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.
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 Police, 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,

Susan Mason

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

### Third Convening
**Restaurant and Hospitality April 2019**
- Alliance 2020 Inc
- Bon Appetit Management Co.
- Compass
- Compass One @ Amazon
- Connect for Success
- *Davis Wright Tremaine, LLP (Host/Sponsor)
- Fairmont Olympic
- FareStart (Sponsor)
- Foundation Mgt Group
- Freedom Project
- *Impact Hub Seattle (Sponsor)
- Ivar's Restaurants
- MOD Pizza
- Molly Moon's Homemade Ice Cream LLC
- PCC Community Markets
- Motif Seattle
- Nordstrom
- Pan Pacific Hotel
- Pacific NW Regional Strategies, LLC
- Pioneer Industries
- Pike Brewing Company
- Pineapple Hospitality
- Seattle Foundation
- *Society of Human Resource Managers (SHRM) (Sponsor)
- The Essential Baking Company
- *The National Council of Incarcerated and Formerly Incarcerated Women and Girls (Sponsor)
- The Rainier Club
- *Tom Douglas Restaurants (Sponsor)
- Washington Hospitality Association
- Women Against Mass Incarceration

### Statistics
- **60 Companies**
- **80 HR Directors**
- **170 Reports Sent**
The Stigma We Carry - A Conversation with the Formerly Incarcerated, Drug Addicts, and Society's Castaways - Curated by What's Next Washington

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.
Leadership Development 2018

Our Executive Director developed her leadership abilities this past year by attending training, 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

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<tr>
<td>EMPLOYER CONVENINGS</td>
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<tr>
<td>GET FIT GUIDE DEVELOPMENT</td>
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<td>JOB PLACEMENT SERVICES</td>
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<td>ADVOCACY PROJECTS</td>
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## Communications

<table>
<thead>
<tr>
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<tr>
<td>STIGMA WE CARRY EVENTS</td>
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<td>BUILD YOUTUBE CHANNEL</td>
<td>$10,000</td>
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<tr>
<td>COMPANY BIAS TRAININGS</td>
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## Leadership

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<td>BOARD OF DIRECTORS TRAINING</td>
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<td>WORKSHOP FACILITATION</td>
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<tr>
<td>ADVOCACY AND POLICY</td>
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A Message From the Board

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.

Maripaz Ferrer
Will Jimerson
Zak Kinneman
Jacqueline Smith
Raphaela Weismann
Roz Solomon Board President
Susan Mason Executive Director
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/
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, they do not enhance public safety and keep millions of people out of high-quality careers.

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

Outcomes: a expanded 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.