADUATE COLLEGE

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
• Availability to technology
• Additional Grants and other financial resources
• Support of Leadership
• Resource Hub
7.) Center for Higher Education at each school

7.) **Next Meeting:**
- April 2017
Session #15: How can we get to the root of the issues with our youth here to be great City leaders?

Convener: Nyzia Easterling

Participants: Glenna Harkins, Morgan Craig, Tamra Marsh, Rosemary Izirarry, Amber Williams

1.) Highlights & key points from your discussion:
   - We discussed the lack of opportunity, skills, set trainings, trauma therapy and other roots of the issues. We talked about people in higher power not being a part of the healing of the city youth. Only money is in their view it’s not trickling down to our communities. We feel there is a lack of life expectations and life expectancy due to them all being in survival mode. No ability to plan for future because we are living or today. Our children is growing up to fast having to deal alone adult life issues instead of being a child. We need to invest in our youth more and hold all the major companies coming in to this standard. We need Camden media our own TV station, newspaper, etc. To promote the good in city with our youth. We need our youth to write the vision. Youth summit is needed on a large scale, and this type of segment should be done with our youth. Same question in mind.

2.) Who is taking the Lead?
   - Whole group

3.) Who are the Collaborators?
   - Catholic schools, non-prophets, hope works

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Grassroots organizations

5.) Immediate Actions/Next Steps:
   - Youth summits/conferences

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Funding, counseling, therapeutic help, etc.
Session #16: How can we help Camden’s children, teens, and children prepare for the 21st-Century world of work?

Convener: Carol Dann

Participants: India Jackson, Justin Spencer-Linz, Morgan Craig, Vanessa Atkins, Allison Tucker, Melissa Li, Dave Kloss, Susan Wallner, Will Rojas, Ray Lamboy, Al (South Jersey Journal, Karen, Merricks, Keanna Ralph, and Rachel Baker.

1.) Highlights & key points from your discussion:
   - Our group discussed how there needs to be an alignment of the skills / needs of emerging industries with education system in order to support job opportunities.
   - There is a lot of Talent in Camden with the children, teens, and adults along with the businesses, non-profit, etc.
   - In preparing for the world of work we need to look not only at the academic preparation, but, also, the interests, socializing play, job possibilities, job shadowing, and mentoring of our children, teens, and adults.
   - We need to consider revising the training of teachers so that they recognize their connection to the world of work and foster the interests of everyone. The curriculum needs to be revised and possibly review the US Department of Education’s Employability Framework.

Immediate Actions/Next Steps:
   - We need to communicate with each other and to use some of the resources that are available to us including the websites or Facebook pages of the Mayor of Camden, Camden Stories (Hopeworks), the District Council Collaboration Board, Camden NJ Yours and Mine, Camden Residents Roundtable, Camden Non-profit Network, and NJ Career Connections.
   - Create a Facebook group specific to job readiness, job training, economic development, Job Fairs, etc.
   - Create a pipeline to internships and publicize the pipelines.
   - Survey the interests of children, teens, and adults and expose our residents to the careers that might connect to their interests and then publicize the results.
   - Reach into Camden and develop more mentoring opportunities.
   - Recruit and have mentors from Camden business to help mentor the children, teens, and adults.
   - Help promote positive messages through financial literacy, their interests, and what’s really valuable.
Session #17: How can we help the city of Camden be more responsive towards the needs and concerns of Camden homeowners?

Convener: Dorriane Judge, Catholic Partnership Schools

Participants: Michelle Banks Spearman, Rev. Heyward Wiggins, Vedra Chandler, Dwight Anderson

1.) Highlights & key points from your discussion (bullet points are great!):
   - Residents shared their concerns with lack of assistance from Camden City official.
   - Examples such as faulty gutters from neighbors, illegal structures assembled and trash in common areas.

2.) Who is taking the Lead?
   - Camden City Residents. Specifically homeowners who see an issue and wish to take action.
   - Creating a support group composed of other residents who will fight to have their voices heard. There is power in numbers

3.) Who are the Collaborators?
   - Block Supporter Program
   - City Attorney Office
   - Community Groups

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Neighborhood Advocates
   - Faith Based organizations

5.) Immediate Actions/Next Steps:
   - Contact City Council for additional support
   - Create Neighborhood group with homeowners who may also be facing similar issues.

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Mostly Human and City Resources
   - The voices of multiple residents instead of one and the city’s support
Session #18: How can we make Camden more fun?

Convener: Johnathan Grzybowski

Participants: Jack O’Byrne, Corrie O’Neil, Bridget Phifer, Nyzia Easterling, Caress Green-Ali, Carol Dann, Soley Berrios, Betsy Clifford

1.) Highlights & key points from your discussion:
   - Having more access and making more people aware of the community through the following events:
     - Cooking
     - Art
     - Chess
     - Sports
     - Skating
     - Home playfulness
     - Music
     - Street festival
     - Community centers
     - Dine around: dinner and brunch
     - Historical society
     - Movie nights and movie drive ins

2.) Who is taking the Lead?
   - We all are. We are making an email list and will all meet for coffee after. I will begin these conversations

3.) Who are the Collaborators?
   - These are people we are looking to collaborate with:
     - Board of Ed
     - Community partners
     - Health and human services
     - Camden stories
     - City of Camden
     - CCCDA
     - DCCB
     - Churches
     - Local biz
     - Time for fun jumpers
4.) Immediate Actions/Next Steps:
   • We need a way to have creative marketing to get in front of individuals. We would like to come up with a hashtag called #IAMCAMDEN
   • We also need a hub to bring more people together, this hub could be in the form of a website.

5.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   • Access to capital and time

6.) Next Meeting:
   • Email first and then where this leads is up to us.
Session #19: How can we make sure that Camden is, or continues to be, a welcoming place for immigrants?

Convener: Glenna Harkins

Participants: Mike Jordan Laskey, Dorriane Judge, Jessica Carruolo, Cassie McDonald

1.) Highlights & key points from your discussion (bullet points are great!):
   - There are a lot of different sub-groups that fall into the immigrant category, and each has its own unique needs. For example, Syrian refugees have different needs than an undocumented Mexican family has. We should research which groups are currently in Camden and what their unique needs might be.
   - Camden has been welcoming to immigrants in a number of formal and informal ways. This has allowed it to become a place where immigrants have settled and built families and businesses.
   - We are seeing a lot of fear right now, especially among undocumented immigrants, and we are seeing both good responses and areas where we could develop strategies to meet unmet needs.
   - The faith based community appears to be taking a lead in offering workshops and other supportive services to the undocumented community.
   - There is a lot in terms of supportive services, and some in terms of advocacy, but not as much in terms of cross-cultural communication and understanding. That might be a good way to help immigrants feel supported and to increase understanding and hopefully advocacy from the non-immigrant population.

2.) Who is taking the Lead?
   - A leader wasn’t really established. So, I guess Glenna the moderator will be the leader! We were a small group and I know three of the four attendees well, so I think it will be easy to follow up.

3.) Who are the Collaborators?
   - Right now we’re plugged in to a lot of faith-based communities and organizations working on this, specifically Catholic churches, schools, and organizations. Of course, three of the five of the group members work in that context. We should find out what else might be happening in this realm from a secular or non-Catholic perspective and try and join forces.

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Not sure yet, but see above. Hopefully people and organizations working in Camden on issues of immigration from different perspectives can come together to help support immigrants in needed ways.
5.) **Immediate Actions/Next Steps:**
   - Research needs and current resources related to immigrants in the city of Camden.

6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*
   - More interested people, access to data, time.
Session #20: How can we raise the voices of youth in Camden to better reach youth?

Convener: Will Schrieks

Participants: Wil Rojas, Amber Williams, Justin Spencer-Linzie, Miranda Powell, Dorraine Judge, Sue Altman, Jim Catrambone, Sidney Hargro, Chris Collins, Kevin Barfield, Ronsha Dickerson, Byheijja Sabree, Caress Green Ali, Juan A. Guillen Luna, Ana Rodriguez, Angela Wenger

1.) Highlights & key points from your discussion (bullet points are great!):
   - One idea is to create a pool of youth and residents for nonprofits to seek advisement
   - Would need some level of nonprofit training to be part.
   - Empowering youth requires trust
   - A dedicated space would help. Are there existing dedicated spaces available?
   - There might be a problem of disconnectedness, nonprofit redundancy in Camden
   - A problem of politics and power
   - “Grassroots nonprofits” have trouble accessing resources. Much of the $ goes to folks who already have funds—to hire grant writers, etc.
   - How can there be quality assurance? How can residents/youth have some say over what “quality” means? What outcomes are prioritized? Can the methodology respect the values of the community?
   - Coalition of organizations would be great, and it’s been tried before, but: lack of resources, no time to do the work, no time to organize it—to busy doing the boots on the ground work.
   - Trust is a big part of the conversation
   - Students can be tapped as a resource and experts.
   - Elders have to guide the process. Is there some training for elders that we can provide to help them guide students?
     - What about summer employment?

IT SEEMS THERE IS A LOT OF “SUPPLY” WITH IDEAS AND ENERGY (STUDENTS), AND LOTS OF “DEMAND” (CORPORATIONS, ORGANIZATIONS WITH RESOURCES) WHO NEED ACCESS POINTS IN THE COMMUNITY. HOW CAN WE BRIDGE THIS GAP? WHAT WOULD A BRIDGE LOOK LIKE?

2.) Who is taking the Lead?
   - William Schrieks, Ronsha, Amber, Sue Altman

3.) Who are the Collaborators?
   - The rest of the folks who had starred names and more youth beyond who was present today
4.) **Immediate Actions/Next Steps:**

- Keeping in contact
- Building vision of “the Bridge”
Session #21: How can we reunite our community?

Convener: Wesly Taveras

Participants: Megan Jambor, Soley Berrios, James Thompson, Dwaine Williams, Miosha Lawrence, Glenna Harkins, Bridget Phifer, Brenda Oliveras, Brian Phillips, Ana Rodriguez

1.) Highlights & key points from your discussion:
   - Funnel info to Community
   - Show up to create changes
   - Education programs for parents
   - Teaching youth to be civil rights leaders
   - Community controls destination
   - Talk about issues
   - Get involved

2.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - To collaborate in activities that are going to take place in the community.

3.) Immediate Actions/Next Steps:
   - We have to spread our voices, not just in the community but around the world. People need to hear us, parents have to be informed, and the youth have to learn to lead! We want change but no one wants to take command.
Session #22: How can we use trauma-informed principles to help our youth be successful?

Convener: Rebecca Bryan

Participants: Rosemary Irizarry, Amber Williams, Willem Schrieks, Jon Compton, Carmon Pendleton, Mike Mannion, Diane, Felcyn, Lorraine Sweeney, Teresa Niedda, Nyzia Easterling, Pamela Grayson Baltimore, Sue Altman, Corrie O’Neil

1.) Highlights & key points from your discussion:
   - Adverse Childhood Experiences (ACEs) impact health, behavior and social consequence over the lifespan. People who have 6 or more ACEs are at high risk of dying 20 years younger than someone without trauma during childhood. The average ACE score in Camden is 5.
   - Words have power. Asking about trauma history isn’t always appropriate, but if someone snaps on you responding calmly with a question can be very helpful – example of trauma-informed approach.
   - Starting meetings/days with a huddle, like at Hopeworks – each person starts with a one word feeling, if the feeling is negative then asking if person needs a check-in, then state goal for day and who can help with that goal. It really helps to know how others are feeling.
   - Have a safety plan – know how to calm self, keep it handy for when emotions are strong.
   - Recognize that working with traumatized communities can be traumatizing – vicarious trauma.
   - This knowledge about how trauma impacts health, behavior and social consequences – all schools need to know this as well as health care providers and others. FAMILIES and PARENTS really need to know about it.
   - How do we effectively communicate between organizations so everyone knows what is being offered? i.e. Catholic Partnerships just had an educational conference on trauma-informed schools that many didn’t know about.
   - Camden is centered in neighborhoods and transportation is a barrier so offering opportunities within neighborhoods is really important.
   - To educate people about the impact of trauma, have a fun, free event with food then begin to educate – don’t make it all about trauma but weave it in.
   - Use art to make trauma visible.
   - To teach/shift parenting: need trust, relationships, nonjudgmental conversations; need to know its ok to get help, to change patterns from how you were parented; needs to be strength-based, learn from modeling rather than being told.
   - Community people need to “be the sermon”.
   - The first person who needs to be in touch with her/his own trauma is yourself – if you are helping others, you need to process your own experiences so you won’t be triggered.

2.) Who is taking the Lead?
• Healing 10 Collaboration

3.) Immediate Actions/Next Steps:
• All participants invited to connect with the Healing 10 collaboration – monthly meetings, info available on website www.healing10.org
Session #23: How can we work together to empower residents, civic leaders, and journalists to gather news and information that reflects the concerns and issues within cities like Camden?

Convener: James Thompson

Participants: Evangelista Baptista, Rafael Reyes, Chris Collins, Diane Felcyn, Selma Betancourt, Freddie Byarm

1.) Highlights & key points from your discussion:
   - Different media outlets focus on different types of stories and information
   - Journalists sometimes try to gauge reader interest
   - News Voices is focused on building trust between communities and media organizations
   - Urban residents sometimes want to read a story about positive and progress about hope
   - Talk about free publications and how they can be effective tools to inform residents

2.) Who is taking the lead?
   - James will provide group participants with information about chances for community members and journalists to connect

3.) Who are the Collaborators?
   - To be determined
Session #24: How do we help returning citizens successfully reenter back into the city of Camden to be in a position to take advantage of all the positive changes taking place?

Convener: Juan A Guillen Luna

Participants: Wil Rojas, Kirby Gaherty, Nikki Feagin, Jonathon Latke, Frederic Byarm, LaShaunda Carter, Rebecca Singleton, Bryan Morton

1.) Highlights & key points from your discussion:

- Issues facing Returning Citizens
  - Housing (many not street homeless but couch surfing—thus not eligible for services)
  - Employment (“Ban the box” doesn’t solve issue of background check and 2nd interview question around criminal convictions)
  - Expungement (Complexity of process, lack of awareness)
  - Disproportionate rates of concentrated poverty, violent crimes, sex offenses within city limits
  - Mental health services for returning citizens
  - Need for mentorships (employment, educational, spiritual)
  - Need to translate job skills/trades learned during incarceration into viable, permanent employment opportunities
  - Need for services for returning population who may have documentation/citizenship issues
  - Accountability (data, best practices identified) for social services programs who work with returning citizens
  - Need to engage businesses to hire
  - Need for continual advocacy/support once population is hired

2.) Who is taking the Lead?

- Juan Luna-Heart and Hire
- Frederick Byarm-Contrary Farming
- LaShaunda Carter—Sanctuary Foundation for Vets
- Kirby Gaherty-Power Corps
- Nikki Feagin- Camden Corps Plus

3. Who are the Collaborators?

- Business owners based in Camden City and County
- Government agencies including:
  - DOLWD
  - DOJ
  - Camden City Council
• Board of Social Services
• Nonprofits that work directly with population and families of that population

4.) **Who else do we want to invite?** *(individuals, organizations, agencies, etc.)*
• Representatives for above agencies

5.) **Immediate Actions/Next Steps:**
• Organize a meeting to create a special committee of Criminal Justice Reform/Reentry Issues
• Do a presentation to biz owners

6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*
• Human-connections, networking, someone taking the lead to organize meetings, leveraging impact of business connections
• Financial Grants for job training, housing
• Technology-Skills training for reentry population
Session #25: How do we create sustainable employment for Camden?

Convener: Tracy Miller & Michael D’Italia

Participants: Jean Harden, Mike Morgan, Betsy Clifford, Sister Helen Cole, Carl Boyd, Freddie Byarm, Krista Briglia, Chandler Hart McGonigle, Kate Cruz, Kelly Pietrucha, Kirby Gaherty, Karl Walko, Selma Betancourt, Sidney Hargro, Juan Guillen Luna, Amanda Bauman, Evangelista Batista, Rafae Reyes, Bill Harden

1.) Highlights & key points from your discussion:
- How do we engage the "lost generation" of 25-40 year olds, particularly males?
- Example communities - Cincinnati, Chester PA
- What role does/can expungement play in employability? How can we encourage employers to ignore criminal records? How can we incentivize local businesses to hire returning citizens?
- How can we turn our "problems" into solutions?
- Who are our "success stories"? Local entrepreneurs, business owners, successful returned citizens, etc.
  - LAEDA
  - Hopeworks
- How do we make government resources accessible AND beneficial to business?
- How can we channel peoples' passions into sustainable small businesses?

2.) Immediate Actions/Next Steps:
- Develop a Camden brand identity
- Identify local market needs - what do people want to buy?
- Shark Tank/"Speed Networking" opportunities
- Expand current employment programs to serve ages 25-40

3.) What resources would be useful in moving forward? (human, technological, financial, etc.)
- LAEDA
- Rutgers Small Business Development Center
- Camden County Tool Library
- Affordable land/retail/commercial space
- Waterfront Co-Lab
- Power Corps
- Camden corps Plus
- Camden Lutheran Housing
• Cathedral Kitchen
• Respond, Inc.
• Hopeworks
• YouthBuild
Session #26: How do we train and empower Camden residents for job opportunities?

Convener: Keanna Ralph

Participants: Evangelist Batista, Rafael Reyes, Kelly Pietrucha, Kirby Gaherty, Alex Robles, Sean Brown, Selma Betancourt, Karen Merricks, Al ?, Nikki Feagin, Vanessa Atkins

1.) Highlights & key points from your discussion (bullet points are great!):

Embrace
- Awareness
- Job specific training
- Recruit
- Research, listen, learn, survey folks @ churches and schools
- Connect with businesses
- Entrepreneurship formalized/mentorship

Equip
- Tours of businesses
- Internships: skills development/exposure (vision – what the job is/expectations)
- It’s okay to switch dress style/overcome

Educate
- Business etiquette/address the stereotype – uniform culture/expectations
- Utilize school and church
- Teach soft skills, office
- Teachers and trainers must come educate with humility
- Educate both the teacher and parent
- Accountability to parents and youth
- Provide trade specific professional development and etiquette piece

Empower
- Awareness, training, preparation
- Unions: need fellowship /for disenfranchised/apprenticeship
- Vision: Let them know why/show them the win
- Teach technology

Where do we go from here?
- Publicize our work
• Share info on social media
• Share skills
• Go to a school to mentor - connect with the coordinator
• Spread the news through staff
• Reach out to businesses to help develop skills
• Team up with 76ers and other organizations
• Develop job board: list of jobs to connect community
Session #27: How can we bring focus to the need for social-emotional learning to schools to mitigate funneling of youth through the school-to-prison pipeline?

Convener: Rachel Baker

Participants: Christy O’Connor, Mike Sodano, Jen Souder, Kathryn Cleary, Conrad Neblett, Harriett Rubin, Kathleen Melgar, Robert Stewart, DeeDee Montanaro, Betty Israel, Natasha Davis, Fiona Puig, Alexandra Luther, Henose Valcin, John Moor, Brendan Meehan, Joanne Schuh, Danielle Acerra, Sheila Etienne, Nancy Shields, Victoria Reis, Jenn Hampton, Charles Trott, Lorraine Stone, Hannah Walker, Connie Isbell, Digna Diaz, Marcia Blackwell

1.) Highlights & key points from your discussion:

Group thoughts about topic:
- SEL to find a reason for behaviors (instead of just saying “bad”)
- Giving kids tools to build new behaviors
- Teach parents SEL/consistency at home
- Support teachers with tools
- Engage trauma-informed protocols
- Build REAL relationships with kids (reasons to have values)

Concept of Native American “Circle of Courage”
- BELONGING, MASTERY, INDEPENDENCE, GENEROSITY

BELONGING
- Discuss power/trust in current environment
- Identity-development (students and teachers)
- Give kids small chores with rewards
- What will they belong to? (good or bad)
- Addressing cultural differences

MASTERY
- Discussing intent → What do they want (open to)?
- Multiple delivery methods
- Meeting students where they are

INDEPENDENCE
- Practicality of application
• Turning student liability into assets
• Discussing power differential
• Perspectives on cultural lens of systems students are IN
• Explore vs. “sit down and listen”
• Constructors of critical thinking vs. consumers
• Engagement vs. compliance

How can we engage SEL in environments of compliance?
• Modeling for teachers (allowing them to watch/rest)
• Create times/places for turning liabilities into assets
• Prioritizing individual work (identity work) understanding WHY
• ASK kids about what choices they want/need in school (to build student ownership and investment)
• Importance of physically healthy habits, diet, SELF CARE!

School-to-prison pipeline connection
• Discuss race/class/position and how relates to this
• How do we protect kids within the school system?
• What if people who “look like us” aren’t protecting kids?
• How do we foster more comfort level with parents giving positive reinforcement?
• Shifting negative self-fulfilling prophecies
• Understanding consequences/alternatives

Consequences and Alternatives?
• Hold kids accountable while addressing underlying issues
• Systems that are strict but thoughtful and consider ALL factors
• Frame consequences as GLOBAL, RESPONSIVE, RESPECTFUL and RELATED to students (not reactive as adults)
• Accountability of supporting group/family student comes from
• PREVENTION not INTERVENTION
Session #28: How to use social media for social justice?

Convener: Sean Brown

Participants: Morgan Craig, Diane Felcyn, Sidney Hargro, Soley Berrios, Karen Merricks, Rachel Baker, James Thompson, Vedra Chandler, Valerie Clayton

1.) Highlights & key points from your discussion:

Helpful apps (highlighted in yellow)

Donate Time
- Use invitations on Facebook, set up a FB event page!
- CANVA (graphic design help – sometimes free)
- FB/Twitter prioritizes pictures and events

Donate Money
- Make it easy (least amount of clicks possible)
- Always follow up with a different platform (personal letter, phone call or text!)

Recruit for Meetings & Rallies
- Make an “event” on FB, Twitter, Instagram, Snapchat

Participate for Fundraising Activities
- Contests, Votes, Special Events

Boycott or “Buy”cott
- Post on social media if feel mistreated to gain accountability of business or organization you want to bring light to

Mobile Texting
- Call them in!
  - Text
  - Flier → .PNG file
  - Email
  - Calls
  - Word of Mouth
  - Social Media
Methods of Communication
- “Push Bullet” app, #Slack, KiK, FB Messenger, Hangouts, Skype
- Excellent way to keep people updated in multiple modes

Contact Elected Officials
- “Countable” app, “Call them in” app
- Use social media to make officials accountable (as opposed to getting lost in the sauce)
Session #29: The youth of Camden are the future of Camden! How can we prevent gang violence and drug use among teens?

Convener: Brenda Oliveras

Participants: Wesly Taveras, Soley Berrios, LaShaunda Carter, Chandler Hart-McGonigle, Cynthia Primas, Esther Mercado-Pitts, Kyle Branch, Kirby Gaherty, Rebecca Bryan, William Schrieks, Kevin Barfield, Caress Green-Ali, Quinzelle Bethea

1.) Highlights & key points from your discussion:

- Why does it happen?
  - They want a sense of belonging or to “Fit in”
  - Starts at home, for some people it’s all they’ve ever known (Parental Influence)
  - Peer pressure
  - Drugs are often used as a coping mechanism
  - Pleasure
  - It is a GENERATIONAL curse
  - Survival Needs
  - For protection
  - Media influence
  - To find what they lack at home: a sense of brotherhood, love, and unity

- Solutions:
  - A faith to refuge in
  - Mentors
  - Positive relationships, so they don’t look for them in the wrong places
  - Available clubs, and hobbies that serve as alternative methods
  - Community coming together because “It takes a village”
  - Outreach, initiative, and prevention
  - Raise awareness and educate (Advocacy)
  - Parents can have a voice in the schools
  - Get individuals when they are very young and their mindsets can still be molded towards the right path (Elementary level and middle school level)
  - Instead of using media and social media negatively, use it to start a movement
  - Reach out to Angel Fuentes
  - Drug free school program and someone who can facilitate it in schools
  - Educate!
  - Closing thought:
  - If you understand the trauma, you understand the behavior,
- Be passionate
- Advocate
- Take initiative
- Reach out
- Research
- Understand and Take action
- Don’t call it a dream, call it a plan!

2.) Who is taking the Lead?
   - Ms. LaShaunda and Ms. Esther were very outspoken and made sure they voiced their opinion to the group. The wonderful ladies even gave me their contact information to further work with me in making this issue into a movement. They also initiated conversation with others in the group.

3.) Who are the Collaborators?
   - The collaborators were people from different organizations.

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - I believe we could’ve have invited more school administrators because they could’ve really taken advantage of the conversations and topics that were brought up. In every session I was in, the youth was brought up as they key to change. Who better to hear that, than the people that work with them?

5.) Immediate Actions/Next Steps:
   - Contact the people we made connections with and begin to take action.

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Resources that would be useful moving forward would be technology and a bigger open space for this amazing event. We are very grateful to Rutgers Camden, but for a next meeting we will need another space/location.

7.) Next Meeting:
   - In the next meeting I would love to re-group and catch up on where we are with what we planned. We decided that change will not happen on its own, but instead we need to work for it. It would be great to touch base on what we have done with each other.
Session #30: What can we do to strengthen families in Camden?

Convener: Chris Collins

Participants: Justin Spencer-Linzie, Marilyn Mock, Diane Young-Johnson, Carmen A. Pendleton, Rebecca Bryan, Jon Compton, Sister Karen Dietrich, Carl Boyd, Pamela Grayson-Baltimore, Kyle Branch, Loree Jones, Tracey Miller

1.) Highlights & key points from your discussion:
   - Needs
   - What are the issues
   - Safety
   - Resources
   - Recapturing some of the past
   - Family values
   - Family Morals
   - Accessibility
   - Family Retreats
   - Transportation
   - Relationships
   - Inviting programs
   - Serving each other
   - Individual family cases

2.) Who is taking the Lead?
   - Diana Young-Johnson, Pamela Grayson-Baltimore, Loree Jones, Justin Spencer-Linzie, Carl Boyd, Rebecca Bryan, Tracey Miller, Jon Compton

3.) Who are the Collaborators?
   - Anointed News Journal
   - KROC Center
   - Center for Family Services
   - Rutgers
   - About four other agencies
Session #31: How can we empower all residents of Camden through supportive services and education?

Convener: Diane Young-Johnson

Participants: Betsy Clifford, Juan A. Guillen Luna, Carmen A. Pendleton, Wilfred Rojas, Krista Briglia, Shaneka Boucher, Angel Osorio, Vedra Chandler, Al Thomas

1.) Highlights & key points from your discussion:
   - Dissemination of information
   - Knowledge
   - Engagement of Residents
   - Safety
   - Activities
   - Change
   - Improve pride in the neighborhood
   - Make people feel welcome in the neighborhood
   - Resident Planning on Saturdays
   - Develop a mailer or APP
   - Use technology – 24hrs.
   - Teach, support, empower
   - Engage residents
   - Provide cultural programs that will aid those that have with language barriers
   - Expansion of positive programs to other area neighborhoods
   - Track, research, collect information and share information
   - Train residents
   - Encourage residents to vote or register to vote
   - Adopt a project, take on a challenge, including stakeholders, residents, youth and businesses.
   - Local news networks, print and T.V to get out the good stuff about Camden and its residents

2.) Who is taking the Lead?
   - All of the above

3.) Who are the Collaborators?
   - All of the above

4.) Who else do we want to invite? (Individuals, organizations, agencies, etc.)
- Residents
- Social Service Agencies - Community Linkage
- DCCB
- City Agencies

5.) **Immediate Actions/Next Steps:**
   - Tell someone from the neighborhoods to attend the meeting

6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*
   - Technology, additional people as listed above
Session #32: What kind of city do we want Camden to evolve into?

Convener: Dwaine Williams

Participants: Angel M. Osorio, Caroline Gray, Krista Briglia, Ray Lamboy, Mike Morgan, Carmen A. Pendleton, Mike Morgan, Sue Brennan, Esther Mercado-Pitts, Jessica Carruolo, LaShaunda Carter, Karl Walko

1.) Highlights & key points from your discussion:
   • City is in a constant state of evolution (sometimes positive and sometimes negative).
   • Vision for the city moving forward is: a vibrant, culturally expansive, economically stable/plenty vocational opportunities, small town feel— with great and creative businesses, including restaurants, artistic hubs, with streets and green spaces occupied by residents and others in positive ways and a revamped and better transportation system (residents are often not traveling to other parts of the city and gaining exposure because they do not have good transportation).
   • City in the last few decades is evolving into disinvestment— economically and emotionally
   • City is going somewhere, so we to ensure we are involved in helping to direct the process/course the city is on (or at least knowing what the course or potions may be).
   • Residents are not involved or engaged enough in planning processes and some of that is because they are not engaged by those in power.
   • Residents are not involved because they are despondent/have advocated for so long and haven’t seen progress, the government is not responsive the volume and complexity of the issues facing those in the city is overwhelming.
   • Individual outreach - be sure to do so in a way that is effective--- ensure that the input you are requesting is done so in a way where the objective sought is understood.
   • An effort should be made to encourage people to: vote/not vote for those who have a proven track record of not being responsive, to be involved (we should have trainings/maybe the nonprofits could take this on) who teach how to be civically engaged in an effective way.

3.) Who is taking the Lead?
   • A decision wasn’t made but it was said that there are some in attendance who already are doing work to help empower residents, including the DCCBs.

3.) Who are the Collaborators?
   • All those in attendance agreed to help.
DAY TWO

Session #33: How can Community Benefit Agreements be used to create opportunities for residents and hold companies accountable?

Convener: Raymond Lamboy & Jessica Franzini

Participants: Betsy McBride, Michael Jordan Laskey, Matt Craig, Tinishia Bass, Carmen A Pendleton, Juan Luna, Kirby Gaherty, Jessica Franzini, Dwaine Williams, Angel Osorio, Keanna Ralph, Nichelle Pace, Karen Merricks, Barbara Hall-Bryant, Curt Macysyn, Joe Hejlek

1.) Highlights & key points from your discussion (bullet points are great!):
   - General Discussion:
     - Of what community benefits agreement are – legally binding contracts between a community and developers/businesses to secure specific benefits for the community
     - How they are negotiated between community, government and the developer/business
   - Discussion about what could be included in a community benefit agreement:
     - Hiring requirements
     - Contribution of money
     - Contribution of talent (board membership, capacity building)
     - Expertise in solving problems related to the companies area of expertise or network
     - Local sourcing of materials, goods and services
     - Volunteers
     - Training for residents to reach jobs
     - Develop educational curricula in schools that align with careers at particular companies
     - Mentorship, Internships, etc. for youth
     - Include key metrics around impact and outcomes of investments
     - Create a community economic development fund receive and distribute contributions
   - Discussion of what would need to be in place to make CBAs happen:
     - Research existing ordinances and structures that impact benefits
     - Political will – residents, politicians
     - Pull together a steering committee with roles and responsibilities
       - Think tank – Democracy Collaborative
     - Get out in front before these companies make the deals for their projects

2.) Who is taking the Lead?
   - Ray Lamboy and Jessica Franzini
3.) Who are the Collaborators?
   • Those attending see attendance list

4.) Who else do we want to invite? *(individuals, organizations, agencies, etc.)*
   • Original members of CORD

5.) Immediate Actions/Next Steps:
   • Convene a meeting of those interested in working on CBAs in July 2017

6.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*
   • Facilitation and follow through

7.) Next Meeting:
   • July 2017
Session #34: Creating Sustainable Local Jobs to Build Community Wealth?

Convener: Michael D'Italia

Participants: Krista Briglia, Fredric Byarm, Laisha Laws, Evangelista Batista, Tom Sims, Allison Saillard, Marian Garrison, Barbara Kelley, Jamie Shanker, Wesly Taveras, Mimi Ijima, Amelia Kaselaan

1.) Highlights & key points from your discussion (bullet points are great!):

Strengths
- Many employment-related nonprofits and other organizations
- New enforcement of affirmative action ordinance – hire local, buy local
- New employment training programs/schools
- Good public transportation network
- Grit/hustle/resilience of residents
- Engaged citizenry

Weaknesses
- Lack of business knowledge; tech knowledge
- Unskilled workforce
- Lack of local businesses capable of hiring residents
- Need for competitive childcare jobs
- Lack of pedestrian traffic to support local businesses

Opportunities
- Available workforce
- Unutilized land
- Tax incentives
- Need for skilled childcare workers
- Local business networks and business incubators
- Liaison to connect/“check in on” local businesses
- Leverage media to advertise local businesses
- Underutilized government programs

Threats
- Most residents employed outside of city
- New businesses bringing in their own workforce
- Disenfranchised workforce
- Negative perceptions of city and its residents
• Unskilled workforce
• Unfriendly staff at LWD, other employment agencies

2.) Immediate Actions/Next Steps:
• Identify and aggregate a list of local resources which support employment and small business development
  o Bring these organizations together to develop a strategy for broadly advertising services/programs

• Big Goals:
  o Change perceptions of Camden to be more inviting to consumers outside of the city
  o Leverage existing resources to train/employ current workforce
Session #35: How to we increase accountability to get people to stop littering?

Convener: Juan A. Guillen Luna

Participants: Adam Carmasine, Jaleel Carson, Wesly Taveras, Dwaine J. Williams, Jamie Shanker

1.) Highlights & key points from your discussion (bullet points are great!):
- Small Stores have an issue with plastic bags
- Recycling should yield rewards to entice people to recycle
- Schools should give detention for students who litter and reward the ones who recycle
- Police should find litterers
- Everyone should be engaged with a campaign to spread awareness of the litter issue
- Magnets with phone numbers to people to call who will take care of illegal dumping
- Artist should make art spreading awareness of littering
- Big belly trashcans should be on streets so people can easily throw their trash away
- All retail outlets should have trashcans both recyclable and regular
- Signs that say “No littering”
- Cities and counties should adapt reminder message apps that let people pay bills online
Session #36: How can we engage beneficiaries to empower community improvement?

Convener: Tom Sims

Participants: Keanna Ralph; Fred Byarm; Amelia Kaselaan; Michael Laskey; Betsy McBride, Caroline Mitchell; Caress Green-Ali; Courtney Brettle; Lacisha Laws; Joe Hejlek

1.) Highlights & key points from your discussion (bullet points are great!):

What are some of the resources that can be bought to the community where they are picking up their food and other benefits to engage them to create improvements in their own neighborhoods? These types of resources include: financial literacy, home improvement, computer skills, park/neighborhood cleanup, safety, legal help, accounting/taxes, utilities, benefits, retirement planning, and soft skills (parenting, employment, etc.).

Surveys can benefit the community as people show up and provide input on what is needed in their community. Urban Promise surveys its beneficiaries to identify trends and neighborhood planning.

Community Assessments can be targeted to populations in very specific neighborhoods and there are partnerships (such as Rutgers) to help in performing those assessments.

There are two types of resources that can be available to neighbors in need at the distribution sites and community centers. “On the spot” benefits are the most readily appreciated, but we must grow the ongoing improvement programming that can help beneficiaries in the long term.

Resources being brought to the beneficiaries must be relevant to the volunteer providers as well as to the beneficiaries in order to keep volunteers coming back to provide help. The help must not go on for too long as the volunteers have limited hours to serve.

The positioning of resources must be positioned appropriately (such as parenting skills) since beneficiaries must be open to learning and not feel like they’re being lectured.

Engaging the help of the beneficiaries can be about members of the neighborhood helping to improve their own community but also to help in the non-profit’s enterprise initiative, such as a community garden, thrift store, co-op, or other program.

Engaging the community helps identify community leaders.
Lastly, engaging millennials to help is key to the success of any beneficiary program. Millennials want to make a difference, and they want a healthy work/life balance. Millennials want to themselves feel empowered by their giving back and the freedom to schedule their own volunteer activity.

2.) Who is taking the Lead?
   • Tom will be happy to do any follow up with the group to find ways to put these ideas into action.

3.) Who are the Collaborators?
   • It seemed all the people were engaged and would be willing to take a next step to collaborate.

4.) Immediate Actions/Next Steps:
   • Start a dialogue on social media to keep the conversation going.

5.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*
   • Social media and the will to make change.
Session #37: Gentrification in Camden, Pro or Con?

Convener: Wesly Taveras

Participants: Jessica Franzini, Quinzelle Bethea, Dwaine J. Williams, Narran Harley, Tinishia Bass, Kirby Gaherty, Ted Swenson, Ira Weissman, Michael Jordan Laskey, Naeema Campbell, Sarah Bryant

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1.) Highlights & key points from your discussion (bullet points are great!):
   - **Pro:** Mixed income
   - **Con:** Removing residents
   - **Pro:** Build’s communities
   - **Pro:** More money in community
   - **Pro:** Better visual environment
   - **Con:** Buyers might not get wealth from importing their organizations into lower class community
   - **Con:** Organizations might not benefit environment
   - **Con:** New jobs might not be opened
   - **Pro:** Better school
   - **Con:** Convoluted process

2.) Immediate Actions/Next Steps:
   - Start holding people accountable, blaming people less. Start doing things for free around environment.

3.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*
   - Camden residents must begin to start helping around the community. The adults must not leave Camden, they must give back to the community they grew up in.

4.) Next Meeting:
   - Discuss ways to help our community
Session #38: High-quality early experiences for children 0-5

Convener: Krista Briglia

Participants: Davon Clark, Lorraine Sweeny, Morgan Craig, Brendan Lowe, Barbara Pfeiffer, Noreen Scott Garrity, Pam Brant, Zulma Lombardo, Angel Osorio, Sara Joslin

1.) Highlights & key points from your discussion (bullet points are great!):

- Teachers as role models/ example of positive behavior
- Keep the arts in mind when creating curriculum – encourage creativity
- Provide trauma informed services within schools and social service agencies
- Provide better quality meals at school - Children need a nutritious and sufficient breakfast

- Provide parent awareness:
  - On the importance of Pre-K Attendance
    - Poor attendance may be due to immigration issues and other items related to poverty
  - Address out of school factors – issues surrounding poverty - some kids have missed up to 80 days of school in a year
    - Truancy court is more punitive – not restorative
  - Consider that poverty is the root of truancy so as to address the root cause
  - Dialogue the importance of education – there is a sense of urgency missing for attendance – esp. within the pre-k age
  - Engage the parents –parents do not see pre k learning as important (or rather maybe not as important as all of the other issues they are dealing with)

- Transportation is not often available to get to and from centers

- Send pre-k recruitment flyers to doctor offices
- Health issues (parent and student) are relevant however these seem to be less of an obstacle then poverty overall
- Medical providers should discuss appropriate childhood milestones with parents

- Children are dealing with:
  - Parents in jail, death of other students/family members
  - Teachers should get more involve with families and schools should collaborate with social service agencies and school admin.

- Offer ESL to parents
• School district is currently considering a data sharing system where if a significant event occurs in the community – school officials can be made aware if it involved a family member of a student

• We have a very young generation of parents
• Provide quality improvement education services to home schoolers / family day care providers

• Lack of communication by the parents
• Lack of finances are a big obstacle
• No money to pay for high quality education for kids

• Job creation opportunities in day care or trades.
• Advocate to increase the wages for staff in day cares – make them more sustainable
• While teens in school – get them tracked toward childcare jobs, healthcare fields, etc.
• The school district has a medical apprenticeship program (great program but small – could use an expansion)
• Respond’s auto tech ed program
• Rowan’s early education training program

• Joint services at day care when you drop your kid off you should have options of opportunities to help you progress. Center for family services Head Start as an example

• 21 century learning
Session #39: How can we build and facilitate ACCESS to a network of positive male mentors for youth who need and want them but cannot find them?

Convener: Rachel Baker

Participants: Amelia Kaselaan, Darren Harley, Tom Sims, Fredric Byarm, Richelle Todd-Yamoah, Michael Matthews, Adam Carmasine, Shakirah Jones, Katie Sullivan, Chris Hampton, Betsy McBride, Erica McLeod

1.) Highlights & key points from your discussion (bullet points are great!):
   - Big umbrellas = Big Brothers Big Sisters/Boys and Girls Club
   - Local Universities, colleges and fraternities
   - Local Ministries

WHAT IS MOST IMPORTANT?
   - Connecting with the person (both mentor and kid)
     - What do they like?
     - What engages them?
     - Trust and respect
     - Open, 2-way communication
     - Fluid feel (not rigid or generic)

NON-TRADITIONAL MENTOR SPACES
   - Where? Look to blue-collar and neighborhood areas also (local bakeries, cheesesteak places, barber shops and other community spots frequented by youth)
   - Promote non-traditional mentors as well
   - Most important is person committed to kid, regardless of background

ALTERNATIVE METHODS
   - Non-obligatory feel
   - Social media
   - Cell phone conversations
   - Building a social network

*Supporting mentor as well as mentee

LEFT-FIELD POINTS AT END
   - Faith-based partnerships (OFBI)
   - College-level mentors
   - Help with transportation?
• Landing space in other non-profit spaces
• Cure for Camden
• 100 Black Men Organization
• Partnership with local law-enforcement
• Young Men of Destiny program
• Amachi Program (BBBS)
• Rising Sons

WHAT CAN WE DO ONCE WE ARE TOGETHER?
• Habitat for Humanity
• Free Tickets for Kids program
• Monthly activities list from big bro big sis
• Arts Reach
• Community Cleaning events
• Link with community service workers
Session #40: How can faith-based organizations working with youth have better collaborations?

Convener: Richelle Todd-Yamoah

Participants: Chris Cream, Sr. Bonnie McMenamin, Chris Hampton, Demetrius Marlowe, Barbara Pfeiffer, Michael Matthews, Marcus Hartley

1.) Highlights & key points from your discussion (bullet points are great!):
   - Faith-based groups need more cross-collaboration
   - Information between groups is stagnated and not reaching the masses
   - Faith-based groups are not sharing their information, messages with the general population, it seems to stay stuck.
   - Faith based groups are to siloed and not being as inclusive as they could
   - Churches sometimes perpetuate the negative view of Camden to support the relevance of their programs
   - Get away from “ME” mentality and talk more about “WE”

2.) Who is taking the Lead?
   - This wasn’t decided, but perhaps Kroc Center or Fellowship House could lead together.

3.) Who are the Collaborators?
   - Catholic Church, Sisters of Saint Joseph’s, Myrmidon Pictures, Power Corps Camden, Champ I Am, Panache 5

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Church leaders, Community arms of Churches, Interfaith dialogue, groups who work with youth, Cathedral Kitchen, Partnership Schools

5.) Immediate Actions/Next Steps:
   - Convene an email list of this group asap after conference
   - More dialogue and acceptance across religious organizations and denominations
   - Create and APP that connects faith based org’s and information
   - Kroc center will keep trying to set up the basketball league
6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*

- List of all who attended this session
- List from conveners of all Faith-based groups
Session #41: How can the organization in the room support our schools?

Convener: Quinzelle Bethea

Participants: Zulma Gonzales-Lombardo, Shaneka Boucher, Rachel Baker, Courtney Bettle, Noreen Scott Garrity, Pam Brant, Caroline L. Mitchell, Meredith Brown, Davon Clark, Lorraine Sweeney, Morgan Craig, Tatiana Poladko, Paula Saillard, Jonathan Wetstein, Rhonda Shevlin, Sarah Joslin

1.) Highlights & key points from your discussion (bullet points are great!):
   - Know the mission of organization
   - School accessibility-Needs Assessment/Analysis
   - Community School Model
   - Social emotional learning/Positive behavior enforcement
   - Invited to include partners
   - Bring the young people to the table
   - Agenda what do schools look like?
   - Our youth do not see themselves
   - Principal Autonomy/Facility attachment more with
   - Support schools Mission
   - Organization being self sufficient
   - Other places to access children
   - Teacher Partnerships
   - Third grade
   - Engage the children
Session #42: How can teaching business foundations and entrepreneurialism to the community increase personal, professional and economic growth?

Convener: Allison Saillard

Participants: Renee Settles-Bean, Jamie Shanker, Diane Young Johnson, Michael Lane, Ray Lamboy, Marian Paige Garrison, Lacisha Laws, Shaneka Boucher, Dwight Anderson, Juan Luna

1.) Highlights & key points from your discussion (bullet points are great!):

- Teaching business owners and local leaders how to gather more efficient sources (grants and resources)
- Involving locals, as people in community have inside perspective and personal connection
- Giving students and youth non-college options; if college is considered unreachable
- Opportunity for loans is difficult; learning about credit for when bank funding is a challenge
- “shark tank” or “pitch day” initiatives for youth to share business ideas with business owners and corporate businessmen
- Teaching about small businesses; assumptions and constraints – support
  - Transparency and clear pathways of bureaucracy/regulations
  - Financial literacy for youth and their parents
- Internships for high school students with local businesses; find the students’ interests
- Clinics/seminars on management and practical business applications
- Making local businesses and major corporations accountable for funding entrepreneurs and mentoring; contributing to “community stake”
- Reevaluating audience and demographics for local businesses; foot traffic and local corporations in regards to community perception
  - Messaging and positive media by local companies for community
- Local politics and newspaper have changed, made more difficult; focus on positive news and events
- Create a board with local businesspeople/corporate representation and city council people/BOE
- Community open house with corporations; “block party” in attempt to break preconceived notions
- Have a different approach for youth based on their own interests
- More community center involvement; leverage locals who are seen as “experts”
- Career day at schools – get kids involved in local organizations; mentorship
  - MLK day – service to community
- Hit the streets to speak with locals about ideas for small business generations
- Job creation: “locals employ locals”
  - Career Connections/small business incentives & reimbursements
- Career awareness for youth; what is possible for them outside of the standard college route
2.) Who else do we want to invite? *(individuals, organizations, agencies, etc.)*
   - Campbell’s
   - Cooper
   - Aquarium
   - Local corporations
   - Camden School District
   - Council people
   - Mayor
   - Community centers

3.) Immediate Actions/Next Steps:
   - Generate positive image of local community on part of major corporations; often build “sheltered” environment for employees so no interaction with city of Camden
     - Organize community open house or block party for corporation employees and local residents
     - Have news outlets cover positive events and achievements
   - More involvement with schools for career training and information
     - Career Days, Shark Tank, Pitch Days
     - Offering career alternatives
   - Small business Education on a local level
     - Information for local business owners about possible grants and funding for their small business
     - Seminars or clinics

4.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*
   - Human resources – feet on the ground; business experts and mentors, organizers
   - Financial resources – organize events in a corporate and business environment
Session #43:  How can we collaborate to creatively & collectively leverage our assets?

Convener: Sarah Drummond

Participants: Zulma Lombardo, LaShaunda Carter, Juan Guillen Luna, Pam Brant, Sr. Bonnie McMenamin, Paula Saillard, Jessica Franzini

1.) Highlights & key points from your discussion (bullet points are great!):
   - More collaborative efforts
   - Referral services
   - Collective fundraising
   - Establish working groups
   - Look at what can be accomplished collectively

2.) Who is taking the Lead?
   Current entities:
   - CPAC
   - Camden Diocese
   - Mayor’s Youth Council
   - DCCB

3.) Who are the Collaborators?
   - Established NPs assisting newer NPs
   - Connecting to the politicians – visit their offices, schedule Chat & Chews, hold them accountable
   - City Council
   - CC Freeholders

4.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Hold a workshop on how to engage the politician
   - How to get a response or a call back
   - Give back – volunteering
   - Volunteer to become a reviewer of a RFPs
   - Complete a needs assessment
Session #44: How can we ensure that community organizations are doing the work they are receiving funding for in the most impactful and effective way?

Convener: Nikki Feagin


1.) Highlights & key points from your discussion (bullet points are great!):

**WHY**
---Why is there a need for accountability/evaluation of programming?
- Concern about future funding and the need to demonstrate that work is impacting community
- Evaluation of lessons learned
- Reduce the duplication of services and competition for limited funding sources
- Obligation to the community to not only say what you do, but do what you say
- Need to help identify ways to strengthen programs

**WHAT**
---What is needed? Where are the gaps?
- Funders need to have RFPs reflect the community needs and the need for assessment and collaboration (longer timelines for deliverables, realistic deliverables, funding for partnership management, funding for evaluations and grant writer)
- Community advisory board/coalition to specifically help nonprofits and evaluate program effectiveness (see below)
- Community members (RESIDENTS!) should be included in programs including funding, evaluation

**HOW**
---How can we close some of those gaps and address the need for evaluation/partnership?
- Creation of a coalition to work on evaluation, service areas, partnership "match-making"
- Connection with NPDCSNJ.org
- Establishment of mentoring by larger nonprofits to smaller, more grassroots nonprofits
- Requesting funding opportunities for non-profit collaboration/mentoring
- Regular meetings of coalition
- Creation of Camden "Seal of Approval" from coalition
- Sharing of resources and collaborating on grants
- Emphasis on partnership in lieu of creating new nonprofits
• Help from Rutgers and/or Rowan on collation of a demographic study on services being provided

WHo
----Who should be invited to make the above happen?
• Funders/Grant Officers
• Attorneys
• Community Foundation
• City Officials
• Church members
• Citizens (GREAT! suggestion was to have non-profit orgs invite one of their consumers to participate in the program)
• South Jersey Nonprofit Development
• Center for Nonprofit
• Diversity and Inclusion Officers for Camden based corporations
• Students from CCC, Rutgers, Rowan
• School Representatives

**Note we need to be mindful when doing outreach that we are creating environment were all representatives feel comfortable and that they have an equal voice.

LingerIng QUEstIons
• How do address the duplication of services?
  How do we address the localization of services?
• How do we identify who does what work? (Rowan/Rutgers)
• Who is reaching out to stakeholders?
• Who is reaching out to larger nonprofits about the need to connect with smaller nonprofits?

2.) Who is taking the Lead?
• Group will email contacts based upon card share and will schedule a follow-up meeting within the next 2 weeks.

3.) Who are the Collaborators?
• (See above)

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
• (See above)

5.) Immediate Actions/Next Steps:
• Scanned business cards will be emailed to all participants in session. Meeting will be scheduled for the week of May 22nd.
6.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*
   - Human, tech, space, financial

7.) Next Meeting:
   - Meeting will be scheduled for the week of May 22nd.
Session #45: How can we equip and empower our young people to become more vocal and hands on in contributing to the future of Camden?

Convener: Christopher Hampton

Participants: Courtney Brette, Meredith Brown, April Saul, Paula Saillard, Shakirah Jones, Margaret Waldock, Caroline Mitchell, Betsy McBride, Tatiana Poladko, Capt. Gabriel Camacho, Barbara Hall-Bryant

1.) Highlights & key points from your discussion (bullet points are great!):
- The problems Identifying the different avenues available to young peoples
- How can we partner and connect with the schools, family, community, faith organizations to create safe places
- For youth to express themselves. Give the youth opportunities to serve each other and the communities.
- Bring back Peer Education Groups. Teen Summit Forums. Create programs that teach commination skills and conflict resolution.
- End results: We have to better communicate that they are not a liability they are a solution.
- Solution come back to collaborate give the pen to the youth and ask them how they would solve the problem. The missing component from the conversation was the young people. It would be interesting to see how they would approach this conversation.

2.) Who is taking the Lead?
- Chris Hampton – we did not get to that point. But I am open to continue the conversation.

3.) Who are the Collaborators?
- NJ Tree Foundation volunteered to help

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
- Young people from the ages of 13-26 to collaborate in activities that are going to take place in the community.

5.) Immediate Actions/Next Steps:
- Try to create a curriculum soft skills me/we philosophy
- Try to create partnerships with schools family and community to bridge the divide.
- Create Safe Spaces for Youth to Express and Vocalize their gifts talents issues and point of views
- Engage the youth
- Show them they are not a liability but the solution
- Engage them directly
6.) **What resources would be useful in moving forward?** *(human, technological, financial, etc.)*

- Cooperation with local schools to bring outside help in. Very tight network.
Session #46: How can we improve travel/public transit between Philadelphia and Camden?

Convener: Adam Carmasine

Participants: Jonathan Wetstein, Sara Joslin, Jaleel Carson

1.) Highlights & key points from your discussion (bullet points are great!):
   - Improving safety/ More police at stations (especially at night)
   - Improving and planning for flooding issues with public transit and development
   - Pollution issues coming from more shuttles and increased vehicles with new Camden development
   - Funding from local universities and organizations to improve public transit
   - Possible extension to 30th street for PATCO
   - Affordable and convenient bus service from Camden to Newark/NYC
   - Safety/Cost when using remote parking in Camden
   - PATCO/NJT Fare reduction for regular customers
   - Delays due to weather conditions- Equipment upgrades to prevent failures
   - Planning for the future- new/updated stations based on need, upgraded equipment, customer service
   - Opening of Franklin Square station

2.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Rutgers Camden, UPenn, Jefferson, Cooper, Drexel
Session #47: How can we navigate the political system in the City of Camden?

Convener: Zulma Gonzalez-Lombardo

Participants: Sean M. Brown, Chris Cream, Dwight Anderson, Shaneka Boucher, Barbara Kelley, Bridget Phifer, Nichelle Pace, Al Thomas, Sara Joslin, Mimi Iijima, Richelle Todd-Yamoah

1.) Highlights & key points from your discussion (bullet points are great!):

- The City ignores the needs of the community. Group suggested that it’s important to meet them where they are comfortable. Whenever a group has a project that the Mayor’s office does not want to support, they should go before the City Council with back up information regarding the project that one wants to accomplish in the City.

- People expressed that they are disheartened by the current political structure which tends to be non-responsive to the needs of the community. We must elect people that are accessible – leaders that are PRESENT and forward thinking. Create a new political path that is inclusive and open to ideas. The new administration has to have a shared vision and mission and go back to community grassroots. Be aware of the Silos that have been created in the City. Ensure that any funding coming into the City is distributed equitably by instituting a “collaborative funding” effort with set expectations and required milestones. Funders should also look into targeted investments with organizations that have already done the work and are known for their commitment to providing quality services.

- The system has to be a true representation of the people – FOR THE PEOPLE.

- Involve the community in the planning of ANY project. Bring the masses together in order to move project from point a to point b. Come prepared with statistics and the organizations/individuals supporting the project.

- The community has to stop putting ALL the responsibility on the Mayor. We cannot put too much emphasis on the “political power” instead use our collaborative efforts and voices to make a difference where it is most needed.
Session #48: How can you help me to help someone else?

Convener: Andre Spruel & Evangelista Batista

Participants: Rafael Reyes, Sara Joslin, Al Thomas, Sarah Drummond, Charae Perry, Chris Cream, Wilfredo Rojas, Nam Nelson

1.) Highlights & key points from your discussion (bullet points are great!):
- Grant writing proposals
- Networking – maybe reaching out to Aramark
- Volunteer or entrepreneurship opportunity for students
- Community service
- Set up strong board who are knowledgeable – bilingual person/people are a plus
- Resources already available in the city – actual list – need to know
- Media TV – Channel 18, Facebook, School Board page, Twitter, etc.
- Calendar – reach out to Stokes from Board to create a school list
- Association dues (money) to put back into association. Also think of walks, Camden events
- Reach out to B. Lowe from school district to use unoccupied building for temporary use
- Initiative – sharing resources is crucial
- Try consistency – check out who is actually doing
- Resource list on hand
- Counseling – collaboration and counseling
- Reach out to St. Francis Inn in Philly for money
- Bread and Roses for money or any help
- Rutgers Inn

2.) Who is taking the Lead?
- Andre and Evangelista

3.) Who are the Collaborators?
- Evangelista Batista and Rafael Reyes
- Rising Leaders

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
- Mentioned above – word of mouth, media like Facebook, twitter, local press, board of ed, working with the school coordinator

5.) Immediate Actions/Next Steps:
- Start to reach out to leads
6.) What resources would be useful in moving forward? *(human, technological, financial, etc.)*

- Word of mouth, media – Facebook, Twitter, local press, school board of ed, reaching out to school coordinators and health liaisons in and around the City of Camden who are attending the Call to Collaboration
Session #49: How do we create a tech-innovative city of Camden?

Convener: Nichelle Pace

Participants: Chris Cream, Al Thomas, Nichelle Pace, Noreen Scott Garrity, Michael D'Italia, Caroline L. Mitchell, Lorraine Sweeney, Naeema Campbell, Jonathan Wetstein, Davon Clark, Tatiana Poladko, Allison Saillard, Larissa Willison, Curt Macysyn, Sara Joslin

1.) Highlights & key points from your discussion (bullet points are great!):

- **Lack of current resources/tools/education – decrease the digital divide**
  - Education K-12 (Library Media Specialists – NONE in Camden City)
  - Adult education
  - Safety education
  - Library System
  - City wide Wi-Fi infrastructure
  - Computers and Wi-Fi for every household
  - Careers in Technology and what it means for the local/regional/state economy
  - **Tech Survey of Camden** – a full research project on the state of Tech in Businesses and Households in the city (use, platforms, hardware, etc.)

- **Fully utilizing corporations, state and local partners as resources**
  - Incentives for redevelopment companies / accountability to provide the funding and/or tech resources for the citizens of Camden as part of their redevelopment
  - What grants are available at the local, state and federal level for tech infrastructure projects in the community, business orgs and in schools
  - Develop a city of Camden Tech Council/Panel of Office of Technology and Innovation

- **Innovation in user experience (how people use platforms on mobile, computer) and access to technology and tools**
  - Aggregate technology for community organizations to collect information and important
  - Integration and cross-platform collaboration (email, calendar, etc.)
  - Educate every company, business, non-profit and organization on the importance of mobile design and simple mobile experience for those without computers who primarily use mobile phones (70%+ people access websites from mobile)
  - Educate every company, business, non-profit and organization on technology tools and software to service the community
    - App development for social service needs (i.e. medical reminders for Parents to get shots – Cooper Hospital)
    - SMS alert for users and constituents that are older, less tech savvy
2.) Who is taking the Lead?
   - Tech based companies / and large businesses leaders
   - Higher Education Institutions
   - Local/City/State officials
   - Tech nonprofits (Hopeworks)

3.) Who are the Collaborators?
   - Camden Company stakeholders
   - Local/City/State officials and Law Enforcement
   - National/Global/regional/local tech companies
   - Business and Community Organizations and Activists

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Google (Fiber)
   - Comcast
   - NJ Tech Council
   - Verizon
   - NJ State office of Information Technology
   - NJEA
   - The next mayor for the city of Camden
   - Cyber security experts

5.) Immediate Actions/Next Steps:
   - Meet to discuss a formation of a City tech panel/council
   - Identify research partner to run tech study for the city of Camden
   - Research how other cities have tackled this challenge, find best practices and replicate the model

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Financial
   - Equipment (computers, hotspots)
   - Tech thought-leaders to educate key city stakeholders and leadership
Session #50: How do we prevent our youth from getting involved in crime?

Convener: Ira Weissman

Participants: Darron Harley, Adam Carmasine, Rafael Reyes, Sean Brown, Shakirah Jones, Nyzia Easterling, Capt. Gabriel Camacho, Jaleel Carson

1.) Highlights & key points from your discussion (bullet points are great!):

- Address the needs and issues
- Mentors (mother and father absent)
- PTSD Bereavement
- Organize Funded Activities
- Social Capacity (Interested in Youth)
- Shift Culture
- Sexual Culture vs. self-worth
- Desire to fix worth
- Education on Social Roles
- Want Attention by Youth
- What is going home
- Social worker see and empowered & trust to say something
- Preventative measures from community
- How do we incentivize
- Create jobs
- Buy-in from schools
- Caring Teacher
- Learning Trading
- Easy Living
Session #51: How to Unite Businesses and Nonprofits in order to mentor & train the youth?

Convener: Keanna Ralph

Participants: Amelia Kaselaan, Nikki Feagin, Richelle Todd-Yamoah, Rhonda Shevrin, Laura Fenster-Rothschild, Nichelle Pace, Curt Macysyn, Barbara Kelley, Michael Matthews, Erica McLeod, Rachel Baker, Fredric Byarm, Michael D’Italia, LaShaunda Carter, Nam Nelson, Tom Sims, Angel Osorio

1.) Highlights & key points from your discussion (bullet points are great!):
   We began with discussing why the role of collaboration is important providing mentoring and training opportunities is so important. Points brought up included:
   - Exposure to new opportunities
   - Exposure to role models
   - Put a face to the concept
   - Provide another perspective
   - It’s the business’s civic duty and way to be accountable to the community
   - Opportunity to model the way/Show and tell
   - Provide resources, tools, and access
   - It’s impactful and mutually beneficial for mentors as well
   - Strategic thinking/planning for personal development
   - Accountability for you to stay on the right path
   - Mentors must be remain available and present
   - It creates a pipeline of economic development
   - It gives youth a leg up
   - Network = Net worth
   - Employers must be proactive in allotting time to employees to give back
   - Capacity building/offer resources
   - Internships provide value to businesses

It was agreed that organizations need to partner more in order to gain resources and training as well. We also then discussed how to create more opportunities for businesses and nonprofits to collaborate.
   - Symbiotic relationships/consistent interaction
   - Invite businesses in and reach out to other businesses and nonprofits
   - Connect to Chambers but also recognize that not everyone can consistently afford to join
   - Continue to coordinate monthly lunch and learns (CCDA)
   - Create a City-wide list of businesses and nonprofits
2.) Who is taking the Lead?
   • Barbara Kelley from CCDA spoke up often and pointed out multiple ways their organization is already helping to provide collaboration opportunities including through a business and nonprofit contact list they have developed over the years. Angel Osorio came in towards the end of the discussion but also immediately added value by discussing the resources that her organization, DCCB currently provides to the City including the monthly community calendar.

3.) Who are the Collaborators?
   • Barbara Kelley, Erica McLeod, Angel Osorio, and Laura Fenster Rothschild

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   • Respond, Save Our Waterfront, Rowan University

5.) Immediate Actions/Next Steps:
   • We compiled an email contact list to be forwarded to the DCCB and CDDA in order to connect participants in to an ongoing community networking group. Each member will do their part to be part of the solution to this ongoing challenge.

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   • Human capital, technological and financial will help create these opportunities. It takes manpower to keep the line of communication going but the process will also requires systems and communication coordination which is often driven through technology. All of this then requires funding to support.

7.) Next Meeting:
   • TBD but likely we will try to tie it into the next community meeting to be hosted by DCCB.
Session #52: How to improve communication and transparency within community and school (leaders)?

Convener: Paula Saillard

Participants: Matthew Craig, Rafael Reyes, Evangelista Batista, Allison Saillard, Morgan Craig, Ira Weissman, Erica McLeod

1.) Highlights & key points from your discussion (bullet points are great!):
   - Schools should look at their own processes. “Clean 6 Sigma”
   - Cut out fat/waste.
   - Liaison needs to be good at coordination.
   - Need a buy-in from leadership.
   - See process as problem as opposed to people.
   - Have parents and kids advocate for needed changes.
   - Choose 1 big obstacle on which to focus and work as team.
   - Remove inconsistencies among school.
   - Go to elected officials for help.

2.) Who is taking the Lead?
   - Evangelista Batista and Paula Saillard

3.) Who are the Collaborators?
   - Allison Saillard and Rafael Reyes

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Superintendent, administrators, Board, freeholders, mayor

5.) Immediate Actions/Next Steps:
   - Meetings/ Conversations between parties
   - Continued coordinated efforts regarding communication and transparency
Session #53: How can we build positive relationships / engagement between youth returning to communities from adjudication?

Convener: Shakirah Jones

Participants: Chris Hampton; Sarah Drummond; Rachel Baker; Katie Sullivan; Wilfredo “Will” Rojas; Marian “Paige” Garrison; Marcus Hartley

1.) Highlights & key points from your discussion (bullet points are great!):
   - Making activities that are designed for youth more “relatable”
   - Build relationships with businesses to have a network of employment opportunities
   - Link youth with ways to utilize skills learned while adjudicated
   - Sending youth home with professional attire in order to be prepared for interviews and meeting opportunities

2.) Who is taking the Lead?
   - Communities; nonprofits and faith based organizations

3.) Who are the Collaborators?
   - Non-profit organizations
   - Community members
   - Faith based organizations
   - Military

4.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
   - Education
   - Business owners
   - Military representatives

5.) Immediate Actions/Next Steps:
   - Research policy and figure out how to effectively draw the connections

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Funding
   - Transitional homes

7.) Next Meeting:
   - Review and discuss steps taken
Session #54: Resources for programming / sustaining programs

Convener: Erica McLeod

Participants: LaShaunda Carter, Caress Green-Ali, Amelia Kaselaan, Nikki Feagin, Andre Spruel, Al Thomas, Renee Settles-Bean, Michael Lane, Laura Fenster Rothschild, Katie Sullivan, Diane Young-Johnson, Bridget Phifer, Sarah Drummond

1.) Highlights & key points from your discussion (bullet points are great!):

- Sustainability - funding ends but program doesn’t
- Replacing dollars that are going away – locally & federally
- What can be shared through partnership
- Need is always there- grant ends then what?

- Shared Services between the non-profit organizations
  - Personnel costs
    - Outreach
    - Grant Writer
    - Administration
  - Shared facilities/office space
  - Learning opportunities / trainings bringing a group of NPO’s together
    - Grant writing
    - Strategic Plan/Vision plans
  - Collaborative Fund-Raising events
    - But need clear expectations/guidelines around pay-out/establish MOU
  - Referrals to other agencies – but knowing what other services are out there to refer clients to other programs
- Utilizing AmeriCorps Vista members to help with managing programs and additional staff at a low cost option

- Networking with a Cause (in search of particular resources needed)
  - Chambers
  - Dept. Of Labor (meets once a month open session)
  - Companies- getting in touch with diversity and inclusion officers
  - Grants.gov
  - Community Linkage (meets at Kroc center 2nd Tuesday a month)
• Collaboration \ Collective Approach in partnerships
  o Identify programs that can work together
  o Strategize funding sources to support the proposed programs

• Board Support for helping identify resources

2.) Who is taking the Lead?
• Non-profit leaders
Session #55: What are ways that we can continue to work collaboratively to meet the needs of our residents?

Convener: Jessica Carruolo


1.) Highlights & key points from your discussion (bullet points are great!):
   - A needs assessment must be conducted to keypoint resident needs in the community.
   - Utilizing technology/apps to provide resources to residents
   - Groups must provide the footwork to survey, program and build trust/rapport in the community
   - Utilize the Camden DCCB to collaborative resources, meet, strategize and problem solve
   - Groups must give up control and credit to meet the needs of the consumer
   - Must address the competitiveness for funding and instead work together
   - Advocacy

2.) Who is taking the Lead?
   - Members participated and provided great input.

3.) Who are the Collaborators?
   - All 715 nonprofits, 529 churches

5.) Immediate Actions/Next Steps:
   - Address HOW? How we can achieve these goals?

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
   - Camden DCCB
Session #56: Youth Culture: An asset or liability to program goals?

Convener: Darron Harley

Participants: Michael Matthews, Michael Laskey, Diane Young-Johnson, Renee Settles-Bean, Barbara Pfeiffer

1.) Highlights & key points from your discussion (bullet points are great!):
- Identify element of youth culture
- Understanding the differences in culture is not necessarily problematic
- Finding Similarities in our own culture and the youth we served

2.) Who is taking the Lead?
- It is incumbent that organizational staff take the lead in being aware of the nuance of youth culture. It will create a shared learning environment where both staff and youth learn how to aid each other.

3.) Who else do we want to invite? (individuals, organizations, agencies, etc.)
- Anyone who works with youth should be invited

5.) Immediate Actions/Next Steps:
- Have a conversation with youth about their current interest
- Collaborate with youth on how it is possible to infuse their interest into our program
- Discuss challenge with youth culture and how organization can help

6.) What resources would be useful in moving forward? (human, technological, financial, etc.)
- Meeting Space
- Music Player (to hear songs)
- Writing Utensils