

2014-2015 ANNUAL REPORT



A Tribute to Marsha Weissman a Look Ahead

This is a momentous time for CCA. As founder Marsha Weissman steps down, we welcome David Condliffe as our new Executive Director. David was the unanimous choice of our Board and executive staff, and we know he will lead CCA with distinction.

Marsha, after 34 years in leadership, has permanently defined and set her stamp on CCA. Her tireless efforts, her vision of social justice, her acute intelligence, and her wisdom and compassion have set the highest standards for the future.

A social justice pioneer, Marsha saw back in the 1970s that incarceration was being used in the U.S., not for its ostensible purpose of criminal justice, but rather as a tool to contain and ultimately devastate communities of color. As leader of CCA, Marsha founded one of the first community-based

alternative-to-incarceration programs in the State of New York and fought successfully to sustain it for more than three decades.

Recognizing the central role of work on criminal justice reform, Marsha also founded CCA's policy arm, the Justice Strategies division. To name just a few of the achievements of Justice Strategies, in 2007, the New York State legislature adopted its recommendation to add "reintegration" as a goal of sentencing in the State



*Kwame Johnson
President, Board of Directors*

continued on page 2



*Marsha Weissman, Ph.D.
Founder*

Criminal Justice Reform: What's Missing from the Conversation A Reflection by CCA's Founder

2015 has been a remarkable time for those of us who work for criminal and juvenile justice reform.

Almost daily, we hear the call to end mass incarceration

uttered by people in or running for political office. At first blush, the words seem like they could have been taken from a CCA strategic plan with support for sentencing and juvenile justice reform, calls for an end to the school-to-prison pipeline, and even stepping away from the death penalty. We seem to be seeing the fruits of our years of labor.

This rethinking of criminal justice policies that have governed the U.S. for thirty years is welcome. Reforms that

will begin to check and reverse the overreliance on incarceration in the future are sorely needed. However, careful listening reveals that important issues are missing from the conversation.

Most—if not all—of the current proposals to reform our criminal justice system fail to take into account the larger and deeper costs of our reliance on the criminal justice system as the dominant social policy in the United States over the past four decades. The appalling number of people incarcerated in U.S. prisons and jails and the disproportionate impact on people of color places the U.S. as an outlier among countries in world. Mass incarceration is far more than the result of criminal justice policy decisions; as described by

continued on page 10

After the Suspension— Coaching Students Back Into School



Tyrice (not his real name) needed just three high school credits to graduate—but getting those credits was like running an obstacle course on one leg. He had no involvement with his parents and had spent most of his adolescence in foster care. His mental health was unstable. At 18, he was entirely on his own, having just left institutional placement and moved into subsidized housing.

His CCA Transition Coach became the critical support person to get him to graduation. She worked with his school and his teachers to help them understand why he was sometimes late and out of sorts. She coached him in appropriate

Marissa Saunders, Project Director, Transition Coaching, meets with Patricia Clark, a Syracuse City School official.

KWAME JOHNSON, CONTINUED FROM PAGE 1

Criminal Code. In 2008, Justice Strategies began a long campaign to reduce barriers to college admission for people with criminal records. This is now on the verge of historic success, as New York State may be close to an agreement to “ban the box” asking about past criminal records on applications to public institutions of higher education. Also in 2008, Marsha personally led a delegation of CCA youth to Switzerland to testify about their juvenile justice experiences at a U.N. conference on the Elimination of Racial Discrimination. The youths’ testimony had the effect of changing some recommendations in the final report.

In the past year, Marsha served on the Governor’s Council on Community Reentry and Reintegration, leading to progressive recommendations, which the Governor has pledged to enact, to make it easier for people with

convictions to find employment, housing, and other life necessities.

Recognizing that substance use was often a pathway to incarceration, Marsha, together with colleagues, created Crossroads, a groundbreaking substance use treatment program that was unique in treating women and men separately. Most recently, CCA introduced a pioneering trauma treatment program for youth at CCA/ Brooklyn, led by experienced clinical psychologists. Meanwhile, in Syracuse, the Parent Success Initiative, a four-year model-program that provided transitional employment and wrap-around social services to men and women who were noncustodial parents, has helped more than 338 formerly unemployed men and women obtain and keep jobs.

During her 80-90 hour work week at CCA, Marsha also completed her Ph.D. in Social Science at Syracuse

University. She authored numerous papers on school discipline and juvenile and criminal justice issues. She wrote a book, “Prelude to Prison: Student Perspectives on School Suspension,” published in 2014 by Syracuse University Press. True to her lifelong conviction that the voices of people affected by social policies should be at the center of reform efforts, her book tells in their own words the experiences of students who were suspended from school.

Thanks to Marsha, CCA is now widely recognized for its principled stance on criminal justice reform and for its high-impact programs for youth and adults caught up in the system. As we welcome David Condliffe, we also look forward to honoring and building on Marsha’s great legacy.

classroom behavior. She taught him strategies to get to school on time. She even picked him up herself if he missed the bus. With her help, Tyrice was able to complete his credits and walk the stage with his graduating class in June 2015.

The Transition Coaching Program is the newest initiative in CCA's collaboration with the Syracuse City School District. The joint effort began after a national survey published in spring 2013 showed that Syracuse schools were suspending students who were African American or had disabilities at "profoundly disparate rates." By fall 2013, CCA and the school district were cooperating on a Student Advocate Program, aimed at bringing more fairness to the suspension/expulsion process. United Way of Central New York also funds the initiative.

The entire project is under the direction of Kelly Gonzalez, Esq., CCA/Syracuse Director of Advocacy Services. Gonzalez said, "We now have four Student Advocates who help students in suspension hearings. Often we are successful in getting the student back into school without a suspension. But if the student is suspended, someone needs to help him or her transition back into school or re-enter another school. That's where the Transition Coaching program comes in."

Marissa Saunders is project director of Transition Coaching, supervising the work of six coaches, while also carrying a caseload herself. She explained, "After suspension or a stay in jail or foster care placement, youth often feel unwelcome and isolated when they try to return to school. They have fallen behind in their work and feel stigmatized. Their struggles greatly increase the likelihood that they will be suspended a second or third time."

Repeat suspensions are highly correlated with dropping out of school permanently, and with such unwanted outcomes as lifelong poverty and criminal justice involvement. This makes the Transition Coaching program a critical element in assuring the long-term futures of Syracuse youth.

Transition Coaches work not only with students who were formally suspended but also with those who are disconnected from school because of juvenile justice involvement, foster care placement, or other family or personal issues. 129 students are enrolled in the program, with a waiting list of 91 students who are not currently in mainstream school.

The youngest student in the program is just 10 years old, the oldest 20. The coaches work with the students for up to six months after the student's re-entry in school.

"Most of our students were behind academically at the time of the suspension and when they return, they are further behind," said Saunders. "Not attending school and skipping class is a way they manage their frustration. Our job is to help students develop trusting relationships and linkages to services that will support them to stay in school until graduation."

SUPREME COURT JUDGES ATTEND YOUTH GRADUATION

A June graduation ceremony for CCA's Youth Services was honored by the participation of Supreme Court Judges Sheryl Parker and Dineen Riviezzo, pictured below. Both judges took time from their busy schedules to recognize the youths' accomplishments since their court appearances. The newly retired Judge Parker served as keynote speaker and was presented with a special award recognizing her years of service and support of CCA. Judge Riviezza succeeds Judge Parker on the Youth Court Part.

*From top to bottom:
Judges Parker and Riviezzo; a young woman receives her diploma; a graduate with his grandmother*



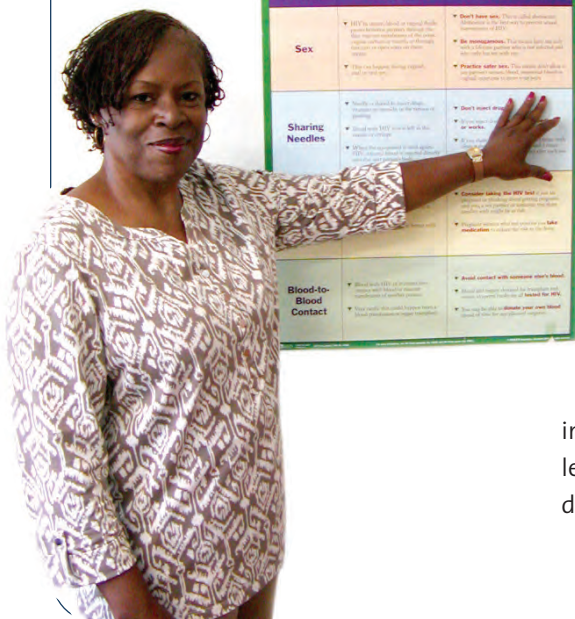
Positive Thinking

CCA BRINGS HIV EDUCATION TO PRISONS

For 20 years, CCA has delivered a program to bring knowledge and education about HIV/AIDS inside prison walls. In a place as tightly guarded as a state prison, bringing in a program from “the outside” is a constant challenge, but one that Susan Hunter, CCA/Syracuse Project Director of Health Services, says is rewarding.

According to the Bureau of Prisons, New York State has 3,000 HIV-positive incarcerated individuals, the highest number of any state, so education to prevent infection and its spread fills a crucial need. CCA’s HIV Education Program, CHOICES, funded by the NYS AIDS Institute, takes place inside four medium-security, all-male upstate facilities: Marcy, Mid-State, Mohawk, and Hale Creek. All four prisons are in rural locations, though the majority of the incarcerated individuals come from New York City or other urban areas in the state.

Susan Hunter, long-time CCA Project Director of Health Services



“We have only a few staff and can’t reach everyone ourselves. Peer educator training prepares individuals who are incarcerated to learn the facts about HIV so they can deliver education to their peers, during incarceration and also after release in the community.”

Every individual receives basic HIV/AIDS prevention education as part of their orientation to prison. Hunter noted, “Those at the start of their sentences are younger now than when I began, many of them just 17 or 18.” The sessions, designed for incarcerated individuals who are nearing the end of their sentences, are more intensive and focused on real-world situations. Hunter says, “When they are close to release, our sessions use videos to deal with such topics as drug use prevention, how to use a condom, and negotiating the use of condoms with a sexual partner.”

The VOICES/VOCES videos by the Centers for Disease Control make use of skilled actors in realistic, easily recognized settings, such as pool halls. They enact situations that people are likely to face after release, teaching strategies that will minimize risk of contracting HIV or other sexually transmitted diseases.

Besides delivering HIV education themselves, CCA staff has trained 47 men as peer educators. “We have only a few staff and can’t reach everyone ourselves,” Hunter explained.

“Peer educator training prepares individuals who are incarcerated to learn the facts about HIV so they can deliver education to their peers,

during incarceration and also after release in the community.”

Peer educator training requires the ability to read and write, develop presentation skills, and adhere to a curriculum. For those who become peer educators, the training may awaken their interest in learning and encourage them to think more positively about their future outside prison.

A new program, Positive Pathways, began in 2012 to reduce the stigma of HIV/AIDS in prison. It is targeted to correctional and medical staff as well as incarcerated individuals. Those who are incarcerated are encouraged to know their HIV status and agree to confidential or anonymous testing. Since the program’s inception, 981 individuals who were within three months of release from the three Oneida Hub facilities have been offered HIV tests by CCA staff, and 858 have accepted testing. The program also engages individuals who are HIV-positive and not in medical care to engage in care while they are incarcerated. The focus is to help them become as healthy as possible by the time they are released. Hunter said, “It’s an asset to a person getting ready for release that they can re-enter the community knowing their status, and being able to continue any needed medical care. We’re happy to see people take advantage of this opportunity.”

Parent Success Initiative

HELPS ADULTS GET JOBS, BECOME BETTER PARENTS

In 2011, CCA/Syracuse was awarded a three-year contract from the U.S. Department of Labor to conduct a model program to help noncustodial parents pay their child support obligations. As the demonstration comes to an end, it appears that the Parent Success Initiative (PSI) has more than lived up to its name.

From 2011-15, in addition to helping adults secure paid employment, PSI provided an array of social services, including work readiness training, transitional jobs, legal assistance, and family life skills training. A total of 512 men and women received services, of whom 86% were individuals with criminal histories. Of these, 338 secured unsubsidized jobs. Collectively, they paid nearly \$1 million in child support.

Mike Pasquale, Director of Reintegration Services, attributes the success of the project to the intensive efforts of both staff and participants. All participants completed a course in work readiness and were placed in transitional jobs with the Syracuse Housing Authority, the Downtown Committee, or Catholic Charities. CCA's job developer worked with such employers as FedEx, Byrne Dairy, restaurants, moving companies, and grocery stores to identify permanent job openings. Each participant was assigned a case manager who identified their needs, in addition to employment, and connected him or her with services. Participants also got help from CCA's reentry clinic in overcoming legal barriers to employment and correcting mistakes in their criminal justice records.

Making it possible for participants to pay child support was a core purpose of the program. Once they attained jobs, their child support payments were deducted from their checks, easing the way for many to resume relationships with their children.

Participants were also able to enroll in a Family Life Skills course, taught by the Children's Consortium, a not-for-profit organization in Syracuse. Kathy Harter,



From left, Marvin Ramos, case manager with Darlene Priest and Calvin Jones, PSI participants

Executive Director, explained, "We help them look back on the experience they had with their own parents. We show them how important it is to spend time with their kids. Many of them experienced corporal punishment at their parents' hands, and they may fiercely defend that. But in peer sessions, they will challenge these views, and may end up feeling differently."

Lack of past work experience and support systems make holding on to a job extremely tough. PSI participants found ways to help each other cope with the pressure. In the last year of the program, they met monthly as part of a "Work Opportunity and Retention Club" organized at CCA. Said Pasquale, "Thirty individuals attended the last one we held, in June, just before the program ended. All but two of them were still employed."

Christine Abaté, Deputy Director of CCA, said, "This program shows the great need of people who have not been part of the world of employment for extra help in getting jobs. The numbers we've served are great, but are just the tip of the iceberg. When people face such obstacles as owing child support, being over 30 years old, or having criminal justice records, additional services that address their needs make a vital contribution."

Charles Pitts at his graduation from Family Life Skills training, a program that supports noncustodial parents to rebuild relationships with their children.



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Your belief in the work we do is vital to the struggle for reintegrative justice.

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*CASA and CCA
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Two New Board Members Named

CCA welcomed two new Board members at its June 2015 meeting.



Mitali Nagrecha, Esq., is an expert on criminal justice who served as Senior Director of Policy at the Fortune Society and is currently an attorney for Bergen Pharmacy, a regional chain of retail and specialty pharmacies. Nagrecha is a co-author of *When All Else Fails, Fining the Family: First Person Accounts of Criminal Justice Debt*, published by CCA, and other criminal justice studies. She holds a J.D. from the University of Pennsylvania Law School.



Vincent Love served on CCA's staff from 2001-2009 as an Outreach Specialist and is currently Treasurer for the North Syracuse Central School District. He formerly worked for the Syracuse Housing Authority and the State of California Department of Transportation. Love is President of 100 Black Men of Syracuse, Inc. and serves on the Board of Directors of the Rosamond Gifford Foundation and Vera House. He holds a B.S. in accounting and business administration from Florida A& M University.

OUR MISSION

The Center for Community Alternatives (CCA) is a leader in the field of community-based alternatives to incarceration. Our mission is to promote reintegrative justice and a reduced reliance on incarceration through advocacy, services and public policy development in pursuit of civil and human rights.



Justice Strategies

Progress in Higher Education Access, “Raise the Age,” and Ending Barriers to Reintegration

Expanding Access to Higher Education

In March 2015, CCA released its pioneering report, “Boxed Out: Criminal History Screening and College Application Attrition,”

a study of admissions applications and policies at the State University of New York (SUNY). The report showed that when colleges ask questions about past criminal justice involvement on the application, candidates are deterred from pursuing admission. CCA’s Advisor on Special Projects Alan Rosenthal, who spearheaded the project, said, “This is a particularly troubling trend for schools which, by their nature as public universities, have made a commitment to provide broad access to educational services.” The report received broad media attention including an editorial endorsement from the *New York Times* that called on colleges to refrain from asking about criminal history records on the application and prohibit the use of criminal history information in admissions decisions.

As a lead organization in the Education from the Inside Out (EIO) Coalition, CCA has also been advocating for the restoration of federal Pell Grants and New York State Tuition Assistance Program (TAP) grants for people in prison so that they can pursue higher education while incarcerated. Recently, the U.S.

Department of Education and Department of Justice announced their joint initiative to temporarily reinstate Pell Grant access to incarcerated students through the Second Chance Pell Pilot. CCA has also been a supporter of the Get REAL campaign to advance the REAL (Restoring Education and Learning) Act which was introduced in Congress in May and would further expand access beyond pilot sites. In New York State, CCA and the EIO Coalition collaborated with Human Impact Partners to launch the Turn on the TAP NY campaign. A bill has now been introduced in the New York State legislature to reinstate TAP grant eligibility to people in New York State prisons.

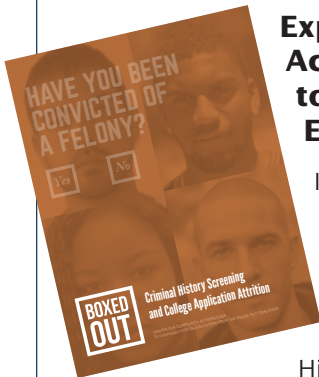
Also this spring, CCA released, “Education Suspended: The Use of High School Disciplinary Records in College Admissions.” This report detailed findings from a national survey of college admissions officials and high school guidance counselors. It showed that the collection and disclosure of high school disciplinary records in the college admissions process is widespread. “The significant disparities in the ways that discipline is meted out in schools leads us to conclude that the use of such information in college admissions is arbitrary and likely to create barriers to education, especially for students of color and students with disabilities,” explained Director of Justice Strategies Emily NaPier. CCA’s recommendations were again endorsed in a *New York Times* editorial.

Raising the Age of Criminal Responsibility

CCA and allies in the statewide Raise the Age NY campaign continue to press New York State to raise the age of criminal responsibility from 16 to 18. Currently, New York is one of only two states in the nation that allows 16- and 17-year-olds to be prosecuted as adults. CCA youth have learned about the main issues underlying the case for raising the age and have traveled to Albany to meet with legislators about the issue. This past year, the Governor endorsed the recommendation of the Commission on Youth, Public Safety, and Justice to raise the age. Now the New York State Legislature must pass legislation to make it a reality.

Reducing Barriers to Reintegration

On September 8, 2015, Alan Rosenthal, Counsel for CCA, and Al O’Connor, Senior Staff Attorney at the New York State Defenders Association, in *Matter of Linares*, argued a challenge to the New York State Parole Board’s procedures in the New York Court of Appeals. As described in a *New York Times* editorial, the case “may provide a rare chance to reform New York’s antiquated, ineffective, and unfair parole system” and the opportunity





Director of Justice Strategies Emily NaPier, former CCA staff member Tealye Carrington, Counsel to the Governor Alphonso David, and CCA Executive Director Marsha Weissman, at the press conference announcing the Governor's executive actions.

“to drag the board into the 21st century and make parole a meaningful part of New York’s criminal justice system.”

Anyone who has a criminal conviction is painfully familiar with the daunting barriers to employment, housing and even health care that never seem to go away. On September 21, Governor Andrew Cuomo announced executive actions on the 12 recommendations of his Council on Community Reentry and Reintegration, meant to put an end to many of these barriers. Former CCA staff member Tealye Carrington spoke at the press conference and shared her story of employment discrimination after moving on from CCA.

CCA has led the effort to ban the box on employment applications in Syracuse so that people with criminal history records have a fair chance to interview for positions for which they are qualified. After a successful community organizing campaign, the Syracuse Fair Employment and Licensure Ordinance was passed by the Syracuse Common Council in December 2014. Onondaga County followed suit and banned the box by administrative directive in February 2015.

Left: CCA youth and staff meet with then NYS Assemblyman Sam Roberts to urge his support for “Raise the Age” legislation”

“Thinking for a Change”

CCA has introduced a new program, “Thinking for a Change (T4C),” an evidenced-based curriculum developed by the National Institute of Corrections. T4C has been proven effective in helping adults involved in the criminal justice system to change their behavior. It teaches problem solving, stresses interpersonal communication skills development and helps participants confront thought patterns that can lead to problematic behaviors. This program has been offered in both Syracuse and NYC since 2014.

Crossroads for Men and Crossroads for Women, CCA’s longstanding substance use treatment programs, continue to do effective work. During the 12-month period ending June 30, 2015, a total of 256 men and 47 women enrolled, with 39% of the men and 68% of the women successfully completing the program. Crossroads helps connect participants to a wide range of educational programs, social services and community resources. A number of successful participants go on to become substance use counselors themselves.



Shavionne Manswell, a Crossroads trainee, speaks at a community event at Long Island University on September 25.

Below: Crossroads participants graduating from “Thinking for a Change,” with SaddiQa, substance use counselor (left) and Magdalena Lubiejewska, facilitator (center).



renowned sociologist Loïc Wacquant, it stands as one of America's "peculiar institutions," alongside slavery and Jim Crow segregation. It has become a primary, if not the primary, social policy in the United States.

As I leave the role of executive director of CCA, there is much to be proud of, but much work that CCA and our allies must do. First, we cannot be intoxicated by the promising, but limited, conversations about the reforms as currently proposed. Second, we must engage in a conversation about violent crime. What are the actual behaviors that fall under this rubric and what kinds of reforms can be extended to these behaviors? Third, we must work to deconstruct the bars and barriers that prevent people with criminal records from fully reintegrating into society. Reform efforts must eliminate the "box" on the myriad applications that people encounter in their daily lives, ranging from applications for employment, to housing, to higher education and volunteer work.

Perhaps most important, the reform proposals do not take into account the devastation that is left in the wake of decades of mass incarceration. It will certainly be a positive development if a 19-year old "Tyrone" or "Janel" is no longer incarcerated for possession of small amounts of drugs. These potential future benefits, however, will not undo the damage already done as a result of the incarceration of their fathers, mothers, uncles, older brothers and in some cases, grandfathers. The impact of past policies will haunt the social, economic and psychological conditions of individuals, families and communities for decades to come.

Mass incarceration has affected the employability of generations, the ability to access high school and higher education, and has resulted in de-facto and de-jure political disenfranchisement. It has frayed personal and community relationships. Criminal justice system reform

must take on fundamental social justice issues that require real, community-driven investment in the locales that have been destroyed, in large part, by over criminalization and mass incarceration.

Ending mass incarceration requires the following concrete and practical steps:

- An end to over criminalization: Decriminalization of personal drug use, decriminalization of nuisance behaviors
- Significant change in policing policies and practices: demilitarization of police
- An end to out-of-school suspension and the arrest of students in schools for what is normative child or adolescent behavior
- An end to mandatory sentencing and an expansion of diversion and alternative-to-incarceration programs
- Reducing the length of prison sentences
- Elimination of bars and barriers that make community reintegration nearly impossible
- Making examination of racism front and center in any and all reform proposals: implicit bias and structural racism will prevent real change unless confronted head-on.

This is an opportune moment for CCA and its colleagues to take up these issues. CCA is uniquely positioned for this as an organization that has always viewed the work of criminal justice reform through the lens of human rights and civil rights. We have, among the people we serve, countless examples of young people, including those charged with crimes involving violence, who have transformed their lives, given the chance and community-based supports. Real criminal justice reform needs such real chances, real opportunities, and real commitment to dismantle the structures that brought us to this place.

Marsha Weissman

CASA

Light of Hope Breakfast Honors Safe and Sound with Amaya



From left: Stefanie Savory, CASA Program Coordinator, Marsha Weissman; Scott Deming, President of the Board of Amaya, and Debbie Deming

CCA's Court Appointed Special Advocates (CASA) program honored Safe and Sound with Amaya at its 12th annual Light of Hope Breakfast on September 22, 2015. Safe and Sound with Amaya is a not-for-profit foundation established to reduce the number of child injuries and deaths from tipping furniture and televisions and other in-home accidents. CASA volunteers with the CCA/Onondaga CASA program provide Amaya's free, tip-resistant furniture brackets to families acting as court-appointed guardians for children. 100 people attended the breakfast, the major fundraiser for the CASA program, which is now in its 18th year.

CCA youth and young adult programs reach out to young people who have been arrested or at risk of dropping out of school, engaging them in healthy activities and helping them achieve success.

Youth Syracuse

A Talent Showcase at Fowler High School, Syracuse, for students, parents, and school personnel, showcasing students' accomplishments. CCA conducts an After School Alternatives program at Fowler with funding from the NYS Education Department and NYS Office of Children and Family Services.



Fowler High School girls at a holiday activity



Fowler students on an after-school outing to the movie "Selma"



"Youth on the Move," A 2014 youth involvement conference for at-risk youth, co-sponsored by CCA and other Syracuse organizations

Youth New York City



Left: CCA's Justice Community engages young adults ages 16-24 from the Brooklyn neighborhoods of East New York and Brownsville, where unemployment is among the highest in the city. Participants work on community benefit projects, while also receiving assistance in completing their educations and securing internships and employment.

In this photo, taken at a graduation ceremony on July 22, Rham Robinson, a CCA Success Advocate, listens as a youth thanks him for his support.

Right: Youth Advocacy Project participants, ages 12-16, get a chance to leave the city in late summer for a camping weekend.



Parents of Juvenile-Justice-Involved Youth Share Concerns

“As parents we have to represent our kids,” said a tall woman in a turban, parent of a youth in CCA’s Youth Advocacy Program in Brooklyn. “But we need help to do that. Kids don’t know yet how to express themselves. They have hormonal issues and when they get backed against the wall they respond.”

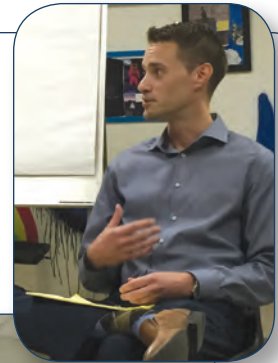
She was speaking her mind at CCA’s Parents’ Night on September 14, 2015. Other parents voiced their concerns over children being suspended from school without adequate explanation. Tiffany Williams said, “They sent my kid to a place that had just three rooms and no teachers—not a school at all.”

Karen Farkas, an attorney from Brooklyn Defenders Services, explained to parents their rights in school suspension proceedings. She recommended that any parent who was told of a pending suspension should get an advocate to help them with a process that was often bewildering and conducted without due regard to the rules.

Dr. Christopher Branson, a clinical psychologist and expert in trauma and juvenile justice, who leads CCA’s Trauma Treatment Program, explained to parents, “Kids get labeled delinquent or antisocial when, actually,

Dr. Christopher Branson explains to parents how trauma affects adolescent behavior.

Karen Farkas, a defense attorney and expert in school suspension, talks with Ruba Rabah, parent of a CCA youth participant.



they’re traumatized,” he said. “Schools can’t deal with them, so they suspend them. Therapists who don’t understand trauma can’t help. They focus on monitoring behavior, not healing.”

At the end of the evening, parents joined their youth and CCA staff for soft drinks, grilled chicken and pizza, and promised to return for future sessions. “It’s hard being a parent but nothing’s more important than my children,” said one. “I’ll never give up on them.”

The Board of Directors is pleased to announce the appointment of **David Condliffe** as CCA’s new Executive Director. David will assume the helm on November 9, 2015. Please join us in welcoming and supporting him.



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