

Eligibility

Completed by girlslightourway@gmail.com on 5/9/2023 11:47 AM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

Eligibility

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

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

Completed by girlslightourway@gmail.com on 5/10/2023 12:25 PM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

A. Applicant Agency Information

Please provide the following information.

A.1 Violence Prevention Program Title

Thriving Neighborhoods

A.2 Organization Name

Girls Light Our Way Glow NFP

A.5 Address

1325 w. Holly Hedges Dr Girls Light Our Way (GLOW)
Peoria , IL 61614

A.3 Contact Person

Dawn Jeffries

A.4 Title

Founder & CEO

A.6. Contact Phone Number

(917) 770-6058

A.7. Contact Email Address

girlslightourway@gmail.com

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

1325 w. Holly Hedges Dr Girls Light Our Way (GLOW)
Peoria, IL 61614

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.

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 Jeffries, dlhjeffries@gmail.com, 917-770-6058

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 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

20

A.16 Number of Volunteers

15

B. Funding Requested

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Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

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.

\$400,000.00

B.2. Total Project Budget

\$400,000.00

B.2 Number of Unique Clients to be served

60

B.4 Priority Area

Restorative & Resilience

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

Item	Amount	Short Description
Personal and Fringe	\$0.00	Personnel & Fringe is allocated directly by program.
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	\$50,000.00	Director's Oversight, Research Tracking, Partner development, Reporting, Training, programming 50000
Travel	\$0.00	
Equipment	\$0.00	
Materials and Supplies	\$60,000.00	Software for participant programming and tracking
Contractual	\$0.00	
Program Expenses	\$50,000.00	Therapeutic Rec 20000 Yoga and Other Forms of Movement 10000 Radical Self-love/Radical Self-Care/Medical Info (i.e. health awareness month)/Journaling

		/Meditation/Cognitive-based Compassion & Intervention 20000
Other	\$10,000.00	Allocated Admin - allocation of insurance, transportation, expenses-tracking
Other	\$10,000.00	Participant tracking, demographics collection, access to data forms, project management and scheduling
Other	\$210,000.00	Participants As Partners - One most significant reasons an 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.
Other	\$10,000.00	Foster Care Training Sessions (for Girls & Women with Children in Foster Care)
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
Other	\$0.00	
	\$400,000.00	

C. Program Information

Completed by girlslightourway@gmail.com on 5/12/2023 1:27 AM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

C. Program Information

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.

Girls Light Our Way DBA – Peoria Lights Our Way will offer The Peoria Lights Our Way Restoration & Resilience (PLOW-RR) program is designed to provide participants with several tools and free ways to be better able to care for themselves. Participants will engage in activities that aid in the restoration of body, mind, and soul. These activities will include learning about Cognitive-based Compassion, which is a system of contemplative exercises to strengthen and sustain compassion; Therapeutic Recreation – this gives the participant an opportunity to explore various activities to determine which method they prefer (art, physical activities, music, cooking, journaling, etc.) various forms of yoga, such as Trauma-Informed Yoga, Kemeti Yoga, BUTI Yoga, Ashtanga, Vinyasa and more; Tai Chi, training in Radical Self-Love and Radical Self-Care; Goal Setting; time and training on meditation and prayer practices, as well as teaching practices like how to journal to work through difficult emotions; and lastly, participants will have an opportunity to partake in Foster Care classes, led by a DCFS trained professional. These classes are to provide information and tools on how to navigate the Foster System network for those who have lost custody of their children, how to regain and maintain custody, and how to move forward after regaining custody.

The work to be performed through the PLOW-RR program is all restorative to body, mind, and soul, which is key to violence prevention. We will provide a safe space for women and men to be vulnerable, to learn self-awareness, to learn coping skills and strategies and how to process

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.

We will provide the PLOW-RR activities for 60 unique individuals. We will track self-reported outcomes compared to research presented in C.6. We selected those items as they have a direct impact on violence reduction. Since they are Partner-Participants we will rely on their subjective data and insights to give us a sense of the success of their personal goals.

We will also track outcomes from our existing internal systems, and our newly licensed gender-based systems once selected. Case management will also be used. To the extent the participants are still in the Peoria Public School System we will track all available data in the schools reporting. In order to participate in our programs participants will be required to release all grades and behavioral data available and presented by the schools. With that, information will remain anonymous to the public.

This program is an expansion of the Girls Light Our Way physical and mental wellness activities to include young women, boys, and young men. GLOW Girls showed a reduction in violence. They also showed coping skills when

thoughts and feelings in a healthy and reasonable manner, and to learn how to understand and manage emotions to be able to make smarter choices in the future. Our primary goal is to provide a safe space for all individuals to explore and process their emotions, but especially men. There is so much stigma surrounding mental health care and treatment, access to these resources is not affordable or readily available for many of the citizens within 61602, 61603, 61604, 61605, & 61606 zip codes. Part of the program's desire is to normalize the sharing and processing of emotions. Self-awareness is key in the regulation of difficult emotions, as well as the ability to de-escalate oneself from an emotional precarious position. These tools will aid our citizens to make better choices and reduce future violent acts in the City of Peoria.

Each activity will be offered in successive series. Participants will have an opportunity to practice the forms at least twice a week. Participants will be paid the week following completion of all intake (demographics and information needed to track) and weekly surveys.

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 Violence Prevention 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. PLOW-RR addresses the priority area of Restoration & Resilience by providing programming to give youth tools and knowledge to be able to heal their past traumas, which influences future actions. Future violence will be prevented by giving participants emotional regulation and de-escalation tools, allowing them to think fully through consequences before engaging in violence. GLOW invests in the mental health and well-being of young people who reside in communities impacted by violence, provides tools for healthy decision-making, and provides economic opportunity for a pathway out of poverty. By giving program participants these tools, they will be less likely to participate in future crime or violence.

C.3. How long has this program been in operation or is it

they were indirectly impacted by violence.

To avoid redundancy, goals to be tracked are listed in C.9.

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

N/A

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

GLOW will begin using a new system designed to assess general And women-specific 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.

GLOW also utilizes a database that records information about all participants and clients who engage with the program. Through this database, we will create reports on each participant and to track multiple features. This includes attendance record, contact information, demographic information, etc. This will help GLOW to track the outcomes of the effectiveness of the program, considering all factors.

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
- 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.

a new program?

9 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 37 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 27. When you compare Peoria to other communities of comparable populations, it is significantly higher than average. Looking specifically at violent crimes, the rate is one of the highest in the nation. There has been a surge in property crimes and motor vehicle theft over the last few years.

Peoria has also in the top 10 worst cities for single mothers and the sixth most segregated city in the country. On top of this, it is trying to recover from one of the highest poverty levels, nearly 40%. Crime in the city of Peoria is especially prevalent in the 61602, 61603, 61604, 61605 and 61606 zip codes. Serving individuals residing in these areas, the GLOW team sees the impact that poverty,

- **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 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

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.

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

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 (Facebook, Twitter, & Instagram), local 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 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 van transportation for the participants in need - \$5 will be charged each way to the participants (typical uber costs are \$15-20). Bus tickets will eventually be provided, and participants will be taught how to use the bus to arrive at the training locations.
- 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 youth from pre-kindergarten through age 24 to improve their social mobility. GLOW helps youth and their families address food insecurity issues, provides literacy training and appropriate clothing for interview and work. GLOW assists youth entering the workforce by preparing them with the skills necessary to apply, interview, and secure and maintain employment. GLOW provides youth with

some workers back. Per the Brookings Institute, across the 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:

In zip code 61602, the DCI score is 98, and the poverty rate is 52.3%. The unemployment rate is 66.2%, and the housing vacancy rate is 23.0%. The median household income is \$18.2k, and there is a -3.0% change in employment and a -5.9% change in establishments. The child to adult ratio is 2:7, with 91% of children under 5 in poverty and 6% of children without health insurance. There are 8% of the population under 18 and 26% over 65. In zip code 61603, the DCI score is 99.1, and the poverty rate is 34.1%. The unemployment rate is 39.6%, and the housing vacancy rate is 21.2%. The median household income is \$33.1k, and there is a -27.9% change in employment and a -4.7% change in establishments. The child to adult ratio is 10:29, with 50% of children under 5 in poverty and 10% of children without health insurance. There are 12% of the population under 18 and 26% over 65.

In zip code 61604, the DCI score is 85.6, and the poverty rate is 17.9%. The unemployment rate is 23.7%, and the housing vacancy rate is 12.1%. The median household income is \$47.6k, and there is a -5.4% change in employment and a -7.7% change in establishments. The child to adult ratio is 6:19, with 29% of children under 5 in poverty and 1% of children without health insurance. There are 5% of the population under 18 and 22% over 65.

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 youth 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 youth 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 youth, seeks to build youth who are confident, disciplined, and always learning. GLOW helps girls youth from trauma or violence and grow into adults with healthy minds, bodies, and spirits. GLOW graduates become independent in their professional, academic, and personal lives. Because GLOW targets students who are living in poverty, the organization aims to equip youth 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 and Tai Chi instructors, professional designers, photographers, artists, producers, entrepreneurs, tradesmen, 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 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.

In zip code 61605, the DCI score is 97.1, and the poverty rate is 41%. The unemployment rate is 46%, and the housing vacancy rate is 21.4%. The median household income is \$23.1k, and there is a 6.3% change in employment and a -2.1% change in establishments. The child to adult ratio is 6:13, with 60% of children under 5 in poverty and 4% of children without health insurance. There are 9% of the population under 18 and 27% over 65.

In zip code 61606, the DCI score is 91.7, and the poverty rate is 27%. The unemployment rate is 20.2%, and the housing vacancy rate is 16.4%. The median household income is \$44.4k, and there is a -22.4% change in employment and a -12.0% change in establishments. The child to adult ratio is 6:31, with 23% of children under 5 in poverty and 3% of children without health insurance. There are 8% of the population under 18 and 14% over 65.

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-RR Program seeks to impact the prevention

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 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 of Nursing, 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, tradesmen, 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 mid-sized banks and engineering firms, local business owners, chefs, and 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

of violence by building skills and to expand the range of choices and opportunities that enable, empower and encourage youth to achieve positive growth and development, improve expectations and capacities for future success and avoid or reduce risk-taking behaviors. GLOW programming provides a safe environment for youth and a unique comprehensive array of supports including, academic assistance, life-skills building, mentoring with caring adult role models, and job preparation. This programming is to provide a safe space for participants to heal past traumas (physical and emotional) and to inform and equip themselves with information to avoid future instances of crime.

The need for violence prevention in the City of Peoria is highly evident based on the most recent crime rates. According to the 2022 Annual Report prepared by the Peoria Police Department, “Total crime in 2022 increased by 4% compared to 2021 but is still on a downward trend from 2019. Violent Crimes increased by 11% in 2022, accounting for 26% of all crimes reported.” While on the downward trend, we continue to work hard to provide resources, tools, knowledge, and opportunities for those who are most vulnerable to crimes. GLOW’s target population for PLOW-RR is two groups: youth ages 11-18 who are currently in school and do not have children, and men & women who are 18+, not enrolled in school, and has one or more children.

GLOW’s project design is directly linked to its goal of providing youth and young adults with tools to create a pathway out of poverty. Programming addresses areas of mental, physical, and nutritional wellness, self-efficacy skills, and other literacies of power, such as health, financial, media, digital, technology, and political literacies. This programming is well-rounded and covers all areas of knowledge in order to be responsible citizens that are less likely to engage in violence. By providing tools to restore physical and emotional traumas, participants will have the opportunities to heal, make better choices, and to have a positive impact on their lives.

C.6. Provide information on how the program is evidenced-based. Provide clear, detailed information to support that project design. Please refer to research,

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.

At the initial assessment we will determine which partner could best serve our client for their varying and ongoing needs. After assessment we will refer the client to the respective agency, job-provider, education-provider, barrier-reduction, organization.

That said, GLOW (and now PLOW) participants always have a place with us. Once they come to us, we consider them family. That does not mean they do not have requirements. In fact, the requirements are more stringent than the transactional requirements with other agencies. Dr. Jeffries created what she calls “The GLOW Girl Promise.” She (and now we) promises to give all we can to support their successful transition into economic mobility. And, for that promise they must promise her (and now us) to follow the rules and let us know what is going on in their lives and call out for help despite the magnitude. In corporations, this is a “contracting agreement” or an “employee contract” only the language says, “you have to tell us when you’re having a bad day” versus “abide by our company’s code of conduct.” And rather than getting three warnings and termination – we have longer conversations to understand the root cause of the issue. Then, we used to call “Ms. Bernice.” Now, we call Councilwoman Gordon Young to see if she has availability on her calendar for another emergency. We reach out to our social worker colleagues to find the organization providing the service. Once that occurs, we continue to collaborate with them in the other forms and areas of their lives until they can return to programming. They still get food; they still get a ride if they need. They can still participate steadily and get a stipend while they get the other parts of life addressed because that is what families do.

We also partner with the Carle Behavioral Health and its 56 behavioral health related programs. To the extent we find a participant needs some form of behavioral health assistance we will discuss the situation with the system president to determine which of the programs best suits our participants' needs.

third-party program evaluations or other objective data that indicates program design and note all sources of data. NOTE: Programs must be evidenced-based to be eligible for funding.

First, we identified research on how programs we usually present support violence reduction. Here is a good cross-section of activities we will provide along with how it reduces and prevent violence:

Journaling:

Interactive journaling can reduce crime rates by providing brief treatment intervention strategies for individuals who need substance dependence in crime ridden neighborhoods or jail settings. In addition, journaling can reduce overall criminal thinking, accepting responsibility and attitudes toward authority.

<https://journals.sagepub.com/doi/pdf/10.1177/0306624X11399274>

<https://www.tandfonline.com/doi/abs/10.1080/10509674.2022.2081646>

Meditation:

Meditation has shown to reduce crime rates by serving as an outlet for individuals to release or focus their energy in a more positive manner. Stress is the root cause of most criminal behavior, thus the essential element to effective rehabilitation is the ability to avoid future criminal acts and this can be deterred with meditation.

<https://link.springer.com/article/10.1007/s11896-017-9239-8>

https://www.tandfonline.com/doi/abs/10.1300/J076v36n01_01

Cognitive based Compassion:

Cognitive based compassion can be shown to help reduce criminal rates with cognitive behaviorist therapy (CBT).

This therapy reveals that social skills, coping skills, and critical thinking skills are all associated through the neurological system and therapy that effectively targets these skills will show increased activity within these regions of the brain. Subsequently, reducing criminal urges in stressful situations.

<https://francispress.com/uploads/papers/F5NZdzFqlCymjAJN6qIXLrU4yoGF7YQpluK2LkVh.pdf>

<https://www.sciencedirect.com/science/article/pii/S0047235210002199>

<https://link.springer.com/article/10.1007/s11896-017-9239-8>

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 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

Tai Chi:

Tai Chi can reduce crime rates by enhancing health and helping individuals cope with chronic exposure to critical incidents. As well as provide training for positive coping skills and resilience. Furthermore, it can be used as a community physical activity to enhance the health benefits for African Americans in underserved communities.

<https://psycnet.apa.org/record/2014-18267-001>

<https://journals.sagepub.com/doi/pdf/10.1177/2333721416677399>

Taekwondo:

Martial arts have been used as a sport to reduce crime by allowing the participants to release their aggressive or anti-social behavior in a positive and safe space. Sporting activities are believed to strengthen positive behavior, prevent criminal activity, and reduce violent behavior.

<https://link.springer.com/article/10.1007/s10940-021-09536-3>

https://link.springer.com/chapter/10.1057/9781137476821_4

Textile arts:

Textile Arts have shown to reduce criminal rates by being used as a coping mechanism for adolescents that have experienced life stressors. Textile arts can be used as a distraction and can provide a means for positive emotions, creativity, and excitement.

<http://thescholarship.ecu.edu/handle/10342/6467>

https://books.google.com/books?hl=en&lr=&id=gyBniA_PCA0C&oi=fnd&pg=PA3&dq=how+does+textile+art+reduce+crime&ots=WNcU9hDRC6&sig=T9kjmrlh3eEDyp1dNcbDL06nP3k

Designing Clothes:

Designing Clothes can reduce criminal rates by preventing antisocial behavior problems amongst children. Providing them with a positive outlet to express their creativity without judgment.

<https://journals.sagepub.com/doi/pdf/10.1177/106342669600400401>

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:

- 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 our 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. 95% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% Latina (Latin American Female); 1% are Caucasian female and 1% are Caucasian male. GLOW leadership use their diverse backgrounds and an equity lens on a ongoing basis to analyze the impact of policies and procedures on marginalized communities and to ensure equitable

Secondly, the following insights and research provide the foundation for violence prevention:

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

outcomes. In addition, many of GLOW's program offerings are designed specifically to meet the needs of diverse populations. GLOW staff who are representative of the population served. 94% are African American female, 2% Caucasian female, 2% are Hispanic-Latino, 2% are Latino males.

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 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 one full-time employee. 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. GLOW staff who are representative of the population served. 94% are African American female, 2% Caucasian female, 2% are Hispanic-Latino, 2% are Latino males.

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. 95% of GLOW's Board of Directors are African American women; 2% are African American male/LGBT; 1% Latina, 1% are Caucasian female and 1% are Caucasian male.

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 rationale 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 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 \$25,150.17 As local governments seek to close budget shortfalls, a \$400,000 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.¹⁸ 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.¹⁹ 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.²⁰

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 5/12/2023 9:30 AM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

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, and Yoga Instruction	Dawn Harris Jeffries, Ph.D.	Founder & President	Yes	Yes
General Operations, Paperwork, Tracking, and project management	Alexys Evans	GLOW General Operations	No	Yes
Social Worker - Case Management and Participant Services	Janet Rodriguez	GLOW - Social Worker	No	Yes
Social Worker - Tai Chi	Taniqua Howard	Tai Chi Instructor	No	Yes
Therapeutic Recreation & Exploration	Alexis Dockery	GLOW - Therapeutic Recreational Leader	No	Yes
Social Worker - Self-care, Journalling, Goal Setting	Alisha Hodge	Self-Care Specialist	No	Yes
Male Tai Chi Expert	Keith Boswell	TaiChi Peoria	No	Yes
College Grad & Culture Bearer - Cognitive-Based Intervention (Hair Cuts and other barrier reduction Identification)	Ron Wyatt	SNAP Systems	No	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 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

Printed By: Irina Riggerbach on 6/28/2023

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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 – AS Solutions and Bradley University staff have significant experience with federal, state, and local funds.

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 spreads sheets. 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, Qand outcomes.

Caterpillar- Quarterly.

Daily activities were tracked by excel spreadsheets.

Best Buy - Quarterly.

Daily activities were tracked by excel spreadsheets.

American Medical Alliance Health & Education Initiatives - Quarterly with an annual report submission.

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 now. 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.

This is what I have written based on what I know for RR, please let me know if any other this needs to be adjusted. GLOW is requesting a total of \$400,000 for the program. Based on the categories listed for the Detailed Project Budget above, costs for Peoria Lights Our Way with Restoration and Resilience have been allocated like so:

- \$210,000 is to be allocated to stipends to participants within the program.
- \$50,000 is to be allocated to the grant and team lead, Dr. Dawn Harris Jeffries, for oversight, guidance, partnership development, reporting oversight and preparation assistance, and general grant direction. This resource will also cover research tracking, partner development, reporting, and training. Dr. Jeffries takes care of all day-to-day operations regarding GLOW and will serve as the team lead for this program; Dr. Jeffries is also a certified yoga instructor and martial artist.
- \$20,000 is to be allocated toward compensating a Cognitive-based Compassion & work with youth in the program, teaching strategies for self-soothing in stressful situations, provide coping strategies and processing skills to aid in the managing and understanding of emotions;
- \$10,000 is to be allocated toward compensating Yoga Specialists to aid in restorative methods of emotional and physical healing. This same professional also specializes in Vinyasa, which is an easier, more accessible form of yoga. This will be beneficial to those of all levels and backgrounds;
- \$20,000 is to be allocated toward a professional who specializes in Meditation, Prayer, and Journaling. This professional will provide skills and resources to aid in mindfulness, emotional de-escalation, and emotional regulation and Radical Self-Love/Self-Care;
- \$10,000 is to be allocated toward participant specific tracking and project management;
- * \$10,000 is to be allocated to the program specific ratio for insurance, transportation, expense tracking, and other shared costs
- * \$60,000 is to be allocated toward our general and gender-specific training and case management software

Below you will find the per participant (pp) cost of the items above for 60 participants. We believe these costs are far less expensive than a \$25,150 cost of a nonfatal incident and \$273,904 gun fatality cost. They also outweigh traditional medical costs related to the fatal/nonfatal expenses.

Director's Oversight, Research Tracking, Partner development, Reporting, Training, programming \$833pp
Therapeutic Rec \$333pp

Yoga and Other Forms of Movement \$167pp

Radical Self-love/Radical Self-Care/Medical Info (i.e. health awareness month)/Journaling /Meditation/Cognitive-based Compassion & Intervention \$333pp

Foster Care Sessions (Girls & Women with Children in Foster Care) \$167pp

Allocated Admin - allocation of insurance, transportation, expenses-tracking \$167pp

Participants As Partners \$3500

Case Management Software \$1000pp

Client Specific Tracking & Daily Project Management - \$167pp

C.23. Is there any additional information you want to mention? Use bullet style for each item in the space provided.

The GLOW Girl Promise is presented below. It will be amended and updated to reflect situations for young women, boys, and young men:

- ☐ Ms. Dawn/Session Leaders promise to support you and do everything within her/our power to i.e., ensure you succeed and have experiences beyond your wildest dreams. She wants you to be successful and a productive citizen.
 - ☐ And, in return – you promise to work hard and do everything within your power to pursue your goals toward success and a life beyond your wildest dreams.
 - ☐ GLOW Girl Rules are guidelines each participant is required to abide by. We have these to help groom you to shine bright. When you abide by these rules, we believe it allows the world to see your unique gifts and talents.
 - ☐ Respect Dr. Dawn Harris Jeffries and the session leaders.
 - ☐ Actively participate and engage in activities available to you.
 - ☐ Do not engage in “unreasonable issues” and things you cannot return from.
 - ☐ To whom much is given much is expected so you must volunteer your time when asked.
 - ☐ Read something informative every day. Ms. Dawn and Session leaders will help you.
 - ☐ Trying new things, get out of your comfort zone, and explore unfamiliar things.
 - ☐ Speak with your mentor or administrator when you are upset or having a bad day. Talk through scenarios on achieving the best possible outcome for your life. Learn a few deescalation processes.
 - ☐ Avoid “messy” girls and messy teachers as best you can. Discuss them with your mentors.
 - ☐ Do not engage/encourage/entice your parents to exacerbate drama.
 - ☐ Practice gratitude daily.
 - ☐ Meditate, breathe, or remain silent and think positive thoughts for at least 5 minutes everyday
 - ☐ By participating in GLOW, you automatically give GLOW Leadership confidential access to your grades. If you earn a C or below you must attend tutoring. Grades are important for scholarships and your future. Participating in GLOW means you agree to providing us with your grades and behavioral information.
 - ☐ You will be taught how to avoid pregnancy. If you become pregnant you are immediately expelled from in-school and after school GLOW groups. You will be moved to the young adult group program for young women 19 and over because your life and responsibilities may change to reflect an adult’s a little more.
- Participants must complete the following requirements:
- ☐ Participate in pre/post survey discussions at each session
 - ☐ *Complete 80% of all activities within each session and section of the class. Find a way to make up critical missed sessions (missed opportunities) if possible.
 - ☐ Complete all mandatory sessions.
 - ☐ Breathe and think through how what you’ve learned can what you we make life better for

you.

☐ 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. And, help your friends do the same. (For example, support yourself and other girls with assurance that fighting and violence is not worth it.)

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

D. Conflict of Interest

Completed by girlslightourway@gmail.com on 5/9/2023 1:07 PM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

D. Conflict of Interest

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 12:11 PM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

E. Required Documents

Please provide the following information.

Documentation



Financial Audit *Required

FINAL 12.31.2022 GLOW Audited Financial Statements.pdf



IRS Tax Exempt Letter *Required

18984_tax exempt letter.pdf



Audit Findings

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Please upload a copy of the Single Audit

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Program Fees Supporting Documents

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Completed by girlslightourway@gmail.com on 5/12/2023 9:30 AM

Case Id: 35408

Name: Girls Light Our Way - 2023

Address: 1325 w. Holly Hedges Dr Girls Light Our Way

Submit

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 on 5/12/2023 1:37 AM