

# What's Next — Washington

## 2019 Mid-Year Report



*We are formerly incarcerated individuals and allies working to improve the ability of individuals with conviction histories to reintegrate into society.*



What's Next Washington's 3rd Employers Convening held at Davis Wright Tremaine,

## Mission

Collaborate with employers, housing providers, and government agencies to expand employment and housing opportunities for individuals with conviction histories.

Use media and communications to reduce the bias and demeaning treatment people with conviction histories face on a daily basis.

Build skills among the formerly incarcerated and directly impacted so that they can lead efforts to bring about systems change.



## A Message from the Executive Director

**It's been busy!** It's fascinating what emerges when you move forward with passion and intention. We have made progress in each of our three focus areas - employer collaboration, communications, and leadership development - and we are developing a new funding stream - convening and case study consulting.

In the area of our **employment collaboration**, we held our first sector-specific convening in the restaurant and hospitality industry, made significant progress on the first draft of our Get FIT Guide - a recruiting, hiring and retention how-to manual for employers, and started our work on consulting agreements. In **communications** we made presentations to the UW Evans School of Public Policy, the Interprofessional Education Center at UW, and I served on plenary panels at **[list conferences]**. We've moved forward with our **leadership work** as well. We brought on four new members to our board of directors, assisted **[ name]** develop operations, **[coalition work?]**

The second half of the year promises to be just as full.

We will hold **three industry-specific convenings** - construction (September), tech (October), and cargo/freight (early December). We are pursuing case study projects with three employers, and one nonprofit organization. We will be busy in communications as well. I will be the keynote speaker at the Brighten Jones *Community Event* the evening of July 9th, and our **Stigma We Carry** panel will be [] at the plenary session of the Brighten Jones Compassionate Leadership Summit in November. We will be developing a follow-up workshop for audience members. I will be on the plenary panel of the Washington State Hospitality Convention this September. In leadership will continue to develop

We we host our first **Art From Within** silent auction and fundraiser. The event will feature artwork from people still inside prison and the formerly incarcerated.

Our part-time grant writer will join our team on July 1st and our first graduate student intern will begin working with us in September.

Sincerely,

Working with other nonprofits to develop convening programs in other states.  
*Susan Mason*

Where we need funding

# Collaboration

WNW's initial collaboration work has been with employers. We have piloted several programs and are preparing a number of services and materials

Interim Goal: Reduce the unemployment rate for individuals with conviction histories in Washington State from 27% to 10% within five years.

## Convenings

### National Convenings

WNW is also working on bringing our employer convenings to the Midwest. The Heartland Alliance, a major Chicago non-profit, is interested in training for and implementation of employer collaboration programs. WNW plans to provide employer convenings, develop economic development case studies (see Appendix ), and distribute our Get FIT (Formerly Incarcerated Talent) Guide, a recruiting, hiring and retention "tool" for employers.



# Convening Participants

## First Convening May 2018

Alaska Airlines  
All Beautiful  
Bartell Drugs  
\*Davis Wright Tremaine LLP (Host/Sponsor)  
Detail Xperts  
\*HiTech Advisers (Sponsor)  
\*Impact Hub Seattle (Sponsor)  
Ivars Restaurants  
King County Ofc of Economic Development  
Lumenal Lighting  
LEAD the Difference Consulting  
Magnum Printing  
MOD Pizza (Sponsor)  
Morgan Stanley  
Pine Street Developers  
Society of Human Resource Managers (SHRM)

## Second Convening September 2018

Compensation Connections	*Society of Human
*Davis Wright Tremaine LLP	Resource Mgrs (SHRM)
(Host/Sponsor)	(Sponsor)
Ernst & Young, LLP	Space Needle, LLC
Foss Maritime	Starbucks
Hermanson	Tom Douglas Restaurants
Kigo Asian Kitchen	WA State Dept. of
King County Metro Transit	Corrections
King County Superior Court	Washington Appleseed
LaFarge Holcim	Wild Ginger/The Triple Door
Lease Crutcher Lewis	Wrench, Inc.
*MOD Pizza (Sponsor)	
Pioneer Human Services	
Sabey Corporation	
Seattle Goodwill	
Seattle Office of Labor Standards	

## Third Convening Restaurant and Hospitality April 2019

Alliance 2020 Inc	Nordstrom
Bon Appetit Management Co.	Pan Pacific Hotel
Compass	Pacific NW Regional Strategies, LLC
Compass One @ Amazon	Pioneer Industries
Connect for Success	Pike Brewing Company
*Davis Wright Tremaine, LLP	Pineapple Hospitality
(Host/Sponsor)	Seattle Foundation
Fairmont Olympic	*Society of Human Resource Managers
FareStart (Sponsor)	(SHRM) (Sponsor)
Foundation Mgt Group	The Essential Baking Company
Freedom Project	*The National Council of Incarcerated
*Impact Hub Seattle (Sponsor)	and Formerly Incarcerated Women and
Ivar's Restaurants	Girls (Sponsor)
MOD Pizza	The Rainier Club
Molly Moon's Homemade Ice Cream LLC	*Tom Douglas Restaurants (Sponsor)
PCC Community Markets	Washington Hospitality Association
Motif Seattle	Women Against Mass Incarceration

**60**  
**Companies**

**80**  
**HR Directors**

**170**  
**Reports Sent**

# Communications and Outreach

## The Stigma We Carry - A Conversation with the Formerly Incarcerated, Drug Addicts, and Society's Castaways - Curated by What's Next Washington



The Stigma We Carry at the University of Washington Interprofessional Education Department  
Schools of Medicine, Nursing, Social Work, Public Health, Pharmacy and Dentistry

[Watch it here!](#)

### Past Events

The Impact Hub

120 attendees

The Rendezvous

65 attendees

UW Evans School of Public Policy

85 attendees

UW IPE Department

125 attendees

### Upcoming Events

Brighton Jones

Saturday July 9th event

at Brighton Jones

Brighton Jones Compassion Summit

The HUB at University of Washington

Friday, November 8th, Keynote Panel

Saturday, November 9th, Solutions Workshop

# **The Stigma We Carry**

## **How it works**

We include both panelist and audience, and explore how bias and stigma impact employment, housing, health, and social service delivery.

The people on our panel come from different backgrounds. This juxtaposes for the audience how disparate the outcomes are for panelists with resources, support, and access to medical care than for those without.

## **Insight**

The panel addresses the impact of staying quiet when life gets hard. Silence maintains the status-quo and the fiction that people don't overcome their struggles.

## **Reaction**

The reactions to the event are overwhelmingly positive. As a result of our first panel, six volunteers started working with us, and, we later learned, some audience members were moved to "come out of the closet" themselves.

# Building Leadership

---

## Leadership Development 2018

Our Executive Director developed her leadership abilities this past year by attending trainings, workshops and retreats. These opportunities helped us build a foundation that will serve us well in coming years. Programs included: Just Leadership USA; The National Council of Incarcerated and Formerly Incarcerated Women and Girls; Seattle Impact HUB Community Forum and many more.

Moving forward, we plan to expand leadership development in the following areas:

- Board of Directors Membership/Training
  - Public Speaking and Facilitation
  - Advocacy and Policy
  - Fundraising and Grant Writing
  - Networks and Relationships
- 

## Training and Leadership in 2019

What's Next Washington is initiating a project with Seattle Works to train formerly incarcerated leaders to serve on boards of directors.

Our goal is to reach 70 people in three workshops and begin to build a framework for social change that is informed by the directly impacted.



# A Look Ahead — 2019

---

## Collaboration

**Employer convenings** – WNW will host five convenings in 2019 reaching 320 employers or more.

**Get FIT Guide** – Distribute Get FIT guide to employers as a tool for reviewing FIT candidates that goes beyond the background check.

### **Advocacy and Development Projects**

– Work with convening participants to have regulations waived so employers can place FIT into previously-banned careers. Gather employment data and use it to advocate for evidence-based regulatory change. For more information, see Appendix A.

---

## Communications

**The Stigma We Carry** – WNW will hold eight panels in 2019 at universities, colleges and public venues. WNW will collaborate with professionals working with stigmatized populations to help inform and inspire.

**YouTube Channel** – Launch a YouTube channel documenting the stories of those being denied employment and housing even though they are otherwise qualified. Stay tuned!

---

## Leadership

**Seattle Works Partnership** – WNW will send up to 70 local and national formerly incarcerated leaders to board development training.

**Leadership Trainings** – WNW will train formerly incarcerated leaders to develop and conduct employer convenings.

# Program Costs

## Collaboration

<b>COSTS</b>	
EMPLOYER CONVENINGS	\$20,000
GET FIT GUIDE DEVELOPMENT	\$20,000
JOB PLACEMENT SERVICES	\$75,000
ADVOCACY PROJECTS	\$10,000

## Communications

<b>COSTS</b>	
STIGMA WE CARRY EVENTS	\$10,000
BUILD YOUTUBE CHANNEL	\$10,000
COMPANY BIAS TRAININGS	\$10,000

## Leadership

<b>COSTS</b>	
BOARD OF DIRECTORS TRAINING	\$25,000
WORKSHOP FACILITATION	\$10,000
ADVOCACY AND POLICY	\$10,000

# A Message From the Board



Maripaz  
Ferrer



Will  
Jimerson



Zak  
Kinneman

Jacqueline  
Smith



Raphaella  
Weismann



Roz Solomon  
Board President



Susan Mason  
Executive Director

What's Next Washington, was founded in May of 2017. Since then we have grown considerably. We have established ourselves as a reliable authority on issues of recidivism, reentry, and employment barriers for the those with conviction histories. Our executive director is regularly invited to speak on panels and to participate in local and national conferences. Part of the success is attributable to the organization's collaborative branding, culture and tone. What's Next Washington is a collaborator, convener and builder of bridges between two communities - those with privilege and access and those who are marginalized. We bring the voice of the directly impacted to the table so that we all can better address the barriers the formerly incarcerated face throughout their lives.

We all are entitled to be full participants in society. Many of us have been fortunate enough to have that opportunity. But, let's take opportunity out of the realm of chance. Let's expand our communities so that everyone is included and so that everyone can participate.

# Ready to jump in?

## Volunteer

What's Next Washington has an amazing group of volunteers! Bring your skills and talents. We will support your growth as you support ours!

## Become a Sponsor

Opportunities to support the development of the formerly incarcerated to change their own outcomes abound. Find out what you can do and how you can help.

## Invest in Systemic Change

WNW seeks to shift the system. That takes resources. Your support, based on your goals, assets, and values increases our ability to succeed.

## Learn More / Contact Us



<https://whatsnextwashington.org/contact/>



<https://whatsnextwashington.org/>



<https://www.facebook.com/>

# Appendix

## Job Development Partnerships

**WNW sources and vets** individuals for employers to interview. Our ideal project is with employers in highly regulated industries.

**WNW and employers develop** a simple data-tracking process so that at the end of 18 months to two-years, we can compare the performance of FIT employees with those individuals with no conviction histories. We believe this data will show that many regulatory restrictions are not evidence-based and they do not enhance public safety and cost millions of people of high-quality careers.

**WNW sources wrap-around** services, e.g., assistance with transportation, childcare, and other needs) to the sourced FIT, and works with employers to improve performance as necessary.

**Outcomes:** a sourced talent pool from which to select employees. WNW assistance with coordination of wrap-around services for FIT, and accurate data about FIT job performance.





# Advocacy Partnerships

**Forty-eight thousand regulatory barriers** prevent FIT from working, innovating, and creating value for themselves and their communities.

**We believe that few of these laws are data-based**, that they do not enhance public safety, and that mostly, they serve to push millions of our community members to the margins.

**Better understanding** of which ones have the most impact and harm the most people will enable us to target our efforts and be efficient with our resources. From our Job Development Partnerships and other research, we will uncover those regulations that, if overturned or modified, would provide immediate economic relief to millions of people.

**We partner with employers** and other advocates to persuade lawmakers to remove unnecessary regulatory employment barriers.

**Outcome:** Remove unnecessary regulations and expand job opportunities for FIT and the pool of available talent for employers.