How can we work creatively and inclusively to grow healthy and sustainable neighborhoods, create intergenerational connection and economic opportunities for adults and youth, and encourage community planning that is transparent and equitable, in order to continue growing a vibrant city?

Creative New Jersey is dedicated to fostering creativity, collaboration and inclusion by empowering cross-sector partnerships in commerce, education, philanthropy, government, and culture in order to ensure dynamic communities and a thriving economy. www.creativenj.org
# Contents

<table>
<thead>
<tr>
<th>The Newark Host Team &amp; Special Thanks</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preface: Newark’s Call to Collaboration Sparks Collaboration and Innovation across Neighborhood, Age and Industry</td>
<td>8</td>
</tr>
<tr>
<td><strong>DAY ONE</strong></td>
<td>10</td>
</tr>
<tr>
<td>Session #1: Community Based Public Safety Initiatives</td>
<td>10</td>
</tr>
<tr>
<td>Session #2: With all the development occurring in Newark, how do we get the local community to benefit from economic Inclusion?</td>
<td>12</td>
</tr>
<tr>
<td>Session #3: Cultivating growth through art and unity (in our community)?</td>
<td>14</td>
</tr>
<tr>
<td>Session #4: Developing Training Center for Differently Abled Individuals?</td>
<td>15</td>
</tr>
<tr>
<td>Session #5: Economic Growth using Cannabis?</td>
<td>17</td>
</tr>
<tr>
<td>Session #6: Engineering and Sustainable Development?</td>
<td>19</td>
</tr>
<tr>
<td>Session #7: Fit Mind Fit Body – Fitness from the Inside Out?</td>
<td>22</td>
</tr>
<tr>
<td>Session #8: How and what can we do to change people’s perception of Newark?</td>
<td>26</td>
</tr>
<tr>
<td>Session #9: How Can Our City be Clean?</td>
<td>29</td>
</tr>
<tr>
<td>Session #10: How can the city be cohesive?</td>
<td>32</td>
</tr>
<tr>
<td>Session #11: How can we better engage youth &amp; Newark residents in the decision-making process for upcoming urban/economic developments?</td>
<td>33</td>
</tr>
<tr>
<td>Session #12: How can we build local community arts centers throughout Newark?</td>
<td>36</td>
</tr>
<tr>
<td>Session #13: How can we create an effective social platform that ensure the youth’s engagement?</td>
<td>39</td>
</tr>
<tr>
<td>Session #14: How can we create more spaces and systems to build a cohesive civic infrastructure?</td>
<td>43</td>
</tr>
<tr>
<td>Session #15: How can we create opportunities for youth in Newark without limiting them to Magnet Schools?</td>
<td>45</td>
</tr>
<tr>
<td>Session #16: How can we get Newark Youth more involved in the arts in Newark?</td>
<td>48</td>
</tr>
<tr>
<td>Session #17: How can we impress a responsibility of burden on organizations &amp; the City of Newark to monetize &amp; preserve a budget for creatives &amp; artist opportunities?</td>
<td>49</td>
</tr>
<tr>
<td>Session #18: How can we incentivize more students to attend school?</td>
<td>50</td>
</tr>
<tr>
<td>Session #19: How can we increase voter participation in local and national elections?</td>
<td>52</td>
</tr>
<tr>
<td>Session #20: How can we invest resources in the less fortunate population in the city of Newark?</td>
<td>55</td>
</tr>
</tbody>
</table>
Session #21: How do we address Housing Insecurity and Homelessness in Newark? ........................................... 57
Session #22: How do we build community name recognition and community pride? ........................................... 58
Session #23: How do we build Community Wealth in Newark? ............................................................................. 60
Session #24: How do we Create Longstanding Spaces for Artists in Newark? ..................................................... 62
Session #25: How do we create more safe and inclusive pathways for youth to be more civically engaged? ........ 64
Session #26: How do we educate teens that they have opportunities in schools? (Academics & Sport wise) 67
Session #27: How do we protect Newark against displacement linked to gentrification? ................................ 69
Session #28: How do we start an ambassador program? ......................................................................................... 72
Session #29: How do we support the development of a Trauma Informed Newark? ........................................... 75
Session #30: How do you help the less fortunate kids in troubled times to get to school? ............................. 78
Session #31: How do we close the wealth gap? ........................................................................................................ 80
Session #32: How do we communicate across generations to foster community connectivity to ensure Newark Pride? .......................................................................................................................... 82
Session #33: How to make new and old industries engage with community and give back? ............................ 85
Session #34: Liquid Gold - How can we creatively update, educate, activate and empower Newark (and beyond) to advocate for clean water? ........................................................................... 87
Session #35: Making Schools Places Students, Families, and the Community Want to Be ................................ 91
Session #36: How can we mitigate the adverse effects of untested technology like WIFI & 5G on our health? How to make Newark a healthy community? ........................................................................... 94
Session #37: Motivating Residents (all older, millennials, generation x, generation z) to demand better services from Newark officials/departments, and to demand the same services provided to all other NJ towns/cities residents. ........................................................................................................ 96
Session #38: Newark Entrepreneurship ................................................................................................................ 98
Session #39: NJIT Involvement in the Newark Community? .................................................................................. 101
Session #40: How can local governments help artists connect with economic development? ........................ 104
Session #41: Parents Staying Aware? ...................................................................................................................... 107
Session #42: How can we give professional opportunities for the youth before high school graduation? ....... 109
Session #43: Raise awareness & establish gun problems in the community that need to be solved? ............. 111
Session #44: How can we improve the safety of Newark youth and capture our youth's attention to be more active in the community? .......................................................... 113

Session #45: How do we create a sense of belonging in Newark with the rise of the Renaissance? ........... 115

Session #46: Small Businesses.................................................................................................................. 117

Session #47: Social-Emotional learning in high schools.............................................................................. 120

Session #48: Student Power .................................................................................................................... 121

Session #49: How can we support adjudicated youth and children with incarcerated parents? ........... 122

Session #50: Tech Entrepreneurship: How to Be and How to Scale?.......................................................... 124

Session #51: Tracking Students who leave for college: How do we inspire them after graduation to return to the city, work, and educate those coming behind them? .................................................................................. 125

Session #52: What are the resources that we need to help teens? ............................................................. 128

Session #53: What should all schools have to promote success? ............................................................... 129

Session #54: Why you all need to help the South Ward with the Aerotropolis Initiative? .................... 130

DAY TWO.................................................................................................................................................. 131

Session #55: Bridging The Gap between The Blind & Visually Impaired and The Sighted? ...................... 131

Session #56: Bicycling? ............................................................................................................................ 133

Session #57: How can artists work together to implement the city’s new Cultural Plan “Newark Creates”? 135

Session #58: How can we better engage youth, families, and program providers in using Newark Thrives! Youth Program Locator? .................................................................................................................. 138

Session #59: How Do We Create Less Racial Separation? ...................................................................... 141

Session #60: How can we improve communication between our communities and local government? ...... 144

Session #61: How can we make youth more aware of their resources? And how can we create more? ...... 146

Session #62: How can we protect the students of Newark from the dangers of the streets? And how can we protect the students of Newark from statistics already placed on them? ........................................................................... 149

Session #63: How do we change/what are the processes that we can use to dispel prevalent misconceptions/understandings about the many possibilities in the arts beyond creating/performing art, to build community support for local community arts centers? ........................................................................... 150

Session #64: How is entrepreneurship a tool for transforming lives and the city of Newark? ............... 152
Session #65: How do we develop a Social-Emotional Learning component in every high school in the city of Newark?

Session #66: How do we engage more youth involved in arts?

Session #67: How can we improve relationships between people of color and police?

Session #68: Newark 2-Day Call to Collaborate for Young People?

Session #69: What do Funders/Philanthropy need to know to do better work in Newark and with Newark nonprofits and residents?

Session #70: What ways, methods or ideas can we implement to change the perception of Newark?

Session #71: Youth Workforce Development - Sharing Resources & Community Collaborations?

Participating Organizations

Please note: session reports were transcribed and filed on-site by session reporters and are offered here “as filed” (unedited). Each has its own style. Not all questions are answered by each group and, where blank, have been removed for clarity of reading.
The Newark Host Team & Special Thanks

Newark Call to Collaboration Host Team Members

Co-chairs: Kim Gaddy, Clean Water Action and Pamela B. Daniels, Unified Vailsburg Services Organization;

Members: Kevin Callaghan, Newark Philanthropic Liaison-CNJJ; Marcy DePina, Newark Riverfront Revival; Natasha Dyer, Newark Trust for Education; Angela Garretson, NJIT; Aisha Glover, Newark Alliance; Suzanne Ishee, Center for Creative Placemaking; Jeremy Johnson, Newark Arts; Lavita Johnson, Newark People's Assembly; Tish Johnson, BRICK Education Network; Celia King, Leadership Newark; Susan Lazzari, Newark Public Library; Maria Lopez-Núñez, Ironbound Community Corporation; Eyesha Marable, NJ Performing Arts Center; Andréa Mason, Newark People's Assembly; Lauren Meehan, Newark Arts Education Roundtable; Stephanie Neal, NJ Community Capital - CAP-C; Carrie Puglisi, La Casa de Don Pedro; Rev. Louise Rountree, Office of Clergy Affairs-City of Newark; James Thompson, Free Press; Carlos Valentin, ASPIRA; Myles Varley, United Community Corporation

Creative New Jersey's Staff
Elizabeth Murphy, Executive Director
Kacy O’Brien, Director of Programming
Diana Mendez, Communications and Program Manager

Creative New Jersey’s Support Team in Newark
Alyssa Calderone, Danny Campos, Connie Isbell, Courtney Labossiere, and Jennifer Sancton

Newark’s Call to Collaboration Host Venue

Special Thanks to Angela Garretson, Chief External Affairs Officer, Office of the President, NJ Institute of Technology for generously hosting the Call to Collaboration, and to the Strategic Events and Conference Services team, especially Angeline Sosa, for providing an exceptional conference experience.
Creative New Jersey is most thankful to its philanthropic partners who generously provided funding for the Newark Call to Collaboration:

Creative New Jersey gratefully acknowledges the leadership support from the Geraldine R. Dodge Foundation which makes possible all of Creative New Jersey’s programming, locally in Newark, and throughout the state.
Preface: Newark’s Call to Collaboration Sparks Collaboration and Innovation across Neighborhood, Age and Industry

On June 6 & 7, we held our Newark Call to Collaboration, which brought together over 300 people, including high school students, in a dynamic, egalitarian and energizing meeting to strategize on building upon the important work currently underway in the city while also creatively brainstorming on new solutions to urgent challenges.

More than 75 vibrant, thought-provoking conversations took place, with topics ranging from supporting entrepreneurship, to collaboratively working with students to increase safety, to forming and supporting existing artist collective and community arts centers, to greening Newark, to addressing gentrification, supporting Newark’s differently-abled community members and creating less racial separation in Newark, among others.
Throughout the two-day meeting, this highly-eclectic group of Newarkers strengthened their connections within their own networks, formed new relationships and alliances, and committed to take further positive action for New Jersey's largest city.

Learn more about our Newark Call to Collaboration [here](#).

Thanks to our media colleagues from WBGO and CivicStory, among others, for capturing the spirit of the Call to Collaboration:

"Creative NJ Challenges Newark's Community Organizations To Collaborate." Feature by Alexandra Hill from WBGO.


The full notes from the Call to Collaboration, what we call the "Chronicles of Collaboration" are available on the CNJ website, along with the notes from all of the communities where we’ve worked. If you want to know more in the meantime, join the Creative Newark Facebook group, where you can see photos, watch Facebook Live videos from the opening and closing circles of each day, and connect with the participants!

---

*Co-written by Diana Mendez, Communications and Program Manager and Kacy O’Brien, Director of Programming.*

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

Session #1: Community Based Public Safety Initiatives

Moderator: Edith Muhammad

Participants: William Simpson and Jamie Bruno

Discussion Summary:

Public safety is an important issue that affect every aspects of our lives.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   1. Acknowledge that Violence is a Public Safety Issue
   2. Community Based Intervention and Community Based Public Safety works.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Fund community organizers because they are the ones entrenched in the community. Be willing to have non-traditional workers. Workers with criminal backgrounds especially those that have served time, paid their debts and have shown that they have sustained safe lives and practices.
   • Create avenues of prevention and intervention

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   1. Outside agents thinking they know what’s best for any particular community.
   2. Pre-emptive laws that prevent the formerly incarcerated from certain jobs.
2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - First, we have to recognize that we cannot have Public Safety without the public.
   - One of the biggest hurdles is finding ways to fund community organizers and support their Based Public Safety Initiatives.

**What/Who do we need?**

1. **Who are the people we need to engage?**  
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Anyone that has a stake in public safety and wishes to see a reduction in violent interactions. Education Institutions, Hospitals, Small Businesses, Politicians, Police, etc.

2. **What financial resources are needed, if any?**
   - Having an understanding of the dollars that are used in public safety and how those dollars are used.
   - **EXAMPLE:** Do officers live in the community?
Session #2: With all the development occurring in Newark, how do we get the local community to benefit from economic Inclusion?

Moderator: Derek Ware

Participants: Michael Minor, Paul Perillo, Miriam Ascarelli, Michelle Abel

Discussion Summary:

We discussed Equity Inclusion, for Economic Development for the existing Newark Community, by neighborhoods. Utilized data gathering of tax abatement to determine overall outcome and benefits, and tie these tax incentives to direct measurable outcomes.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • The question: With all the development occurring in Newark, how do we get the local community benefit from economic Inclusion.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • As had occurred in Atlantic City. New Jersey Economic Development Corporation brought stakeholders together and have an action plan to create possibility of economic inclusion.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)

   • Equity Community Benefit. What is that?

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
• The conversation begins with a community stakeholder that seeks collective equitable development that benefits all involved.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • All the entities, public, private not for profit, for profit. Everyone in a defined area.

2. What additional information do we need?
   • Data: how are tax abatements provided? Are they tracked? Are they achieving the community benefits? Can these incentives be deployed for specific outcomes that benefit the community, in a measurable way? The group discussed the differences between Jobs, and sustainable jobs to stay and reside in the community.

3. What kinds of technology might we need, if any?
   • Tax Abatement incentives over the last 10 years.

4. What financial resources are needed, if any?
   • Human Capital, to accumulate the data, and develop actionable plans once data has been analyzed.

What’s Next?

1. Who in this breakout session is willing to work on this/give this idea a try together?
   • Derek Ware, Michelle Abel, Michael Minor
Session #3: Cultivating growth through art and unity (in our community)?

Moderator: Valerie Valle & David Dougherty

Participants: Aliyah Thomas, Anoan Thirukumaran, Jocelyn Tapia, A’anigha Porter, A’Dorian Murray-Thomas, Dana Murray, Marcia Isom

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • How can we utilize the talent and arts of our youth to cultivate growth and community activities of unity?

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Use connections to create events
   • High school showcases
   • City wide clean up
   • Fundraisers incorporating the arts to support programs
   • Student involvement with organizations
   • Create presentations and programs at middle schools to introduce them into art in the community
   • Arts Alliance
Session #4: Developing Training Center for Differently Abled Individuals?

Moderator: Krystle Allen

Participants: Lisa Charles, Beatriz Baldwin, Ihsaan Muhammed

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

The Landscape
   • Lack of adaptive technology in Public Schools
   • Lack of post educational college and career readiness opportunities for differently abled people
   • Lack of communication about the resources that are available from the educational institutions. Students are not being informed of what’s available to them.
   • Students are travelling to New Brunswick for life skills and to Madison for college prep instead of receiving these services right here in the largest city in New Jersey.

The Resources which ought to be available to all differently abled youth and adults
   • Division of Rehab Transition Services
     • Person Centered Planning
   • Career One Stop

Solutions
   • Build awareness via
     • Social Media
     • Literature Handouts in multiple languages
   • Direct engagement with community officers and Transition Officers at schools to make sure they’re informed as to what resources are there for differently abled individuals

Goals
   • Identify people that can form commission on status of residents with disabilities via the mayor’s office initiative.
   • Put together resource list for distribution
     • Careerconnections.nj.gov
     • Embrace Your Fitness
     • Goodwill Industries
• Disability Rights NJ
• Family Resource Network
• Hearing Loss Association of NJ
Session #5: Economic Growth using Cannabis?

Moderator: Taralyn Gonzalez

Participants: William Simpson, Michael Hubbs, Betty Crockett, Hubert McQueen, Leigh Garwin, Alyath Herrera, Nasir Handford, Jocelyn Tapia, Nichole Guimaraes, Anojan Thirukumaran, Caroline Estrada, Shavone Jackson

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

Resources for the community

- Create forums for people to meet, learn, and educate each other relating to the truths of cannabis.
- S.M.A.R.T. a network reaching out to partner with community colleges and universities to educate students.
- Putting all the information on the table for people to access this information and stay informed.
- New Jersey Canna Association
  - Trenton has meetings relating to cannabis and creating change on a legislative level
- New Jersey Cannabis Industry Association
- M4MM
- Cannacultural
- Money from the state
  - Who is generating most of the wealth from this industry and how to create equity surrounding cannabis in Black and Brown communities?

- Hemp plant can be used for over 50,000+ products or ways of use. Hemp can replace the cutting down of millions of trees. Creating more environmentally friendly world and generating a cleaner world. Hemp can be used for building materials and so many others products.
- Investing in cannabis business for those who do not want to touch the product or handle it. Agricultural trade is one great cannabis investment.
- People who have been incarcerated by the plant and how to create holistic process for these individuals to prosper.
- Minorities in Cannabis and how to be the front runners of this industry who have been involved in the black market for years.
- How can we generate the funds used towards opioids to be used towards cannabis instead?
- How to use tech to help users with quality control, regulation, and affordable.
- This is mostly a cash market, so how to bank cannabis funds federally
• Making sure people advocate for the small business so when big companies try to take over there are still economic opportunities for small business in cannabis to sustain and grow
Session #6: Engineering and Sustainable Development?

**Moderator:** Temitope Ogundare and Nicole Nebbia

**Participants:** Michelle Elorduy, Williams Babalola, Crystal Wessel, Kelvin Roberson, Amina Hylton, Ebony Simpson, Shadae McDaniel, Kush A. Patel, Robin Dougherty, Kimi Wei, Aurelia Rodriguez, Michael Ehrlich

---

**Discussion Summary:**

There is a lack of education on and engagement with the environment and engineering because from a young age, people are not taught about that and/or are actually discouraged from it. There is a general recognition that people need to start collaborating and making environmental sustainability a priority in Newark.

---

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Ensure environmental sustainability in Newark intergenerationally.

2. **What actions might we take to launch this idea?**
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Create a connection between nonprofit groups and those groups bringing awareness to students. Opening up community gardens and other ways for the community to engage directly with the environment. Build programs that tie the environment to engineering. Foster an early understanding of the engineering field.

---

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**
   (List at least 3 obstacles)

   - Lack of information
   - Lack of opportunities
   - Lack of leadership within the community and those that engage in it
   - Lack of accountability in education and government in working with nonprofits to make this happen
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - A large, government sponsored summit, just focusing on environmental sustainability. We can then break down the education piece, the outreach piece, etc. We need people within the community to start fighting for it.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Mayor’s Office
   - Superintendent’s Office
   - Environmental Groups and Agencies within the City
   - Panel of Environmental Engineers to begin talking about the connection to children and how to solve some of our global environmental issues.
   - People that actually want to engage in this
   - Young minds ready to be molded

2. What kinds of technology might we need, if any?
   - N/A

3. What kinds of technology might we need, if any?
   - In terms of conversation, a space with low technology, mainly pencil to paper.
   - For actual planning and development, computers and the ability to do presentations.

4. What financial resources are needed, if any?
   - A sponsor for events
   - Funding from city and other organizations

What’s Next?

1. What are two actions we can take in the next week?
   - Getting in contact with and compiling a list of the nonprofit, government, and business organizations that deal with the environment of Newark
   - Create a connection through all these entities and share with community and schools
2. **What are two additional actions we can take in the next month?**
   - Call for meeting to form a committee that would include a representative from each entity vital to the sustainability of Newark
   - Begin planning community outreach programs

3. **What is our timeline?**
   - Beginning in August, the committee can begin having conversations with schools about plans for the school year.
   - At the start of October programs should begin to take place within schools and the community.

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Ebony Simpson, Amina Hylton, Kimi Wei, Robin Dougherty, Tobias Fox

5. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**
   - Planning done with students in mind; we want them to be actively engaged!!
   - Clips and trips about the environment and why it’s important!!
   - Developing new forms of engagement with younger children and educating them on the engineering field
Session #7: Fit Mind Fit Body - Fitness from the Inside Out?

Moderator: Lisa Charles

Participants: Kush Patel; Stephanie Antoine; Hubert McQueen; Yolanda Stokes; Licelot Gonzalez; Margaret Cammarieri; Erin Johnstone; Thomas Dresbach; Rebecca Elber

Discussion Summary:

Today – it is of the utmost importance that individuals of all ages understand what they can do to improve their health outcomes. Knowledge is power so everyone must learn from the youngest ages to Breathe Diaphragmatically, Sleep More, Move Better, De-stress, and Eat Right. Programming integrated into everyday living represents the future of Health.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

We are focused on creating integrative programming within Schools; Universities; Community Centers; Sports facilities and Organizations designed to transform the Mind – Body and Spirit. A Fit Mind Fit Body involves fitness from the Inside/out with a focus on:

- How to Sleep More –
- How to Think clearly – link information to brain health
- De-Stress-
- Move Better – Incorporate Free Play Program – Where creativity thrives!!
- Eat Healthy –
- Challenge the Brain-
- and Just Breathe -

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Create Wellness Ambassadors within the Schools educated on how to achieve ultimate health (Fit Mind Fit Body, as described above) – provide community service hours
• Participate in Community Health Fairs – Occupy the Block – Community Gardens to present simple steps to better health.
• Create ‘Just Breath’ tables designed to educate how to ‘Breath Your Way Fit’
• Partner with Newark School District in presenting programming as part of the school curriculum
• Present the Fit Mind Fit Body health policies suggestions to the Newark Wellness Council
• Involve youth in creating messaging to teach the benefits each of the components of Fit mind Fit Body health mentioned above
• Increase the dedication to improve fitness facilities at Newark Schools and create partnerships that foster students utilizing University facilities
• Explore combining efforts with the Newark Planter’s program with the goal of providing planters to Newark residence to better ‘clean air’ efforts.

Jump the Hurdle

1. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Getting Partners to support the idea
   • Getting participants to help launch programming
   • Making sure that the Fit Mind Fit Body programming reaches necessary funders

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Planning and methodic execution of ideas
   • Communication with the participants and outlining the role each participant can play to making this essential program a success

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • Decision makers – those who have success in bringing new curriculum to the school district;
   • Connection to the Mayor’s Office for his block initiative
   • NJIT – set up a collaboration with the student body to advance the components of Fit Mind Fit Body and to help establish an Ambassador Program
   • Connection with Community Gardens and with outdoor facilities
2. **What additional information do we need?**
   - What are some of the supporting organizations that can aid in the dissemination of the Fit Mind Fit Body Health information
   - Research information on ‘Lift for Life’ – the NHL Skating Rink program -- local farms including ‘Down Bottom Farms’, and the Newark Yoga Movement

3. **What kinds of technology might we need, if any?**
   - Social Media for the Fit mind Fit Body Health Announcements
   - Proper formatting for Proposal submission with the Newark Public School District

4. **What financial resources are needed, if any?**
   - Payment for Instructors (Dance, Yoga, etc..) and Fit Mind Fit Body Presenters (2-5 Minutes to Breathe for Health - // Mind – Muscle Connection// How to Sleep More // How to Grow Brain Cells // Time Management – Control Your environment and Reduce Your Stress

**What’s Next?**

1. **What are two actions we can take in the next week?**
   - Set up meetings with Fit Mind Fit Body Session participants
   - Send Fit Mind Fit Body program outline to participants

2. **What are two additional actions we can take in the next month?**
   - Submit Fit mind Fit Body proposal to the Newark School District
   - Submit Fit Mind Fit Body proposal to the Newark Wellness Council
   - Bring Key participants into upcoming Health Fairs

3. **What is our timeline?**
   - Incorporate Breathing – De-Stressing and Sleeping More Strategies in Health Fairs this summer
   - Join the Newark School System this Fall in the Pre School
   - Add a new collaborate partner each month

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   *(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)*
   - Thomas Drebach and Rebecca Elber – Prudential Center
   - Margaret Cammarieri of the American Heart Association
   - Stephanie Antoine – Dancer
   - Yolanda Stokes – Southward Children’s Alliance
   - Hubert McQueen
5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
• We as a group watched the short video called the Sanger Community Task Force. This video talked about building Communities and having silos work together. Great results happened in this Community through tragedy.
Session #8: How and what can we do to change people's perception of Newark?

Moderator: Te-Sheng (Emery) Huang

Participants: Rosa Alves, Kenny Lin, Kendra Orta, Yakima Deloatch, Barbara Kauffman, Erin Johnston, Elise Miller, Chris Altizer, Sharon Owens, Selma Betancourt, Asada Rashidi, Alex Espinoza, Lindsey Holmes, Ashanti Jones, Tammy Bolden, Michael Minor, Gladstone Harris, Frankie Walls, Aliyah Thomas, Zahir Adams, Manuel Sosa-Garcia, Jessica Castillo, Jandry Estrada (University High School), Lucas Grindley

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

1. What is the perception?
   - Negative
   - Unsafe
   - Not diverse
   - Minority-oriented / Black
   - Poverty
   - Uneducated
   - Transient /traffic
   - Scared by history
   - Politically corrupt
   - Gentrified
   - Needy
   - Segregated
   - Small
   - Vulnerable
   - Bankrupt
   - Crime
   - Industrial /historical
   - Missing opportunity
   - Teachers not from Newark

2. What do we get these stereotypes from?
   - History
   - Political history
• Media
• Newark vs Detroit
• The riots created a big impact

3. **How can we overcome those challenges or obstacles?**
   - City communications development more involved
   - Perceptions can sometimes be true, but acknowledge and change
   - More local journalists
   - Information sharing / more positive stories
   - Healing the trauma / psychological
   - Lexicon
   - College students who are not from Newark should actually experience Newark
   - Be your own ambassador via social media (relying on the media is never going to help / take the narrative into your own hands)
   - Learning the experience of Resolve Philly
   - Some in/around Newark cannot have a commitment to the city
   - More media in Newark
   - Monthly gathering with the media
   - Maybe create a contact card to the media
   - Instill values and a culture of caring to prevent the youth from wishing to leave the city

4. **What are the positives of Newark?**
   - Close to airport
   - Thriving arts community
   - Mass transit
   - Location
   - College town / lots of schools
   - Culturally rich and diverse / arts
   - Upward bond programs
   - Big industries
   - Technology: Talented/inventive
   - Employment opportunities
   - Housing development

5. **What actions can we take?**
   - Change conversations
   - Local positive news
   - Compiling list of media
   - Share positive stories
• Campaign to spread positive news
• Offer tours about Newark to outsiders
• Truth reconciliation about 1967 riots (addressing the causes of the riot – why, what and how – having an open discussion about it as the way to slow reduce its negative impact)
• Support and value the Importance of small businesses
• Recruit Teachers who are from Newark
Session #9: How Can Our City be Clean?

Moderator: Melanie Gonzalez

Participants: Christian Gomes, Alfonso Lima, Ander Mendes, Edward Marecos, Jamie Bruno, Christopher Altizer, Lethicia Ferrari, Nichole N. Guimaraes, Sabrina Ross, Tyrone Tutt, Nery Oporto, Livia Gonzalez, Milagros Puelles, Pedro Paucar, Rosa Donaldo, Aida Sanchez Ross, Alfred Bundy

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?  
(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Get Newark residents more involved in activities that help us to make and then keep our city clean.

2. What actions might we take to launch this idea?  
(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - People with tickets or those who have committed non-violent crimes should be required to do a certain amount of community service hours. (cleaning) instead of going to prison.
   - We should have a list of all the classes of the Newark Public schools, for instance, class of 2019, class of 2020, 2021 etc., and assign them a certain day at a certain hour for them to clean the city of Newark.
   - THE GREEEN TEAM
   - The point is to create a group that is willing to volunteer to clean the city. Any Newark resident would be able to call us about certain dirty area and we would clean it. We would have flyers all around the city and shirts that would say "Newark is the cleanest city in the US". We would encourage others in our schools to participate but we would have our own schedule we would not need somebody to call us for us to start cleaning. However, anyone can contact us and tell us about certain areas that have not yet been cleaned.

Jump the Hurdle

1. What is in the way of us launching this idea?  
(List at least 3 obstacles)
   - Motivation from the people.
   - Supplies
• Communication

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Encouraging with our example.
   • Getting support from companies in Newark
   • Going to schools and parks (or any other place where there is usually a lot of people) and tell about the project. Convince them of how beneficial this is for everyone living in Newark.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • Everyone in Newark. From middle school students to Adults. From regular adults to business owners.

2. What kinds of technology might we need, if any?
   • Publicity in social media

3. What financial resources are needed, if any?
   • Financial support to get supplies, such as, plastic bags, garbage cans, garbage snatcher, etc.

What’s Next?

1. What is our timeline?
   • Talk to high school students and their parents about it and gather those who are willing to help.

2. What are two additional actions we can take in the next month?
   • Communicate and unify all the people of the district who decide to help to set a schedule in which we will clean.
   • Divide us in groups. Each group will be assigned a certain zone of Newark to clean.

3. Who in this breakout session is willing to work on this/give this idea a try together?
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   • Sabrina Ross (xxx-xxx-xxxx)
   • Christian Gomes (xxx-xxx-xxxx)
   • Edward Marecos (xxx-xxx-xxxx)
   • Afonso Lima (xxx-xxx-xxxx)
[NOTE: phone numbers removed for privacy. Contact kobrien@creativenj.org for questions or to contact individuals.)

4. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   • The people I listed are ready to start working on it as soon as possible and so am I.
Session #10: How can the city be cohesive?

Moderator: Patricia Anthony

Participants: Cookie Green, Lisa Mintz, Michelle Garcia, Yolanda Stokes, Leslie Kantor, Jacelyn Matthews, Jamie Saltamachia, Milagros Puelles, Pedro Paucar, Luisa Gonzalez, Nery Oporto, Rosa Donado, Aida Sanchez, Deborah Gregory, Lavita Johnson, Thomas Dreisbach, Rebecca Elber

---

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)

   Problems:
   - Segmentation
   - Isolation
   - Lack of Historical Knowledge of the City
   - Civic Engagement (lack of)
   - Lack of connectivity with the City
   - Too Separated
   - Lack of equity of opportunities
   - Lack of access / Transportation to and from neighborhoods

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?

   Solutions:
   - Anchor institutions to provide and participate
   - Consolidate the past with the future
   - Resident engagement
   - Creation of the Newark People’s Assembly (better use)
   - Communication between Wards
   - Pooling resources between the various communities
   - Involve everyone in similar activities
   - Make the City more accessible to the handicapped
   - Report physical needs to the city
   - Hold the employers responsible for hiring Newark residents
   - Newark Board of Education 20/20
Session #11: How can we better engage youth & Newark residents in the decision-making process for upcoming urban/economic developments?

Moderator: Shane Fuller

Participants: Kimberly Ford, Stephanie Antoine, Jack Heide, Stephanie Neal, Shanell Dunns, Asada Rashidi

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

- Lack of awareness of Zoning meetings and community advisory board meetings,
  - Need for stronger marketing.
  - Need for an app that updates youth and residents on upcoming development meetings.
- Teach youth the importance of development and the diverse pathways that exist.
  - Have a school level conversation and discussion.
    - Need for Civics classes on federal, state and local government operation.
- Create a centralized space in the conversation/curriculum to focus on current land use and the people that use it.
- Identify organizations/career paths for the Development for youth starting in middle school.
  - Entrepreneurship programs
  - NPLC
  - NJ Planning Association Summer Planning Institute
  - Anchor Institutions
    - Rutgers Newark
    - NJIT
    - NEAR
    - Leadership Newark Meet & Greet approaching & Celia King is a contact.
    - Newark Thrives!
    - Expanded Learning Time
    - Office of Family and Communication and Engagement
- Have OST Programs take youth to meetings w/agenda & make suggestions.
  - Review Development files
  - Write ways
  - Study information prior via Open Public Records for development.
- Create a policy where a % of Development goes towards teaching education on urban planning
  - Transportation & Roads
• Water
• Funding & Tax Structure
• Housing
• Environmental Design
• Economic Development
• Hazard
• Sustainability

• Civics
  • Dive into local government works.

• Lobbying for Policy
• Developers
  • LNM
  • RBH → Teacher’s Village
  • ONYX
  • JLL
  • CAPC

What’s Next?

• Next Steps:
  • CLI Program @ Leadership Newark [Create Parameters & present as client]
  • Focus Group on Age group- During School on Site
  • Intergenerational Team to lobby @ City Level

• Curriculum ideas for youth
  • How to be an activist charge agent 101
  • Address local issues
  • Real Newark History! → RU-N Urban Education has a curriculum!!
    • Newark Riots
    • Government History
    • White Flight
    • 350th info
    • Population
    • Development History
    • Diversity of the City
    • Urban Renewal
    • Red Lining
    • Urban Renewal
    • Backdrop History to empower!!
    • Community Pride/Cleanliness
    • Life Skills Classes – Home EC!
    • Economics
• OST Programs Involvements
  • Student Driven Survey to assess knowledge in urban education.
  • Create curriculum for urban developments, civics, Newark history.
  • Engage Families in conversation of ownership!
Session #12: How can we build local community arts centers throughout Newark?

**Moderator:** Marcia E. Heard

**Participants:** Kirk Maynard, Cheryl Mack, Gwen Moten, Carrie Puglisi, Jeremy Johnson, Regina Barboza, Alfred Bundy

---

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   The goal is to found at least five local community arts centers, one in each of the five wards of Newark. Each center would be autonomous, yet collaborative, and working with in the support and possible construct of a newly formed Newark Cultural Trust (CT would be a, centralized way of organizing and dispensing funds, etc. details to be worked out)

2. **What actions might we take to launch this idea?**
   
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Re-enact legislation that would provide funds for CAC
   - Partner with developers in Newark, e.g. RBHGroup
   - Reach out to artists, lovers of the arts, etc., to help determine who and where to found a community arts center in a given ward
   - Agreed that there will be at least one community arts center per ward
   - Review best practices e.g. South Side Community Arts Center-Chicago, Brooklyn (Navy Yard) Tech Space, Karimu of Cleveland-OH, Heidleberg Project-OH

---

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**
   
   (List at least 3 obstacles)

   - Access to Funders
   - Need to develop Newark cultural trust
   - Ways and means to access vacant properties
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Churches have reached out that are decommissioned and are looking for ways to pass the facility on, look for Newark properties and decommissioned churches
   - Access to funders – RBH is looking partnerships with emerging community arts centers
   - City Arts and cultural tourism, Econ Dev needs to have a person that works in collaboration with developers on available properties that can be developed into community arts centers
   - Artists buying property from the city for artist to work & live in the city.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - RBH and other developers
   - City Council
   - Pastors and whoever is in charge of decommissioned churches
   - Restauranteurs about annual donations,
   - Small biz
   - Universities, colleges, biz schools - creating arts hub (arts groups working together along with biz staff – marketing etc. – administrative supports), biz of running community arts centers

2. What kinds of technology might we need, if any?
   - Brooklyn tech space in Brooklyn navy yard – creative computer technologies

3. What financial resources are needed, if any?
   - One percent tax on developer’s projects to help fund building and sustaining of at least 5 community arts centers in Newark (one per ward)
   - Develop relationships with restauranteurs and make annual donations – and patrons (percentage of sales donated to group)
   - Ask banks to do the same as well (investors bank)

What’s Next?

1. What are two actions we can take in the next week?
   - Write a letter of intent to dept of property management
2. **What are two additional actions we can take in the next month?**
   - Research a space in your ward that might be available for an arts center

3. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Gwen Moten
   - Cheryl Mack
   - Marcia Heard

4. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**
   - Session also started talking about hubs for working artists – visual or performing – have that coworking space=, rehearsals, marketing other admin staff. Maybe per ward
   - Artists and community arts organizations have trainings – purpose to offer trainings through arts trust – prequel to being in an arts hub or arts center
**Session #13: How can we create an effective social platform that ensure the youth’s engagement?**

**Moderator:** Bard High School

**Participants:** Taseen Peterson, Christian Irizarry, Brianna Rodriguez, Dwayn Harris, Aminah Mason, Afonso Lima, Christian Gomes, Lauren Prates, Andre Mendes, Edward Marecos, Eyesha Marable, David Sandel, Valerie Valle, Michelle Elorduy, Temitope Ogundare, Kim Gaddy, Toni Hendrix, John Martin, Tasha Lohman, Willie Blalock, Tyneisha Gibbs, Gladstone Harris, A’Dorian Murray-Thomas, Lisa Charles, Lindsey Holmes, Tish Johnson, Williams Babalola, David Daugherty, Aani

---

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*

   How can we create an effective social platform that ensure the youth’s engagement?
   
   **Mission:** To connect all students, provide resources, built UNITY

   Create youth committee and an empowering platform
   Develop a city-wide project – see what happens when we all come together:
   - Community service
   - Get to know a job well in the city – INTERNSHIP
   - Mentorship: juniors mentor freshmen, seniors mentor sophomores
     - Each 1 Reach 1
     - Peer leadership – 3-day bonding/training

2. **What actions might we take to launch this idea?**
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*

   - Social Media
   - Girls who code
   - Create own app for you – by you
   - Representative from every high school (to promote unity)
Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   - All Newark High schools feel a sense of belonging
   - But all students don’t have access to a phone, computers => go to a Newark Public Library near you

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Who will have the governing power?
   - Determine: this is how you will participate effectively. Can you get kicked off? Rules of engagement.
     Curated by youth, organized and maintained by youth.

What/Who do we need?

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*

   Newark Thrives – OST (newarkthrives.org)
   - Food
   - Bus tickets
   - Menu based – get info that you are looking for – PROGRAM LOCATOR
   - Youth resource listing – USE IT

   Taseen @ Diginwk.com – entrepreneur built a Slack workspace; wants to connect with students, provide access (Tas@gamefully.com)

   Mayor’s Youth Ambassadors – collaborate with them

   Newark Board of Education

2. **What additional information do we need?**
   - .com CONNECTS – in person actualization, like audible.com

3. **What kinds of technology might we need, if any?**
   - Lindsay will build the platform
   - Audible tablets – download, include page
4. **What financial resources are needed, if any?**
   - City National Bank
   - Legal counsel to get financial resources
   - Content funding

**What’s Next?**

1. **What are two actions we can take in the next week?**
   - Create additional spaces to interact in person – your world is bigger than your block. Youth “we need THIS!” Unite the Wards. Research other orgs that are doing it already. Collaborate with them – ADDING SOCIAL MEDIA platform

2. **What are two additional actions we can take in the next month?**
   - JUST DO IT – own the content. Create a Facebook today
   - Identify adult mentor for this purpose. They won’t control. They will share, counsel & guide ONLY

3. **What is our timeline?**
   - NOW
   - Don’t reinvent the wheel. Comply with best practices.

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Lindsey Holmes – will create the platform
   - Natasha Dobbson – City National
   - Toni Hendrix
   - Sabrina Ross
   - Shane from Newark Thrives
   - Christian Irizarry
   - Aminah Mason
   - Dwayn Harris
   - A’Dorian Murray-Thomas

5. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**
   - Tailor page to include: academics, sports, community events, scholarships, Your Student Rights, intern fair, Newark Thrives (share), jobs you can do, representatives from every school involved, program fair to showcase all the opportunities, starting with Freshmen – Seniors
• Slack channel communicate private/public is FREE. Create call to Action.
• Find a need and then find a way to make money doing what you love. Monetize a standalone page
• Beacon Incubator program at NJIT – a business support system
• THIS IS FOR EVERYBODY – no pre-selection. Constant, ongoing communication
Session #14: How can we create more spaces and systems to build a cohesive civic infrastructure?

Moderator: Jessica Debrah

Participants: Tammy Bolden, David Sandel, Khalil Murrell, Ronald Chaluisan, Pamela Daniels, Sharnita Johnson

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - Create stronger civic engagement that will foster a cohesive civic ecosystem

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Creating systems, app, ecosystem where people can all go
   - Employment/ social options: events, community convos, etc.
   - Foster creative thinking and imagination
   - Find and create more spaces
   - Talent retention
   - Residents input and ideas
   - Innovation neighborhoods

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - The different road maps and missions of nonprofits, anchor institutions, funders; even though we all have the mission of making our community better
   - Burdens residents already face and how to engage them
What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Funders
   - CDCs
   - Neighborhood associations
   - Businesses

2. What kinds of technology might we need, if any?
   - INeighborhood software

What’s Next?

1. What are two actions we can take in the next week?
   - Community conversation with all the different actors sharing ideas
   - Space for young people to voice their vision for the future
Session #15: How can we create opportunities for youth in Newark without limiting them to Magnet Schools?

Moderator: Frankie M. Walls

Participants: Leigh Garwin, Shavone Jackson, Nasir Handford, Alyath Herrera, Shadae McDaniel, Lauren Prates, Alex Espinoza, Jandry Estrada, Gwen Moten, Francesca McClain, Leah Owens, Margaret El, Williams Babalolo, Michelle Elorduy

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • All schools in Newark should have the same opportunities available. There should also be a way or students to be aware of activities and afterschool programs available to them.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • It starts with awareness; some are not aware of what they have/don’t have. Then comes the demand for change

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

   It begins with communicating with local and state officials, as well as organizations and support from private investors.

   • It seems like high quality programs are kept secret
   • Newark is provisional, the ward causes a great divide and aids in the withholding of information
   • Isolation within schools
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Within our schools there needs to be a better connection between students and teachers. This connection should be strengthened so that opportunities given can be announced to the youth. When the connection within the school is strengthened there is a chance for schools to be connected more largely to businesses and corporations. However, only certain Magnet schools are given opportunities with these large corporations. Which leads us back to the fact that there should be equal; opportunities in all our high schools.
   • The issue of the wards being provisional has more to do with the idea of sharing information. Knowledge on scholarships, extracurricular, and career opportunities should be readily available to all. Since we are all Newark and a community, we shouldn’t be separated due to our area code.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • We need to have students more engaged and proud of the school that they go to, we need teachers to invest in their students, and we need the city of Newark to create equal opportunities in all schools.

2. What additional information do we need?
   • What caused some of these important classes to be taken away in the first place? Is there a reason that people see Magnet schools as the only solution? Why do people think Magnet schools are a good idea?

3. What kinds of technology might we need, if any?
   • We need social media – social media will help with the spread of information. For schools that don’t have computers, we don’t need to buy them a lab per say, but their school should give them a Newark public library card. Where there is a lack of technology there should be a way to access it.

4. What financial resources are needed, if any?
   • Most likely government funding, and even though things tend to get difficult when money is involved, I believe that once all Newark high schools are funded equally and have the same opportunities then we will start to see a change in the attitude of our students but also the mentality behind magnet schools.

What’s Next?

1. What are two actions we can take in the next week?
   • One member of the group mentioned signing up for the Newark thrives newsletter which is a way to help people be aware of different scholarships and opportunities.
• Another way to start now is to start having these conversations with your principle or head of school, create a relationship so there is a space to share ideas and concerns.

2. What are two additional actions we can take in the next month?
   • Within the next month, students can propose to their teacher the idea of a position on SGA dedicated to Social Media. This position entails highlighting the positives happening in their school, posting important dates, and creating a place where announcements and important events can be announced.
   • Also, within the next month students and parents can actively look for outside of school programs that can be brought to the attention of peers and Newark Youth. By doing this, there is a connection being started, youth then know that there are places they can attend for information and opportunities.

3. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   The reason the word “limiting” is used is because it goes both ways. There are students in Magnet schools who are only ever exposed to one thing, later down the line if they chose to try a different career path it seems as if it is almost too late. Limiting is also used because there is a limit of what students outside of magnets schools can do. Today we spoke of the availability of specific classes, clubs, intern opportunities. We talked about how different the relationship Audible has with a school like Science Park versus a school like Westside High. The idea of a Magnet school is limiting in general. How is a student supposed to know what they want to do with the rest of their life in 8th going on 9th grade?
Session #16: How can we get Newark Youth more involved in the arts in Newark?

Moderator: Gary Barat

Participants: Alex Espinoza, Jandry Estrada, Afonso Lima, Andre Mendes, Christian Gomes, Edward Marecos, Gladstone Harris

Describe your idea

1. **What actions might we take to launch this idea?** *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*

   - Social Media – snapchat, Instagram, twitter
   - Communicate between all five wards
   - Events, Challenges, Contests
   - Go to schools to talk to students – clubs, assemblies
   - Unite art teachers and through art teachers
   - Posters
   - Aps
   - Arts High
   - Student reps
Session #17: How can we impress a responsibility of burden on organizations & the City of Newark to monetize & preserve a budget for creatives & artist opportunities?

Moderator: Jenny P. Scott

Participants: Madinah James, Stuart Koperweis, Kay Reese, Gayle Griffin, June Smith-Tomori, Alfred Bundy, Anthony Smith

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

THERE’S A CALL FOR CREATIVES/ARTISTS TO COLLABORATE & MOBILIZE THE ARTS/CULTURE MOVEMENT THAT HIGHLIGHTS / REBUILDS PERCEPTIONS OF NEWARK.

- Sponsorship money, reserved
- Initiatives for large events such as MTV Awards – how is the arts community involved?
- It’s a MINDSET! Large/Small – it doesn’t matter; there’s a preconceived perception that artists have no monetary value; are to be exploited for the potential of artist exposure
- City of Newark, & companies need to be educated on the value & importance – Artists Don’t work for free!
- Expectation is that artists work for free
- Exposure is not enough! Can’t pay bills with exposure
- Behavior modification (mindset) – the city of Newark & other organizations need to recognize that creatives VALUE PROPOSITION to the community economic development & eco repairing system.
- If the city & organizations understand the correlation btwn. Physical/Mental Health, healing, & empowerment and the positive impact of creative arts and the community.
- Budget cuts – they must value the arts
- Incentive the government to Reserve a budget,
- Developers, major corporations – must have a budget reserved
- 1 Master House, Public Database of the budgets that are reserved per organization to monitor misappropriation
- 1 Master House, Database w/ registry of artists; a prime example is NYC’s Dept. of Cultural Affairs: “Percent for the Arts”; mimic & improve on this model for the city of Newark. The model must be sustainable.
- There is an existing cultural trust fund via the city of Newark that is inactive; artists need to be aware of it and educated on how to advocate for it be enforced & accessible.
Session #18: How can we incentivize more students to attend school?

Moderator: Oluwatobi Oladele, Kareem Welch

Participants: Evelynn Moon, Thomas Dougherty, Mark Ingram, Gabriel Jaquez, Lloyd Brown, Jamie Saltamachia, Margaret El, Chiho Feindler, Dolapo Olatunji, Isa Perkins, Pedro Paucar, Rosa Donado, Milagros Puelles, Aida Sanchez-Ross, Luisa Gonzalez, Nery Oporto, William Thompson, Al-Quan Black, Lara Moussa, Melissa Onils, Kassim Mincy

Describe your idea

1. What is it we are trying to do? For example: what is the change we are trying to make happen?
   - Help more students come to school, offer gifts and different activities to help them come to school and win prizes every Friday or every month.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Workshops, Activities, Parties, Evening computers classes for parents, diverse offerings

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - More community building (students and teachers)
   - School Activities
   - Parties

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Often more interactive students learning
What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - community circle, internship opportunities through schools.

2. What additional information do we need?
   - Easier Access to colleges Field trips to visit, college coming to us and Professor/students visiting us.

3. What kinds of technology might we need, if any?
   - The internet and make flyers on Instagram and snap

4. What financial resources are needed, if any?
   - The community to help out and raise money and do fundraiser to raise money to help all the schools

What’s next?

1. What are two actions we can take in the next week?
   - More Support systems in the school to help students and families, and Career pathways.

2. What are two additional actions we can take in the next month?
   - Multiple entry points and Child care, professor/students visiting us

3. What is our timeline?
   - Before the year is out or ASAP

4. Who in this breakout session is willing to work on this/give this idea a try together?
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - WORK WITH EVERY SCHOOL AND COLLEGE TO GET THIS UP AND RUNNING

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   - Project based learning, parent education, summer programs, easier access to college and parent involvement.
   - More interactive student learning, Workshops, need more parent support and also support from the principals in the high schools and elementary schools to help keep the students attend school
Session #19: How can we increase voter participation in local and national elections?

Moderator: Shennell McCloud

Participants: Crystal Wessel, Tafshier Cosby, Chasity Davis, Michael Minor, Richard Whitten, Tish Johnson, Madinah N James, Joan Hocky, Yolanda Stokes, Leslie Kantor, Shanell Dunns, Tony Hughes, Kristen Mozian, Deborah Gregory

Discussion Summary:

We can overcome these challenges by creating a voter toolkit that provides more information to create better informed voters, (what does a particular elected officials position actually do?) create a voting alert app, hold conversations block by block to inform the community, advise formally incarcerated people of their rights to vote, add additional voter information the sample ballots for review before casting a ballot.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - Trying to find new ways to engage voters in the City of Newark to increase voter education and voter turnout.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Engage the young new voter, hold sessions with groups (with presentations), classes for high school seniors, create a senior voting day with sample ballots and a model of the voting booth, sample ballot training, engage more homeowners, create programming around how do you choose the candidate or party

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - Voter Apathy (to many elections happening in one year)
2. Special interest groups who depend on low voter turn up
3. People just not interested in voting and not knowing the candidates.

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities that we can overcome?
   - We can overcome these challenges by:
     o Create a voter toolkit that provides more information to create better informed voters, (what does a particular elected official’s position actually do?)
     o Create a voting alert app
     o Hold conversations block by block to inform the community
     o Advise formally incarcerated people of their rights to vote
     o Add additional voter information the sample ballots for review before casting a ballot

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Community Members, Block Associations, special interest groups, schools, community nonprofits,

2. What financial resources are needed, if any?
   - Financial resources needed is for the county, state and federal offices to fund the creation of a non-partisan committee to provide voter information and the money to create the voter toolkit

What’s Next?

1. What are two actions we can take in the next week?
   - Craft a document that explains in one place what the elected officials’ responsibilities are, go door to door canvassing neighbors with voter information

2. What are two additional actions we can take in the next month?
   - Work with media (radio stations, TV, social media) to craft a year-round voter education series. Start to collaborate with other organizations that are doing voter information to reach a larger audience.

3. What is our timeline?
   - One year to implementation.
4. Who in this breakout session is willing to work on this/give this idea a try together? (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   • Tafshier Cosby, Chasity Davis

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   • The session was filled with a diverse group of Newarkers from all different backgrounds who are passionate about voting and voter education.
Session #20: How can we invest resources in the less fortunate population in the city of Newark?

Moderator: Anaizjah S. Logan & Giovanni Baltimore


Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   As leaders in the community we are trying to create a safe environment while engaging with them on their level so they will not feel judged or antagonized. We are trying to decrease the population of the less fortunate and provide equal resources for them as well-rounded citizens in Newark, NJ.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Creating flyers to pass out around the city
   - Creating a gathering twice a month for presenting the next step for the citizens transitions.
   - One on one talks to make sure they are aware that your there for their help and you want them to be as well as feel safe so they can feel that they received that push they needed to get on their feet.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)
   - Trust issues
   - Lack of feeling heard
   - Feeling as though they will be judged

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Start a march for the less fortunate but let everyone know it is open to all
Community meeting where the press would sit in and listen to the citizens speak about their struggles

**What/Who do we need?**

1. **Who are the people we need to engage?**
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - We need the community and the wealthier citizens who feel as though these certain citizens don’t exist

2. **What additional information do we need?**
   - The specific percentage of less fortunate people who need guidance for their transition

3. **What kinds of technology might we need, if any?**
   - Cameras, digital recorders

4. **What financial resources are needed, if any?**
   - Shelter, rental services, job resources
Session #21: How do we address Housing Insecurity and Homelessness in Newark?

Moderator: Luis Ulerio

Participants: Marshell Jones-Kumahor, Lucas Grindley, Mark Ingram, Lloyd ???, Gabriel Jaquez, Diana Candelejo, Patricia Anthony, Gloria Horton, Suzanne Ishee, Ebony Simpson, Carolina Estrada

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

1. We began our session defining the issues:

Housing Insecurity is
- being rent burdened
- not having ownership of your home
- not having many affordable housing opportunities
- experiencing threats to your housing stability (Emergencies, Paycheck gaps)
- not having appropriate housing options because of your criminal background

Homelessness is
- not having a safe place to live
- having unaddressed issues that prevent stability in your home

2. We discussed how these issues are currently being addressed:
- Rental Subsidies
- Fee-for-service interventions
- County-based homeless programs and services

3. We discussed creative solutions for these complex issues:
- Evaluate welfare systems to address generational abuse of benefits
- Extend housing assistance limits imposed by welfare programs
- Limit government benefits and add a case management component to promote self-sufficiency
- Support the homeless population by providing opportunities for self-sufficiency
- Promote homeownership programs in the community to expand wealth and strengthen networks
- Invest in co-op properties
Session #22: How do we build community name recognition and community pride?

Moderator: Tony C. Hughes

Participants: Stephanie Neal, Gillian Sargent-Allen, Kay Reese, Miriam Ascarelli, Suzanne Ishee

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

- We are looking for ways to make our smaller local community name recognizable. For here in the City of Newark if you hear it said the “Ironbound community” you immediately see Ferry St. and its line of restaurants.

2. What actions might we take to launch this idea?
(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Increase community pride
- More than just projects here and there but project that have long term sustainable
- Utilize the arts and getting the community involved
- Listen to what the community says it wants
- Use competition to encourage participation by members of the community
- Use Visual arts
- Use the “Neighborhood Revitalization Tax Credit” (NRTC) as a funding source to fund projects and programs
- Encourage the creation of an art culture
- Have any new and old projects in that community have art in it that reflects that community
- Industry as supporters of the arts
  - Helping artist to get paid for their work
  - Every new development has to pay into an art registry of ?%
  - Developers are encouraged to use local artist for their art projects apart of their development
Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   1. Create a registry for artist in Newark
   2. Utilize art to encourage community pride
   3. Mimic NYC % for the arts program
   4. Support sustainable visual art programs

What/Who do we need?

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Gwen Moten, City of Newark Recreation and Cultural affairs
   - Jeremy Johnson, Newark arts
   - NJPAC
   - Newark Public library
   - Victoria foundation
   - Newark Museum
   - Dodge Foundation
Session #23: How do we build Community Wealth in Newark?

**Moderator:** Ihsaan R. Muhammad

**Participants:** Krystle Allen, Chastity Davis, James Thompson, Betty Crockett, Jack Heide, Maria Torres, Nicole Capabianco, Joan Hocky, Maria Lopez, Carrie Puglisi, Milan Sledge, Michelle Abel, Melissa Miles, Luis Ulerio

---

### Describe your idea

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   **Why did you come?**
   - To find out how to encourage generational wealth
   - To speak about how we can turn resources like the airport into something that better serves the financial interests of Newarkers

### What does Community Wealth look like?

- Home ownership: take pride in neighborhood
- Access to capital
- Savings and Financial Literacy
- Investing
- Easy Access to city owned property
- Equal opportunity employment for the differently abled
- Social network of neighbors who can help you when you need it
- Bring community back
- Community land trusts
- Changing ideology regarding consumption

### Solutions: How we get there

- Community Land Trusts
  - Essex Community Land Trust
- Real Estate Investment Trusts
- Minority and Women Business Contracting Agreements
- Community Benefits and Agreements
- Public Resource Plan
• Participatory Budgeting
• More maker spaces
• Identifying policies and barriers that discourage these things
Session #24: How do we Create Longstanding Spaces for Artists in Newark?

Moderator: Jeremy Johnson

Participants: Cheryl Mack, Gayle Griffin, Susan Lazzari, Kirk Maynard, Regina Barboza, Gary Barat, Reggie Blanding, Lucas Grindley, Tish Johnson, Elise Miller, Kimberly Ford, Suzanne Ishee, Jamie Bruno, Yahaira Rodriguez, Maria Torres

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

NOTES:

- What kind of spaces are we talking about for artists? There are nontraditional spaces. Newark Public Library has a program – “Outsider Artz for Homeless”
- Use parochial schools as housing for multiple artists. Someone suggested closed parochial schools may not be available – they’re often purchased by local charter schools and that is a revenue stream for closing schools
- Faith-based – many institutions have gymnasiums, theaters, spaces at lower cost than traditional venues, West Ward & Central Ward have many faith-based spaces that can be repurposed for the arts
- Can Newark have one percent for the arts in the way that New York? NYC funds the arts this way; start it in Newark. Full disclosure: in Newark there is such a mandate on the books for developers to pay a 1% tax that’s set aside for the arts; but it’s not enforced.
- Development needs to have physical space devoted to arts. There’s need to incubate art.
- Create opportunities for other sectors to intersect with the arts, e.g. CoLab in New Brunswick – science & arts & nonprofits.
- Can the city convey dilapidated properties to the arts?
- Create a nonprofit, e.g. “ABC No REO (sp); after 10 years you can own.
- How can grassroots organizations own properties for the arts?
- LAND AUCTIONS – Newark needs a subset with different requirements for artists – artists would own the land.
- Need appropriate zoning for multi-purpose use, including the arts.
- Greenspace?
- Cultural Land Trust – preservation changing to protection = taking care of the land/property, e.g. Yerba Buena Arts Center
- Land Bank – e.g. Cleveland Partnership for Arts & Culture.
- Newark needs a directory of available spaces on a website – who would be the point person?
- Use the Newark Arts Festival “Call” for artists as a base.
- APAP has a publication of temporary spaces.
- The city’s storefront program (designed to incubate new businesses) is for people selling widgets.
- How can those spaces be art galleries – e.g. “Storefront Theater”?
- Need an app for pop-ups.
- Longstanding requires entrepreneurial education for spaces in the south and west wards.
- Artists who enter such a program must take courses for property management, business, LLC, state filings, Quickbooks, etc.
- Framewood Atlas, Actors Fund, NYFA, Creative Capital, CoLab (Dan Swern Rutgers Fellow), Puffin Arts Foundation

ADVOCACY!
- To allow easier approvals;
- Newark Arts needs to hire an advocate?
- How do artists make themselves known? People are ambivalent.
- Grants to pay for a consultant.
- Business and philanthropy can respond more easily to a group rather than many individuals, e.g. Lincoln Park’s advocate.
- Need advocate for the arts.
- ArtPride NJ is an advocate
- Only 50% are aware of ArtPride NJ
- Funding is flat from the State; funding is anemic; state funding is not proportional.
- Advocate should be independent.
- Newark Creates – city cultural plan that Newark Arts led on behalf of the City of Newark – pushes for three things – funding, space and coordination.
- High Schools run the area calendar in Rahway, but that may not work in Newark.
- Arts and culture in Newark need the enforcement of cash.
- What are Newark’s financial assets related to the arts???
- What have we lost?
- Independent data by Americans for the Arts shows that there are 5,000 full-time employees in Newark’s nonprofit arts.
- There is $178 million annually from nonprofit arts in Newark.
- No trickery – we need percentage of space in Newark.
- Artists need both a percentage of space and funding.
Session #25: How do we create more safe and inclusive pathways for youth to be more civically engaged?

Moderator: Amanda Ebokosia

Participants: Maxine Young-Coleman, Lynda Lloyd, Amy Peberly, Cookie Green, Toni Hendrix, Rebecca Elber, Mary Modlin, Vivian Lanzot, Lisa Mintz, Tony Hughes, Tyneisha Gibbs, Milan Sledge, Thomas Dreisbach, Shanell Dunns, Reggis Amankwah

Discussion Summary:

We identified ways that adults should act as allies in support of engaging youth to be more civically engaged. We also identified different organization among ourselves that do youth-centered work, which include: Junior Fellowship, Girls Scouts, Boy Scouts, The Gem Project, Youth Media Symposium, She WINS. At West Side High School, they operate an organization called Newark Trust, which works on civically engaged work, one member of the group informed.

Describe your idea

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   We are trying to explore the following:
   - Develop a collection of ideas from multiple perspectives of what civic engagement means to us by our experiences, background, and/or place of work.
   - Understand how we engage with youth right now as schools, youth, professionals, members, government officials.
   - Understand pathways that currently exist that target youth to be more civically engaged.

2. **What actions might we take to launch this idea?**
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Mentioned within our group, we discussed the current plan by Newark Public Schools to implement a civic engagement course at the high school level.
   - An action step that I would follow-up on with our group is to get more clarity from Supt. Roger Leon about the civic engagement curriculum and how it would be marketed to youth for them to enroll. We
want to advocate for more transparency to find out how long it will be implemented. Reggis (Eagle Academy) found that youth seek opportunities that are marketed effectively to them.

Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*

   The following issues can inhibit the success of becoming an authentic civically engaged organization, according to our group session:
   - Violence and safety
   - Inauthentic youth civic engagement organizations (lack of youth-centered approach)
   - No transparent processes (creating initiatives), which are meant to engage youth but lack clear action plans or information to do so.

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Create an environment where youth (feel safe) first. You must gain the insight of youth to find what safety looks and feels like in their terms.
   - In order to be an authentic youth civic engagement organization, one must place youth at the forefront.
   - In plans that are meant to boost civic engagement within youth, there should be clear action plans and methods of measurement, which can be published and information/data easily accessible.

What/Who do we need?

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Educators, youth, after school professionals, youth-centered civic engagement organizations, etc.

2. **What additional information do we need?**
   - Listing of youth-centered and focused organizations (i.e. Newark Thrives); one can and should create an indicator that measures the effectiveness of youth-led civic engagement organizations.

3. **What kinds of technology might we need, if any?**
   - Data systems—sale force etc.; excel, computers, etc.
4. What financial resources are needed, if any?
   • Funding for labor.

What’s Next?

1. What are two actions we can take in the next week?
   • Find more clear information regarding the plans to implement a civic engagement course at NPS and share.

2. What are two additional actions we can take in the next month?
   • Identify the organizations or programs that classify themselves as a youth-led civic engagement.

3. What is our timeline?
   • Within 1-2 months

4. Who in this breakout session is willing to work on this/give this idea a try together? (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   • Amanda will follow-up on interest, once contacts are shared.

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   As professionals, we must meet youth where they are in order to make youth more civically engaged. We can use people of influence to help engage. It should be fun and advertisement should be at the schools, and disseminations of our activities to students. There are a number of initiatives of programs, which should be created but are not looped in enough with this conversation. Lynda informed that adults should be involved in political education, just as much as youth. There could be dual collaborations between youth and adults to support finance and putting the world out.

There are several tools to engage young people, which include the following:
   • Writing to politicians
   • Policy Brief Recommendations
   • Community Service
   • Neighborhood Watch
   • Involve the NPS Admin to include Civics Issued Advocacy
Session #26: How do we educate teens that they have opportunities in schools? (Academics & Sport wise)

Moderator: Kymberlee Valencia (Barringer High School)

Participants: Chiho Feindler, Erica Mends, Tayyaba Noteen, Joe Palazzolo, Kibwe Seetram, Reggis Amankwah, Shane Fuller

Discussion Summary:
Addressing problems that schools seem to struggle with so teens can stay in school. Create communication strategies to touch teens.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Figure out ways to tell teens that they can attend school because of the opportunities provided and the setting they would be in will meet their needs.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Solve problems that schools seem to struggle with so these teens can stay in school. Create communication strategies to touch these teens.

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

   - No communication! Most teens believe that they are not being helped, so they drop out. They feel as though there are no reason to take the courses in the first place, so they drop out.
   - Teens feel as if they don’t have value. They think that there is not enough support to help them with at-home problems or etc.
   - There isn’t representation for teens anywhere. They want to change the courses and have much more representation in policies that involve them.
2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Have previous successful students advocate for opportunities. Schools are being misinformed or informed late, maybe fix the steps of how information should be pass along (ex. Having student leadership groups spread information, students’ conferences every month.) Have Diverse course offerings and courses. City-wide marketing and teen leadership skills to be taught. Social Media,
   - Teens need more support, apply peer-mediators and therapists into school. Social workers are being overworked, having more jobs available for these positions would be able to cover more ground with a big population of students.
   - Teach students about student leadership and advocate for student-school engagement. Have more student representative positions available within the Board of Education. If policies are being made about students, they should be the ones there to speak about it.

**What/Who do we need?**

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Lawyers, Superintendent, Students, Teachers, Counselors, Board of Education, programs

2. **What additional information do we need?**
   - What is the curriculum?
   - What opportunities are available?
   - Can we increase the amount of people on the Board?
   - Can we have students vote for who gets to be in the Board?
   - What rights do students have?

**What’s Next?**

1. **What are two actions we can take in the next week?**
   - Tell students about opportunities in schools and have a conference about what could be changed in their schools so students would want to stay.

2. **What are two additional actions we can take in the next month?**
   - Plan conferences for the beginning to the end of the school year, create student-support bonding and probably a workshop for staff to sympathize or empathize with students to better understand how they work.
Session #27: How do we protect Newark against displacement linked to gentrification?

Moderator: Kimi Wei

Participants: Jennifer Tsukayama, Jeremy Johnson, Gwen Moten, Maxine Young-Coleman, Christopher Altizer, Lauren Prates, Nichole Guimaraes, Anojan Thirukamaran, Jocelyn Tapia, Michael Minor, Reggie Blanding, Ashanti Jones, Tom Motyka, Aryaman Ravash, Wynnie-Fred Victor-Hinds, Michelle Abel, Regina Barboza, Carrie Puglisi

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Join committees
   - Vocalize opposition to displacement
   - How can we as a community prevent this? Mayor can only do so much.
   - Focus: Housing Department/Building affordable housing: how can community do this?
   - Get more involved in local elections
   - Activate politically (outside of elections)
     - Demand accountability
     - Attend board and council meetings
   - More accountability from developers
   - Diversity w/developers: include non-profit development
   - How is displacement affecting future generations in city?
   - Gentrification and displacement are sensitive topics
   - What can citizens do to protect themselves against this?
   - Programs getting people to organize (doing this is not innate to people)
   - Foreclosures are up. With 1 in 4 homes in foreclosure status, government can get rid of almost half of the city in a short time
   - Mayor Baraka is looking at UBI for Newark residents since an anecdotal study revealed that a lot of people are $4-500 away from becoming homeless
   - Mayor Baraka started a program to provide legal representation for people facing eviction since he realized that 90% of those being evicted do not have an attorney
   - Hold mayor and other politicians accountable
   - Need communication vehicles!
     - Engagement via social media
Networking/Education
- Address language barriers and language access
- Translation court?
- Target community leaders in certain areas
- Share information f2f
- Awareness campaigns

Renters concerns
- Buildings need to be up to code

1/3 of our group are renters but 80% of Newarkers are renters

Student representation in our group:
- 2 from Technology High
- 1 from West Side High
- 1 from Barringer High
  - Barringer has program to research needs of students with unstable lives and try to help them

Education links:
- Access to quality education is a consideration that affects housing stability and selection
- Old school buildings may not be safe or comfortable
- Charter schools have advantage over public schools because their buildings are upgraded or are new
- Some students have had to leave school because of rent rises (sometimes due to rising property taxes)
- 3 out of group’s 4 students do not plan to live or work in Newark after graduating college
- There is a link between transient student and their educational experiences and performance
- The pressures that parents are undergoing – especially in terms of housing stability – are also experienced by students
- Single parent households and lower pay for women reverberates into students’ lives

Would Amazon have had a positive or negative impact on Newark?
- Opinions voiced:
  - Mixed blessing but could be mostly negative: increased roadway/infrastructure stress, increased car and truck traffic, accidents, need for policing, vehicle emissions and congestion.
  - Not only warehouse and driver but also white-collar jobs are available
  - Large institutions moving in is good if they give back to city

Off topic opinions voiced about how to help developers, which is outside the scope of this discussion and also, changing zoning laws to allow for more multi-family developments

Is there a need for more affordable multi-family dwellings in Newark?
‘Up and coming’ should be an alarm rather than cause for celebration
Tax credits/abatements for businesses cause financial stress to indigenous residents as the extra cost associated with more development have to be paid for.
• Explore models for co-op land acquisition and non-profit land development
  Strengthening and increasing economic opportunities: income generation is an essential component of protecting the community
    o Workers cooperatives
      ▪ Free training available through the Green Workers Co-op in NYC
• Need job training, job development, financial education and more entrepreneurship
Session #28: How do we start an ambassador program?

Moderator: Bundy Washington

Participants: Paul Perillo, Amina Hylton

Discussion Summary:

We start by creating a plan (ambassador), recognition and marketing, team recruitment, identify resources (goals, objectives. Community leaders, Year-round program, resident driven, leadership)

Connecting youth with lawmakers, starting with local-fed government, advocacy and education, 20 hrs. of volunteering mandatory for high school students per year, participation and enforcement, perks for volunteers (training, connections, mentorship, sense of accomplishment, recognition)

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Initiate ambassadorship program in all Newark high schools

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Define mission
   - Create Timeline
   - Contact schools to confirm if there is an existing program (if not bridge)
   - Create program
   - Define incentives
Jump the Hurdle

1. **What is in the way of us launching this idea?**  
   *(List at least 3 obstacles)*  
   - Community Awareness  
   - Bridging Generational gaps  
   - Fostering Participation

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**  
   - We will be able to work with the youth as well as the elderly community to alleviate gaps in communication and understanding.

**What/Who do we need?**

1. **Who are the people we need to engage?**  
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*  
   - Schools  
   - Students  
   - Local government  
   - Superintendent of School  
   - Board of education  
   - Parents  
   - Teachers

2. **What additional information do we need?**  
   - Contact information  
   - Support  
   - Supplies  
   - Transportation (Funds)

3. **What kinds of technology might we need, if any?**  
   - Social media platform for sign-up

4. **What financial resources are needed, if any?**  
   - Bus tickets and other forms of transportation assistance  
   - Lunch stipends
What’s Next?

1. What are two actions we can take in the next week?
   • Write Mission statement and create timeline

2. What are two additional actions we can take in the next month?
   • Tap into resources (students)

3. What is our timeline?
   • Year Round
   • Active during School Year

4. Who in this breakout session is willing to work on this/give this idea a try together? (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   • Bundy Washington and Amina Hylton

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   • Volunteerism, identify issues important to youth, fostering participation, completing goals, building a sense of community, sense of accomplishment, gives a voice and support from BOE
Session #29: How do we support the development of a Trauma Informed Newark?

Moderator: William Simpson / Danna Murray

Participants: Beatriz Baldwin, Yolanda Stokes, Beverly Lynn, Margaret Woods, Michelle Garcia, Toni Hendrix, Leslie Kantor, Charisse Carrion, Tish Johnson, Dana Murray, Tia Morris, Tyrone Tutt, Margarethe Laurenzi, Kimberly Ford, Rev. Louise Scott-Rountree, Jacelyn Matthews, Francis Dixon, Stacy Raheem, Marsha Atkind

Discussion Summary:

The Council Of “8” (our group number) had a robust discussion on how we as a community support a systemic shift to a Newark based in racial equity, trauma informed responses, and healing. Key action items needed for change included but were not limited to:

- The creation of a resource database
- Collaboration between organizations doing similar work
- The Creation of an educational toolkit
- Expand social-emotional learning to adults and families
- Standardized city-wide trauma training

The Council of “8” proposed to create a “Council on Trauma & Healing” to formalize a response to generational trauma and harm in communities.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   
   - Create a Trauma Informed Community Through a Racial Equity Lens
   - Heal Community
   - Prevent Re-traumatization
   - Focus on Resiliency

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Trauma Resource Database
   - Develop Educational Toolkit on Trauma
   - Standardized City-Wide Training on Trauma
Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   - Lack of Communication
   - Limited Funding
   - No Common City-Wide Strategy to Address Trauma
   - Lack of understanding around definitions on:
     - Trauma
     - Resiliency

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Create a City-wide Council on Trauma (Healing/Resilience)
   - Awareness Campaign
   - Coordinated cross-sector responses trauma
   - RECOGNIZE TRAUMA AS A PUBLIC HEALTH CRISIS *(caps intentional)*

**What/Who do we need?**

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Systems:
     - Criminal Justice
       - Equal Justice USA
       - All-Stars Project
       - Newark Municipal Court
     - Health Care
       - Hospitals
       - Physicians
       - Mental Health Providers
   - Housing
   - Education (0-5) (K-12)
     - Students
     - Parents
     - Teachers
     - NPS
   - Transportation
   - Child Welfare/Social Services
• Environmental
• Financial
• Familial
  • Parents
  • Extended Family
• Government
• Arts
Session #30: How do you help the less fortunate kids in troubled times to get to school?

**Moderator:** Lara-Rhim Moussa, Al’Quan Black, and William Thompson

**Participants:** Kibwe Seetram, Donita Devance, Pedro Paucar, Rosa Donado, Milagros Puelles, Luisa Gonzalez, Nery Oporto, Aida Sanchez-Ross, Charisse Carrion, Shanell Dunns, Kendra Orta

---

**Describe your idea**

1. **What is it we are trying to do?** For example: What is the change we are trying to make happen?  
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*
   
   - The change that we are trying to make is by making a program or having staff members such as counselors or teachers be there where they can help those students who struggle from certain self and home situations such as not having transportation or funds to even wash their own clothes to go to school or just being plain out uncomfortable in school.

2. **What actions might we take to launch this idea?**  
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*
   
   - ONLINE SURVEYS
   - POP UP SHOP
   - KNOWING AND USING YOUR COMMUNITY SERVICE

---

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**  
   *(List at least 3 obstacles)*
   
   - Not enough funds, not enough trust in people, and not enough communication

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   
   - We can get over them because eventually you’ll know what to do and they could become opportunities use its something they already had and want to give it away
What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - We can engage with our mothers, teachers and close me. [editor’s note: mentor?]

2. What additional information do we need?
   - Knowing how to start ownership for all the people.

What’s Next?

1. What are two actions we can take in the next month?
   - Peer meeting and meeting with adults

2. What is our timeline?
   - June 9, 2019

3. Who in this breakout session is willing to work on this/give this idea a try together?
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - If anyone in the group is going, I will be me and I’m taking her

4. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   - Being able to be there for the children is better for them in the future
Session #31: How do we close the wealth gap?

Moderator: Chasity Davis

Participants: Mary Modlin, Aliyah Thomas, Jessica Castillo, Zahir Adams, Manuel Sosa-Garcia, Stephanie Neal, Jennifer Tsukayama, Reggie Amankwah, Kibwe Seetram, Toni Hendrix, Aurelia Rodriguez

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - How do we close the wealth gap? Through Investments, Homeownership, etc.?

   - Wealth means what to the group? Assets, the money is in the wealth, keeping money in the community, money flowing through the city, having enough money after expenses, financial independence, cash flow, ability to create a happy environment for yourself, invest in local business, having liquid assets, advantage & disadvantages of having money

   - The pathway to access is unequitable! Generational wealth leads those who have it to equity/assets/bank & financial relationships

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

How to close the gap?

   - teach savings at an early age
   - financial literacy
   - how to grow $$$
   - credit education
   - invest back in community – “community banks”

SOLUTIONS:

   - Financial literacy required in all schools – starting in elementary
   - Addressing things currently causing poverty (identify poverty too)
   - jobs – jobs are being eliminated. Why? Bring them back
   - Showing the differences
• Unbanked & underbanked – we need to reverse it
• closing the education gap affects the wealth gap
• investment clubs
• adult financial training
  o connecting with local banks (PNC – Newark Public Library; TD Bank)
  o community investment act
• School banks run by the students! “For the students, by the students”
Session #32: How to communicate across generations to foster community connectivity to ensure Newark Pride?

Moderator: Ebony Simpson

Participants: Margaret Cammarieri, Kendra Orta, Kimbalee Valencia, Pamela Daniels, Tony Hughes

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

In today’s Newark youth don’t always have a since of pride about their city. The communication amongst older generations and younger are lacking or severely strained due to the different innate generational languages that we speak. We want to bridge the value gap between generations, sharing with those younger values that will keep our city vital, beautiful and continuously headed up not down.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

Picking a common subject matter that all generations can get behind to support- ex. Education and Safe Neighborhoods.

Creating a dialogue that is focused on how we can instill the same values in the youth that made us care about Newark that brought us here today. We thought about two ideas that could benefit our youth to appreciate their city.

1. Relaunching programs like title 1 that would expose Newark youth to Newark based institutions like the Newark museum, Newark symphony Hall, Newark Public Library etc. With the on-loan feature that would allow schools to house items for classroom discussion and display in the school.

2. Visiting the Newark High School community service program that requires students to complete 40-75 hrs. of community service to graduate from HS. This program should be revisited to ensure students are participating starting their 9th grade year as well as being placed in Newark based community organizations.
Jump the Hurdle

1. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Newark Public Schools and the openness to integrate the programming.
   • High school admins allowing the re-tooling of the Community Service protocol.
   • Time

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • These obstacles can be overcome by the strategic planning of the program with the goal and potential outcomes of each. Also, the understanding that both ideas may not happen at the same time so one at a time is a start.

What/Who do we need?

1. What additional information do we need?
   • Newark Public Schools Superintendent. Newark Museums, Newark Symphony Hall.

2. What additional information do we need?
   • Highschool mandate for community service. Title 1 Program outline to enable a program mirroring plan.

3. What kinds of technology might we need, if any?
   • Computers, cell phones.

What’s Next?

1. What is our timeline?
   • Contacting NPS for High School Community Service protocol and find out what would be the steps to have the program adjusted to enforce 9th grade participation and the inclusion of Newark based organizations as volunteer sites.

2. What are two additional actions we can take in the next month?
   • Locate the Title 1 program outline for the late 70’s if available to see if a like program can be created.
   • (If the HS CS requirements are shared) identify areas that need adjustment to ensure students get the most benefits from their Newark CS.
3. Who in this breakout session is willing to work on this/give this idea a try together?
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Ebony Simpson
Session #33: How to make new and old industries engage with community and give back?

Moderator: Melissa Miles

Participants: Thomas Dreisbach, Rebecca Elber, Betty Crockett, Hellane Freeman, Maria Lopez, Rosa Alves, Marcia Heard, Taralyn Gonzalez, Kim Gaddy, Derek Ware, Rebecca Elber

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

- How can we get old and new industries to give back to Newark when they have taken so much from us and caused displacement of all residents including LGBTQIA+ and those with disabilities?

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Change the perception of sex workers from criminals to victims
- Educate people about human trafficking
- Outreach
- Education

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

   1. Educate - parenting, enforcing ordinances
      a. Coordinated effort to make parents responsible for their children
   2. Homelessness
   3. Dept of homelessness underfunded
   3. Enforce Statutes

Holding Industries Accountable
• Block associations
• Create databases
  o Accountability databases
  o Include city departments
  o keep it simple
  o have constant communities
• Education initiatives through the youth
• Find people who have experience with displacement and advocate
• Social Service Agencies synchronized
• Give education to tenants and power to attend meetings
• Language barriers in meeting - need translations
• Cap on buy out - community policy
• Advocate for smaller developers and small businesses
• Housing and Tenant Issues - aware of:
  o block associations come together
  o Office of tenant rights
  o Protecting tenants
    ▪ educate tenants on their rights - we have the strongest rent control ordinance
  o Zero slum lord law
    ▪ They are not held accountable
    ▪ They can buy out
    ▪ Tax abatements status
  o Have to be in eviction status
    ▪ Difficult because the person is in a crisis situation
    ▪ AMI
  o Increase code enforcement - 80%
  o They have to have a continued occupancy - zero always happen, zero paperwork
  o The eviction filing if landlord is absent
• How to make people aware:
  o Capacity - people have to mandate it
  o Invite people to see
Session #34: Liquid Gold - How can we creatively update, educate, activate and empower Newark (and beyond) to advocate for clean water?

**Moderator:** Eyesha K. Marable

**Participants:** Jack Heide, Laila Copeland, Dayanna Jones, Lisa Charles, Taralyn Gonzalez, Suzanne Ishee, Paul Perillo, Chastity Davis, Margaret Cammarieri, Amanda Griffin, Bundy Washington

---

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**  
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*
   
   - How can we creatively update, educate, activate and empower Newark (and beyond) to advocate for CLEAN WATER (LIQUID GOLD), using the arts (film, music, dance, poetry, spoken word and choreodramas).

2. **What actions might we take to launch this idea?**  
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*
   
   - Galvanize Water Warriors
   - Y WATER? advocate for more water drinking
   - 30-day water challenge
   - Create a water app

---

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**  
   *(List at least 3 obstacles)*
   
   1. Check filtered water systems in all schools, corporations and residents
      - a. Who is monitoring change in these locations? Schools-building services?
   2. Need $$$$ to change filters regularly
      - a. Residents need to utilize the loan program
      - b. costs $1,000 to get water tested – to qualify for the loan program
   3. Need $$$ to replace piping
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?

Overcome challenges:
- Mitigation – address infrastructure
- do not put a band-aid on water issue.
- Share what is at risk.
  - Use infographic posters flyers
  - Encourage youth (Water Warriors) to post in fun way on social media – snap chat, Instagram, twitter, FB
- Do not give a false sense of security.
- Advocate for cities to change pipes.
- Remind public to hydrate with
- Keep message clear all along the way.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)

- WORK WITH EXISTING ORGANIZATIONS DOING THE WORK ALREADY – ADD THE ARTISTIC PLATFORM
  - Dance off at ShopRite as water filters are distributed,
  - Water chug competition
- Connect with Believe In Healthy Newark
  - Collaborate with work already in place
  - Put an artistic message on their existing agenda
- Connect with municipality
- Children’s Cabinet – Newark Public Schools
- SYEP – summer youth employment programs to promote and market LIQUID GOLD CHALLENGE
- GO BIG on social media before the end of the year to create a ground swell around the issue
- Newark Artist who created the water bottle sculpture (posted on Newark Arts website)
  - Ask to move/showcase the sculpture from one event to another
- Corporations – encourage them to become Water Warriors and enlist ambassadors in their companies
  - Use their own water bottles
  - Help the environment by actively participating with the recycling campaign
- Newark Recycling
- Get middle and high school youth FULLY ENGAGED
  - Superintendent Roger Leon, NPS
  - Margaret El, Arts Education, NPS
  - Margarita Muniz, Community Engagement, NPS
• Mel Chin, engineer and artist collaborated with
  • Tracy Reese, NYC designer, she created a raincoat out of plastic bottles
• FLINT FIT organizations – replicate model in Newark
• ONE WATER USA, works with NJ Future (water shed)
  • Get update on new filter distribution

2. What additional information do we need?
• Create urgency
• Education and activation
• Give people options to gain access to clean free LIQUID GOLD
• Create a competition for people to create their own song, rap, poem, dance, song, music
  • Challenge people to post their drinking more water, using a creative social medium
  • Use technology to post on twitter, Instagram, Facebook, snap chat

3. What kinds of technology might we need, if any?
Video tape all water challenges on cell phones
Recite a rap and close with statement: “I’ll Drink to That” with a cup/bottle of water in hand
  • Recite a poem
  • Choreograph a dance
  • Create a new line dance

4. What financial resources are needed, if any?
SHORT TERM
• Water distribution at events
• Incentives for people to engage in the water challenge

LONG TERM
• Pipe replacement
• Water filters replaced
• Funding for water assessment in homes

What’s Next?

1. What are two actions we can take in the next week?
  • RESEARCH ALL SUGGESTIONS AND CONTACTS
  • RESEARCH CURRENT WATER CONDITION IN NEWARK AND WATER SOLUTIONS
  • SUGGEST COLLABORATION WITH ORGANIZATIONS
  • SET UP A FOLLOW UP MEETING WITH ALL ORGANIZATIONS
2. **What are two additional actions we can take in the next month?**
   - IDENTIFY A FILM THAT CAN BE INCLUDED IN NJPAC’S TRUE DIVERSITY FILM SERIES

3. **What is our timeline?**
   - JULY-AUGUST MEET AND RESEARCH WATER WARRIORS, PARTICIPANTS AND COLLABORATORS
   - SEPTEMBER 1ST ARTISTIC PRODUCTION
   - NOVEMBER 2ND ARTISTIC PRODUCTION
   - JANUARY 3RD ARTISTIC PRODUCTION
   - MARCH 4TH ARTISTIC PRODUCTION
   - MAY REPORT ALL FINDINGS AND CELEBRATE THE LIQUID GOLD PROJECT

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   *(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)*
   - Jack Heide
   - Laila Copeland
   - Dayanna Jones
   - Lisa Charles
   - Taralyn Gonzalez
   - Suzanne Ishee
   - Paul Perillo
   - Chastity Davis
   - Margaret Cammarieri
   - Amanda Griffin
   - Bundy Washington

5. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**

   **Water Barre in Michigan and Newark**
   - Collect water samples
   - Bartenders – scientists
   - Artist nights include Paint & SIP, spoken word, poetry, rap, dance, music all about WATER
   - Sheena Burroughs Blue Berry Café – Water Barre

   **Toxic Avengers**
   - NJIT musical theater program presentation about water
   - Pulled water from different buildings on campus, research displayed, followed by a lecture

Research Newark water supply past and present. What happened over the years? It used to have best water. Replace pipes and what else?
Session #35: Making Schools Places Students, Families, and the Community Want to Be

Moderator: Evelynn Moon

Participants: Gayle Griffin, Dolap Olatunji, Ivette Rosario, Chiho Feindler, Joe Palazzolo, Cookie ?, Williams Babalola, Temitope Ogundare, Michelle Elorduy, Jacelyn Matthews, Nicole Nebbia, Lisa Mintz

Discussion Summary:

There is a real desire for schools to become hubs for the community and the place that students can find opportunities that allow them to grow as a total person.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • What can we do as organizations, adults, residents, students, and workers of Newark to create spaces in schools that everyone wants to be a part of?

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • In-school convocations on school issues and creating space for student voice and input
   • Community school model for buildings that offer programming, tutoring, laundry, after school programming, mentoring, feeling of safety. Places that are responding to the needs of the community.
   • Nonacademic opportunities that cater to the whole student and allow time for socializing.
   • Create pipelines for opportunities for students through universities and business that can expand their networks and allow for them to enter the workforce in the city they graduated from.

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

   • Diversity of schools can lead to cliques
   • Teachers that lack cultural understanding and sensitivity
• Community and parents feeling unwelcomed in schools
• Lack of asset mapping (which schools have which resources, programs, and resources)
• Funding for expansion and creation of programs.
• Buy in from schools’ leaders
• Red tape
• There can be a disconnect between the district level and school leadership when programs are brought to a building

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
• Have leaders (building admin, counselors, social workers, etc.) come together to share ideas and take a more cohesive approach to programming and opportunities across the district.
• Promote interschool collaboration
• Use students as part of an advisory to develop the programs
• Partner with businesses and universities to become mentors and partners to retain students in the city once they graduate so that they can continue to contribute to the community as adults.
• Expanding the summer youth employment program

What/Who do we need?
1. Who are the people we need to engage?
(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
• School leaders, district leaders, nonprofits, funders, businesses, universities.

2. What additional information do we need?
• How much of this is being included in the overarching plan for the district?

3. What kinds of technology might we need, if any?
• We would need to find ways to keep all involved on the same page.

4. What financial resources are needed, if any?
• Steady and equitable funding would be required for all schools

What’s Next?
1. What are two actions we can take in the next week?
• We can reach out to places near school buildings to find out what, if any opportunities are being offered to students.
• We can find out about the strategic vision for expanding the programming found at West Side HS (laundry and Lights On) to other schools.

2. **What are two additional actions we can take in the next month?**
   • Find ways to get input from students about what they would like to see in their buildings.
   • Lay out a plan for asset mapping of school partnerships and programs

3. **What is our timeline?**
   Sorry...didn’t get to this except for the above
Session #36: How can we mitigate the adverse effects of untested technology like WIFI & 5G on our health? How to make Newark a healthy community?

Moderator: Kim Gaddy/Wynnie-Fred Victor Hinds


Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - How are Wi-Fi, 5G, cell towers, smart meters effecting our health?
   - Possible causes such as cancer, asthma, fertility issues, anxiety/depression, fatigue, behavioral issues, especially since 3G was not considered a good idea in 2010, 5G possibly worse
   - Introduced to community without any community input
   - Find out Who’s benefitting from installation of wifi & 5G in community? The technology is being used to track people.
   - How do we get kids less addicted to this technology? Possible causal effect: mental health issues; addiction to technology; get kids more involved in recreation/socializing; though science pertaining to wifi and 5G are not conclusive
   - More technology is being introduced in the classroom though studies have shown that students who use technology when taking tests and writing notes do worse than students who wrote notes.
   - Schools, especially higher education, want to be “wasteful/paperless” as possible but using more electricity actually not less wasteful
   - Get more people to find a balance when it comes to high tech usage
   - Since Advertising by wireless companies only show positive images of using wireless
   - Do an Environmental Impact Study
   - What are some policies regarding this, i.e. around Renters awareness?
   - Try to get more people involved in the decision-making process.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Health Impact Study
   - Do a study, specifically in Newark, partnering with Universities on impact of these technologies
   - Make PSAs to educate public (effects of cell phones in pocket, shut down phones when driving, etc.)
• Limit pillars put on Apps (take pillars out); limit social media Apps; multiple use at the same time
• Boycott certain Apps/software/technologies, etc./Temporary prevention
• We have to be proactive as opposed to reactive
• Have to question government studies/FCC trying to shut down access to websites (regulatory issues, especially when it comes to small businesses)
• How do we go about researching this?
• Learn to be better advocates/users of technology
• Teach students how to use technology as a Tool

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)
   - Information not readily available; Need to understand the negatives
   - Regulations
   - Who to trust? (in terms of information)
   - Local Ordinances/Policies? Are there any? Are they being enforced?
   - What are Tenants/Renters’ Rights? Do they have any?
   - Early access to technology (introducing these technologies to kids at an earlier age without really knowing all the adverse effects)

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Get Teachers to use less tech in classroom
   - Become more involved in local elections
   - Get businesses to commit and invest in our community; get them to have a “Benefits Agreement” with community
   - Promoting and putting more money towards our Resources, i.e. Libraries, etc.
   - More Playgrounds/Green Spaces (“WiFi Free”)
Session #37: Motivating Residents (all older, millennials, generation x, generation z) to demand better services from Newark officials/departments, and to demand the same services provided to all other NJ towns/cities residents.

Moderator: Hellane Freeman

Participants: Donita Devance, Edith Muhammad, Nasir Handsford (Westside High School), Allyath Herrera (Westside High School)

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

Old people in public senior housing are running the votes (20K) in Newark NJ and the younger generation feel disenfranchised and do not vote. Hence there is a lack of services for the 280,000 resident who do not vote and are being controlled by the (20k) who are out of touch with what is really happening in the neighborhoods-street level. We need to engage the next generation to take control of the city while they still have a stake and enough residents to make positive change.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

Have community groups reach out to the younger generation and invite them to be active members in said groups. Give these younger people a real seat at the table to make change. Go directly to the schools to recruit and use of social media (via the students) to reach other students.

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

Use the community groups/ church groups/ student groups to reach other students and younger adults to join in to make a change and demand more of city officials. This requires boots on the ground, time and effort. We need the cooperation of colleges and universities to make this happen.
2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Social media, proper targeting of real groups that are highly active in the community and have them spearhead the contacts.
   - Encourage voting habits in the very young students – 10th grade up
   - Wholistic (develop/ encourage informed behaviors in the students/ young adults) targeting what they see as a need for change and incorporating their needs into what the older (tax paying generation) wants and pays for. Using both generations to assure that all residents gent what is rightfully theirs:
     - CLEAN AIR
     - SAFE DRINKING WATER
     - TRASH COLLECTION
     - CLEAN STREETS
     - SAFE STREETS

**What/Who do we need?**

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*

Large/ Small community organizations to reach out and accept millennials, gen Z and X to participate and have equal floor time. Willingness to register to vote and get others in high school, community college, college/ universities to vote and share information on their social media platform and attend meetings. Young folks coming out to city council meetings with petitions and their written demands.

**What’s Next?**

1. **What are two actions we can take in the next week?**
   - Contact the groups we know and ask them to participate in the plan
   - Two actions are: get a few students to participate and have them reach out to peers.
   - Timeline is this summer and a full push in the school year.
   - Rutgers and the hospitals to work to reach out to schools and community groups to share the plan.
   - Use of Rutgers community outreach- must call them.
Session #38: Newark Entrepreneurship

Moderator: Michael Ehrlich

Participants: Gladstone Harris, Steven Gomez, Rosa Alves, Ebony Simpson, Ashanti Jones, Berekti Mengistu, Tammy Bolden, Michael Minor, Kimberly Ford, David Sandel, Regina Barboza, Jeremy Johnson, Derek Ware, Charlie Rosa, Deborah Gregory, Marshall Jones-Kumahor, Toni Hendrix, Michael ?????

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - Train, Enable and Support Newark Entrepreneurs
   - Create and Capture Wealth => Support Social Justice

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Create a high-profile competition to highlight, support and celebrate Newark Entrepreneurs

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - Outreach 2) Program/Curriculum Support 3) Financial Support of Entrepreneurs

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Engage Newark Community Leaders (Event Committee?) and Engage Newark Corporate Leaders

What/Who do we need?
1. **Who are the people we need to engage?**
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Newark Community & Corporate Leaders

2. **What additional information do we need?**
   - We can leverage existing New Business Model Competition (NBMC)

3. **What kinds of technology might we need, if any?**
   - Web and Social Media tools

4. **What financial resources are needed, if any?**
   - Prize money for contest winners ($50-100K/year)

**What’s Next?**

1. **What are two actions we can take in the next week?**
   - Follow up with others who spoke about entrepreneurship

2. **What are two additional actions we can take in the next month?**
   - Talk to potential funders

3. **What is our timeline?**
   - Launch August/Sept 2019 – Showcase in early December

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - List of attendees – gathered at event

5. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**
   - We need PATHWAYS into Entr – Help to bridge perception to reality – financial capacity and recognition of risk of failure == Goal: Financial Independence
   - Challenge for service-based (non-product) businesses – different types of business models incl Arts, Creative, Social, Gig – Entr needs to find their UNIQUE value proposition – find their own customers
   - Where are the $ for programs and lending?
   - Is Entr built or default? Apprentice model? How to manage risk? Need to teach Entr skills (safety net vs hinder)
   - Failure => Opportunity & Gig => fulltime
   - Need to create Newark public space for Entr
• Lean Startup Jumpstart program – Synchrony Bank & NJIT – introduce tools to entrepreneurs
• What about overpriced co-working spaces? Robust list of corporate customers?
• How to test Entr idea? (learn in Lean Startup Jumpstart)
• Embed Entr in homes and communities? People get in without understanding business need?
• Who are MY customers? Where to find resources? Platform for Newark Entr? Incentives for all participants?
• NCEDC Contractor Program – Al-Qadr Camillo
• What about City, County, State Policy?
• Need NEWARK SBA
**Session #39: NJIT Involvement in the Newark Community?**

**Moderator:** Kush Patel & Susmitha Duvapu

**Participants:** Hubert McQueen, Kenny Lin, Emery Huang, Stuart Koperweis, David Sandel, Bryan Guarnizo, Adrien Gara, Jeremy Reich, Pamela Daniels

**Discussion Summary:**

NJIT students would have to work in conjunction with Newark school officials and Office of Youth & College affairs to create programs that encourage students towards STEAM, incentivizing NJIT and working in Newark, and helping students academically in high school and preparing them for college. NJIT has to utilize pre-existing programs as well as develop new ones.

**Describe your idea**

1. **What is it we are trying to do?** For example: What is the change we are trying to make happen?  
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*
   - We want to be able to integrate NJIT more in the Newark community.

2. **What actions might we take to launch this idea?**  
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*
   - Service Learning, guiding student’s capstones to geared towards Newark, creating youth and high school recruitment programs, working with pre-existing programs (like Pre-College NJIT).

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**  
   *(List at least 3 obstacles)*
   - Attempted solutions start from the top and trickle down, they don’t always solve the underlying issue.  
     Ex. Organizations buy more expensive and “better” computers however they don’t yield great results due to computer illiteracy.
   - Once students from Newark go to college, there is little to no incentive for them to come back to Newark.
• Big disconnect between universities and Newark community

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • NJIT (and other Newark Universities) could conduct more surveys of Newark and take suggestions from Newark community rather than college students creating all initiatives.
   • Create programs with NJIT and Newark companies to allow students better enrollment plans in college as well as better job placement (works in conjunction with Mayor’s new initiative of Office of Youth & College Affairs).
   • Allow students (high school) to audit classes at NJIT, create tutoring programs for high school and middle school, create STEAM events for grade school students (specifically for girls) to ensure that girls do not get turned away from STEAM, work more with the Pre-College program @ NJIT.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • Students and Administration of NJIT
   • Students and Administration of Newark schools
   • Government workers in Newark Education and Office of Youth and College Affairs

2. What additional information do we need?
   • We need to be able to understand how many students from NJIT are engaging with the Newark community, and how many Newark students are interested in the aforementioned projects/initiatives.

3. What kinds of technology might we need, if any?
   • I think it depends on the kind of projects we start with. For most STEAM based programs, computers and laptops would be a good start. I think that once we get a clearer idea of what we want to do, we can better understand what we would need.

4. What financial resources are needed, if any?
   • Funding for these projects and materials, but once we get a better picture of our idea, we can understand what we would need.
What’s Next?

1. **What are two actions we can take in the next week?**
   - Start reaching out to Newark school officials, Newark Education officials, and NJIT administration to start seeing what programs are in place now and how we can better them.

2. **What are two additional actions we can take in the next month?**
   - Start implementing changes and ideas to programs. If new programs are needed, I think this would be the perfect time to start them. Summer is the best time to work out any potential issues and roadblocks that way once the school year starts, we have a greater potential for success.

3. **What is our timeline?**
   - I am not too sure what the timeline looks like. I hope that by end of August we have some solid programs in place both at the high school and at NJIT with heavy student involvement on both sides that way once the school year starts, we can hit the ground running.

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Both Kush and Susmitha (as well as Student Senate as a whole) is looking forward to working together with the members of this break out session. I think that in particular from an NJIT perspective, David Sandal and Jeremy Reich would be good ways to start working. They both have several ideas for both NJIT and Newark schools and also more information about how to accomplish these goals.
Session #40: How can local governments help artists connect with economic development?

Moderator: Kay Reese

Participants: Francesca McClain, Donna Kirkland, Madinah James, Gwen Moten, Jack Heide, Emery Huang

Describe your idea

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   
   - Get government to respond to the needs of artists, and promote economic and cultural development of Newark.

2. **What actions might we take to launch this idea?**
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   
   - Include artists in design of city structures; Hire and pay artists for work; local playgrounds
   - Need a systematic way of dealing with artists:
     - Percent for arts program (artstw submit work)
     - Policy that corps have to hire local artists, contribute to percent program mandate
     - Arts/business/ economic development etc.
     - Research NYC Percent For The Arts program (model)
     - Adds vibrancy to city, economic development, via artists spending where they work and live
     - Sustainable for small arts institutions
     - Companies that do not contribute to Percent required to donate or fund arts programming
     - Create an alliance; explore budgets programs already in place
     - Artist need to access programming
     - Government official will advocate for higher funding for arts/commerce programming

Jump the Hurdle

1. **What is in the way of us launching this idea?**
   (List at least 3 obstacles)
   
   - What is in the way of us launching this idea? Organizing program participants to create collaborative
• Invite other arts orgs to discuss collaboration opportunities
• Identify additional resources (people, funds et al)
• Identify artists issues; housing, jobs, business development, city issues/needs, education, training

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
• Become an active alliance to advocate for artists concerns relative to cultural, business and personal development.

What/Who do we need?

1. Who are the people we need to engage?
(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
• See Jump the Hurdle

2. What additional information do we need?
• See Jump the Hurdle

3. What kinds of technology might we need, if any?
• Research tech

4. What financial resources are needed, if any?
• Initially none (Volunteers)

What’s Next?

1. What are two actions we can take in the next week?
• Meet

2. What are two additional actions we can take in the next month?
• Outreach to interested constituents

3. What is our timeline?
• Week #1 Initiate contact
• Week #2 meet

4. Who in this breakout session is willing to work on this/give this idea a try together?
(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
• Leader (Kay Reese)
• 5 additional participants
Session #41: Parents Staying Aware?

Moderator: Cierrea Rose

Participants: Laila Copeland, Dayana Jones, Ivan Wei, Beatriz Baldwin, Charisse Carrion, Gayle Griffin, Stacy Raheem, Valerie Echols-Gardner, Thomas Dougherty, Mary Modlin, Brian Taylor

Discussion Summary:

We said that for example you can’t get the kids to keep the streets clean if you never taught them at home to keep their room clean.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - We are trying to keep parents aware of what their child is doing in school and how there can build a bond with their child.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - There is no might we have to get parents involved there no other way around it.

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - Yourself the fact that you guys aren’t engaged enough.
   - You’re not making a good enough of effort to tell the parents
   - Your students’ parents not meeting you half way
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Change the way you interact with the parents and get engaged and well rounded.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - MOMS & DADS TEACHERS AND KIDS!!!!!!!!!!!!!!!!!!!!!!!

2. What kinds of technology might we need, if any?
   - ANY AND ALL SOCIAL MEDIA

3. What financial resources are needed, if any?
   - IT DOESN’T PAY TO SPEAK

What’s Next?

1. What are two actions we can take in the next week?
   - HOLD A MEETING
   - MAKE CALLS

2. What are two additional actions we can take in the next month?
   - PUT IT ON A WEBSITE
   - LET PEOPLE KNOW BEFORE

3. Who in this breakout session is willing to work on this/give this idea a try together?
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - YOU BETTER START NOW THERE IS NO TIME
Session #42: How can we give professional opportunities for the youth before high school graduation?

Moderator: Noelle Jordan

Participants: Frank Jordan, Leah Owens, Gloria Horton, Afonso Lima, Edward Marecos, Christian Gomes, Andre Menes, Margaret El, Frankie Walls

Discussion Summary:

The primary problem with giving professional opportunities for the youth are the lack of opportunities and exposure, as well as the focus mainly on visual arts - instead of music and performance. In order to counter this, we must engage with the local youth, creating safe spaces for them to learn, grow and flourish.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • Create job opportunities, experience and training for the youth in Newark that will better prepare them for the job market.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Mentorship, Internships, engaging with local business, expand the school’s curriculum

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)

   • Funding
   • Resources
   • Engagement between the faculty and staff
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Talk to high school students about what it is they want for their professional future.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • Students, parents, faculty, local administration and alumni involvement

2. What additional information do we need?
   • Expanding curriculum to better prepare you for the job market.

3. What kinds of technology might we need, if any?
   • Interactive app for Summer Youth Employment opportunities
   • Active and updated school website.

4. What financial resources are needed, if any?
   • Supplies, instruments, arts/music/performance art teachers

What’s Next?

1. What are two actions we can take in the next week?
   • Engaging with the youth, building a network with the Newark Alumni

2. What are two additional actions we can take in the next month?
   • Shadow local professionals/Newark Alumni

3. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   • Schools should implement programs that teach, train and prepare the youth for the job market.
Session #43: Raise awareness & establish gun problems in the community that need to be solved?

Moderator: Elijah Allen / Tyler Philips (Lead Charter), Mark Comesanas

Participants: Donita Devance, Jennifer Tsukayama, Tia Morris, Shannel Dunns, Jacelyn, Matthews, Susan Lazzari, Dana Murray, Joe Palazzolo, Marshall Jones-Kumahor, A’Dorian Murray-Thomas, Giovanni Baltimore, Danaizjah Simmons-Logan, Oluwatobi Oladele, William Simpson, Donna Kirkland

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

How do we raise awareness and establish that there are gun problems in the community that need to be solved so that the community can get involved and help us help them?

Contact safer network institute to gain statistical information on gun violence
Create gun violence awareness campaign

Gun violence campaign:
- Policy and regulations
- Limiting access
  - Illegal and legal
- Adults
  - Less supportive, more judgmental
  - Limited safe spaces

Cause – Root causes
- Gang violence
- Adults/schools target students
- Disconnected adults
- Schools aren’t meeting youth where they are
  - Calling police
- Lacks consistency
- Over policing of students
- Economic development
  - Lack of employment
• Poverty – intergenerational
• Mental health
• Lack of family support
• Foster Care Youth
• High School to Career and/or college
• Housing

Post-secondary Plan (LEAD)
• Financial planning
• Employment search
• Young people need to be a part of the planning
  • Speak the language

Problems
• No time building a rapport
• Too judgmental
• Lack of trust
• Empower young adults to become stable and STAY

How to build trust
• People from your community or people who can identify with your background
• Time to build rapport
• Come in with a positive perspective of our youth and the city
• Be a part of the community
• Help not earn, give – partnership in resolving issues
• Include student voices
• Help us help you
• Location
• Strength approach vs. deficit approach

Gun violence prevention

Next steps
• Building awareness/existence
Session #44: How can we improve the safety of Newark youth and capture our youth’s attention to be more active in the community?

Moderator: John Martin

Participants: Aminah Mason, Dwayn Harris, Christian Irizarry, Brianna Rodriguez, Leslie Kantor, Paul Perillo, Asada Rashidi, Adarilys Sanchez, Evelyn Moon, Yahaira Rodriguez, Lloyd ???, Tish Johnson, Michelle Garcia, Jamie Saltamachia, Mark Ingram, Gabriel Jaquez, Edith Muhammad, Selma Betancourt, Maxine Young-Coleman, Margarethe Laurenzi, David Daugherty, Shennell McCloud, Robin Dougherty, Aurelia Rodriguez

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • How can we improve the safety of Newark youth?
   • How can we capture our youth’s attention to be more active in the community?

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Cops duty to make us feel safe.
   • Prioritize, mean what they say and volunteer to help for students’ social center. (Safe space!)
   • Expansion of support? Homework support
   • Westside High- Lights on!
   • Guidance and Extra Assistance
   • Policing yourself!
   • Troubled history? Communicate problems? Salvation?
   • Safety Passes! Ensuring Safety!
   • Community based safety
   • Take ownership!
   • Bridge the gap!
   • Police should get to know residents personally
   • Safety Patrol Units for community
   • Efforts should be supported financially, not out of their own pockets...good though! Shows character...committed!
   • Youth Drug Prevention
• Advocating for $$$$$! Make it happen!
• Newark Youth Court (Only one in Jersey) Embrace and Publicize! Gives an experience...Guidance Ran by the youth
• Students need to be more aware! How to approach situations (Freshmen to Senior can work there.)
• Facebook: Newark Youth Court
• Sharing wonderful programs (Getting it out there!!) Unawareness is a problem!
• Community Channels (Expansion)

Solution:
Create a central hub for student to know about information that promotes safety, education and more. A FB and an Instagram that gets people more aware.
Session #45: How do we create a sense of belonging in Newark with the rise of the Renaissance?

Moderator: Shadae McDaniel


Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?  
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • Connecting residents and newcomers (businesses and employers) together so they can co-create a place where they all feel a part/responsible for of the development and future of Newark.

2. What actions might we take to launch this idea?  
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Students shared that they feel and/create belonging at school more than any other place.
   • Schools are safe places
   • Corporations and businesses need to engage the young and old talent pool
   • Learn how to co-exist between locals and new arrivals by way of connecting them to Newark history
   • History of Newark needs to be passed down and intentional taught in schools. Students will have a sense of pride when they learn about Newark’s strong history. Using Arts/murals to tell the Newark history.
   • Include local artists and stakeholders of art/history to have a conversation
   • Anchor institutions should have a responsibility to PARTNER with the community with things that the residents find important (not just give jobs).
   • Build Trust- learn about the real culture of the present community/community members want to see themselves in the newly created community or else they don’t feel involved.
   • Lack of connection w/ Newark Youth- they are planning to leave the city and not return after college.
   • The resources are disparate across the education system
   • Take young people seriously (acknowledge their voice)
   • When you put energy and investment into youth (education/tools) they feel like they belong to the community and feel encouraged to do better
• The next and most important activity that needs to take place in order to create belonging is LEADERSHIP-self-appointed and otherwise. Begin relating to everyone as leaders who take responsibility for each other and for creating an environment that everyone can belong to.
• Collaboration w/o ego across the entire system- local, community, state, school, youth, etc.
• Increase civic engagement among youth
• Participate in disrupting the status quo, engage civil discourse
• One day, watch young kids play in a park without any interference from adults- take note on how they build something together with being informed and a hierarchy of knowledge or expertise. That is the type of collaboration we are envisioning.
Session #46: Small Businesses

Moderator: Aliyah T., Zahir A., Jessica C., Manuel S.

Participants:
Valerie Valle, Kristen Mozian, Vivian Lanzot, Tasha Lohman, Willie Blalock, Alison Scott-Williams, David Dougherty, Diana Candejejo, Jocelyn Tapia, Anojan Thirukumaran, Madinah James

Discussion Summary:

In our session, we talked in regards to how we can create and sustain a small minority own business. We also discussed about knowing how to network with the public and advocating.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   
   • We are trying to encourage the creation of small businesses as well as encouraging people to support the small businesses within their community.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   
   • Advertising, raising awareness, and knowing how to network properly.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)
   1) Knowing the differences between a hustle and a small dream
   2) The of a business
   3) Knowing how to advertise properly
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • To overcome these obstacles we have to acknowledge the conflicts that may come with handling a small business. Challenges may become our opportunities by acknowledging when we have made a mistake.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • In order to engage people, we have to get the word out there in our very own community along with their strong connections to the community.

2. What additional information do we need?
   • We need to know how to properly use social media to our advantage and knowing how to get investors on your side.

3. What kinds of technology might we need, if any?
   • We need up to date service systems that will allow us to be properly connected to "the outside world"

4. What financial resources are needed, if any?
   • We would need investors and loans to make our "dreams" of small business work

What’s Next?

1. What are two actions we can take in the next week?
   1. Know what our business should be
   2. Find how to lift up the project (investors, loans, donations)

2. What are two additional actions we can take in the next month?
   1. Start using social media as a form of advertising
   2. Start shopping at local businesses

3. What is our timeline?
   • Within 5 years of your small business, have a source of revenue
4. Who in this breakout session is willing to work on this/give this idea a try together? (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - Kristian Mozian already had a program that is working towards helping out small businesses.

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   - Small businesses are a part of the community and having support from the community is important for small businesses to be able to thrive.
Session #47: Social-Emotional learning in high schools

Moderator: Lara and William (UPLIFT Academy)

Participants: Jeanetta Springer, Aaliyah Amos, Ronald Chaluisán, Evelyn Moon, Alison Scott-Williams, Kibwé Seetram, Susan Lazzari, Tafshier Cosby, Amina Hylton, Mark Comesañas, Tyler Phillips, Elijah Allen, Reggie Blanding

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   • How do we develop a Social-Emotional Learning (SEL) component in every high school in the city?

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • Doing random surveys and having a pop-up shop
   • Parent involvement ALL ABOUT LEADERSHIP
   • Website safe and supportive learning
   • Website mind write
   • Integrating and incorporating the arts
   • Peer mediation
   • Making it a mission
   • SED for all students, parents and staff
Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*

   - Why don’t students have a vote on the Board of Education across the state?
   - Petition Board of Education for more student involvement, hold the board members accountable.
   - There isn’t a lot of student awareness in the schools. Parents aren’t involved with their children’s education. Students don’t know the qualifications for voting.
   - Add diversity and uplift student voices as well as training for leadership of student representatives.
   - Hold counselors, teachers and social workers accountable for the involvement with their students.
   - We can include High School convocations in order to have a more effective way of communicating.
   - There isn’t any technology needed, just a policy.
   - Money in not required just action and results.
   - Within the next week we can have a meeting to prepare for next school year.
   - N/A
   - By the beginning of next year, we should have a policy in place by the Board of Education for Student Power in schools.
   - Everyone was involved including adults and students of local high schools.
   - No
   - In order for the school systems to be more effective in including their students, a policy should be put in place therefore the Board of Education will be required to hear our complaints. To take action on this there should be meetings including the student council of every school with the Board to start working out the rules of the policy and how to enact it.
Session #49: How can we support adjudicated youth and children with incarcerated parents?

Moderator: Tyneisha K. Gibbs

Participants: Erica Mends, Kevin Maynor, Ihsaan Muhammad, Eyesha Marable, Mary Modlin, Leigh Garwin, Angelica Opree, Liceol Gonzalez, Willie Blalock, Tasha Lohman, Dana Murray, Tia Morris, Marcia Heard, A'Dorian Murray-Thomas, Lavita Johnson, Alexandra Hill

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

Teens Admitted to Juvenile Detention Centers

- Newark- 304 – 278 Males and 26 Females
- Essex County- 498

Adjudication starts as early as middle school

Causes of Adjudication-

1. Post Traumatic Slave Disorder- Book by Joy DeGruy
2. Poverty
3. Cycle
4. Hopelessness
5. Ignorance
6. Carceral Trauma
7. School to Prison Pipeline

Solutions-

1. The Arts
2. Identify how to intervene before justice system is involved
3. Respectful approach to discussions
4. Start prevention in 1-3rd grade
5. Renewed engagement with faith institutions
6. Trauma informed PD for educators
7. Progressive discipline policies in schools
8. Understanding trauma, reflecting better
9. Coalition of supports - schools, districts, state, federal levels

Commitments-

1. Eyesha Marable, NJPAC committed to offering free NJPAC tickets to this population
2. Kevin Maynor - Free Opera programs in July
3. Tia Morris, Teach For America - Culturally Responsive Training for educators
4. Lavita Johnson - Newark People’s Assembly - Introduction to mentors “Be The Village”
5. Willie Blalock - Newark Youth Court - Introduction to Judge Pratt
6. Disrupt school to prison pipeline - advocate, lobby for more schools to be built. Open a school, close a prison.
7. Tyneisha Gibbs, 144th & Vine, LLC - Create a working google doc for statewide free legal resources for families to utilize
Session #50: Tech Entrepreneurship: How to Be and How to Scale?

Moderator: Lindsay Holmes

Participants: Robin Dougherty, Gladstone Harris, Wynnie-Fred Victor Hinds, Dolapo Olatunji, Abdullah Miah, June Smith-Tomori

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Tech Business (i.e. Microsoft, Apple, etc.)
   - Start Learning and Integration at University workshops; summer camps; early engagement through tech access, utilitarian tools; marrying tech usage and entreprenuerships
   - Becoming demonstrative and apply learning of use proficiently
   - How to remove the barriers of what you can do with technology tools
   - How does “AI” affect our world going forward

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

How to Scale:
Partnerships, Hackathons, Social Media, SEOs, App Development, App Stores (built-in components), useable technology, pitch competitions

Ideas to Action Are:
- Referral of Resources that may help (i.e. coding camps, video, gaming, graphic arts – digital, etc., social media content)
- Building bridge between youth and parents around advising use of technology
- Enabling proactive and futuristic, innovative programming (i.e. social reform, impact issues)
- Social Impact Hackathons
- Provide education campaigns around technology in entrepreneurship (advertising, etc.)
Session #51: Tracking Students who leave for college: How do we inspire them after graduation to return to the city, work, and educate those coming behind them?

Moderator: Gloria Horton

Participants: Stephanie Neal, Kibwe Seetram, Diane Candelejo, Liceolot Gonzalez, Susmitha Duvapu, Leigh Garwin, Shavone Jackson, Ivan Wei, Hubert McQueen

Discussion Summary:

This group identified the importance of graduates as resource (educated labor pool) to return home and work and live in the city but felt that once they leave, they are no longer important to the city. However, developing a tracking mechanism would be a good tool and navigators would really be a positive to increasing the graduation rate. The Campaign to return to Newark that highlights overall community spirit and investment.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - We are trying to create a way to track our talented students as they move through the education system to ensure that they complete their education or and or identify the barriers that stand in their way.
   - Incorporate high school students and Alumni into conversations and committees that affect them.
   - Integrate more high school and colleges in programs that promote mentorships.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Include students and alumni into the Mayors initiative to hear their ideas and create inclusion.
   - Work with local business to create a resource pool of jobs that they are looking to fill and look to our graduates first.
   - As new business come into our cities make this part of their incentive package. Not just jobs but careers for our up and coming graduates. Make housing viable so that our graduates can afford to live in the city where they work.
Jump the Hurdle

1. What is in the way of us launching this idea?
   *(List at least 3 obstacles)*
   - Communication
   - Lack of partnerships
   - Lack of an effective tracking mechanism
   - How can we overcome these challenges or obstacles? Create and implement:
     - Focus groups, surveys, apps, navigators

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Will identify needs and resources, and reasons students drop out.

What/Who do we need?

1. Who are the people we need to engage?
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - High school counselors, board of education, mayor’s initiative program person.

2. What additional information do we need?
   - From each high school a list of those who graduated and where they went for college.

3. What kinds of technology might we need, if any?
   - Area of social media that the colleges use, relationships with colleges that keep a data base of graduates from different areas of the state and city.

4. What financial resources are needed, if any?
   - Possible funding from the Board for an app to be created and fundraising efforts from Alumni associations.

What’s Next?

1. What are two actions we can take in the next week?
   - Reach out to Mayor’s office of Youth and College Affairs to find out more about the initiative, and who is a part of the committee and how it functions.
2. **What are two additional actions we can take in the next month?**
   - Start the database of all recent high graduates and what schools they were accepted to. Send a letter congratulating them on their accomplishments and that because they are important to the future of this city and that they will be tracked through their journey to offer support and resources.

3. **What is our timeline?**
   - Now. Start creating a Campaign dedicated to graduates to return to Newark.

4. **Who in this breakout session is willing to work on this/give this idea a try together?**
   (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - No volunteers at this time

5. **Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?**
   Yes. We want to come home and live and work in this city but we find that jobs are also political and if your parents are not connected it becomes nearly impossible. In addition, the cost renting a place here is becoming impossible and extremely affordable. Also felt that someone really needed to focus on some of the reasons students drop out and identified 3 main areas: loneliness, mental illness and finances.
Session #52: What are the resources that we need to help teens?

Moderator: Aurelia Rodriguez

Participants: Sharon Owens, Jamie Saltamachia, Maria Torres, Yahaira Rodriguez, Tony Hendrix, Susan Lazzari, Kay Reese

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

- Safety
- Rule models/support
- Parent involvement – show interest
- After school Activities –
- Validation
- Education – Starts @ home
- Engagement
- Attention
- Tools- Language
- Mental health support
- Peer Support
- Non-Judgment
- Sex Education – earlier age
- Keep it real
- Career support
- Help create opportunities
- Open doors for them
- Guidance
- They are enough” – self esteem
- LISTEN
- Communication
- Mentorship programs
- School involvement
Session #53: What should all schools have to promote success?

Moderator: Unknown

Participants: Unknown

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - All schools should have a student council
   - Trash cans inside and outside of the schools
   - Set quota/guidelines for student councils
   - Variety of sports options
Session #54: Why you all need to help the South Ward with the Aerotropolis Initiative?

Moderator: Betty Crockett

Participants: Cierrea Rose, Colette Santasieri, Erica Mends, Maria Lopez, Miriam Ascarelli, Jamie Bruno, Donna Kirkland

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Involving and benefiting the communities affected and Newark as a whole in the process of creating the Aerotropolis – deeper questions were discussed, including:
   - How do we create a global hub in Newark, so folks don’t just come here to get to NYC? People come from all over the world, but skip over Newark.
   - How do we use the Airport as an economic driver?
   - How can the South Ward residents be present at the table? NJIT is driving this – can they take the lead from community members?
   - How can the Aerotropolis help the neighborhood right next to the airport? Jobs, Goods, Money
   - What is the Community Benefits Agreement between the South Ward Community and the Airport?

Jump the Hurdle

1. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?

   - We need to gain trust, start the conversation – need folks who are already embedded in the community.
   - We need an awareness campaign for folks to be aware of what’s going on.
   - South Ward Community and Economic Development Corporation
DAY TWO

Session #55: Bridging The Gap between The Blind & Visually Impaired and The Sighted?

Moderator: Krystle Allen & Naquela Wright

Participants: Maxine Young-Coleman, Angelica Osoria, Jubilee Rexach, Aurelia Rodriguez, Richard Whitten, Jacqueline Kennedy Ourgin, Stacy Raheem, Reggis Blanding, Joan Hocky, Afonso Lina, Christina Gomes, Suzanne Ishee, Ang Santos

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - We’re trying to raise awareness of the plight of the visually impaired, blind, and differently abled people in order to create positive change and upward mobility.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - We are establishing the Mayor’s Commission for the Status of Differently Abled people. We want to also encourage more discussions like this one between differently abled people and others in society. We also want to promote more events like Dancing With The Blind where sighted persons partner with blind dancers to compete for a prize.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)

   - Stigma
   - Ignorance
   - Lack of Accommodations
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Partner with institutions like The Newark Library
   - Raise awareness through conversations
   - Form intersectional alliances with other differently abled organizations
   - Join the Commission for The Status of Differently Abled Individuals
   - Ask Questions

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Everyone

What’s Next?

1. What are two actions we can take in the next week?
   - Submit a resume or recommend someone to the Commission for the Status of Differently Abled People by emailing info@eyeslikemine.org.

2. What is our timeline?
   - Our timeline is 8 weeks.

3. Who in this breakout session is willing to work on this/give this idea a try together?
   *(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)*
   - Krystle Allen
   - Naquela Wright
Session #56: Bicycling?

Moderator: A’anigha Porter

Participants: Kenny Lin, Yakisha Davis, Ivette Rosario, Richard Whitten, Aaliyah Amos, Winnie-Fred Victor-Hinds

Describe your idea

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*
   
   • We are trying to promote bicycling in Newark, Give people who drive or don’t other options, Teach others how to ride a bike.

2. **What actions might we take to launch this idea?**
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*
   
   • Create a social media page, Contact the foundation “She Wins” and “Girls Who Bike” for a partnership

Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   
   • City government, position to bike lanes, overreliance to drivers, WEATHER

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   
   • Get the city government on our side, trying to host free events to get people interested in bike riding

What/Who do we need?

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   
   • Everyone: Students, adults, business people, children
2. What kinds of technology might we need, if any?
   - Social Media

3. What financial resources are needed, if any?
   - City government to fund

What’s Next?

1. What are two actions we can take in the next week?
   - In the next week we can go to the biking meeting, Gather a committee

2. What are two additional actions we can take in the next month?
   - Host an event next month, safety programs, fund a walk

3. Who in this breakout session is willing to work on this/give this idea a try together?
   *(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)*
   - Everybody
Session #57: How can artists work together to implement the city’s new Cultural Plan “Newark Creates”?

**Moderator:** Jeremy Johnson

**Participants:** Luisa Gonzalez, Nery Oporto, Milagros Puelles, Aida Sanchez-Ross, Pedro Paucar, Jack Heide, Kim Ford, Noelle Jordan, Kevin Maynor, Gwen Moten, Natasha Dyer, Jenny Scott, Gloria Horton, Rosa Donado, Kristen Mozian, Francis Dixon, Marcia Heard, Chumani Heard

---

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**  
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*

   Create a cross-sector of artists and other creates to advocate for implementation of recommendations from the Newark Creates plan, specifically in support of:
   - Funding
   - Space – Live/Work/Exhibit/Perform
   - Coordination

2. **What actions might we take to launch this idea?**  
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*

   - We will find ways to advocate so the independent artists will be monetized.
   - Newark Arts to coordinate with the beginnings of a Newark Alliance
   - Advocate strongly with elected officials for Percent for the Arts
   - Advocate for the creation of a cultural fund from both public (City, State) and private (philanthropic, corporate) sectors.
   - Acknowledge that sometimes 501-c-3s receive grants for programs but do not adequately pay artists. PAY ARTISTS!
   - Artists need to recognize their value. Volunteering should be considered very carefully, because it could discount artists’ value.
   - There needs to be a COLLECTIVE EFFORT, not just Newark Arts, or City HALL’s Cultural Office (Ms. Gwen Moten)
   - Understand that ARTS ARE DIVERSE, not just visual artists. There are also creative services.
• We need to educate that artists should/can learn multiple ways to make money. A series of educational forums by Newark Arts and others can be conducted BEFORE the implementation of the Cultural Plan. Artists should understand the value of industry-specific organizations support groups, e.g. ASCAP.

• Recognize that there are inequities of diversity of race, recent vs. long-lived Newarkers. Understand the history of Newark.

• We need to education on why It’s important for businesses, corps and individuals to support and patronize artists and pop-ups.

• Recognize that the arts put money back into the economy. Ratio: 5 people to 2 artists.

• Ms. Moten will ask NCEDC to do workshop on best business practices

• Please note that entrepreneurs in the arts don’t always meet the standards for small business contracts

• The templates for the contracts need to be customized for artists.

• Remember that artists/creatives are not only product based but service-based as well.

• 501c3s get grants but don’t support the artists by paying them.

• Tap into major corps for in-kind services to artists, e.g. utilization of empty office spaces.

• **Hire. Buy. Live.** Is meant to support greater procurement of local businesses—artists and creatives need to be included in that system.

• **Offer exposure for artists at corporations, e.g.** through pop-up shops in corp lobbies.

• **Co-working Spaces**—more are needed. The costs vary: $250-$2000/month. E.g. Launch Pad, Equal Space.

• **We need shared services.**

• We’re not just visual artists! We’re performing, recording artists, lighting designers, culinary, fashion, etc. etc. (For a longtime, visual artists didn’t have a natural affinity group, so they’ve become more organized and supported, e.g. via Newark Arts. But there are other artists, too.)

• Podcast spaces are needed.

• **SOLUTIONS: Not just art on walls, but utilize empty offices.**

• Understand that outdoor digital media boards are not always the best usage. Static boards are easier to read. The same with galleries. Easier to view and absorb.

• Express Newark is great as a co-located space. We need more spaces like Express Newark throughout our city.

• Newark Symphony Hall needs improvements. It has a new, exciting director.

• How do we market Newark?

• Music festivals can give people a wonderful visceral response. Galleries – they’re tangible!

• Catch 22. How to balance local artist with big-name artists (e.g. Q-Tip). We need a balance.

• “**Every question today is answered through the 18-month Newark Creates Cultural Plan”** – Dr. Jah Jah Shakur

• Newark needs to remember that is national, local, and global. Our arts strategies need to be developed with that in mind. Yes, we have annual musical festivals! Folks in DC and other places need to know.

• Need a newspaper!

• We need cultural critics. Some young people are already critiquing online.

• **NEXT STEPS:**
• Newark Arts to convene the medias. Newark Arts to digitalize its annual catalogue from last year’s Festival.
• We are in the geography of NYC. Need a Newark-centric media. – NJTV, WBGO-FM, Channel 78.
Session #58: How can we better engage youth, families, and program providers in using Newark Thrives! Youth Program Locator?

Moderator: Shane Fuller

Participants: Licelot Gonzalez, Marcia Isom, Michelle Garcia, Ashanti Jones, Beatriz Baldwin, Margaret Cammarieri, Lavita Johnson, Reggis Amankwah, Jessica Debrah

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - We need youth to have awareness, access and understanding of the Youth Program Locator tool so that they can connect themselves and peers with OST opportunities.

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Strong partnerships with NPS, ELT, OFACE, High Schools, Youth Programs so that they have a program locator banner available on their website.
   - Enrolling more programs in the program locator and updating the existing programs
   - Have Newark Thrives! Host training sessions for youth, guidance counselors, program provider staff, parents etc. throughout the year to raise awareness and certify people as Youth Advocates.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)
   - Short staffing of Organization, No Cohesive Citywide Marketing Plan for OST Programs, Engagement/Turnover rates of school staff

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   - Strong citywide support and championing from Mayor, Superintendent, Youth Advocates and Newark Street Academy.
What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - Audible, Programs For Parents, All Schools (Charter and Public) Family Success Centers, SW Children’s Alliance, Goodwill Industries, Newark CEDC

2. What additional information do we need?
   - Heads of the communication departments
   - Heads of Freshman Class orientation at high schools, colleges and universities

3. What kinds of technology might we need, if any?
   - Phones, Kindles, KIOSK Ads, Physical/Digital Mailers, Social Media Bots

4. What financial resources are needed, if any?
   - Stipends for youth who want to be Youth Advocates
   - Money for Bus Ads
   - Money for Printing out Marketing Materials

What’s Next?

1. What are two actions we can take in the next week?
   - Sending out a mass newsletter and social media campaign to recruit more people to our mailer and sign up for our program locator.
   - Reach out to NPS, ELT & OFACE and secure a spot at their upcoming training sessions w/youth and families.

2. What are two additional actions we can take in the next month?
   - Connect with SWCA and support their revitalization project and help scale it up.
   - Order and print more palm cards and deliver to our partner organizations.

3. What is our timeline?
   - Between now and September will be designated to setting up dates to host more trainings on the program locator.
   - September 2019 – June 2020 will increase Newark thrives reach to more than 3000 Newark Residents via social media.
4. Who in this breakout session is willing to work on this/give this idea a try together?
(Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
- SWCA
- GoodWill Industries
- Eagle Academy
- RWJ
- Victoria Foundation

5. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
Have a strong support system from existing institutions and youth will make this work thrive. We have to do a better job at spotlighting our organizations that exist and build more of a community for program providers to convene, collaborate and create the change they wish to see for the youth and families we all serve.
Session #59: How Do We Create Less Racial Separation?

**Moderator:** Jessica, Aliyah, Zahir, Manuel

**Participants:** David Dougherty, Valerie Valle, Stephanie Neal, Reggis Amankwah, Jennifer Tsukayama, Tafshier Cosby, Cookie Green, Cindy Gnawa, Ashanti Jones, Michelle Garcia, Joan Hocky, Esther Frash, Lynda Lloyd, Wendy Liscow, Gillian Sargeant-Allen, Anojoan Thirukumaran, Jocelyn Tapia, Jacqueline Kennedy Durgin, Jubilee Rexach, Asha Bryan, Michelle Abel, Alison Scott-Williams, Larry Capo, Meghan Van Dyk, Lucas Grindley, Tasha Lohman, Willie Blalock, Donna Kirkland, Licelot Gonzalez, Diana Mendez, Ivan Wei, Christina Chopra

**Discussion Summary:**

When it comes to talking and dealing with racial segregation, it’s hard to come to a solution without trying to ignore one’s concern. But, raising awareness, using social media, and uniting with one another will help in at least trying to revolve our racial separation issues.

**Describe your idea**

1. **What is it we are trying to do? For example: What is the change we are trying to make happen?**
   *(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)*
   - Find ways to create less racial separation.
   - Find ways to unite the wards together and
   - Create awareness of multicultural separations

2. **What actions might we take to launch this idea?**
   *(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)*
   - Do multicultural festivals to unite the wards and broadcast it throughout everyday media use.

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   - Use social media
   - Get in contact with our districts reps.
• Obtaining permits

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   • Learn not to be or become “color blind”
   • And do community events that’ll not only benefit one culture, but many.

**What/Who do we need?**

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   • We need to encourage elders and young people to move on with the times. To break barriers and be well educated

2. **What additional information do we need?**
   • Community meeting

3. **What kinds of technology might we need, if any?**
   • Social media would be a way to inform people

4. **What financial resources are needed, if any?**
   • The community coming together and bring their “cultural” resources.

**What’s Next?**

1. **What are two actions we can take in the next week?**
   • Get in contact with our reps
   • Raise awareness through social media

2. **What are two additional actions we can take in the next month?**
   • Have already events planned
   • Have funding

3. **What is our timeline?**
   • In the next year, have more than two festivals in regards to multi-cultural
4. Who in this breakout session is willing to work on this/give this idea a try together? (Who is willing to take the lead on bringing the group together again (2 people)? Let’s get a date on the calendar now!)
   - NJPAC
Session #60: How can we improve communication between our communities and local government?

Moderator: Francesca McClain

Participants: Kibwe Seetram, Yahaira Rodriguez, Maria Torres, Licelot Gonzalez, Thomas Dreisbach, Rebecca Elber, Gladstone Harris, Sabrina Ross, Michael Minor, Beatriz Baldwin

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

Develop Block Associations:
Meet people where they are:
- Inclusivity-engage them via phone, live Facebook, door knocking, and a secretary to distribute minutes
- Government city council members/district aides/ district leaders make more effective and working to speak to the community
- Establish an effective system of phone communication on complaints with a confirmation number about the issue and f/u within 72 hours.

SOLUTIONS
How can the community create an advocate to be our voice?
- Duty of the Advocate
- Host block meetings
- Create community partnerships with corporations
- Increase community awareness to improve people engagement by canvassing the neighborhood and emphasize passing the torch to the next generation.

- Learn how local politics works: Create Civics classes in schools and use the same curriculum in the block groups and market to the community
- Connect with Police precincts which have a list of community block associations
- Create senior and student volunteers to talk to people and establish a meeting space
- Promote positivity and voting power
- Tap the City Council for funding and strengthen the present status in communication

- Create a Coalition of Block Captains form different districts to meet and talk on local issues whose goal is to go city wide.
ACTION ITEMS

• Training to copy an established association and get the message out.
• Gather District leaders to reset the interest in block associations
• Market via social media as Live Facebook where all ideas can be considered. Prioritize the ideas and connect with institutions and be inclusive of all ages

• Messaging in the community via Social media, Local bodegas, businesses, schools, and hand flyers
• Create scorecards of the association’s progress and a regional person to be the gate keeper.
Session #61: How can we make youth more aware of their resources? And how can we create more?

Moderator: Frankie Walls

Participants: Kim Gaddy, Abdullah Miah, Rosa Alves, Ebony Simpson, Williams Babalola, Michelle Elorduy, Temitope Ogundare, Jamie Saltamachia, Asada Rashidi, Christopher Altizer, Luisa Gonzalez, Christian Irizarry, Matthew Brewster, Eyesha Marable, Pedro Paucar, Nery Oporto, Milagros Puelles, Dolapo Olatunji, Rosa Donado, Aida Sanchez-Ross, Lorenzo Cruz, Mary Modlin, Kristen Mozian, Toni Hendrix, Angelica Osoria, Brianna Rodriguez, Aminah Mason, Dwayn Harris, Tia Morris, A’Dorian Murray-Thomas

Discussion Summary:

We need more recreational offerings, more spaces and more programming. Current programs should move from babysitting to engagement and enrichment. Collaboration, communication and marketing is necessary. Kids need options other than sports. Structured programs as well as safe clean open spaces that encourage play.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - How can we bridge the gap between students and organization? What causes this gap in the first place?

2. What actions might we take to launch this idea? 
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Making more people aware of resources like Newark Thrives and having accessible ways for students and parents to access resources and be able to utilize them.
Jump the Hurdle

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   
   - Starting at the school level, there needs to be a better connection with organizations and teachers/counselors
   - In regards to student their needs to be a better connection between them and their teachers
   - All schools need community engagement liaisons who reach out about information and CARE

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**

   Some kids are too scared to contact organizers of events or don’t know where to find them. We need to see more representation in the school of organizations visiting and looking for school. We need the care for students and teachers to go both ways, a student doesn’t care when they know their teacher doesn’t. We need organizations to send out their information more in advance because sometimes teachers don’t know about things until day of. It could be helpful for every school to have a bulletin board for organizations to post their announcements.

What/Who do we need?

1. **Who are the people we need to engage?**
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   
   - Teachers, Parents, Students

2. **What additional information do we need?**
   
   - The opinion of the young people should be at the forefront,

3. **What kinds of technology might we need, if any?**
   
   - The idea of creating an app was mentioned, as well as a website or social media.

What’s Next?

1. **What are two actions we can take in the next week?**
   
   - We can stay in contact with each other and hold each other accountable about reaching out and letting more people know about our concerns. We can visit the NJIT business incubator and inquire on the idea of creating an app or website/ We can partner with Newark Thrives and try to reach the collective.
2. What are two additional actions we can take in the next month?
   - Speaking to creators in Newark thrive and school board members on the ways we can strengthen the connection between community members.

3. Is there anything else from your session you want to make sure is recorded in the notes that you haven’t already said?
   - We noticed a large disconnect, not only with students, but with schools, organizations and teachers. The gap needs to be bridged but also there needs to be an active participation from the community to create an effective way for us all to be connected.
Session #62: How can we protect the students of Newark from the dangers of the streets? And how can we protect the students of Newark from statistics already placed on them?

Moderator: Easel 12, Session #2-Day Two - Student?

Participants: Dayanna Jones, Erica Mends, Paul Perillo, Wynnie-Fred Victor Hinds, Matt Brewster, Yolanda Stokes, Cindy Gnawa, Beatriz Baldwin, Jennifer Tsukayama

Describe your idea

1. What actions might we take to launch this idea?
(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Community Policing
- Community Involvement
- Family Activities
- Safe Transportation
- Learn the present and the past
- Therapy isn't bad
- Activities in school
- protect students from statistics in school
- Student - student interactions
- work with students' needs
Session #63: How do we change/what are the processes that we can use to dispel prevalent misconceptions/understandings about the many possibilities in the arts beyond creating/performing art, to build community support for local community arts centers?

Moderator: Marcia E. Heard

Participants: Dr. Jah Jah Shakur, Francis Dixon, Betty Crockett, Chumani Heard

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

- To educate people about the myriad possibilities of an arts education in and beyond schools.

2. What actions might we take to launch this idea?
(What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Work with existing arts institutions/councils, develop marketing tools, use of media (internet, tv, radio, etc.) PSAs, Ads on public conveyances, in public spaces

Jump the Hurdle

1. What is in the way of us launching this idea?
(List at least 3 obstacles)

- Concurrently build, continue to build, encourage the building of local community arts centers to do the leg work in their respective communities
- Engage in arts exhibits/performances in and around strategically based communities
- Work with established institutions (city, board of ed, etc.) to build relationships, knowledge of quality of work, etc.

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
- Work Smart and consistently
• Go out to meet people to either create work for them, or develop ways to work with potential clients/students of any age group to teach classes, and present works at the end of the session
• Find ways to work with established organizations/institutions to do #2

What/Who do we need?

1. **Who are the people we need to engage?**  
   *(E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)*
   - Getting back to buildings for local arts centers, work with the city: Department of Properties Mgt; and other such organizations to officially claim a space (LOI)
   - Engage developers to assist with de-construction and building a local LEED certified, Zero carbon footprint arts center.

2. **What additional information do we need?**
   - Need more ideas to effectively engage businesses, city govt, businesses, corporations, etc. to effect marketing plan
   - Need artist to create design

3. **What kinds of technology might we need, if any?**
   - All Media

4. **What financial resources are needed, if any?**
   - Funds to pay artists for design, for materials for print media, Pop up staff to keep organization flowing until project is complete 1-3yr plan

What’s Next?

1. **What are two actions we can take in the next week?**
   - Seeking place for LCAC in the West, North, South Wards

2. **What is our timeline?**
   - 3yrs
Session #64: How is entrepreneurship a tool for transforming lives and the city of Newark?

Moderator: Kimi Wei

Participants: Abdullah Miah, Dolapo Olatunji, Sharnita Johnson, Ivan Wei, Cierrea Rose, Steven Gomez

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - How can businesses help other people?

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Path to wealth
   - Path to fame
   - Creates intergenerational wealth
   - Creating a social entrepreneurship
   - Control your destiny and be independent
   - youth entrepreneurship training program
     - fun for youth
     - training
   - become a problem solver for yourself and your community
   - Do things better but be self-sustainable

Jump the Hurdle

1. What is in the way of us launching this idea? (List at least 3 obstacles)
   - Great CPA for small business that is affordable
   - Nonprofits are focusing on their funding more than the work they’re trying to do
2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?

- Urban league has a thrift store in Newark
- Businesses that need no loans
- Building websites
- Youth events
- Cleaning up the environment/recycling
Session #65: How do we develop a Social-Emotional Learning component in every high school in the city of Newark?

Moderator: William Thompson & Lara-Rhim Moussa

Participants: Unknown

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with…”)

   • The change we are trying to make happen is to develop SEL (social emotional learner) in all Newark schools because it’s more than just about academics

2. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   • To make this change happen we should bring it up to the people in power such as the board of education and have them notice that there is an issue and we should hire SEL’s to help out and get funding to do so, so that all Newark schools can have SEL’s.

Jump the Hurdle

1. What is in the way of us launching this idea?
   (List at least 3 obstacles)

   • Most schools only focus on learning wise and don’t think about what’s stopping them from learning or to be there best person

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?

   • By showing that we can be good citizens and that we are able to
What/Who do we need?

1. **Who are the people we need to engage?**
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   - People of power and those who can provide funding

2. **What additional information do we need?**
   - On how we can go about the situation and how to get people to be a part of the move

3. **What kinds of technology might we need, if any?**
   - Making calls, email list

4. **What financial resources are needed, if any?**
   - Newark Board of Education
Session #66: How do we engage more youth involved in arts?

Moderator: Shane Fuller

Participants: Licelot Gonzalez, Marcia Isom, Michelle Garcia, Ashanti Jones, Beatriz Baldwin, Margaret Cammarieri, Lavita Johnson, Reggis Amankwah, Jessica Debrah

Describe your idea

1. What actions might we take to launch this idea?
   (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

- Reach Influencers
- Teach the educators re: importance of the arts
- Where are the students
- Marion Bolden
- Go to where the students are – sports events, JFK
- Parade – walking groups
- NDD – walking
- Girl Trek
Session #67: How can we improve relationships between people of color and police?

Moderator: Cierrea Rose

Participants: William Thompson, Lara Moussa, Jeanetta Springer, Patricia Anthony, Laila Copeland, Dayanna Jones, Reggie Blanding, Tia Morris, Edith Muhammad, Kristen Mozian, June Smith-Tomori

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)
   - We are trying to fix the relationship between police and minorities

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)
   - Police education
   - Sensitivity training
   - De-escalation training
   - Police community engagement
   - Community member training

Jump the Hurdle

3. What is in the way of us launching this idea? (List at least 3 obstacles)
   - De-humanization
   - Lack of trust
Session #68: Newark 2-Day Call to Collaborate for Young People?

Moderator: Sharon Stroye

Participants: Evelyn Moon, Leigh Garwin, Vivian Lanzot, Natasha Dyer, Tyneisha Gibbs, Chastity Davis, Gloria Horton, Amina Hylton, Mary Modlin, Manada Eboksu, Tish Johnson

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
(Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

We want to assist Newark high school and college students to coordinate a 2-day Call to Collaborate in the same format as this current Call to Collaborate.

As Community Organizers, Leaders, and Experts in our sectors, we want to hear and learn from young adults about their needs, desires, and wants and how can we assist them in creating solutions for their issues.

How do we contact students?
- Open Call to Each of the High Schools in the City of Newark (public, charter, and private)
- Contact high school guidance counselors
- Contact college counselors
- Utilize Organizations and Offices in the City of Newark to assist in recruiting, programming, and planning
  Mayor Office of Youth and Family Services
  Charter School Fund
  Expanding Learning Center, (62 grantees with civic engagement focus)
  Newark Education Trust
  Abbott Leadership Institute/YMS
  Post-Secondary Institutions (all colleges/universities in city of Newark)
  - Creation of Host Planning Committee to utilize similar format of contacting networks

Student Criteria Selection
- Recruit High School and College Students to Facilitate, Plan, and Develop
- Recruit 2 students from each high school, college/university, or non-profit organization with youth development programs
- Each high school or higher education institution will have a maximum number of participants and attendees (10-student cap)
- Intentional recruiting of students who are not leaders and/or in top 10% of their class
- Intentional recruiting of students from all grades

**Timeline:**
- Representative from Victoria Foundation stated that this is a continuing effort they are interested in for 2020

**Potential Funding Sources:**
- Victoria Foundation
- LISC
- Southward Promise Neighborhood
- Newark Education Trust
- Newark Thrives
- Rutgers University – Newark and NJIT (space)
- Current Call to Collaborate Organization Attendees can serve as sponsors (individuals and organizations who attended the June 2019 C2C can serve as sponsors for the Newark Youth C2C)

**Communication:**
- Allow planning committee to design mode of communication, social media platforms
- Connect to NJIT Computing or Innovation Services to design an app

**Concerns/Challenges/Questions:**
- When should it be hosted during the academic year vs summer?
- When should it be held during the week or weekend (if hosted during the week, potential conflicts with academic responsibilities; if hosted during the weekend, are there personal conflicts – work)
- Should we open to students outside Newark?
  1. Should only be for Newark residents to develop a sense of pride and ownership in Newark
  2. Should have outside Newark students to engage in best practices and highlight what is good about Newark
  3. Should be an invite only process for outside Newark students
  4. Group decided to let the host planning committee to decide
- Transportation (should NPS provide transportation and/or allow students to provide own transportation; potential barrier to have full engagement)
- How do we support and create sustainability after the 2-day Newark Call to Collaborate for the Youth (this should not only be a one-time activity, how to build support for the recommendations after the 2-day event)?

**Next Action Steps:**
- Create a google drive for this project
- Create a list of all Newark High Schools and Post-secondary Institutions
- Create a list of all non-profit and community-based organizations with youth development programs
• Contact Newark Public School district to discuss logistics and potential collaborations (follow-up with Kaleena Berryman)
• Identify Community Contacts and create google drive
• Potential DOE support at the county level
Session #69: What do Funders/Philanthropy need to know to do better work in Newark and with Newark nonprofits and residents?

Moderator: Chasity Davis and Wendy Liscow

Participants: Yahaira Rodriguez, Maria Torres, Tia Morris, Terri Coleman, Gayle Griffin, Elise Miller, Ebony Simpson, Yvette Rosario, Vanessa Vincent, Jennifer Tsukayama, Margaret Woods, Lorenzo Cruz, Edith Muhammad, Michelle Abel, Cookie Green, Lisa Mintz, June Smith-Tomori, Michael Hubbs, Sharnita Johnson, Marcia Heard, William Simpson, Taseen Peterson, Lavita Johnson

Discussion Summary:

Nonprofits and philanthropy need to have more opportunities to have frank conversations about how better to advance the needs of the sector and explore the power dynamics between funders and grantees. Funders need to share their best practices so the entire philanthropic sector serving Newark is more flexible and less risk adverse, offers more general operating support and staffing capacity support, and provides more capacity building trainings/offerings.

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Examine what changes in behavior and practices that foundations should implement in order to help nonprofits be more successful and build capacity.

2. What actions might we take to launch this idea? (What are the fresh ideas, partnerships, or approaches that come to mind? How might we go about making this change happen?)

   - Consider funding building staffing capacity for nonprofits instead of focusing on projects and programmatic funding. When funding capacity building, allow grantees to use it where needed most. And when offering training, opening workshops to non-grantees to help build their capacity and funding eligibility.

   - Make more general operating and unrestricted grants. Need to find a way to support the sustainability of nonprofits. Support cash reserves and definitely do not punish organizations for having one.
• Find a balance between funding new grantees and not leaving behind “legacy” grantees who are also struggling after losing government funding.

• Look for and fund gap issues.

• Share ideas on fundraising

• Offer grant writing training for nonprofits as well as for teachers and schools

• Establish a culture that supports collaboration and partnership instead of competition. Since grantmakers have the perspective of seeing where nonprofits overlap in mission and programs or have aligned programs, they could serve as a connector and encourage/fund partnerships and be a convener. They must work to do this in a manner that doesn’t require nonprofits to partner since forced partnerships are a burden.

• Funders need to stop doing some destructive practices:
  ○ Stop always focusing on impact, especially as a numbers game. Sometimes programs serve fewer people but have deeper impact.
  ○ Stop making “younger” organizations apply multiple times before taking the risk of funding them. Organizations have to prove themselves over and over again before getting a small grant and then being required to make all kinds of proof of impact.

Jump the Hurdle

1. What is in the way of us launching this idea?  
(List at least 3 obstacles)
   • Funders are risk averse and they have their own boards that are looking for impact.
   • Government and corporations are supporting nonprofits less and less. Putting more and more stress on foundation funds.
   • There is no overall nonprofit alliance in Newark. This leaves them without a sector advocate.
   • Board activation is very difficult

2. How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?
   • Policy and advocacy funding are needed, and it is hard to come by. Funders recommended potential grantees frame their advocacy requests as educational. Funders, like nonprofits, avoid lobbying and advocating in order to not threaten their 501c3 status. However, framing the need around the educational components of advocacy and advocacy training makes it more feasible for foundations to fund the work
• This could allow nonprofits to advocate for better policies and more fundraising for the social profit/nonprofit sector

• Foundations should offer more 101/introductory workshops to train staffs and boards.

What/Who do we need?

1. Who are the people we need to engage?
   (E.g.: decision-makers, whoever has successfully done this, people affected by this issue, individuals, organizations, agencies, etc. at the Call to Collaboration and those who are not here)
   • Funders need to convene their grantees and listen to their issues and change practices. Funders can learn from each other.
   • Funders need to play a bigger convening role.
   • Foundations can bring grantees in to talk to their boards about nonprofit challenges, i.e. philanthropy’s undo focus on Return on Investment.

What’s Next?

1. What are two actions we can take in the next week?
   • Make sure all Creative Newark participants are aware of Nonprofit Finance Fund’s financial training services via these notes.
   • City officials will see these notes and simplify application processes that people perceive as being “overly complicated to keep people out.”

2. What are two additional actions we can take in the next month?
   • Talk with Newark Funders Affinity group about issues
   • Convene Foundations who offer technical assistance to discuss how we can align offerings to serve more, especially “future” grantees
Session #70: What ways, methods or ideas can we implement to change the perception of Newark?

Moderator: Tammy Bolden / Te-Sheng (Emery) Huang

Participants: Meghan Van Dyk, Williams Babalola (Science Park High School), Temitope Ogundare, Michelle Elorduy (Science Park High), Stephanie Neal, Rose Alves, Lethicia Ferrari (Technology High), Nichole Guimaraes (Technology High), Christina Chopra, Pamela Daniels, Lucas Grindley, Kenny Lin, Esther Frash, Gillian Sargeant-Allen, Donita Devance, Angela Garretson, Kevin Roberson, Cheryl Mack, Michael Hubbs, Ang Santos, Natasha Dyer

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen?
   (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   Internal implementation
   - Should know how good Newark is and where the good resources are
   - Making local people to be proud of the city: good athletes, musicians...... they will want to return back and contribute what they have learned to the city
   - Should know the history of the city, particularly what about the 1967 riot
   - A program to teach youth to tell their stories (Newark the h.u.b.b. / FPYOUTHOUTCRY)

   External implementation
   - Telling good stories about Newark through free press, WEBGO communion Liaison (learning the experience of atlanticcity.com)
   - Creating a list of good journalists who are willing to report good news about Newark (like Reverse Press Conference in Philly)
   - Be an ambassador for Newark via social media (using Newark 350 App, Locally App Stories, #newarkontherise, Yes Newark...)
   - Creating media campaign such as Express Newark / Newest Americans at Ruger-Newark
   - Encouraging Newark’s teachers to spread good news about Newark’s schools
   - Offering tours through Newark such as bike with mayor, walk in city, and bar crawl
   - Good video about Newark - 3 days of Newark at united airlines or at the magazine of Hemisphere
Session #71: Youth Workforce Development - Sharing Resources & Community Collaborations?

Moderator: Thomas Dougherty

Participants: Donna Kirkland, Kay Reese, Francesca McClain, Robin Dougherty, Elise Miller, Beatriz Baldwin, Michael Hobbs, Amanda Ebokosia

Describe your idea

1. What is it we are trying to do? For example: What is the change we are trying to make happen? (Try to be specific. E.g.: Instead of “Get youth more engaged” think of “Get youth involved in activities that help them make lasting connections with...”)

   - Identify ways to connect online to share resources in-person. A group interested in eliminating the duplication of resources and driving the collective effort to the agencies and people who need them the most.

Connect others to resource sharing online - such as Newark Land Trust e-newsletter; Newark Thrives online resource locator; many desire to see this type of event twice-per year. An example is working with AllStars Project in Newark at their After School Development Working Group - ADWG. They too have an annual one-day conference focused on resource sharing and collaboration.

   The group is interested in knowing more about how to connect with Newark 2020 run by Newark Alliance. People want to know what is happening, how and when. We also want to know how to connect our constituents, the people we serve, to jobs through the site. Who is actively hiring?

   The group is interested to learn more about youth workforce development organizations like Per Scholas on Broad Street in Newark. They provide complimentary technology training and job placement to people of Essex County with a focus on Newark residents.

   Neumma Arts LCC, is interested in teaching art related workforce development for a fee.

   Jersey Cares at [www.jerseycares.org](http://www.jerseycares.org) offers volunteer and internship assistance to other nonprofits at no cost.

   Gem Project - is interested in receiving training from corporate partners interest in coaching interview skills and other job readiness training.

   The Trust For Public Land - can assist with creating friends’ groups for local parks.
Goodwill - is interested in providing workforce development and they offer internships in technology and manufacturing.

**Jump the Hurdle**

1. **What is in the way of us launching this idea?**
   *(List at least 3 obstacles)*
   - Nothing, these types of events are already happening in Newark. We simply need to increase access to information.

2. **How can we overcome those challenges or obstacles? And/or how might these challenges become our opportunities?**
   - Each organization can have a landing page on their site or social site to share what they know is going on in the community.
Participating Organizations

Community members and residents of Newark participated alongside representatives from the following organizations at Newark’s Call to Collaboration on June 6 & 7, 2019, hosted at the New Jersey Institute for Technology:

144th & Vine, LLC
908 Visionaries
Aids Resource Foundation for Children
ALI
All Stars Project
American Cancer Society
American Heart Association
ANJEC
APTHAPI
Barat Foundation
Barat Foundation, The
Beyond the Stage
Black Family Scholar
Bold Interior Designs
Brick City Script to Screen
BRICK Education Network
Bridge Art Gallery
BRND Marketing Group
Broadway House
CAPC - NJ Community Corporation
Center for Supportive Schools
Chad School Foundation, The
Chadwick Capital
Charlie Rosa / Primerica
Chozin Designs
City Hope
City National Bank
City of Newark -- Mayor's Office of Arts, Cultural Development and Tourism
City of Newark -- Mayor's Office, Office of Clergy Affairs
City of Newark -- Office of the Mayor, Newark People's Assembly
CivicStory
Clara Maass Medical Center
Clean Water Action
Collaborative for Leadership, Education & Assessment Research-NJIT
Community Foundation of New Jersey
Cornwall Center
Council of New Jersey Grantmakers
Digital Newark (DigiNwk)
Eagle Academy for Young Men of Newark
Eastern Environmental Law Center
Economic Development Strategists, LLC
Educate2Empower
Embrace Your Fitness, LLC
Equal Justice USA
ERESC
ESHs
Essex County College
Eyes Like Mine Inc
Fairmont Heights Neighborhood Association
FEMA
Forward Ever Sustainable Business Alliance - Shop Newark Program
Free Press
Friends of the Newark Public Library
Garden State Episcopal CDC
Gem Project, Inc., The
Geraldine R. Dodge Foundation
Girl Scouts Heart of New Jersey
Goodwill Industries GNYNJ
Greater Newark Conservancy
Greater Newark Enterprises Corporation
Greater Newark Healthcare Coalition
Greater Newark LISC
Healthcare Foundation of New Jersey, The
Hendrix Group, The
High School Academic Support Program
Historic James Street Neighborhood Association
HUBB, The
Hyacinth AIDS Foundation
Imagine, A Center for Coping with Loss
Independence: A Family of Services
Institute for Ethical Leadership, Rutgers University
Ironbound Community Corporation
Newark's Call to Collaboration June 6 & 7, 2019

Ivy Hill Neighborhood Association
Ivy Hill Vailsburg Center for Arts Culture and Community Activism
J Scota Designs
Jersey Cares
Just Writing LLC
Kind Capital Resources
KingStone Entertainment
KIPPNJ
Kirk Maynard Art
KP Initiative and Dawn of Hope Inc, The
La Casa De Don Pedro
Leadership Newark
Lincoln Park Coast Cultural District
Lower Broadway Neighborhood Association
Makerhoods
March for Our Lives NJ
Marion P. Thomas Charter School
Martin Tuchman School of Management-NJIT
Mesob LLC
My Brothers Keeper Newark
Neumaa Arts LLC
New Hope Baptist Church
New Jersey Community Capital
New Jersey Institute of Technology (students, faculty, admin, Office of President)
New Jersey Symphony Orchestra
New Jersey Tree Foundation
Newark Alliance
Newark Arts
Newark Arts Education Roundtable
Newark Board of Education
Newark Centric City
Newark Charter School Fund
Newark City Council
Newark Community Street Team
Newark NAACP
Newark Opportunity Youth Network
Newark Public Library
Newark Public Schools
Newark Public Schools/Ivy Hill Neighborhood Association
Newark Regional Business Partnership
Newark Science and Sustainability, Inc.
Newark Thrives!
Newark Trust for Education
Newark Workforce Development Board
Next City
NJ Innovation Institute/NJIT
NJ LEEP
NJPAC
NJTV
Nonprofit Finance Fund
Office of University-Community Partnerships / Rutgers
Partnership for Urban Economic Development
People's Preparatory Charter School
Planned Parenthood of Metro NJ
PNC Bank
Policy & Planning Innovation for Civil Infrastructure and Environment / NJIT
Programs for Parents
Project Ready
Promise Parent Leadership Academy
Prudential Center and New Jersey Devils
PSEG
Rising Tide Capital
Robert Hill Foundation, The
Roots & Bridges
Rutgers Business School
Rutgers School of Public Health
Rutgers University - Newark
Rutgers University - School of Public Affairs and Administration
RWJBarnabas Health
RWJBH Institute for Prevention and Recovery
Sarah Ward Nursery at NJIT
Save The Music Foundation
Schools That Can
Seton Hall University School of Law
SHE Wins!
Smart Cities Initiative-NJ Innovation Institute
South Ward Children Alliance Promise Neighborhood
South Ward Children's Alliance
South Ward Economic & Development CDC
SPC/HSASAP
StreetSquash Newark
Taking The Plunge, TTP
TAPInto Newark
Teach For America
Trust For Public Land, The
UHIP
Unified Vailsburg Services Organization
Unified Vailsburg Services Organization / GI Reformer
Unique Blue Rose LLC
United Community Corporation
United Parks As One
Urban Healthcare Initiative Program
Usable Tech Co.
Victoria Foundation
Weequahic High School
Wei LLC, The
Wells Fargo
Workforce Opportunity Services