

Eligibility

Completed by girlslightourway@gmail.com on 4/17/2023 2:21 PM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

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 5/11/2023 8:55 PM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

A. Applicant Agency Information

Please provide the following information.

A.1 Violence Prevention Program Title

PLOW to Peace

A.2 Organization Name

Girls Light Our Way Glow NFP

A.5 Address

1325 W Holly Hedges Dr Peoria, IL 61614

A.3 Contact Person

Dawn Harris Jeffries, Ph.D.

A.4 Title

President & CEO

A.6. Contact Phone Number

(309) 839-0167

A.7. Contact Email Address

dlhjeffries@gmail.com

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

Various Peoria Public School Locations Various Peoria
Public Library Locations 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.

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

47-1519825

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

8

A.16 Number of Volunteers

50

B. Funding Requested

Completed by girlslightourway@gmail.com on 5/12/2023 9:33 AM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

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

50

B.4 Priority Area

Empowered Youth & Young Adult

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

Item	Amount	Short Description
Personal and Fringe	\$0.00	All costs are staff project specific costs.
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	\$40,000.00	Director's specific program oversight, research, strategy, client discussions, training, analysis, and partnership management. Fringe covered by other means.
Travel	\$0.00	Participant travel to events, etc. will be covered in participant barrier reduction.
Equipment	\$0.00	
Materials and Supplies	\$20,000.00	Educational and training materials, Session & Activity Related Materials, Program Related swag
Contractual	\$40,000.00	Partners (Specialists) who do outreach/programming/mentoring with us
Program Expenses	\$50,000.00	Workshop Leaders, Youth Program Specific

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		Theme Sessions - (SafePlace Programming, Violence Prevention Life Skills, Mental Wellness) total of 8 different session series.
Other	\$200,000.00	Participants as Partners - the funding in this section represents stipends and barrier reduction funding for each participant. The root cause of crime is poverty - as such each participant will receive a stipend for participation with an Incentive Plan. Each participant will have 2 sessions each week - 1 structured & 1 unstructured barrier reduction session (it could be a session to address an issue. We will teach each participant). Each participant will earn a \$3000 stipend and the last \$1,000 bonus for good grades, barrier reduction, an additional week of sessions, etc.
Other	\$30,000.00	Client Specific Tracking, Permission slips & Project & Partner Management - 20000 Allocated Admin - allocation of insurance, transportation, expenses-tracking 10000
Other	\$20,000.00	Other Program Related Special Events, Conferences, Day of Community Education 10000 Social Media, Radio, Marketing Co. 10000
Other	\$0.00	
Other	\$0.00	
	\$400,000.00	

C. Program Information

Completed by girlslightourway@gmail.com on 5/12/2023 1:40 AM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

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-Empowering Youth (PLOW-EY) program is to benefit 50 total unique clients. Clients will participate in programming designed to teach youth and young adults basic skills for successful, to be well-rounded citizens. PLOW-EY programming is based on these standards and uses the basis of Teen REACH, a cost-effective, out-of-school time prevention program with a track record of success. The goal of the program is to expand the range of choices and opportunities that enable, empower and encourage youth to achieve growth and development, improve expectations and capacities for future success and avoid or reduce risk-taking behaviors. GLOW works to equip clients with the skills they need to create a pathway out of poverty. 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.

The GLOW program seeks to provide youth and young adults with safe environments and caring adult role models, and to guide them toward healthy development, marketable skills, and opportunities by focusing on the following prevention-focused areas of service.

1. Improving educational performance – programming includes homework assistance, tutoring and enrichment activities.
2. Life Skills Education – to build conflict resolution, anger management, healthy decision making, and problem-solving skills. Life skills education based on protective factors to help participants resist violence, protect self,

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.

PLOW-EY will serve 50 Unique Clients through programming efforts. Clients will participate in programming designed to teach youth basic skills in order to be successful, well-rounded citizens. GLOW programming is based on these standards and uses the basis of Teen REACH, a cost-effective, out-of-school time prevention program with a track record of success. 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.

The program is based on the Heartland Alliance's Readi Program with positive outcomes for crime reduction and workforce development. In addition, we expanded the program to include young men based on our staff's ability to influence lives. Our President Dr. Jeffries had a recent East Bluff violent offender state "I wish I had a Ms. Dawn and a program like this in my life: At the time she was not aware of the magnitude of his own offenses. However, he said if he had had our program, he would be a better person.

and develop resilience.

3. Caregiver/Family involvement – provide opportunities for parents/guardians to provide input into program activities, participate actively in youths' development and academic achievement and promote positive family interaction. Activities include: Mother-Daughter Dynamics, Father-Daughter Dynamics, Local Barbers: Cuts and Conversations, Radical Self-care, and GLOW Events including podcasts, GLOW Caregiver Conference and sessions in all the mission prongs.

4. Safe Place Programming – providing a safe, accessible place for youth to try new skills, develop new interests, and participate in therapeutic and recreational activities to build well-being. Activities to include: mental health sessions, radical self-care, yoga, martial arts (e.g. taekwondo & tai chi), water exercises, and therapeutic recreation.

5. Positive mentors – opportunities for youth to develop positive relationships with caring adults and other teens and relationship-based programming which promotes positive behaviors, attitudes and outcomes for youth while also reducing risk of harming or being harmed by violence. Positive relationships with GLOW program staff and volunteers will provide a foundation of support to help youth navigate challenges in their personal and academic lives and make healthier decisions. Activities to include: social determinants of health, nutritional, self-efficacy, literacies of power education.

6. Service-learning activities – opportunities to provide meaningful service to their community that empower youth to feel they can make a difference and help them build values, skills and knowledge in real-life situations.

7. Employment Readiness and Skill Development – opportunities to explore careers and build skills to prepare for workforce opportunities, job placement assistance and supportive services. Programming to include: trips to local and out-of-town colleges, trips to local corporate and entrepreneurial businesses, professional career mentors, business experience rotations. This program will also provide youth in the targeted age group with hands-on employment opportunities.

8. Civic Engagement - Youth learn tools used to advocate for themselves and others and learn how they can be engaged citizens who contribute to their community. GLOW also generally provides activities in the five mission areas to improve the lives of local youth: mental, physical, and nutritional wellness, self-efficacy, and other literacies

Girls in the GLOW program have all avoided significant violent incidents. Unfortunately, deaths exist, however they are related to a major car accident, and a child-birth related mortality. We have largely been responsible for providing support related to unintended consequences of the violence-related aftermath.

The following items have specifically been amended and bolstered to the general program as a mechanism to address violence prevention. The following GLOW programming seeks to provide youth and young adults with safe environments and caring adult role models, and to guide them toward healthy development, marketable skills, and opportunities by focusing on the following prevention-focused areas of service.

1. Mentoring - group mentoring opportunities for youth to develop positive relationships with caring adults which promotes positive behaviors, attitudes and outcomes for youth while also reducing risk of harming or being harmed by violence. GLOW provides weekly activities in the five mission areas to improve the lives of local girls: mental, physical, and nutritional wellness, self-efficacy, and other literacies of power including - financial, media, political, health, and technology/digital - to support the WHOLE person and reduce the toxicity from experiences of racism, sexism, and classism in their lives.

2. Caregiver Involvement -Caregiver/Family involvement opportunities for parents/guardians to provide input into program activities, participate actively in youths' development and academic achievement and promote positive family interaction. Six opportunities for family involvement provided to each targeted age group. Activities include: Mother-Daughter Dynamics, Father-Daughter Dynamics, Local Barbers: Cuts and Conversations, Radical Self-care, and GLOW Events including podcasts, GLOW Caregiver Conference and educational sessions in all the mission areas.

3. Safe Place Programming - providing a safe, accessible, barrier-free place for youth to try new skills, develop new interests, and participate in therapeutic and recreational activities to build well-being. Weekly activities to include, but not limited to: mental and physical health sessions, radical self-care, yoga, martial arts, water exercises, and other therapeutic recreational activities. All of the GLOW Safe Place programming is led by a professional, certified in their respective activities

of power to support the WHOLE girl and reduce the toxicity from experiences of racism, sexism, and classism in their lives. Six sessions are provided in each of the five mission areas. Activities include, but are not limited to:

- Mental Wellness – Youth learn how to take care of themselves and have fun.
- Physical Wellness – Youth get moving and active and try new things.
- Nutritional Wellness – Youth learn about healthy eating. GLOW partners with local chefs and hospitals to provide nutritional food/snacks at each session.
- Self-Efficacy – Youth learn they can do anything they set their minds to with GLOW's love and support. Participants identify their goals and develop strategies for attaining those goals, which motivates them and helps build confidence.

- Other Literacies of Power – Youth see professionals and situations that highlight people of color. Marian Wright Edelman said, "You Can't Be What You Can't See." GLW shows them what they can become.

- o Financial – Earning, saving, and managing money. Educational sessions are conducted in partnership with local banks/bankers. The participants are required to identify self-employment gigs (GLOW Gigs) to pay for participation in group trips and other activities.

- o Media Literacy - understanding the impact of print, digital, television, and social media on their psyche, combatting it with introduction to and interaction with successful people from similar backgrounds is critical for self-identity.

- o Political Literacy - understanding who legislates on their behalf, participation in the voting process as junior election judges, writing to legislators and interviewing candidates for office, and observing city commission meetings.

- o Health Literacy – understanding health demographics based on race, gender, and class.

- o Technology/Digital – youth learn to use digital citizenship as a tool for action, voice and self-advocacy.

The overarching goal is to ensure that group learns equity advocacy related to the 12 social determinants of health. The objectives of this program are:

- To incorporate social determinants of health using age-based activities, and curate the opportunity to advocate for equity in each of the following determinant areas: Economy, Employment, Education, Political, Environmental, Housing, Medical, Governmental, Public

4. Life Skills - age-appropriate weekly life skills education based on protective factors to build social and emotional competence. Activities incorporate social determinants of health and curate the opportunity to advocate for equity in each of the following determinant areas: economic, employment, education, political, environmental, housing, medical, governmental, public health, psychosocial, behavioral, and transportation.

5. Employment Readiness & Skills Development - Opportunities to explore careers and build skills needed to prepare for future workforce and educational opportunities. Young women benefit from intensive training to help them build employment, leadership and life skills. Training will 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. Employment and college readiness activities to include: trips to local and out-of-town colleges, trips to corporate and entrepreneurial businesses, one-on-one professional career mentoring, business experience rotations, job shadowing, job placement assistance, and supportive services.

Youth will be recruited through Peoria Public Schools in the summer of 2023 and begin working with GLOW staff to complete Employment Readiness activities including:

- Registration in Illinois workNet

- Initial skills self-assessment and Illinois Essential Employability Skills Assessment

- Life skills assessment and case plan development to address any needs and barriers to

employment the youth may have.

- Pre-employment Training – covering the Illinois Essential Employability Skills

- General Employment Training – covering how to conduct a job search, complete an

employment application, write a resume, how to dress for

Health, Psychosocial, Behavioral, and Transportation

· To introduce the youth to partners throughout the community for career exploration and group mentoring. These partners include but are not limited to African American college and graduate level sororities and fraternities – corporate professionals and educators, NSBE Jr., The Caterpillar Women's Initiative Network, Peoria Medical Society physicians and alliance members, local politicians, principals, and other government/quasi-government officials.

Continued engagement will be fueled by not only programming geared toward addressing the social determinants of health, but by an internal motivation created by their access to credible resources and experiences not previously available to them. The goal is to reduce disparities, inequality, and inequity related to girls born into poverty. GLOW is continual in pursuit of equity for the youth in their program and gives them the tools to navigate the world and pursue equity on their own. 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 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 priority population. GLOW utilizes the following strategies to remove barriers to participation:

- Providing services at multiple locations – onsite in a school setting and by utilizing partner facilities located in the areas of most need.
- Providing transportation for the youth and young adults in order to participate.

Research shows that youth get the most out of programs that:

- Develop thoughtful, fun, accessible activities
- Survey and build on student's interests
- Motivate and engage all students to participate
- Connect to grade-level benchmarks, standards and the school-day curriculum to increase academic achievement
- Provide real-world activities that connect to the broader community
- Provide effective tutoring and differentiated instruction for all skill levels
- Integrate technology and provide homework help
- Plan activities that engage students and enhance skills

an interview, practice

interviews, and appropriate workplace attire and behavior. Following the completion of the pre-employment activities above, employment ready youth 18 and older youth will be placed in a paid work experience aligned with the nationally recognized career clusters or groups of occupations and industries. Youth will also receive education regarding scholarship eligibility and application for college level admission.

This project will also be an extension of GLOW's current programming and will serve girls/young women and boys/young men in two distinct age groups – middle and high school youth in 6th through 12th grade and young adults 19-24 years of age. A total of 50 participants will be served by this program. Grant funds will help participants stay engaged, become increasingly fluent, and develop technology skills to better prepare them for future education and career success by striving to ensure every student has access to the collaborative environments, the extended knowledge base, and the technical skills that unlock opportunities in the classroom and beyond.

GLOW fully intends to participate in any formal evaluation of the program that may be conducted by the City of Peoria. GLOW has access to enough computers with internet service to access the Illinois workNet data reporting system and is confident of the organization's ability to collect participant data and report it via the Illinois workNet system in an efficient and timely manner. GLOW fully intends and has the capacity and ability to track, evaluate, and report all required data elements. GLOW intends to collect data on the following metrics to evaluate progress and program effectiveness:

- Youth enrolled demographics by age, gender and race/ethnicity
- Youth enrollment by demonstrated individual and family risk factors
- Youth provided with support services
- Youth connected/linked to outside services
- Participant status data (Education, Employment, Living Arrangement)

- Provide staff training and professional development.

The program will be offered once each week at various school and library locations. Each of the 8 discreet topics (numbered above) will be taught will be taught in a series of 4 sessions. Each participant will be required to attend at least one of the community events.

We believe participation equals partnership. They will be paid to participate in our programming. The root cause of most violence is poverty. And, in many cases, children cannot always participate in activities because parents have to work, the children themselves have to work, and they miss out on present support. As such, we will require the participants will give us feedback before and after each session. They will let us know how the sessions made them feel about themselves and the community. Participation in the program will be bound and led by what used to be called the GLOW Girl Promise. For purposes of PLOW-EY it is called an Incentive Policy.

One, Blaikie, Egan-Bitrán and Henley stated the following at a United Nations Convention "We have much to learn from the insights children share with us when asked, but very often existing structures, at both government and community level, do not include adequate processes to hear their voices, let alone act on what has been communicated." It can also be found in "You Can Ask Me If You Really Want to Know What I Think." Since we are in complete agreement we have and will continue to compensate our partners for certain programs so we can provide meaningful programming from their feedback.

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-EY addresses the priority area of Empowering Youth & Young Adults by providing programming to give youth tools and knowledge in the areas of mental, physical, and nutritional wellness, self-efficacy skills, and other literacies of power, such as

- Participant attendance data
- Youth assessment information
- Case plan information
- Employment information
- Performance measurement information

GLOW has identified the following performance goals for the program:

- 90% of youth and young adults served will benefit from a positive relationship with a caring adult mentor.
- 90% of youth and young adults served will demonstrate improved anger management, conflict resolution, decision-making and problem-solving skills.
- 75% of families will attend 50% of family activities offered.
- 90% of youth and young adults served will have a case/career plan developed.
- 90% of youth 18 and older will be placed in a paid work experience upon demonstrating employment readiness.
- 60% of youth 18 and older will complete 100 hours or more paid work experience.

GLOW will utilize pre/post discussions and Casey Life Skills Assessment to measure social and life skills development. All youth will complete, through Illinois workNet, the 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, youth will complete a worksite skills assessment using the tools provided. Each youth will also complete this assessment within the last three weeks of employment and throughout the paid work experience as necessary. Throughout the employment period, youth will be provided with support services based on their individual needs including: employment support services, social

health, financial, media, digital, technology, and political literacies. 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 a new program?

6-7 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.

emotional support services, life skills development, educational support services, and career plan development. All youth will benefit from positive adult mentors and role models and all youth attending school will receive academic assistance and tutoring as needed to meet their educational goals. 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.

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. Girls share what they learned to ensure clarity and understanding and provide examples of real-life applications of the discussion topic

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?

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 the 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

Peoria has also recently been named the worst city for African Americans and was in the top 10 worst cities for single mothers. Peoria was recently named 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, 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

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 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.

GLOW also utilizes a database that records information about all participants and clients who engage with the program. Through this database, we can create reports about each individual 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

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 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.

• 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 that stability is retained during the grant period
- **Youth Skills Development & Attitudes:** Organizations track whether a client increases skills or

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.

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

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 (Facebook, Twitter, & Instagram), 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 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

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-EY Program seeks to impact the prevention 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 works to equip clients with the skills they need to create a pathway out of poverty. 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.

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 is those who are living in poverty, with the goal to equip participants with tools to be successful citizens.

GLOW's project design is directly linked to its goal of providing youth 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.

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

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 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 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 community resources to provide educational sessions in a

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.

While we did not know it at the time, and our funding was significantly lower, the GLOW and now PLOW-EY mimics the Heartland Alliance's evidence-based ReadI Program. According to their report "Preliminary research on the READI program from the University of Chicago Crime Lab shows that READI works with the men most at risk for gun violence involvement, they stay engaged in the program, and they have 79% fewer arrests for shootings and homicides compared with a randomized control group." That is why we have expanded our programming to include young men. What Peoria is now investing in - Cure Violence, Cure Violence is a downstream program from Heartland Alliance. GLOW's history, like Heartland Alliance's has always been to touch on the areas impacting the girls most - poverty and the factors supporting upward mobility. Dr. Jeffries, GLOW founder has created a model based on a 10-year study of girls experiencing the trauma and impact associated with poverty and provided support to the girls since 2012 to see most of them thrive and on their way "out". Heartland usings Cognitive Behavioral interventions like the job-like stipends in hopes of reducing risk of more violence.

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

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, Carle/UnityPoint Hospital, the entire Behavioral Health Division at Carle Health has promised services via their young minds and other projects. University of Illinois College of Medicine, Eureka College, Knox College, Methodist College, several departments at Bradley University and corporations and businesses, such as Caterpillar, Merrill Lynch, Raytheon, Lowes, and Justine Peterson (financial services and credit building) to provide services. Numerous partnerships with local business owners, baristas, local food banks (provide about \$70k of food to our organization for our participants), 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

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 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

space for meal preparation to provide to our participants and give them a way to earn funds. 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 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.

GLOW collaborates closely with agency partners all across the country. Partnering with agencies allows GLOW to reach more people in need across more neighborhoods in Peoria. GLOW has enjoyed long standing partnerships with many local entities. Collaborations for this program include, but are not limited to: Peoria Health Department, Peoria Public Library, Merrill Lynch, and CIMB banks. These collaborations are essential to extending the reach of each of our organizations, as when we work together, we can impact a larger number of people and it strengthens our Peoria community. These partnerships allow us to create more opportunities to reach more people in need.

If and when the need arises we can make calls to agency heads in efforts to find housing (PCCEO/PHA), a men's organization to wrap their arms around a young man in grief (local African American graduate chapter fraternities). Many of these agreements do not have an economic cost per se'. It's mostly social capital and longstanding respect.

GLOW/PLOW has a relationship with the Peoria Chamber of Commerce. The CEO, Joshua Gunn and the Chamber Ambassadors have extensive relationships in the Greater Peoria and its surrounding areas. The CEO and several ambassadors have agreed to connect our participants with business owners who are willing to teach/train and provide general insights on the opportunity and practicalities of creating and running their own businesses. The corporate members will work with GLOW/PLOW to connect participants to job openings that fit participants

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

best post training. If the participants lack certain technical skills needed for the job GLOW/PLOW will collaborate with them to find the most suitable occupation at the time and continue to collaborate with the participant to collect the skills needed for their most ideal job/career.

GLOW also collaborates with the Greater Peoria Unions, namely the local Carpenter's union. We have established a process and pipeline for enrolling our participants in the union and job opportunities until they are skilled enough to command their own assignments.

There are times when we identify a participant who has low literacy levels. They are ashamed of testing and not meeting the reading and math skill levels to pass the GED. And, while we want all our participants to obtain their GED or better what we really want is to help them find a job/career with a meaningful wage. Dr. Jeffries has partnered with Ph.D. level colleagues to assist our participants with honing the skills needed for specific jobs and trades.

Some trades do not require 12th grade levels of education. They only require a ninth-grade level of education to pass their respective trade exams. Dr. Jeffries is working with the local unions to address this limitation. Another example would be painters. The Painters' union does not require a Ph.D. but at least enough education to read the paint cans and measure effectively enough to mark off sections, and other skill related tasks. Painters in the union make \$30/hr. starting salary.

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

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,

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:

- 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

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.

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.

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 colleagues of Dr. Jeffries from a regional firm in Chicago and DE&I focused Ph.D. colleagues in Louisiana.

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

GLOW is led by representative of the population served. 90% of current team are African American female, 8% are Caucasian female, 1% are Hispanic-Latino, and 1% are African American 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. 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 outcomes. In addition, many of GLOW's program offerings are designed specifically to meet the

needs of diverse populations.

C. Program Information Cont'd

Case Id: 35372

Name: Girls Light Our Way - 2023

Completed by girlslightourway@gmail.com on 5/12/2023 9:42 AM

Address: Various Peoria Public School Locations

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
Specific Program Oversight, Strategy, Tracking, Training, Relationship Management and building	Dawn Harris Jeffries	President & CEO	Yes	Yes
Radical Self-Care, Yoga, Mental Health Related Programming	Alisha Hodge	Consultant	No	Yes
Taekwondo/Tai Chi/Martial Arts	Taniqua Howard	Consultant	No	Yes
Program Management and Session Leader	Alexys Evans	GLOW General Operations Assistant & Program Lead	No	Yes
Client Tracking, Session Lead, Participant Contact, General Operations	Kiamber Russell	GLOW Program Lead	No	Yes
College Grad & Culture Bearer - (Male Programs Contact)Cognitive-Based Intervention (Hair Cuts and other barrier reduction Identification)	Ron Wyatt	Consultant	No	Yes
Activities Coordinator	Alexis Dockery	GLOW Consultant	No	Yes
Retiree - TaiChi Instructor, Drummer & Culture Bearer	Keith Boswell	Culture Bearer	No	Yes

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

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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 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. Consultants (The Social Workers, staff, and licensed counselors) have managed federal grants and help when needed. 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.

Funders Monitoring Details

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, Qand 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 Alliance Health Education 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 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.

GLOW allocates expenses directly to each project. As such, broader expenses such as insurance, transportation (i.e. gas and GLOW Mobile lease expenses) are allocated a pro-rata share of each grant. As new grant funds are awarded, the general allocation costs ratio decreases. The current allocation of those expenses for THIS program is \$10,000. All staff and consultant expenses relate to programming and session specific to each program. As such the Empowering Youth Expenses are as follows:

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 incentive and barrier reduction fund totaling \$200,000. It maintains dignity and modest income for families as they learn to tackle issues of violence.

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. As the State seeks to close budget shortfalls, an investment in Girls Light Our Way (and now PLOW) may help to lower incidents and costs. The \$400,000 investment, which is less than the gun fatality cost for a single taxpayer, would cover the following for its 50 participants.

The President & CEO Director's Oversight, Research Tracking, Partner development, Reporting, Training, and programming allocation is \$40000. Our partners: Peoria Medical Society, the Peoria Chapters of Delta Sigma Theta and Alpha Phi Alpha will each receive \$10,000 each for a year of programming to reduce and defray costs attributed to mentoring the participants. They are professionals from different fields and will provide ongoing and culturally relevant insight to the participants. We have also set aside \$10,000 to cover the cost of specialized tutoring and homework help for each participant.

To cover the costs of publicizing our programs, request community involvement, and local volunteers we will use ads in social media, press releases, marketing - geofencing to attract caregivers and other family participants. The 8 topics for Life skills programming, caregiver involvement programming, civic involvement and other GLOW/PLOW related sessions total \$50,000 to go directly to the session leaders. We have budgeted \$20,000 for materials, supplies, educational and activity related materials, program specific t-shirts, etc.

Participants as Partners totaling 200000 covers the stipend paid to the participants for 2 sessions a week - 1 structured - 1 unstructured for barrier reduction costs. Each participant will receive \$3000. The final \$1,000 will cover additional barrier costs, or be a bonus for good grades, and achieving outcomes as presented in our goals and outcomes section of the program description.

Below you will find the per participant (pp) cost for 50 participants. We believe these costs outweigh the nonfatal injury costs of \$25,150 and the cost of a gun related fatality of \$273,904.

Director's Oversight, Research Tracking, Partner development, Reporting, Training, programming - \$800
Partners (Specialists) who do outreach/programming/mentoring with us \$800pp - this is far less as we are working with a minimum of 3 partners - \$266pp
Special Activities/Conferences/Days of Education \$200pp
Social Media, Radio, Marketing Co. \$200pp
Sessions (8) 1000 technically - this is \$125 per participant with an 8 session series.
Client Specific Tracking, Permission slips & Project & Partner Management - \$400pp
Allocated Admin - allocation of insurance, transportation, expenses-tracking \$200pp
Materials, Supplies, Educational Materials, Swag - sweatshirts, tshirts, etc. \$400pp
PAP \$4000pp

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

D. Conflict of Interest

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

Completed by girlslightourway@gmail.com on 4/17/2023 2:25 PM

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 12:06 PM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

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

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 on 5/12/2023 9:42 AM

Case Id: 35372

Name: Girls Light Our Way - 2023

Address: Various Peoria Public School Locations

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 1:49 AM