

## Eligibility

Completed by [girlslightourway@gmail.com](mailto:girlslightourway@gmail.com) on 5/10/2023 12:10 PM

Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

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### Eligibility

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Please provide the following information.



## City of Peoria Violence Prevention

City of Peoria  
419 Fulton Street  
Peoria, IL 61602  
309-494-8600

Applications are available to not-for-profits, 501(c)3 organizations, and government agencies to provide violence prevention programs for City of Peoria residents.

Programs must meet the criteria of one of five priority areas: Thriving Neighborhoods, Empowered Youth & Young Adult, Restorative & Resilience, Intervention, or Violence Reduction. For these categories the minimum funding request is \$50,000 and the maximum funding request is \$400,000. All programs must be evidence-based and have measurable results. A total of \$1,200,000 is available for violence prevention with \$700,000 in federal funding from the American Rescue Plan and \$500,000 in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

There is also funding available specifically for Workforce Training. In addition to measuring the number of people served, these programs must also measure how many clients are connected to permanent employment. The minimum request for Workforce Training is \$150,000 and the maximum is \$300,000. A total of \$300,000 is available for Workforce Training in state funding from the Illinois Department of Commerce and Economic Opportunity (DCEO).

Eligible applications will be reviewed by the Community Development Block Grant (CDBG) Public Services Advisory Commission and agencies will be notified of funding decisions following City Council approval.

**Questions?** Contact [grants@peoriagov.org](mailto:grants@peoriagov.org)

#### 1. Does your program serve low-income residents of the City of Peoria?

Yes

#### 2 Is your organization (or the lead agency) a not-for-profit, 501(c)3, or government agency?

**NOTE: If your organization does not meet this requirement, you may partner with a qualifying "lead agency" that will serve as your fiscal agent.**

Yes

**3 Does your organization (or the lead agency) have a completed audit for its most recent fiscal year? (This must be a full audit. 990 forms do not meet this requirement.)**

***NOTE: If your organization does not meet this requirement, you may partner with a qualifying “lead agency” that will serve as your fiscal agent.***

Yes



**IF YOU ANSWERED 'NO' TO ANY OF THE ABOVE QUESTIONS, YOUR ORGANIZATION DOES NOT QUALIFY FOR VIOLENCE PREVENTION FUNDING.**

## A. Applicant Agency Information

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Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

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### A. Applicant Agency Information

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Please provide the following information.

#### A.1 Violence Prevention Program Title

Peoria Lights Our Way WorkForce Development and Training (PLOW WFDT)

#### A.2 Organization Name

Girls Light Our Way dba Peoria Lights Our Way

#### A.5 Address

1325 W Holly Hedges Peoria, IL 61614

#### A.3 Contact Person

Dawn Harris Jeffries, Ph.D.

#### A.4 Title

President & CEO

#### A.6. Contact Phone Number

(917) 770-6058

#### A.7. Contact Email Address

dlhjeffries@gmail.com

#### A.8 Program operating location if different than listed above.

Various Peoria Public Schools Various Peoria Public Libraries & Other Community Locations and Agencies in Peoria Peoria, IL 61605

#### A.9. If partnering with a lead agency, lead agency name:

**NOTE: If your organization is not a not-for-profit, 501(c)3, or government agency, AND/OR does not have a completed audit for its most recent fiscal year, you may partner with a qualifying "lead agency" that will serve as your fiscal agent. If partnering with a lead agency please complete this Lead Agency Agreement below.**

N/A

Please complete and upload the Fiscal Sponsor Agreement



[Fiscal Sponsor Agreement](#)

*\*\*No files uploaded*

#### A.10 Lead Agency contact name, email and phone number

Dawn Harris Jeffries, Ph.D.

#### A.11 Date of Incorporation

12/31/2014

#### A.10 Federal Employer Identification Number

471519825

#### A.11 City of Peoria EEO #

**An EEO number shows that an organization has registered with the City of Peoria as an Equal Employment Opportunity organization. Please follow the instructions on [this form](#) to register. For more information on completing the form, please see this [instruction guide](#).**  
03765240331

#### A.12. Agency Unique Entity Identifier (UEI):

**All agencies receiving federal money must register for a UEI. In April 2022, The federal government phased out the use of the DUNS replacing it with the UEI. For more**

information please [click here](#)

KRULWW7SLF85

**A.13. SAM Cage Code # and Expiration**

*All agencies receiving federal money must register for a SAM Cage Code. Please visit [www.sam.gov](http://www.sam.gov) to register for free. Please also provide the expiration date of the SAM Cage Code. Agencies must have a DUNS number to register for a SAM Cage Code*

7M2G3

**A.14 Agency Annual Operating Budget**

\$227,675.00

**A.15 Number of Paid Staff**

9

**A.16 Number of Volunteers**

10

## B. Funding Requested

Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

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### B. Funding Requested

Please provide the following information.

#### B.1 Requested Amount: Min \$50,000 and Max \$400,000

**NOTE: The Minimum request for Workforce Training is \$150,000 and the Maximum is \$300,000.**

\$300,000.00

#### B.2. Total Project Budget

\$300,000.00

#### B.2 Number of Unique Clients to be served

50

#### B.4 Priority Area

Workforce Training

#### B.5 Please provide a Detailed Project Budget for administrative costs

Item	Amount	Short Description
Personal and Fringe	\$0.00	
Other	\$0.00	
	\$0.00	

#### B.6 Please provide a Detailed Project Budget for direct program costs

Item	Amount	Short Description
Personnel and fringe Direct expenses	\$90,000.00	Program Director: :\$30,000 Training fees to 5 trainers: \$50,000 Fees to personnel providing wellness activities: \$5,000 Fees to personnel for program coordination, scheduling, attendance etc.: \$5,000
Travel	\$0.00	
Equipment	\$0.00	
Materials and Supplies	\$5,000.00	Materials and supplies for educational sessions
Contractual	\$0.00	
Program Expenses	\$5,000.00	Funds for barrier reduction will provide things needed for a successful employment, including bus passes, or other transportation, appropriate clothing for work, food, etc.

Other	\$200,000.00	Participant Wages and bonuses - Participants to be paid \$40 per hour for part-time employment and bonuses of \$1,000 at the completion of 6 weeks of successful employment
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
	\$300,000.00	

## C. Program Information

Completed by [girlslightourway@gmail.com](mailto:girlslightourway@gmail.com) on 5/11/2023 11:40 PM

Case Id: 35407

Name: Girls Light Our Way - 2023

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### C. Program Information

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Please provide the following information.

**C.1. Provide a brief description of your proposed program and goals. Describe the work to be performed, including the activities to be undertaken or the services to be provided, frequency and duration of services to be received by the average client or participant, and who will be carrying out the activities.**

The Girls Light Our Way (GLOW) Peoria Lights Our Way Workforce Development and Training (PLOW WFDT) is a gender-based pre-employment training program that will serve 50 participants. At-risk youth moving into adulthood are a population who often struggle with viable employment. This program will provide employment training, and valuable "real world" employment experience, and increased income directly to this specific population. Youth and young adults ages 16 - 24 will benefit from mentorship and intensive training to help them build employment, leadership and life skills. Training will be designed to build the skills identified by GPEAK and the State of Illinois as "Essential Employability" competencies and will include the following skills: communication, cultural competence, adaptability and flexibility, teamwork and conflict resolution, problem solving, decision making, critical thinking, initiative and self-drive, reliability and accountability, and planning and organization. Training will also include general employment topics such as: how to conduct a job search, complete an employment application, write a resume, how to dress for an interview, practice interviews, and appropriate workplace attire and behavior. Additional life skills training topics to include: self-efficacy, self-esteem, mental health and wellness, fiscal education and budgeting.

While participating in training, participants will also benefit from part-time employment throughout the community with one of the program's employment partners - earning

**C.7. Describe the number of people to be served and the outcomes that will be measured. (Please see program guidelines for example measurable results. Multiple outcome measures must be included.) What is the basis for selecting the outcomes and how do they demonstrate achievement of the overall goals of the project? Describe the evaluation tools that will be used to track/monitor the progress of the activity, how progress will be measured, why these measures were chosen, and how these methods are evaluated. If you are expanding a current program or reinstating a previous program, please discuss the impact the program has had in our community, specifically highlighting quantitative and qualitative outcomes.**

Target population for this program at youth and young adults ages 16 -24 who face significant barriers to employment; including, but not limited to; a disabling condition, generational poverty, lack of a high school diploma, low level of employable skills, illiteracy, no history of stable employment, and criminal backgrounds, who reside in neighborhoods that demonstrate community risk factors for violence. While the target population for this program is ages 16 – 24, other individuals outside of that age range with a desire to secure employment may also be served. This program will serve 50 participants and the outcomes are as follows:

- To provide employment training and part-time employment to 50 individuals.
- 90% of individuals served will increase their income.
- 75% of individuals served will maintain their employment after the program concludes.
- 90% of the individuals served will benefit from improved employment skills including: communication, cultural competence, adaptability and flexibility, teamwork and conflict resolution, problem solving, decision making, critical thinking, initiative and self-drive, reliability and

income and gaining valuable work experience. Participants will work 3 days a week, 4 hours a day and be paid a wage of \$40 per hour. Industries represented by employment opportunities include: building trades (painting, carpentry, and electrical), restaurants and retail, yoga instruction, accounting and bookkeeping, automotive sales, horticulture and landscaping, travel planning, photography, graphic design and DJ services. Participants will also have opportunities to be employed by GLOW in the following capacities: program director, accounting clerk, program session leader, and administrative support. At the conclusion of six weeks of successful employment, participants will be paid a bonus of \$1,000 that can be used to pursue further employment and career opportunities (pay apprenticeship or further training fees, purchase work-appropriate attire, etc.). Distribution of stipends and bonus funds will be guided by the following participation and incentive policy:

Participants must complete the following requirements

- Participate in pre/post survey discussions at each session.
- Be on time for all sessions, only three instances of tardiness will be allowed.
- Complete all mandatory sessions. Participants will not be paid the week they miss a session.
- Breathe and think through how what you've learned can what you can do to make your life better.
- Think your decisions and scenarios all the way through to various endings until you find one that does not end in any type of violence or suspension.
- Think about what you would you have a legislator to do (i.e., vote for/against) to assist you and your life as a result of this session.
- What would you do differently to resolve a situation as a of this session. What would you continue to do?
- Practice reflection at the end of each day, week, month, season. Journal if you can.
- Learn the Tenants of Taekwondo during the series.
- \*Make-up sessions" will be made available at the discretion of the session leader.
- If any of these rules are of concern to you, please be sure to discuss it with Ms. Dawn or a session leader. Our rules are always subject to change and evolution.

These stipends are vital to program implementation as incentive for active participation, a technique to address poverty as a barrier to full participation, and to support

accountability, and planning and organization.

- 25% of individuals served will continue building employment skills by pursuing an apprenticeship in the skilled trades.
- Some individuals served will use their \$1,000 bonus to start their own small business.

All participants will complete a Career Cluster Inventory, the Employment 101 pre-assessment, work readiness activities, and post-assessments as necessary to demonstrate work readiness skills improvement. At the end of two weeks of employment, participants will complete a worksite skills assessment using the tools provided. Each participant will also complete this assessment at the conclusion of the paid work experience. Throughout employment period, participants will be provided with support services based on their individual needs including: employment support services, social emotional support services, life skills development, educational support services, and career plan development. At the conclusion of the paid work experience, youth will apply what they have learned in the workforce to their further education or to an apprenticeship or employment training program.

Skills development will be measured using pre- and post-evaluations using the Illinois Essential Employability Skills Assessment. Because this program addresses poverty as a contributing factor to violence, performance measures were selected to measure improved skills, increased income and employment retention as ways to assess improved family stability. Industry-specific assessments will also be used to measure specific job skills in relation to specific employment opportunities. Assessments will be accessible to all and modified to meet the needs of the individual being served. For example, questions will be read verbally to those who struggle with reading.

In addition to the assessment tools outlined above, program effectiveness will be evaluated using information compiled about the completion of activities and through observation and discussion. At the end of each session, GLOW staff and participants discuss the day's activities. Participants will share what they learned to ensure clarity and understanding and provide examples of real-life applications of the discussion topic. Employment partners will also be asked to provide feedback on the program and



research-based evidence that youth/young adult employment programs reduce crime in poverty-stricken areas.

The GLOW team is led by Dawn Harris Jeffries, Ph.D., founder and President of Girls Light Our Way. She is a former banker examiner, global compliance officer, and wealth manager where she was responsible for oversight and compliance of more than \$1 trillion. Dr. Jeffries conducted two research studies and various successful pilots. The first study published investigated girls born in poverty in Peoria and the factors that contributed to and detracted from upward mobility to the middle class. The second study is underway. It is a 10-year longitudinal study of eight young women who were born in poverty. The young women who were participants of the original pilot program are the current dynamic leadership team. They are law school students, therapeutic recreation teachers, math tutors, virtual gig professionals, social graduate students, nursing students, and business managers in a national hybrid care company. Together the group uses all of their experiences to support GLOW programming and innovation. Dr. Jeffries spent just over a year at the local urban league where she, as CEO piloted several innovative programs and her overarching strategy called “The Pipeline to Prosperity” which leveraged all aspects of the organization to reduce barriers of mobility. She relaunched the organization’s daycare for parents who needed childcare for work. She expanded youth programs to include Pre-K through college. She launched innovative work programs and added social emotional sessions for women-only and men-only. Dr. Jeffries and the team added meaningful and strategic partnerships to provide wholesale and access to wrap around services for every client. The program most applicable to this funding opportunity was called “The League as the Lab” where all apprentice level training was led by a certified professional who taught women and men in poverty the skills they needed to assist with running the organization.

Dr Jeffries is responsible for general operations oversight and day-to-day approval, guidance, partnerships and strategy. She is supported in program delivery by the following GLOW team members:

- Alexys Evans – College-educated administrative coordinator who is responsible for GLOW reporting and research of issues, and city violence-related events.

to evaluate the part-time employees they have working for them. Educational session leaders will also provide feedback on performance of participants. Attendance and adherence to program and incentive rules will also be tracked and used to evaluate the program’s success.

**C.8. For Workforce Training programs only, how many clients will you connect to permanent employment?**

50

**C.9. How will your organization track and record client demographics for the proposed program? How will you track outcome measures listed above?**

GLOW fully intends and has the capacity and ability to track, evaluate, and report the following data elements. GLOW intends to collect data on the following metrics to evaluate progress and program effectiveness:

- Enrollment demographics by age, gender and race/ethnicity
- Enrollment by demonstrated individual and family risk factors
- Individuals provided with support services
- Individuals connected/linked to outside services
- Participant status data (Education, Employment, Living Arrangement)
- Participant attendance data
- Employment information
- Performance measurement information

Attendance and adherence to program and incentive policy rules will also be tracked and used to evaluate the program’s success.

Within the GLOW database, we also intend to track the following metrics when applicable: Within the database we will track the following metrics when applicable:

- Recidivism Rates
- Crime Stats in Focused Area
- Arrest rates
- Earnings
- Employment Retention
- Education & Training
- Housing Stability
- Mental Health Stability
- Substance Use Stability
- Community Building

- Andre Shaw – Owner of Andre Shaw Handyman Services, responsible for carpentry and landscaping careers
- Savannah Hatton – Owner of Zion Coffee, responsible for barista training
- Jimmy Scherer – Scherer Mazda, responsible for auto sales careers
- Janet Rodriguez –Case Manager who is bi-lingual and holds a BA in Social Work, and is currently working on her Master of Social Work at the University of Illinois. Responsible for career readiness activities
- Alisha Hodge - Social Worker, responsible for yoga and pro-social training
- Taniqua Howard - Social Worker and Martial Arts Professional responsible for wellness activities.

**C.2. Explain specifically how this program addresses the Priority Area selected on the previous page. How does the program address the goal of violence prevention in the City of Peoria?**

The key to stemming gun violence is to systematically reduce risks through prevention, intervention and increase resilience in individuals, families, and communities by expanding access to high quality, culturally competent, coordinated, social, emotional, and mental health supports that address the impact of trauma. GLOW invests in the mental health and well-being of young people who reside in communities impacted by gun violence, provides tools for healthy decision-making, and provides economic opportunity for a pathway out of poverty.

One most significant reasons and issues causing gun-related violence is poverty. One of the most impactful solutions to gun-related violence is workforce development and income for the families in impacted neighborhoods. GLOW wishes to provide the participants barrier reduction funds in the form of incentive stipends for participation and feedback - which maintains dignity and modest income for families as they work to improve their lives. Participants will build employment skills and experience through on-the-job training; and engage in prosocial training to develop inter-personal and conflict resolution skills they can use to resist violence. At the conclusion of the program, they will use what they learned to continue to work for their employers, go into an apprenticeship program or further training, or even start their own small business.

- Graduation Rates
- Participation Numbers
- Outreach Efforts

Applicants should design programs that not only reach a certain amount of people but have a measurable impact on the people being served.

- Adult Arrest/Recidivism: Organizations track if a client is arrested and whether they are convicted of a new crime during the grant period
- Youth Arrest/Recidivism: Organizations track if a client has a new juvenile court case filed and whether they are placed under court ordered restrictions during the grant period
- Violence Reduction: Organizations track their referrals to services as well as the number of criminal homicides and official nonfatal incidents reports happening in the zip codes targeted by the program during the grant period
- Community Building: Organizations track the number of people taking part in actions, number of people increasing participation in actions and/or number of organizations/groups involved in a coalition for an activity/project/event during the grant period
- Adult Earnings: Organizations track a client's level of earnings and whether those earnings increase during the grant period
- Adult Employment: Organizations track if a client is employed and the length of employment during the grant period
- Youth Employment: Organizations track if a client is employed, the length of employment and the amount of wages/stipend earned by the client during the grant period
- Education & Training: Organizations track a client's enrollment, persistence, and completion of an education or training program during the grant period
- Housing Stability: Organizations track a client's ability to obtain housing and the length of time the client retains housing during the grant period
- Mental Health Stability: Organizations track if a client reaches stability and the length of time that stability is retained during the grant period
- Substance Use Stability: Organizations track if a client reaches stability and the length of time

According to crimemapping.com, acts of vandalism made up over one-third of all the reported crime in Peoria in a recent week, more than any other category of crime. The GLOW PLOW WFDT program will address vandalism by employing participants to paint over graffiti and beautify those neighborhoods most impacted by crime.

**C.3. How long has this program been in operation or is it a new program?**

This is not a new program - 6 years.

**C.4. What specific geographic area does the program serve? (List Census Tracts or City-Wide.)**

The program will be city-wide with preference to citizens in census tracts below War Memorial, Highway 150 in distressed zip codes. GLOW utilizes a detailed database of which distressed zip codes and census tracts data for crime rates, crime density, and crime types. We will confirm the tracts with the relevant members of the City of Peoria and the Peoria Police Department if requested. We will cross reference the variables to begin with the tracts with high crime propensity and start with those neighborhoods first. We will need to work with the Peoria Police Department to identify the best location to provide these activities to Peorians with more harmful and sexual offenses. We believe they can benefit from these activities as well.

**C.5. Specifically, what is the need for the program, what does the program do, and what is the target population for the program? Describe how the activity addresses community needs to reduce violence in the community. Be precise in the project design and how it is linked to goals. Use data and facts for the need and provide sources for the data.**

With a crime rate of 41 per one thousand residents, Peoria has one of the highest crime rates in America compared to all communities of all sizes - from the smallest towns to the very largest cities. The year 2021 broke a record for the record number of homicides in the city. In all, 34 people were the victims of homicide last year. The chance of becoming a victim of either violent or property crime in the city is one in 25. Peoria has also been named the worst city for African Americans and was in the top 10 worst cities for single mothers. It was recently named the sixth most segregated city in the country. And, it is trying to recover from the one of the highest poverty levels, nearly 40%. Crime in the city of Peoria is especially prevalent in

that stability is retained during the grant period

- Youth Skills Development & Attitudes: Organizations track whether a client increases skills or experienced an improvement in attitude during the grant period
- Adult Violence Reduction: Organizations track if a client is arrested for a new crime and/or sustains a violent injury during the grant period
- Youth Violence Reduction: Organizations track if a client is suspended or expelled during the grant period

**C.10. How will outreach about program availability be conducted? What experience does your organization have with the target population of your program? What is your organization's capacity to carry out the program and provide direct services and/or case management for participants?**

Participants for the program will be recruited using radio, social media, news appearances, and through other marketing activities. GLOW works closely with Peoria Public Schools to ensure the participation of underserved and marginalized youth. Peoria Public Schools are committed to ensuring these students have access to all of the benefits an extra-curricular education provides and devotes its resources to assisting GLOW in reaching these populations. GLOW will also utilize existing relationships with local social service agencies to identify and outreach to the target population. GLOW utilizes the following strategies to remove barriers to participation:

- Providing services at multiple locations – utilizing partner facilities located in the areas of most need.
- Providing transportation for the participants who need it to work at a subsidized participant cost of \$5 each way (actual cost \$15-20 round trip).

Outreach will also be made to the probation department, local community colleges, participating employment partners, and to local trade organizations to recruit participants.

GLOW has extensive experience working in communities impacted by violence. GLOW partners with the local public schools and other social services organizations to provide activities-based leadership and educational programming to girls from pre-kindergarten through age 24 to improve their social mobility. GLOW helps girls and their families

the 61602, 61603, 61604, 61605 and 61606 zip codes. Serving individuals residing in these areas, the GLOW team sees the impact that poverty, violence and crime has on the families in these neighborhoods every day. GLOW and its community partners strategically work towards transforming the lives of families by offering this whole life approach to health, wellness, and social mobility.

An analysis of FBI crime data by Location Inc. Reports the following regarding crime in the city of Peoria:

“Importantly, when you compare Peoria to other communities of similar population, then Peoria crime rate (violent and property crimes combined) is quite a bit higher than average. Regardless of how Peoria does relative to all communities in America of all sizes, when Neighborhood Scout compared it to communities of similar population size, its crime rate per thousand residents stands out as higher than most.

Now let us turn to take a look at how Peoria does for violent crimes specifically, and then how it does for property crimes. This is important because the overall crime rate can be further illuminated by understanding if violent crime or property crimes (or both) are the major contributors to the general rate of crime in Peoria.

For Peoria, we found that the violent crime rate is one of the highest in the nation, across communities of all sizes (both large and small). Violent offenses tracked included rape, murder and non-negligent manslaughter, armed robbery, and aggravated assault, including assault with a deadly weapon. According to Neighborhood Scout's analysis of FBI reported crime data, your chance of becoming a victim of one of these crimes in Peoria is one in 114.

In addition, Neighborhood Scout found that a lot of the crime that takes place in Peoria is property crime. Property crimes that are tracked for this analysis are burglary, larceny over fifty dollars, motor vehicle theft, and arson. In Peoria, your chance of becoming a victim of a property crime is one in 35, which is a rate of 29 per one thousand population.

Importantly, we found that Peoria has one of the highest rates of motor vehicle theft in the nation according to our

address food insecurity issues, provides literacy training and appropriate clothing for interview and work. GLOW assists girls entering the workforce by preparing them with the skills necessary to apply, interview, and secure and maintain employment. GLOW provides girls with access to specialized tutors and homework assistance to help reduce their educational gaps. They learn the value of giving back to the community through volunteering. GLOW connects girls with caring, adult mentors in their respective fields of interest to help guide them in the business and culture of the profession they would like to pursue. GLOW girls visit the local community college, Illinois Central College, to complete admissions and annual scholarship applications. GLOW graduates have proceeded to attend colleges around the state and country, as well as the United States military.

GLOW works to end systemic inequalities that affect the lives of local young women, seeks to build girls who are confident, disciplined, and always learning. GLOW helps girls heal from trauma or violence and grow into adults with healthy minds, bodies, and spirits. GLOW young women become independent in their professional, academic, and personal lives. Because GLOW targets students who are living in poverty, the organization aims to equip girls with the necessary tools to find financial success and become active citizens of the community. In a culture that gives the most respect to the loudest voices, GLOW is an advocate for racial justice and equity for the unheard.

Each of the GLOW educational sessions is led by a professional who is certified and/or trained for the respective activity. GLOW works with social workers, certified yoga instructors, black-belt Taekwondo instructors, professional designers, photographers, artists, producers, entrepreneurs, and more. GLOW has partnered with hundreds of professionals to provide girls with shadowing opportunities in businesses throughout the city of Peoria. The occupations the girls have been exposed to range from high-level corporate positions to small entrepreneurial businesses. Specialized sessions are offered for careers with access to confidential and sensitive data such as nurses, social workers, physicians, and educators. Nursing job shadow opportunities are led by nursing instructors from Bradley University and Methodist College School of Nursing. GLOW also utilizes

analysis of FBI crime data. This is compared to communities of all sizes, from the smallest to the largest. In fact, your chance of getting your car stolen if you live in Peoria is one in 243.”

The Heart of Illinois United Way conducted a Community Needs Assessment in 2020 to determine how best to meet the education, financial stability and health needs of people in central Illinois and Identified the following trends:

- The number of low-income households is increasing—as a larger percentage of households are earning less than \$35,000, while the number of households earning \$35,000 or more has declined.
- Household income is disproportionately affected by race and gender, which is reflected in the level of income earned by educational attainment.
- Single-parent households—particularly those with a female head of household and children under 18—are much more likely to live in poverty.
- Low-income individuals have household situations that impact their ability to succeed academically. When a child is hungry and cannot concentrate, or when a single parent cannot find childcare so they can take a night class, the lack of resources to meet basic needs hinders their ability to learn.
- Chronic truancy has been linked to serious delinquent activity in youth and to significant negative behavior and characteristics in adults, while excessive student absenteeism is linked to higher rates of poverty, health challenges, community violence and difficult family circumstances.
- Income growth continues to be uneven by race, ethnicity and gender. The median income for Black households remains at or below pre-recession levels. Poverty rates are likely to worsen as a result of the COVID-19 pandemic.
- Many populations have difficulty finding work because they have lower levels of educational attainment, lack occupational or soft skills, and face other home or family life barriers. Populations most affected by workforce readiness barriers include: adults with a high school diploma/equivalent or less; people living in poverty; low-income, at-risk youth moving into adulthood; and racial/ethnic minorities.

GLOW acknowledges race and gender mobility gaps hold some workers back. Per the Brookings Institute, across the

community resources to provide educational sessions in a variety of fields. Game and computerized art design sessions are run by professional graphic designers and Bradley University students (under the direction of the college dean). GLOW has served more than a thousand girls over the past 11 years.

All GLOW staff are college educated and have been with GLOW since they successfully graduated from the pilot program. They understand how an individual’s environment can contribute to racial and social inequity. Because of their roles as former program participants, they are uniquely positioned to relate to the needs of and understand the challenges faced by the girls and young women served by this program. They are fully informed of the impact of violence and how it plagues the community. They have successfully completed all of the curriculum sessions that will be provided to participants and have received training on trauma-informed care practices and the social determinants of health.

**C.11. How does the program collaborate with other agencies? Describe your agency’s working relationship with other organizations and describe services and programs by other agencies that will provide additional or similar services to your clients. Please detail the formal agreements and history of partnerships within the community. Do these agreements lead to cost savings for your agency?**

GLOW collaborates closely with corporate and agency partners all over the county. Agency partners assist with providing access to wraparound services to address each client and participant’s individual needs. GLOW also partners with OSF HealthCare, UnityPoint Hospital, University of Illinois College of Medicine, Eureka College, Know College, Methodist College, several departments at Bradley University and corporations and businesses, such as Caterpillar, Merrill Lynch, Raytheon, Lowes, and Justine Peterson to provide services. Numerous partnerships with local business owners, baristas, local food banks, and trauma-focused self-care workshops led by local social workers enhance delivery of program services. For example, GLOW partners with a local community center housed in the distressed area to access space for meal preparation. Local businesses also provide career mentorship. GLOW collaborates with midsized banks and engineering firms, local business owners, chefs, and



labor market, Hispanic and Black women face the lowest shares of upward transitions: 37 percent and 43 percent, respectively, well below the 57 percent for white men and 61 percent for Asian men. The gaps persist regardless of education: for Asian men with a bachelor's degree or higher, 75 percent of transitions are upward—compared with only 56 percent for comparably educated Hispanic women. According to the Brookings Institute, many workers in low-wage occupations get trapped. Low-wage work is sticky. Over 10 years, only 43 percent of workers in low-wage occupations leave low-wage work. Their chances of moving up get smaller and smaller the longer they remain. Every four years, the probability of escaping low-wage work shrinks by half, with the chances reaching only 1 percent in their 10th year.

Below is more information regarding the specific zip code areas served by GLOW:

61602 - According to the Casey Family, zip code 61602 has a percentage of 91% for children under five in poverty. 6% of those children are without health insurance. There are about 2 adults to every 7 kids. The percentage of individuals who don't have health insurance is 8%. Also in 61602, there was a population of 1,776 and a population of those under 18 at 26%. The rate for single parent families is 39%: 32% Mothers and 7% Fathers. Children ages 3-4 have a school enrollment rate of 42%. Adults 25 with a high school diploma is 83%. The average household renter works 60 hours a week to afford a 2bed/2bath home at minimum wage. The home ownership rate is 26%. The housing cost burden affects 42% of renters, 8% of owners, 17% of resident turnovers, 33% of vacant housing. 53% of individuals use SNAP benefits. 63% have computer and internet access, and 51% have reduced lunch eligibility. According to the Economic Innovative Group, the overall DCI score is 98. The percentage of individuals without a high school diploma/GED is 11.4% and the poverty rate is 52.3%. The unemployment rate is 66.2% and the housing vacancy rate is 23%. The median household income is \$18.2k and the change in employment is -3.0%. Lastly, the change in establishments is -5.9%.

61603 - According to the Casey Family statistics for zip code 61603, there is an 50% average rate of children under 5 who are in poverty. There are also 10% of children

restaurateurs and coffee shop owners, large and small accounting firms - who are all looking to hire individuals to give them a chance at equity.

GLOW already has an established relationship and is an active participant in SafetyNet, our local community's violence prevention organization. Local social service agencies, in addition to providing sites for programs, will also be utilized to provide referrals for eligible program participants. Existing relationships with other service providers will be utilized to meet the needs of participants with more specialized support needs.

For the purpose of this program, GLOW will also be collaborating with the following employment partners to provide part-time employment opportunities to the individuals served in a variety of industries and skilled trades, including but not limited to:

- Andre Shaw Handyman Services – general carpentry and landscaping
- Tillman Electric – James Tillman, electrician
- Zion Coffee – Savannah Hatton, food service / retail – BARISTA program
- Trauma Informed yoga training – Alisha Hodge
- Scherer Mazda – Jimmy Scherer, auto sales
- Bradley University Accounting Department - accounts payable clerk
- AS Solutions - accounts payable clerk
- Methodist College of Nursing – nursing, social work, and health care technician
- Transportation Service - Dutch King
- IntelTravel -Shann Tunks
- Virtual Assistant – Alexys Evans

Other collaborative partnerships will provide linkage to needed resources for participants including:

- PCCEO – general self sufficiency
- Alisha Hodge - Pre-employment and pro-social training
- Taniqua Howard - Wellness activities
- Minority Business Development Center – resources for individuals who want to start a business

### **C.12. How does your agency practice and promote diversity, equity and inclusion?**

GLOW strives to create a diverse team where its members are valued as individuals and work together as a team. The team provides services to a diversified target population

without health insurance. The child to adult ratio is 10:29. 12% of individuals are without health insurance. 26% of the population is under 18 years old. There is an 11% rate of adults over 65 years old. There is a rate of single household families of 35%. 32% are single mothers and 3% are single fathers. There is a percentage rate of 21% for children ages 3 to 4 enrolled in school. There is an 85% rate of adults 25+ who have their high school diploma/GED. 15% of that population doesn't have a high school diploma/GED. 17% of those individuals have bachelor's degrees. The unemployment rate for this area is 19%. The poverty rate is at 32%. Many residents work on average 60/hours a week to rent a 2bed/2bath household. As far as the housing burdens, 51% are renters, 20% are homeowners, resident turnovers are at 16%, vacant housing is at 20%. 34% of individuals have access to SNAP benefits. 76% have access to computers and Wi-Fi. 51% of students have access to reduced and free lunch. According to the Economic Innovative Group, 16.0% of the population doesn't have a high school diploma. About 34.1% are in poverty. 39.6% of individuals are unemployed. The housing vacancy rate is at 21.2%. The median household income is at \$33.1k. The change of employment is -27.9% and the change of establishments is at -4.7%

61604 - According to the Casey family, there is a percentage rate of 29% for children 5 and under in poverty. 1% of those children do not have health insurance. The child to adult ratio is 6:19, and 5% of those individuals do not have health insurance. The percentage of the population under 18 is 22%. The population of those over 65 is 18%. Single parents average 22% of the population. About 17% being single mothers and 5% being single fathers. There is a rate of 39% of children ages 3-4 enrolled in school. 90% of adults 25 and up have their high school diplomas/GEDs. There is a 10% of individuals who do not have theirs and there is a rate of 25% of adults who have their bachelor's degree. The unemployment rate for this area is 7% and the poverty rate is 18%. Households under 200% poverty averages about 37%. The average household renter works 60 hours per week to manage expenses. The home ownership rate is 71%. As far as housing cost burdens, 39% of renters are affected, 14% are homeowners, the resident turnover is 10%, and 12% are vacant houses. 19% of this population has access to snap benefits. 78% have access to computers and the internet.

regardless of gender, ethnicity, race, color, creed, religion, sexual orientation, national origin, age, physical or mental challenges, marital status, or any other cultural descriptors.

GLOW is an African American-led organization. As such, the issues of equity and racial justice are pre-eminent and inform every decision the organization makes and everything the organization does. GLOW works to advance the local economy and quality of life in Peoria by promoting education and improving the employability skills, self-sufficiency and social well-being of African Americans and people in need. Programs and services are designed to help to achieve greater equity for disparately impacted communities. GLOW has been working in disparately impacted communities for the past 11 years. Services are provided to people of all racial and ethnic minorities, refugees, immigrants, seniors, low-income earners, uninsured individuals, undocumented individuals, individuals with limited English proficiency, individuals with disabilities, and those experiencing homelessness. The programs and strategies employed by the GLOW are designed to improve financial, civic, and health equity by increasing access to services and community resources, empowering people to engage in improving their self-efficacy, and connect people with additional resources that will support their physical, social, environmental, and mental well-being.

The mission of GLOW is to provide under-resourced students and young adults with access to tools for mental, nutritional, and physical wellness, self-efficacy, and literacies of power. The goal is to reduce disparities, inequality, and inequity for people born into poverty who deal the with outcomes of structural racism regardless of race, sexual orientation, religion.

GLOW's DEI plan is as follows:

GLOW commits and pursues 100% diversity, equity, and inclusion in operations for our diverse board, staff, partners, and program participants. GLOW believes that everyone deserves equitable experiences regardless of the race or where they live. The organization is committed to calling out implicit bias in partner programs when needed. GLOW is so dedicated to operating toward equity for our members, it is engrained into programs, operations, practices, and experiences. They accomplish this by:

51% qualify to have reduced and free lunch. According to the Economic Innovative Group, 10.8% have no high school diploma, there is a poverty rate of 17.9%, and there are 23.7% of adults unemployed. The housing vacancy rate is 12.1%. The median household income is \$47.6k and the change of employment is -5.4%.

61605 - According to the Casey family statistics, 61605 has 5 years and under poverty rate of 60%. 4% of those children do not have health insurance. The child to adult ratio is 6:13. 9% of individuals are without health insurance. Only 27% of this population are 18 years old or younger. 14% of this population is over 65. Single parent families make up 37% of this population. 30% being single mothers and 7% being single fathers. Children ages 3-4 have a school enrollment rate of 56%. 80% of adults 25 and older have their high school diplomas/GED. Only 20% of adults 25 and over do not have their high school diplomas/GED. 7% of these individuals have a bachelor's degree. The unemployment rate is 17%. The poverty rate is 36%. Households under 200% poverty rate is 70%. Workers in this area on average work 60 hours per week. The home ownership rate is 40%. 49% are renters, 12% are homeowners, 9% are resident turnovers, and 20% are vacant housing. 40% of this population has access to SNAP benefits. 65% have access to computers and reliable Wi-Fi. 51% qualify for reduced or free lunch eligibility. According to the Economic Innovative Group, there has been a distress score of 97.1 and 24.9% of this population does not have a high school diploma. There is a poverty rate of 41% and an unemployment rate of 46%. The housing vacancy rate is 21.4% and the median household income is \$23.1k. The change in employment is 6.3% and the change in establishments is -2.1%.

61606 - According to the Economic Innovative Group, the distress score for 70112 is 82.6. The percentage of individuals without a high school diploma/GED is 8.7%. The poverty rate is 34.8% and the unemployment rate is 17.1%. The housing vacancy rate is 24.2% and the median household income is \$29.6k. The change in employment rate is 2.1% and the change in establishments is -1.5%. The Casey Family Statistics states that the children under 5 in poverty rate is at 32%. On average, there is a percentage of 22% of children that don't have health insurance. The child to adult ratio is 4:15. 12% of the population doesn't have health insurance. 16% of the population is under 18

- Meeting program participants where they are.
- Ensuring they ALL feel valued.
- Working to strengthen their self-worth and sense of self.
- Providing equitable access to opportunities in middle class habitus and frames.
- Teaching them how to navigate barriers and challenges of racism, sexism, and classism.
- Providing knowledge, various forms of literacy (i.e. print, financial, media, and critical consciousness), and programming led by people who believe in them.
- Providing them with opportunities to develop a strong sense of citizenship where all people are treated equitably.
- Providing access to apprenticeships and job opportunities.
- Ensuring the members understand that voting is a right and a responsibility.
- Providing them with tools to critically think through choices that can support or derail their paths out of poverty to pursue equity on their own.

All of the current GLOW staff members grew up in the neighborhoods and schools in the most distressed areas in Peoria. They understand the complex issues facing the community, and leverage their substantial social capital on behalf of the participants of all the GLOW programs, to help community members reach their personal and professional goals. They are educated, civic minded individuals, and committed, with significant social capital, and strong ties to members and leaders in the community. The staff and partners will administer the program and serve as mentors for the participants.

GLOW makes a conscious, dedicated effort to ensure its leadership is representative of the population served. 90% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% are Caucasian female and 1% are Caucasian male. GLOW leadership use their diverse backgrounds and an equity lens on an ongoing basis to analyze the impact of policies and procedures on marginalized communities and to ensure equitable outcomes. In addition, many of GLOW's program offerings are designed specifically to meet the needs of diverse populations.

To assist its team in becoming culturally proficient, training will be scheduled on a consistent and regular basis in the areas of cultural awareness and competency. Diversity



years old and 9% is over 65. Single families average around 34% in this area. Children ages 3-4 are enrolled in school at a rate of 28%. The high school graduation rate is 81% and individuals over 25 that have high school diplomas is 89%. Those without are 12%. Those with a bachelor's degree and above is 47%. 23% of this population accesses SNAP benefits. 71% has access to computers and Wi-Fi connections and 51% have access to reduce and free lunch eligibility.

GLOW acknowledges that youth and young adults in our community are faced with hunger, poverty, violence, and other adversities and trauma. These dimensions foster and perpetuate each other and have a direct impact on their lifestyle, nutritional levels, education, and day-to-day experiences. Emily Blankenberg referred to Maslow's hierarchy of needs and the desire to follow the law. "Maslow said that each individual looks to complete a hierarchy of needs. Those needs include basic needs for survival (i.e., food, water, and shelter). Therefore, when an individual is deprived of a basic need there is an increased amount of economic, physical, mental, and emotional stress that the individual feels. When a large group is denied these rights- including continuous access to food, access to clean drinking water, access to shelter - the marginal benefit to follow the law significantly diminished, while the incentives to break the law increases".

According to the Centers for Disease Control and Prevention, the Community Risk Factors for Violence include:

- Diminished economic opportunities
- High concentrations of poor residents
- High level of transiency
- High level of family disruption
- Low levels of community participation
- Socially disorganized neighborhoods

GLOW's PLOW WFDT program seeks impact violence by building employment skills and providing economic opportunity to youth and young adults ages 16-24 who are impacted by poverty and reside in neighborhoods demonstrating these risk factors.

**C.6. Provide information on how the program is evidenced-based. Provide clear, detailed information to support that project design. Please refer to research, third-party program evaluations or other objective data**

Equity and Inclusion Training will be provided by Dr. Dawn Jeffries.

**C.13. Please provide a breakdown of your current staff demographics by race/ethnicity and gender identity.**

The organization has no full-time employees. Educational sessions will be led by representatives from the trade organizations and business owners. Stipends are paid to student workers as a barrier reduction for administrative work. All GLOW staff are college educated and have been with GLOW since they successfully graduated from the pilot program. They understand how an individual's environment can contribute to racial and social inequity. Because of their roles as former program participants, they are uniquely positioned to relate to the needs of and understand the challenges faced by the young adults served by this program. They are fully informed of the impact of violence and how it plagues the community. 73% of GLOW's staff are African American and 27% are Caucasian, 67% female and 33% are male.

**C.14. Please provide a breakdown of your Board of Directors or governing body by race/ethnicity and gender identity**

GLOW makes a conscious, dedicated effort to ensure its leadership is representative of the population served. 90% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% are Caucasian female and 1% are Caucasian male.

**that indicates program design and note all sources of data. NOTE: Programs must be evidenced-based to be eligible for funding.**

According to What Works In Job Training: A Synthesis of the Evidence published by the United States Departments of Labor, Commerce, Education and Health and Human Services, effective employment and training-related programs for youth and adults, particularly the most disadvantaged, include the following components:

- Early exposure to a range of career information and opportunities.
- Work experience for youth still in school to enhance educational outcomes.
- Work-based learning, when economically disadvantaged youth receive wages.
- Youth benefit from comprehensive and integrated models that combine education, occupational skills, and support services.
- A post-secondary education, particularly a degree or industry-recognized credential related to jobs in demand, is the most important determinant of differences in workers' lifetime earnings and incomes.
- The more closely training is related to a real job or occupation, the better the results for training participants.
- Lower-skilled individuals and those with multiple barriers to employment benefit from coordinated strategies across systems, and flexible, innovative training strategies that integrate the education, training, and support services they need to prepare for and succeed in the workplace.

The PLOW WFDT program incorporates all of these elements providing opportunities to explore a variety of careers and earn wages, specialized industry-specific training to build employment skills, and be support services to meet each individual's unique needs.

Dr. Jeffries and GLOW Leadership recognizes that most of our girls were born to single mothers and the entire household experiences poverty. We relate to compromises and coping strategies described by Feeding America.

Typically, food insecure single mothers in these poverty-stricken zip codes are making choices like those of other caretakers around the country where:

69% had to choose between food and utilities

67% had to choose between food and transportation

66% had to choose between food and medical care

57% had to choose between food and housing

31% had to choose between food and education  
79% purchase inexpensive unhealthy food  
53% receive help from friends or family  
40% water down food or drinks  
35% Sell or pawn personal property  
23% Grow food in a garden

As such, mothers and caretakers are not always available to provide other supports children need in their neighborhoods. Sometimes, girls don't have a safe outlet and explore gun violence as a coping mechanism...

According to Brandon Hollie, understanding gun violence from a family perspective critically informs The GLOW general and specific programs. The GLOW life skills and safe space programming addresses the following concepts: Gun violence could be a symptom of past intergenerationally transmitted injustices; Increased access to treatment in impoverished neighborhoods could reduce violence; Attachment might be important in the prevention and intervention of gun violence.

When needed, we will pivot from schedule programs and curriculum to address a highly publicized gun-related incident.

In a speech to a global audience at a Caterpillar, Incorporated Women's Event Dr. Jeffries recalled a big test day at one of the schools where she had to comfort girls who knew and were related to the assailant as well as the victim of a horrifying gun-related event. And, on the test day the girls from a specific housing facility had to walk over the chalk outline where the victim had died. They had to go to school and were expected to "behave" and perform well on the test. The girls also explained that they had to walk over the outline until the rain washed the chalk away. Events like this informs all of our programs, specifically, our radical self-care and other safe-space programming.

Therefore, providing space for unexpressed trauma and grief or loss, helping heal attachment wounds between children and caregivers, and exploring gun violence as a symptom of unjust intergenerational processes is needed. As family professionals, we are especially equipped to address these initiatives. Emphasizing the role of injustices on minority families in regard to gun and gang violence

through a family professional lens could meet these needs.

The primary reasons and rational for our work was presented by Brandon Hollie. His article was high quality. He wrote the following and it's worth citing and presenting verbatim:

Hayes and Hemenway (1999) found a strong correlation between carrying a gun and gang membership, even when controlling for other factors. Youth gang members are disproportionately male, Black or Hispanic, from single-parent households, and from families living below the poverty level (Pyrooz & Sweeten, 2015). Several other factors are associated with gang membership, such as family conflict or dysfunction, seeking a sense of support and belonging, loyalty and respect, and perceiving a sense of protection (Eitle, Gunkel, & Van Gundy, 2004; Simon, Ritter, & Mehendra, 2013).

Youth who join gangs for perceived protection suffer just as much violent victimization as do those who join for other reasons. Although many youth perceive that gang membership will provide them with protection, research has found otherwise (Peterson, Taylor, & Esbensen, 2004).

#### Disenfranchised and Complicated Grief

Disenfranchised grief occurs when a mourner's grief response is socially invalidated, unacknowledged, or discouraged, and this has been correlated with complicated grief (CG) (Piazza-Bonin et al., 2015). CG includes overwhelming yearning for the deceased, extreme difficulties in accepting death, and dysfunction in carrying out normal life. Research suggests that being Black and losing a loved one to homicide increases the risk of experiencing CG (Currier, Holland, Coleman, & Neimeyer, 2008; Goldsmith, Morrison, Vanderwerker, & Prigerson, 2008). The trauma caused by events such as murder leaves people with few choices for meaningful action, as well as a sense of powerlessness to organize defenses against the consequent feelings of overwhelming fear and anxiety (Pinderhughes, 2004). Blacks are at a disadvantage when it comes to access of treatment and quality of care (McGuire & Miranda, 2008). Therefore, providing space to cope with grief could be a powerful intervention.

#### Intergenerational Processes and Gun Violence

From 1959 to 2017, Blacks have accounted for at least 20%

of all people living below the poverty line, and in that same period, Blacks have never made up less than 34% of all people living in poverty who are female householders. From 1972 to 2017 Blacks have never had an unemployment rate of less than 6.8% for any month of the year (U.S. Bureau of Justice Statistics, 2016; U.S. Bureau of Labor Statistics, 2018).

Considering the continuing negative influence of these racial disparities and the anxiety and stress that come along with them (Pinderhughes, 2004), these injustices and the outcomes they have for family systems cannot be ignored. When gang members were asked whether their parents opposed their being in gangs, they mentioned that parents were often too worried about other things, such as finding ways to feed and clothe them, and keep a roof over their heads, to be able to express much concern (Moore, 1991). In a society in which the allocation of resources is not fair across racial groups, as evidenced by the previously mentioned injustices and inequalities, and one in which there is unfairness across generations and feelings of loss hope and trust in the world, despair is likely to occur and can lead to family dysfunction and destructive entitlement (Boszormenyi-Nagy, Grunebaum, & Ulrich 1991). Destructive entitlement, a method of “justifying” previous injustices, leads individuals to act vindictively toward others, as those previous injustices seem to them to justify callous behaviors (Boszormenyi- Nagy et al., 1991). Considering the injustices that Blacks endure, gun violence is at the intersection of intergenerational processes and institutional injustice.

#### Attachment

When these traumatic responses are activated, individuals are likely to seek connection and closeness with someone who can help them regulate emotion (Cassidy & Shaver, 2008). Research suggests that most gang members use their affiliation as a substitute for family, searching for the closeness and cohesiveness that is often missing in their home environment (Akiyama, 2012). Therefore, when gang members consider retaliation, it would appear that guns and gangs may provide them with a perceived sense of safety and connection, partly because of the lack of emotional availability within the family. This suggests that strengthening the bond and attachment among family members could be beneficial.

Daniel Webster, ScD, MPH, Co-director, Johns Hopkins

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Center for Gun Violence Solutions wrote that providing summer work reduces violence.

Since crime trends show that cities often experience increases in violent crime during the warm days of summer, GLOW provides year round programming, youth development, and employment programs that provide young people with educational and mentorship opportunities. These help prepare them for the workforce, add income to their homes, and are proven to reduce violence.

Gun violence is costly.

While costs vary depending on the circumstances of the incident, each gun fatality costs taxpayers an average of \$273,904 for the initial and long-term repercussions of that incident, and each nonfatal injury costs \$25,150.<sup>17</sup> As local governments seek to close budget shortfalls, a \$300,000 investment in Girls Light Our Way.

Youth development and employment programs are proven to reduce violence.

Summer youth employment programs in Boston, New York City, and Chicago have demonstrated that they not only boost employment, but also have longer-term impacts on crime. An evaluation of the Boston Summer Youth Employment Program found that relative to a control group, participants' violent crime arraignments reduced by 35 percent in the 17 months after program completion.<sup>18</sup> A study of New York City's program showed it reduces participants' probability of incarceration by 10 percent (54 percent for those aged 19+), and reduces mortality by 20 percent at least four years post-program completion, relative to baseline.<sup>19</sup> In Chicago, assignment to a summer jobs program decreased violent crime arrests among participants by 43 percent in the 16 months following program completion, compared to the control group.<sup>20</sup>

Everytown Research & Policy is a program of Everytown for Gun Safety Support Fund, an independent, non-partisan organization dedicated to understanding and reducing gun violence. Everytown Research & Policy works to do so by conducting methodologically rigorous research, supporting evidence-based policies, and communicating this knowledge to the American public - wrote the general information above.

## C. Program Information Cont'd

Completed by girlslightourway@gmail.com on 5/11/2023 11:15 PM

Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

### C. Program Information Cont'd

Please provide the following information.

**C.15. Staff Qualifications: Please identify key program staff, titles and include background and qualifications (education, experience, training, etc.). Include ALL staff to be funded with Violence Prevention funds and staff that will compile reports. If the position has not been hired, please include requirements in job description in the background section.**

Staff Member	Name	Title	FTE on This Program	Grants Funds Used
Program Oversight, Tracking Strategy, Partner Development	Dawn Harris Jeffries, Ph.D.	Founder and CEO	Full Time	Yes
Carpentry, Landscaping, and Handyman Services	Andre Shaw	Shaw's Handyman Services	Part-time	Yes
Certified Electrician	James Tillman	Owner /Tillman Electric	Part-time	Yes
Barista, Restaurant Owner, Story Teller	Sarah Hatton	Owner, Barista Training	Part-time	Yes
Social Worker - Career Readiness, Participant Resources	Janet Rodriguez	GLOW Career Readiness & Tracking	Part-time	Yes
Dutch King	Transportation Service	Owner	Part-time	Yes
Social Worker - Self-Care/Mental Wellness/Goal Setting	Alisha Hodge	Trainer	Part-time	Yes
Grant Reporting, Participant Tracking, & Project Management	Alexys Evans	GLOW Operations	Part-time	Yes
Shann Tunks	InteleTravel	Owner	Volunteer	No
Jimmy Scherer	Scherer Mazda	Owner	Volunteer	No
Social Worker - Wellness Activities - Tai Chi	Taniqua Howard	Wellness Activities	Part-time	Yes

**C.16. Are there or will there be any program membership or fees charged to the participant in the proposed program?**

No

**C.17. What is your organization's experience in managing publicly funded projects? Describe any specific**

Printed By: Irina Riggerbach on 6/22/2023

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**experience your organization has in the administration of federal, state, and local government funds. If you are using a fiscal agency, you may list the information for that agency.**

GLOW Founder and CEO Dawn Jeffries has an extensive background in managing and providing oversight of federal, state, and local funds. Her most recent grant oversight tasks included management and allocations of grants for Illinois State Criminal Justice Information Authority, Department of Commerce and Economic Opportunity, Department of Public Health, Department of Children and Family Services; federal grants with the Department of Labor, and several local grants such as City of Peoria's CDBG and TIF grants, and Edwards Power Plant settlement grants. GLOW also partners with two organizations with federal, state, and local grant project expertise who provide Certified Public Accounting Services and who are responsible for the general oversight of GLOW financials – Bradley University and AS Solutions.

**C.18. List funders for the last two years (including the City of Peoria, if applicable) and describe type and frequency of monitoring. Also describe any findings, the resolution of those findings, and any monetary penalties incurred.**

Greer: Quarterly. Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting. Finally, inputs are added and updated within the Greer database for quarterly measures.

Peoria Public Schools: Monthly-Quarterly. Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting.

Brooks: Monthly. Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting.

Peoria Medical Society Alliance: Quarterly. Per the Alliance's request - A description of each session was drafted in WORD, photos were taken and submitted with the formal report with dates, participant numbers, goals, objectives, and outcomes.

Caterpillar: Quarterly. Daily activities were tracked by excel spreadsheets. Going forward a new web-based program will be used to track and provide reporting. CAT has been working alongside GLOW. Their employees are our partners in reporting.

Best Buy: Quarterly. A description of each session was drafted in WORD, photos were taken and submitted with the formal report with dates, participant numbers, goals, objectives, and outcomes.

American Medical Society's Health Initiative: Quarterly. Per the Alliance's request - A description of each session was drafted in WORD, photos were taken and submitted with the formal report with dates, participant numbers, goals, objectives, and outcomes.

Amazon: Quarterly excel-based reports with supporting receipts and document.

**C.19. Describe your organization's financial reporting system/accounting procedures and time keeping system regarding the proposed activity. How will your organization separate Violence Prevention funds from other funds for identification, tracking, and reporting? Describe your organization's internal controls that minimize opportunities for fraud, waste, and mismanagement.**

GLOW is a small but growing nonprofit. As such, the organization does not require a sophisticated financial or



accounting system for accounting at the moment. The GLOW time tracking system is a commercial web-based tool with features for time tracking required for grant monitoring. Since we only pay stipends to students and session leaders for work

performed for programs the current tool is sufficient. That said, all financial activity is tied to the organization's card or checks which are recorded by the organization's banking system. Financials are created using downloads from the online banking system and submitted to an independent accounting firm for review.

Violence Prevention funds will be held in a separate sub-account for reporting, tracking, and reporting. Timekeeping will be tracked in the web-based tool. At the year's end GLOW's accounting firm will finalize financials, all receipts, policies and procedures, and conduct a full scope audit. The secondary view for internal controls to verify that there was no fraud, waste, or mismanagement comes from partners at the Bradley University Accounting Department. As our partner, a CPA professor and class of soon-to-be accountants will validate and verify activity. A second CPA volunteer is owner of a mid-sized firm who will monitor and confirm for our third-party auditors at year end.

**C.20. As a part of the application process, your agency or sponsored fiscal agency must have conducted and must submit a copy of its most recent audit.**

**In the most recent audit, were any findings issued?**

No

**C.21. Is your agency required to complete a Single Audit?**

No

**C.22. Explain in narrative form how Violence Prevention funds will be used as shown in the proposed budget (e.g. describe specific direct service and administrative positions for the program). Describe the specific need for all items outlined in the budget and how you will ensure that all costs are reasonable per 2 CFR Part 200. Describe your program funding source diversity if applicable. Provide details on program expenses and explain how the cost per unit of service and the cost per unduplicated client are reasonable for this program.**

Gun violence is costly and while costs vary depending on the circumstances of the incident, each gun fatality costs taxpayers an average of \$273,904 for the initial and long-term repercussions of that incident, and each nonfatal injury costs \$25,150. The \$300,000 investment, which is only a little more than the gun fatality cost for a single taxpayer, would cover the following for its 50 participants:

- \$30,000 will be provided to the grant and team lead, Dr. Dawn Harris Jeffries for oversight, guidance, partnership development, reporting oversight and preparation assistance, and general grant direction. The cost per participant is \$600. Dr. Jeffries is not requesting fringe benefit costs as much of this is covered by her spouse and other external entities.
- \$5,000 (\$100 per participant) is requested to cover training fees.
- \$5,000 (\$100 per participant) will be used to reduce barriers to participation.
- \$5,000 (\$100 per participant) will be used to purchase materials and supplies.
- \$5,000 (\$100 per participant) will be used to cover administrative costs.

One most significant reasons and issues causing gun-related violence is poverty. One of the most impactful solutions to reduce gun-related violence is workforce development and income for the family, GLOW wishes to provide the participants barrier reduction funds in the form of incentive stipends for participation and feedback. The largest portion of the grant funding request is the stipend/incentive fund totaling \$200,000 (\$4,000 per participant). This funding is needed to maintain dignity and provide modest income for families as they work to improve their lives. All incentive funding will be distributed in accordance with the described previously in this proposal.

**C.23. Is there any additional information you want to mention? Use bullet style for each item in the space provided.**  
Not applicable

## D. Conflict of Interest

Completed by [girlslightourway@gmail.com](mailto:girlslightourway@gmail.com) on 5/10/2023 12:07 PM

Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

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### D. Conflict of Interest

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Please provide the following information.

**As an applicant requesting funding, will any of your employees, agents, consultants, officers, or elected officials experience the following conflicts of interest:**

**D.1. Participate in the decision-making process for the approval of this application? (i.e., a City of Peoria City Council Member or a Member of the [CDBG Public Services Advisory Commission](#))?**

No

**D.2. Have a personal financial interest or reap a financial benefit from this program/activity?**

No

**D.3. Have an interest in any contract, subcontract, or agreement with respect to this application either for themselves or those with whom they have family or business ties during the program year and for one year thereafter?**

No

**If you selected yes to any of the above, clearly describe the conflict below.**

## E. Required Documents

Completed by girlslightourway@gmail.com on 5/10/2023 12:09 PM

Case Id: 35407

Name: Girls Light Our Way - 2023

Address: Various Peoria Public Schools

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### E. Required Documents

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Please provide the following information.

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#### Documentation

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**Financial Audit \*Required**

FINAL 12.31.2022 GLOW Audited Financial Statements.pdf



**IRS Tax Exempt Letter \*Required**

18984\_tax exempt letter.pdf



**Audit Findings**

*\*\*No files uploaded*



**Please upload a copy of the Single Audit**

*\*\*No files uploaded*



**Program Fees Supporting Documents**

*\*\*No files uploaded*

## Submit

Completed by [girlslightourway@gmail.com](mailto:girlslightourway@gmail.com) on 5/11/2023 11:41 PM

**Case Id:** 35407

**Name:** Girls Light Our Way - 2023

**Address:** Various Peoria Public Schools

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## Submit

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Please provide the following information.

☒ I certify that the information contained in this application is true and correct; that it contains no misrepresentations, falsifications, intentional omissions, or concealment of material facts; and that the information given is true and complete to the best of my knowledge and belief. I agree to comply with all federal and City of Peoria requirements if funded.

**Agency CEO Name**

Dawn Harris Jeffries, Ph.D.

**Agency CEO Signature**

Dawn Harris Jeffries, Ph.D.

*Electronically signed by [girlslightourway@gmail.com](mailto:girlslightourway@gmail.com) on 5/11/2023 11:38 PM*