



Our Vision

Downstreet plus State and Columbia
Hudson, NY

Overview

Raising Places Overview

The goal of Raising Places is to inspire community transformation. Raising Places engages diverse partners to catalyze local momentum in building healthier communities where all children and their families can thrive.

WHY KIDS?

All children deserve the opportunity to grow up healthy and strong. Yet many of the nation's youngest residents live in communities where they and their families face significant obstacles—unsafe housing, lack of green space, poor air quality, crumbling infrastructure, limited job opportunities and violence. And as we know from recent analysis of the Moving to Opportunity project, exposure to a better environment during childhood is a key driver of long-term success.

When children are the focus, everyone benefits. We've seen over and over again that laws and programs designed to support vulnerable groups, such as children, often end up benefiting all of society. Angela Glover Blackwell calls this the Curb Cut Effect, and we reap its rewards every day. For example, seat belt laws, originally adopted to protect young children, have saved an estimated 317,000 lives - children and adults - since 1975.

WHY PLACE?

When it comes to health, your zip code matters more than your genetic code. The public health field has seen more and more evidence of this; one incredible example is the Mapping Life Expectancy project at VCU's Center on Society and Health. The maps show that opportunities to lead a long and healthy life can vary dramatically by neighborhood. In some cases, life expectancy can differ by as much as 20 years in neighborhoods only about five miles apart.

Place brings everyone to the table. The challenges facing communities are systemic and interconnected; they won't be addressed sustainably by a single organization or field. We focus on local, geographically-defined communities because of the role of place as a unifier - something through which a wide range of stakeholders can be involved, invested and impacted.



OUR APPROACH

As a nation, we know a lot about the different problems of kids' environments.

In order to move beyond diagnosis and create a range of tangible solutions, we use a problem-solving process called human-centered design (or HCD). HCD is particularly well-suited to the context of community change because it provides:

- **Structured Process** - A rigorous process for creating innovative solutions to complex problems
- **Shared Language** - A common language for leaders from a wide range of disciplines to work together
- **Local Ownership** - An inclusive, empathic practice that meets residents where they are, builds relationships and inspires local ownership
- **Tangible Ideas** - A set of tools and methods for making ideas tangible, and quickly testing prototypes in real-world situations

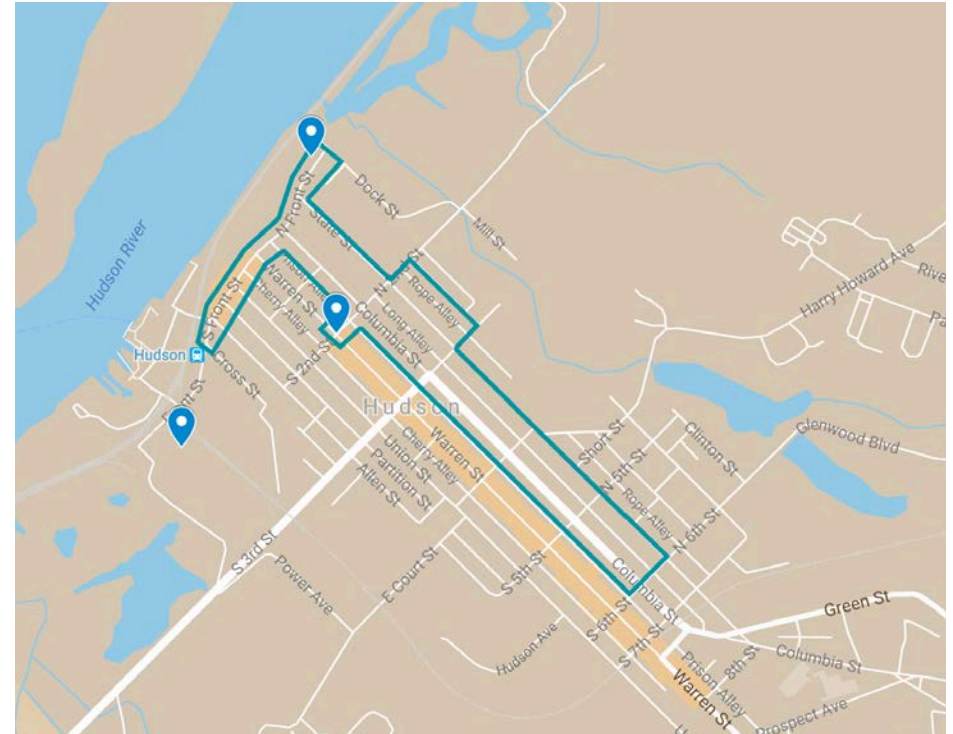
Hudson, NY

Downstreet plus State & Columbia

The small city of Hudson, NY, located about 100 miles north of New York City, is just 2.2 square miles. The city's main street, Warren Street, marks its center. The area below 2nd Street, bordered by the Hudson River, is referred to by many local residents as "Downstreet". Downstreet, plus State and Columbia streets which run just north of Warren Street, make up an informally-recognized urban neighborhood that is home to the majority of the city's lower-income residents.

HISTORY

Chartered in 1785, Hudson began as a booming port city, using the Hudson River's deep waters to become an important center for the whaling industry. Hudson continued to develop as a center for industrial and manufacturing activity, and over time was home to ironworks, brickworks, textile mills, cement plants, button, pocketbook, glue and furniture factories. In the 20th century Hudson emerged as a destination for people seeking work, including successive waves of African American residents moving from the South and people emigrating from Bangladesh, the Caribbean, and elsewhere. But the city was hit hard by deindustrialization, as factories closed and industry jobs left the city, and impacted by major urban renewal projects. The late 1980s began a period of renewed investment in Hudson, sparked by a group of antiques dealers, and the city soon became a destination for other business owners and artists. In recent years Hudson has gained exposure as a popular weekend and second-home getaway. Despite this development and growing attention, many residents continue to live below the poverty line, and face challenges of unemployment, lack of affordable housing and displacement.



CULTURE

The blocks that make up "Downstreet" in Hudson have a strong community identity, made of a dense network of close family ties and community organizations. This informal neighborhood is home to many long-time residents, most of the city's public and low-income housing, and the majority of the city's children and families. The neighborhood also represents Hudson's rich racial, ethnic, and religious diversity: over 60 percent of residents are people of color. The demographic breakdown of the neighborhood includes: 41% Black, 38% White, 10% Asian (primarily immigrants from Bangladesh), 8% Latino, and 3% Multiracial.

POPULATION

1,775 people

GEOGRAPHIC SIZE

.15 square miles

Our Design Team

The structure of our Raising Places community includes both a convening organization and a group of local leaders, called the design team.

OUR CONVENERS

Since its formation in 2011, the **Greater Hudson Promise Neighborhood** has launched programs, initiatives, and partnerships to support the youth and families of the Hudson City School District from birth through college and career.

Kite's Nest is a center for liberatory education, creating safe and supportive learning environments that nurture the confidence, skills, joy, and collective leadership of young people while building justice and equity in Hudson.

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OUR DESIGN TEAM

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Brandon Santos

Community Advocate

Jennifer Stockmeier

Wolfgang Stockmeier Design Inc.

Zebi Williams

Kite's Nest

Nick Zachos

City of Hudson Department of Youth

Our Youth Advisory Board

Our Youth Advisory Board participates in community visioning workshops and activities, and has provided feedback and support to Design Team members throughout the Raising Places process.

Jasmin Ahmed

Melina Jeune

Steven Kritzman

Irlande Louis

Adonis Ragland

Pierre Rice

Monique Rivera

Trevor Slowinsky



Our Process

Kickoff Lab

September 23-24, 2017

Our first workshop, the Raising Places Kickoff Lab, took place last September. Over the course of two days, our design team discussed the different challenges facing kids and families in the Downstreet plus State and Columbia areas of Hudson. These included:

- Unemployment and lack of career training
- Racism and lack of representation in our institutions
- Lack of affordable spaces

We talked about the root causes of each of these core challenges, and wrote ambitious goals that would address them:

- We want our city to prioritize job training for youth
- We want our police department to interact positively with the community
- We want our city to prioritize affordable and accessible spaces



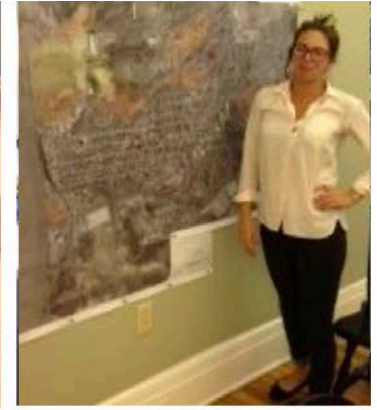
Research Sprint

September 24 — November 3, 2017

The team conducted research for six weeks, interviewing and leading research activities with a wide range of people and places in Hudson.

We learned from dozens of teens and parents; teachers and school administrators; employers and people who run job training programs; school resource officers, police officers and police administration; renters, property owners and people working in local government and economic development.

The purpose of this work was to better understand the needs, assets, aspirations and lived experiences of these community members, so that our team could see these issues through a range of perspectives and lenses, and so that we could create better, more child-centered programs, spaces and systems.



Synthesis

November 4-5, 2017

Our team came together for a second intensive weekend in November, to gather and synthesize what we had learned. Together we looked for patterns, connections, and themes between and across interviews. From our research came a series of powerful insights.



INSIGHTS ABOUT YOUTH EMPLOYMENT:

Finding the right job isn't an individual task — it takes an informed and connected team.

Current systems for communicating job opportunities are outdated and hard for youth to access.

Even though there are several existing job training programs, they can be out of reach for youth in Hudson due to knowledge and transportation barriers.

INSIGHTS ABOUT POLICING IN HUDSON:

Police can choose who they interact with, but how they interact is limited as members of law enforcement.

Police often don't understand the level of impact they have on the community.

INSIGHTS ABOUT AFFORDABILITY:

There's a common perspective in city bureaucracy (and beyond) that economic development should focus on tourism, attracting development, and expanding the tax base, and that that will be good for everyone.

Renters in Hudson (both commercial and residential) are experiencing uncertainty, precarity and displacement at an accelerating pace, which also creates emotional and psychological challenges for people, including families and kids.

Ideas Lab

November 4-5, 2017

At our Ideas Lab event, we invited hundreds of community members of all ages to join us in brainstorming ideas in response to a series of questions we had drafted.

Our community generated over 250 ideas, ranging from new programs and digital services, to new buildings and zoning plans, to new businesses and systems of support.

Here are the questions we asked:



OPPORTUNITIES FOR YOUTH EMPLOYMENT

How might we support each Hudson youth to create and expand their team and network?

How might we make posting and looking for a job in Hudson as easy as posting and finding an Airbnb in Hudson?

How might we bring accessible job training to every youth in Hudson, wherever they are?

OPPORTUNITIES FOR POLICING IN HUDSON:

How might we support police in shifting their scope of responsibility from symptoms to root causes?

How might we leverage the power of community to incentivize change within the police force?

OPPORTUNITIES FOR AFFORDABILITY

How might economic development in the city of Hudson include children and families?

How might we better protect people from being displaced from their homes and businesses?

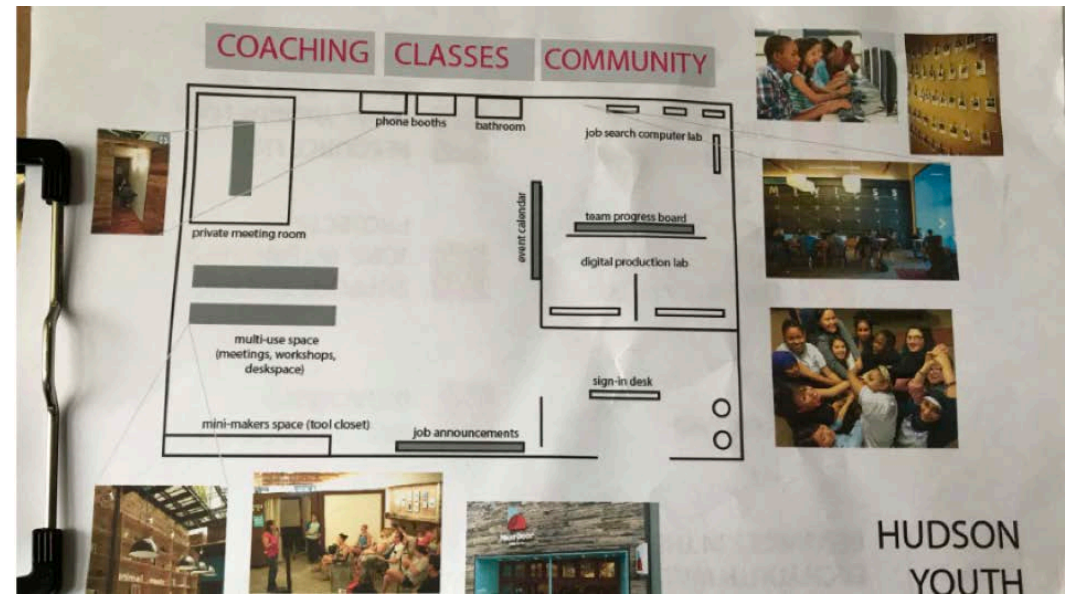
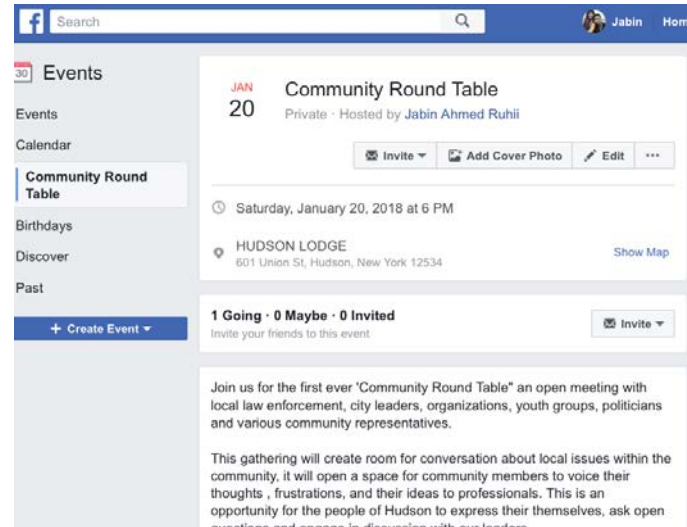
Prototyping Sprint

November 6, 2017 — February 2, 2018

After the Ideas Lab, our team sorted through all of the ideas, and prioritized the top 15 that had the most community energy, the most potential for impact, and were most relevant to our team's experience and expertise. This group of concepts moved into the next phase of development – prototyping.

Prototypes are quick mock-up versions of our concepts made to test the idea with community members, potential users, and other stakeholders.

In the twelve weeks following the Ideas Lab, design team members worked toward creating, sharing and iterating on prototypes. Again we had dozens of conversations, gathering feedback on each idea: learning how to make them better, how to build on and support existing work in Hudson, and how to engage a range of community members to bring these ideas to life.



Action Lab

February 3-4, 2018

At our third and final Raising Places workshop, the Action Lab, the design team reflected on feedback from the prototyping sprint and created posters that would tell the story of each idea, including what it could look like, what features it might include, where the idea came from, and a roadmap of stages for how it might be implemented.

We held our second community event, inviting community members and local stakeholders to see our progress, to help us answer some of our open questions, to share their feedback and input, and to get involved.

Over 70 people of all ages attended our event held at the Hudson Area Library.

Following the community event, we incorporated the new feedback we had heard, and created plans for short-term pilots over the next few months.



Our Vision

Concept Themes

Our vision of a child-centered community for Hudson includes the following concepts. We've identified patterns and overlaps between them, resulting in three themes that can continue to lead our work in building a child-centered community.

SUPPORTED YOUTH

We envision a community where the needs of youth are prioritized, and young people are both respected as experts in their experiences and engaged as community leaders.

ACCOUNTABLE SYSTEMS

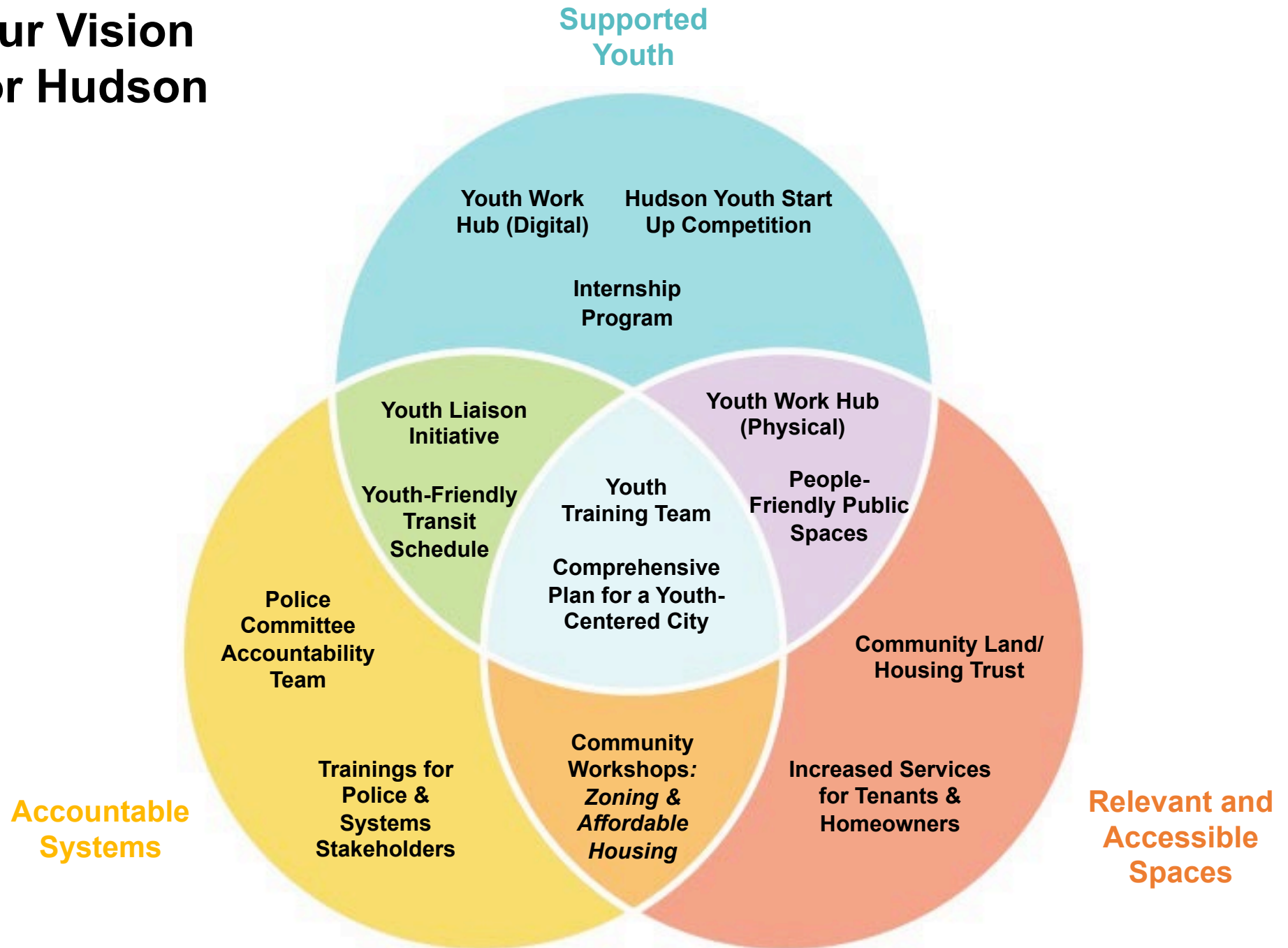
We envision a community where our systems and institutions are reflective of and accountable to the people they serve.

RELEVANT & ACCESSIBLE SPACES

We envision a community where people of all backgrounds and income levels feel stability and opportunity in calling Hudson home.

- Youth Work Hub (Digital)
- ● Youth Work Hub (Physical)
- Hudson Youth Start Up Competition
- ● ● Youth-Friendly Transit Schedule
- Internship Program
- ● Zoning & Housing Policies For Everyone
- ● Youth-Powered, People-Friendly Public Spaces
- Community Land/Housing Trust
- Increased Services for Tenants & Homeowners
- ● Youth Liaison Initiative
- Trainings for Police & Systems stakeholders
- Police Committee Accountability Team
- ● ● Youth Training Team
- ● ● Comprehensive Plan for a Youth-Centered City

Our Vision for Hudson



Our Vision for Hudson

We know that the barriers facing youth and families in our community are inextricably linked – that we cannot effectively build the long-term health and well-being of children without addressing the interlocking challenges of racial inequity in our public systems, gentrification, unemployment, etc. We also know that in order to build truly transformative and long-term change, youth and families must be the leaders and designers of the solutions that are meant to benefit them. Across all of our work we have tried to center youth leadership, community power, and collaboration. The concepts listed in this document are part of a larger continuum of solutions to address the range of challenges facing youth and families in Hudson, meant to inspire a larger vision for a truly youth-centered city.

SUPPORTED YOUTH

Hudson's recent economic upswing and "revitalization" is not translating into increased opportunities for young people from low-income families. This leaves youth with a feeling of hopelessness, and the sense that their post-high school life is a dead-end. We seek to form a broad set of programmatic solutions that address gaps in youth development, while also addressing structural barriers and inequities impacting the lives of youth.

ACCOUNTABLE SYSTEMS

We envision a community where our systems and institutions are accountable to the people they serve. Our program-based solutions are part of our effort towards long-term systems change; they represent our commitment towards supporting youth navigating unjust systems; providing innovative trainings to local stakeholders that prioritize youth voices and community expertise; and building long-term community capacity and leadership.

RELEVANT & ACCESSIBLE SPACES

As our community experiences rapid gentrification, development is increasingly oriented around tourism. There is a significant lack of affordable and accessible spaces in our city relevant to children, teenagers, and families. These programs are part of our effort to support inclusive, equitable development that builds on the strengths of our communities.

Our Concepts

A Comprehensive Plan for a Youth-Centered City

This concept supports the development of a Comprehensive Plan for a Youth-Centered City, including recommendations and action steps in the areas of urban planning, public safety, employment, housing, parks, transportation, etc.

The Comprehensive Plan will include findings from the Raising Places process, as well as recommendations and action steps from all youth organizations and youth-related agencies serving children and teenagers in the City of Hudson. The Plan will be developed with significant community input.



FEATURES

- The Comprehensive Plan is based on our belief that “A focus on child, youth, and family-friendly planning is beneficial to everyone who lives in the city, not just children, youth and families.”
- The plan will be developed in collaboration with members of the HOST (Hudson Out-of-School Time Committee), and in collaboration with the Hudson Department of Youth.

Youth Training Team

This concept supports teenagers in creating and leading trainings for law enforcement, child welfare and social workers, business owners, and others whose work directly impacts the lives of local youth.

This concept emerged as we noticed patterns and connections across challenge areas and across projects. Young people do not have influence in the programs, policies, and systems designed to serve them. Youth are rarely engaged directly as experts in their own experiences. There is a need for people across sectors to hear directly from the young people they are working to serve.

This concept is designed to support youth in sharing their experiences and perspectives through trainings with local adults and systems stakeholders.



A teenager in Hudson makes a speech about Black feminism in summer 2017.

FEATURES

- The Youth Training Team will come up with the concept and design for workshops. Youth will participate in a “train-the-trainers” to develop their skills in facilitation, and will receive support in designing their workshop curriculum, as well as ongoing coaching.
- Youth-designed and youth-led trainings will enable adults to learn directly about the needs, desires, and experiences of young people in their community, and to hear specific recommendations.

- The Youth Training Team can also be available for consultation for organizations, city officials, and others working to create programs, policies, or spaces relevant to youth. Youth-designed and youth-led trainings could include *Youth Engagement Trainings* for:
 - Police and school resource officers, led by youth who have been impacted by juvenile justice system.
 - Child welfare workers, led by youth who have been in placement.
 - Teachers and school admin.
 - Business owners.

Youth Work Hub (Physical)

This concept is a physical job search hub that provides space, support and connections to youth seeking jobs, internships, and projects as well as co-working space for youth entrepreneurs. It enables kids and families to explore their interests and connect with relevant job opportunities.



This image was found online and serves only as inspiration for representing our vision.
Source: <https://www.ideeslocales.fr/nouvelle-tendance-banques-innovent-relation-client/>

BACKGROUND

Original Challenge:

Unemployment and lack of career training

What We Learned from Our Community:

Finding the right job isn't an individual task—it takes an informed and a connected team.

Current systems for communicating job opportunities are outdated and hard for youth to access.

There are several existing job training programs in Columbia County, but the information for these is scattered.

FEATURES

- Emphasizes engagement with youth not served by other programs and in need of support. It will be open after school and ON weekends to youth 13-22 years old, and it will be located within walking distance from other prominent community locations. Activity is highly visible from the street.
- The space will offer meeting areas, co-working space, maker space, phone booths, a computer area with printing and software, success boards to track goals, job posting boards, regular events, workshops and networking opportunities, drop-in time, and some planned programs and rentals. There is potential for adult access at other times.
- Youth are invited to join with free memberships and an easy onboarding process to get integrated. Youth volunteers and staff coaches help youth identify their goals and next steps.
- Youth members can choose to explore the following pathways: skills roadmap, support finding jobs, internships and projects, resources lists (books, videos, groups), mentors, Hudson Valley classes, and peer network groups with regular meet-ups.

Youth-Friendly Transit Schedule

This concept is a more frequent and expanded bus service that is aligned with youth, school and work schedules. It enables kids and families to maintain reliable connections to employment and higher education opportunities.



From a Youth-Led Transportation workshop we hosted in May 2018.

BACKGROUND

Original Challenge:

Unemployment and lack of career training

What We Learned from Our Community:

Even though there are several existing job programs, they can be out of reach for youth due to both knowledge and transportation barriers.

Youth attending community college, and working in Greenport, experience transportation barriers.

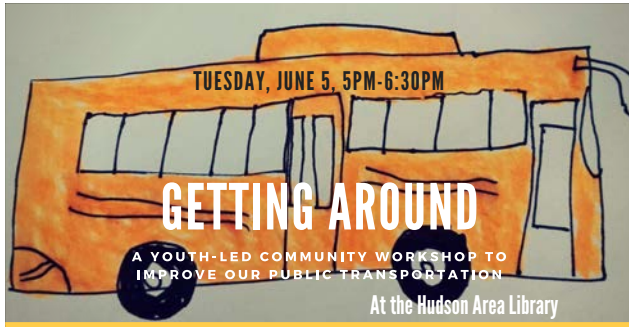
Public transit options need to be improved in our community.

FEATURES

- Both youth and systems stakeholders will be engaged in the design of the route and schedule throughout the process, so that transit schedule changes and additions directly respond to the needs and visions of youth.
- The schedule and route will be set to match up with the needs of youth getting to and from school and work.
- A mobile tracking app shows the bus location and timing, and the schedule is posted in popular places around the city.
- Youth are hired to spread the word about the bus service.

Youth-Friendly Transit Schedule

Our Roadmap



STAGE 1 / PILOT

First, we will host a youth-led transit workshop, to gather public input in partnership with the Dept. of Social Services.



STAGE 2 / MILESTONE

Next, we will utilize improved ridership data to leverage funds to develop the expanded and improved public transit system.



STAGE 3 / VISION

After that, we will support the development of an improved schedule and route options, a mobile app, and we'll launch an information campaign to assure proper exposure.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for kids?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- How can this initiative model how local systems can design their services in response to peoples' needs and behaviors?
- How can this initiative model how local systems can use more effective public engagement strategies?
- How should new schedules and routes be publicized?

Youth Work Hub (Physical)

Our Roadmap



STAGE 1 / PILOT

A job search hub pop-up experience, organized in partnership with Hudson High School.



STAGE 2 / MILESTONE

A mini youth work hub pilot program will open weekly inside a local institution, drop-in style.



STAGE 3 / VISION

A permanent youth work hub where we can host trainings, post job announcements, youth can launch businesses and collectives and connect with a broader network.

What We Are Exploring

- How can we make this concept even more beneficial for youth?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- How can we connect this concept to larger-scale conversations about the future of work and industry in our area?
- What can the space be like to make youth feel like it's theirs?
- How can we partner or learn from existing workforce organizations and programs?
- How can communities better support the capacity of our high school guidance counselors?
- What are models of workforce development programs that also support the social and emotional development of youth?

Youth Work Hub (Digital)

This concept is a digital job search hub that connects youth with part-time and immediate job opportunities that fit their skills and talents. It enables kids and families to more easily access existing employment opportunities, to gain work experience, and to earn income.

BACKGROUND

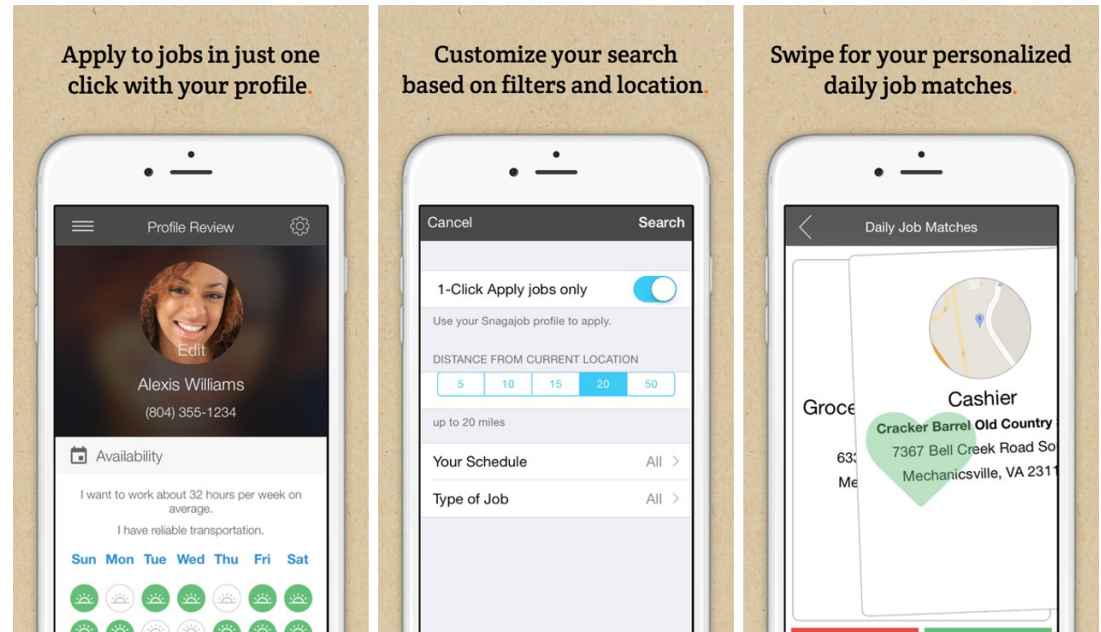
Original Challenge:

Unemployment and lack of career training

What We Learned from Our Community:

Current systems for communicating job opportunities are outdated and hard for youth to access.

There is a significant disconnect between local employers and young people growing up in Hudson.



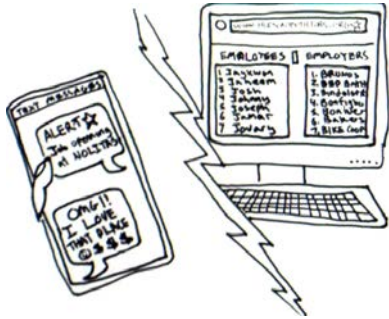
This image was found online and serves only as inspiration for representing our vision.
Source: <https://www.snapmunk.com/snagajob-tinder-entry-level-jobs-part-time-employment/>

FEATURES

- Web app that is simple to use on a smartphone, computer or tablet.
- This app/site would be co-designed and co-created with youth, ensuring both relevance and usability, and providing design experience to participating youth.
- Businesses and individuals can post job openings, with descriptions and list of needed skills. Postings may be for ongoing part-time or immediate work.
- Local youth age 13-22 can create a profile with their skills and interests. Their profile can be printed out in a resume format.
- System matches youth and jobs based on profiles and needed skills. Youth can receive a text alert if they match with a posting for immediate work.

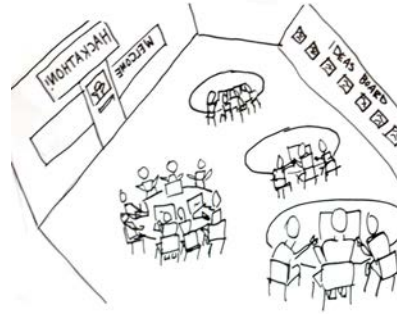
Youth Work Hub (Digital)

Our Roadmap



STAGE 1 / PILOT

We will launch a text alert program for youth job announcements, and onboard users for both sides of the service.



STAGE 2 / MILESTONE

We'll organize a public hackathon to build the beta web app with youth and tech experts.



STAGE 3 / VISION

After that, we will work towards fully operational digital tools for both youth workers and employers.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for youth?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- What platform can/should we use?
- How can we partner with existing workforce development initiatives, who are currently failing to reach youth?
- How do we create safe spaces for youth in their job interactions? What ongoing support do youth need once they've found work?
- How do we involve and inform parents?

Hudson Youth Start Up Competition

This concept is an entrepreneurship program that provides business mentoring, startup resources, and ongoing support for youth to start and manage their own businesses and collectives. It enables kids and families to pursue entrepreneurship as a viable career pathway and gain valuable skills.



This image was taken during our March Youth Start Up pilot program.

BACKGROUND

Original Challenge:

Unemployment and lack of career training

What We Learned from Our Community:

People would like to start their own businesses. Youth have ideas and dreams of being entrepreneurs.

Many young people who struggle in traditional academic environments have a range of passions, interests, talents, and ideas.

FEATURES

- Applicants will apply with a private pitch for a spot in a 25-member cohort with weekly challenges. The program will end with a Pitch Day, with 3 winners each receiving financial support and ongoing business mentorship. This process will happen 4 times each year.
- Participating youth will be encouraged to find connections between their individual projects and develop structures of support and collaboration.
- Engages youth age 13-22 years who have a business idea as an individual or small group. Outreach will be through word of mouth, online, posters, and radio. Graduates of the program stay involved in future cohorts.
- Engages adult entrepreneurs as mentors, emphasizing adults who both reflect the youth and expand their networks. It will also engage companies to donate startup materials.

Hudson Youth Start Up Competition

Our Roadmap



STAGE 1 / PILOT

First, we will run a 30-day test pilot with 6 participating youth and 6 community volunteers/coaches at the Hudson Youth Center.



STAGE 2 / MILESTONE

Next, we will assist youth who complete the program to launch their businesses throughout the summer, and with follow-up mentors.



STAGE 3 / VISION

Our community will provide mentorship, start up funds, and support for youth visionaries in creating their own businesses and collectives.

What We Are Exploring

- How can we make this concept even more beneficial for youth?
- If this concept were real, what are the potential negative outcomes?
- How can we connect this concept to existing adult entrepreneurship networks in the area? How can local entrepreneurs, artists, and business owners support this?
- What are strategies for consistent and reliable communication with teenagers, who use a range of social media platforms to communicate and often don't have phone numbers or emails?
- What are models for teaching business development and project design to youth who struggle in academic settings, and have insecurities around math and literacy?
- How can we partner with schools, organizations, and local businesses, in addition to individual mentors and coaches?

Youth Liaison Initiative

This concept is a Youth Liaison Directory and initiative designed to allow police and other systems, including schools, to connect with trained mediators during encounters with youth. It enables youth and families to get appropriate support from a trusted adult and connect to resources in order to avoid potential arrest or suspension.

BACKGROUND

Original Challenge: Police in our community interact only negatively with youth. Youth of color feel particularly threatened, targeted, and discriminated against. This is also the case within the school district.

What We Learned from Our Community: Police aren't social workers; they have limited resources to address youths' needs, but in our small community there are many supportive adults who are able to mediate for youth with other institutions, like the schools.



FEATURES

- There will be a directory of “youth liaisons”, caring adults and advocates for young people who have good relationships with youth in Hudson. The directory shows their names, photos, and cell phone numbers.
- Liaisons receive training, and commit to being “on call” at certain times (answering when someone calls, and providing support - either by talking on the phone, showing up, or by making other phone calls – when called. The Liaison documents their interaction and follows up the next day. This also allows for the tracking of data to see who is utilizing the resource.
- At their discretion, before or instead of arresting a youth, police show the list to the youth to find out “who to call,” and then call that liaison.
- The directory will not be widely disseminated; only select law enforcement agencies and school officials will have access to it.

Youth Liaison Initiative

Our Roadmap



STAGE 1 / PILOT

First, we will create a document with 5-10 of our first recruited Youth Liaisons, and recruit one person (police or teacher) to use it with kids, and then gather teen feedback.



STAGE 2 / MILESTONE

Next, we will introduce the concept to all users and stakeholders: police officers, social services, schools, youth organizations, parents, teens, coaches, etc.



STAGE 3 / VISION

After that, we will build the full app/ directory, train liaisons, law enforcement and other organizations who can utilize it.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for kids?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- What types of situations would this be most helpful for?
- If you were a police officer or teacher, what concerns might you have about this initiative?
- If you were a youth or parent, what concerns might you have about this initiative?
- What is most important to cover in trainings with Liaisons?

Trainings for Police & Systems Stakeholders

This concept is a community- and youth-driven training program that trains police and other systems stakeholders in community-centered, culturally appropriate, and locally relevant topics. It enables kids and families to be understood and treated with dignity.



This image was found online and serves only as inspiration for representing our vision.
Source: <http://www.chicagotribune.com/news/ct-chicago-police-training-met-20160916-story.html>

BACKGROUND

Original Challenge:

Police in Hudson sense a lack of trust and cooperation from the community. This is because their methods of interaction are often inappropriate and ineffective.

What We Learned from Our Community:

Youth and community members are experts in the challenges they face, and have important experiences and perspectives to share with systems stakeholders and law enforcement.

FEATURES

- The training program covers a wide range of topics including implicit bias, procedural justice, adolescent psychology, safeguarding children of arrested parents, and appropriate engagement with a wide range of vulnerable groups, trauma-centered responses and more.
- Trainings may be facilitated by outside trainers; youth and community members; and current and former law enforcement and other systems stakeholders. In the long-term, this program can be run with the Youth Training Team.
- The program will include sessions where youth, immigrants, elders and others share their stories.
- Other community stakeholders will be invited to participate in trainings.

Trainings for Police & Systems Stakeholders

Our Roadmap



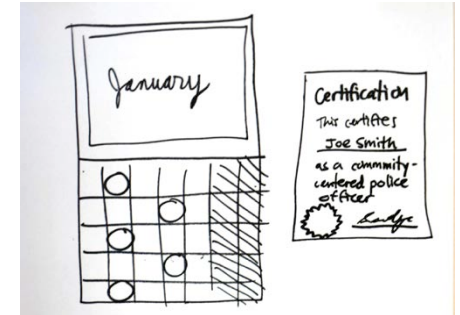
STAGE 1 / PILOT

First, we will find a trainer and work with them to customize a pilot training they can lead with the police administration and other systems stakeholders.



STAGE 2 / MILESTONE

Next, we will collect feedback from everyone who participated in the training, including both systems stakeholders and community members.



STAGE 3 / VISION

After that, we will institutionalize this mandatory training program with ongoing recertification for both police and other systems stakeholders.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for kids?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- How have communities worked with their police departments and other systems (social services, probation, etc.), so that people working within institutions are open to receive training?
- How can short trainings and workshops be connected to long-term transformation and learning?

Police Committee Accountability Team

This concept utilizes monthly Police Committee Meetings as a space for learning, communication, and accountability – working towards a series of problem-solving meetings that bring together police, community leaders and youth for conversation around resolving specific issues. It enables youth and families to be heard, build relationships and participate in solving problems, rather than being treated as “the problem”.

BACKGROUND

Original Challenge:

There is a lack of positive interaction between the Hudson police (officers and department) and the community.

What We Learned from Our Community:

Police don't realize the level of impact they have on the community, and there is really no conversation between them and the community.



This image was found online and serves only as inspiration for representing our vision.
Source: <http://www.nrc4neighborhoods.org/june-roundtable-recap-tips-from-south-bend-police/>

FEATURES

- This program begins at the city's monthly Police Committee Meetings, inviting community members to be present at meetings, and inviting guest speakers with expertise to present. Eventually, these meetings take place outside of committee meetings, as their own series.
- Police, political leaders, community leaders, children and families come together to solve community-based problems.
- Each meeting/workshop is focused on a particular topic, or on a particular program that exists in another city.
- The agenda is designed for productivity and a moderator facilitates and collects questions on cards.
- The meetings take place in a neutral location such as the library, church, or the chamber of commerce.

Police Committee Accountability Team

Our Roadmap



STAGE 1 / PILOT

First, we will invite a wide and diverse group of residents and law-enforcement to the existing police committee meetings. Guest speakers will be invited to present about relevant topics, and we gather feedback.



STAGE 2 / MILESTONE

Next, we will organize a regular, committed group of engaged residents and community leaders to assess needs and develop the full series.



STAGE 3 / VISION

After that, we will host a recurring, established workshop series that proactively creates solutions and identifies future projects to make the connection between law enforcement and the community stronger.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for kids?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- Who should be a guest speakers? What speakers are effective in speaking to police officers?
- What are some inspiring and effective programs and models related to community policing and accountability that we can present and learn about during these meetings?
- What topics should be discussed? What process should we use to choose monthly topics?
- How can we improve this concept?

Zoning and Housing Policies for Everyone – A Community Workshop Series

This concept is a model for engaging community that equips more people to participate in conversations about development and housing in Hudson. It enables kids and families to have a better understanding and a voice when zoning, land use and policy decisions are made.



From a community zoning workshop we hosted in May 2018.

BACKGROUND

Original Challenge:

There is a lack of affordable and accessible spaces in Hudson.

What We Learned from Our Community:

Renters in Hudson are experiencing uncertainty, precarity, and displacement at an accelerating pace, which creates emotional and psychological challenges for people, including families and kids.

Many community members are not engaged in local conversations about zoning and housing policies and solutions.

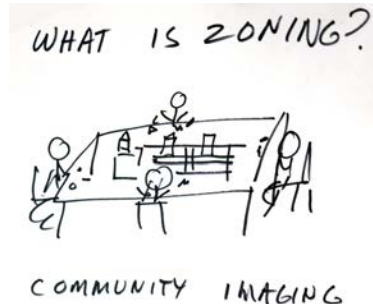
FEATURES

- A series of participatory workshops: *Zoning for Everyone* and *What is affordable housing?*
- Topics will include: density and land use; commercial and mixed use development; inclusionary zoning practices and set aside policies; sizes and types of housing; etc.
- Workshops will be conducted with simple language, interactive exercises, & engaging tools (like legos), to describe existing conditions and potential changes.
- Workshops will be designed to engage local officials, community members, and youth, and prioritize the engagement of people historically underrepresented in government and decision-making, and impacted by proposed policies and changes.
- The workshops will be designed and facilitated by a range of individuals, including city officials and members of the Housing Task Force.

Zoning and Housing Policies for Everyone

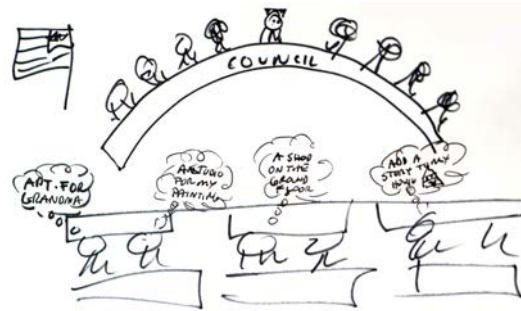
A workshop series: Zoning for Everyone & What is affordable housing?

Our Roadmap



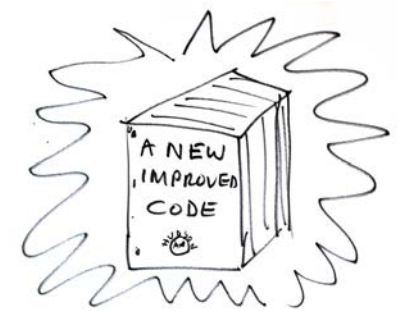
STAGE 1 / PILOT

First, we will organize a community workshop, led in partnership with CUP, to make zoning more relevant and easy to understand.



STAGE 2 / MILESTONE

Next, we will design our own Hudson-specific curriculum and toolkit, for an ongoing community education series.



STAGE 3 / VISION

Ultimately, we will have a new, improved zoning code that comes out of a participatory process with significant community input and ownership.

What We Are Exploring

- How would this concept benefit kids and families in our community?
- How can we make this concept even more beneficial for kids?
- If this concept were real, what are the potential negative outcomes?
- What else is going on in our area, related to this concept?
- Who is the right organization or entity to manage and convene the workshops?
- How could these workshops be publicized, so that they reach residents who don't usually show up for public meetings?
- How can these workshops address the complexity of zoning issues and housing policies, while making them accessible to a wide range of community members, including teens?
- How can these workshops be connected to long-term efforts to build the capacity of our community to engage in local policy?

Increased Support Services for Tenants & Homeowners

This concept is to increase support and protection services for tenants and landlords that include access to legal counsel, mediation, fair code enforcement, etc. It enables kids and families to have access to services that provide safe, healthy, and affordable housing conditions.



This image was found online and serves only as inspiration for representing our vision.

Source: <https://www.nidhousing.com/our-services/rental-housing-and-financial-management-education-counseling/>

BACKGROUND

Original Challenge: There is a lack of affordable and accessible spaces in Hudson.

What We Learned from Our Community:

Renters in Hudson (both commercial and residential) are experiencing uncertainty, precarity, and displacement at an accelerating pace, which creates emotional and psychological challenges for people, including families and kids.

Community members expressed uncertainty about what housing-related services exist, and who to go to for help or with questions.

There is a need for increased services for both tenants and homeowners.

FEATURES

- Tenant services should include: access to legal support for tenants, to fill the existing gap in legal aid services; a hotline to refer people to existing housing-related services provided by Columbia Opportunities and others; path-to-homeownership and first-time homebuyer programs; pre-court landlord-tenant mediation services; consistent and fair code enforcement.
- Homeowner/landlord services should include: financial incentives to develop and maintain affordable rental housing; referrals and education about home improvement programs and funds; landlord-tenant pre-court mediation services; affordable home repair and maintenance services; individual development accounts to encourage savings.

Community Land / Housing Trust

This concept is a community land trust model that will hold land in perpetuity for affordable housing, commercial use and/or other community services. It enables kids and families to have a preserved option for affordability in Hudson.



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BACKGROUND

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FEATURES

- Land can be used for residential, commercial, or community service purposes, and spaces would remain affordable in perpetuity.
- Generally, a board is formed to oversee changes to land uses or to the model. This board would also decide if units are rented or sold.
- In Hudson, a CLT model might include: a trust governed by the HCDPA; a trust formed in partnership with HCDPA; separate (non-government) non-profit leadership.
- Terms of the community land trust include 80% of units affordable; future sales of units also maintain affordability; sales would have to meet the trust's guidelines.

Youth-Powered, People-Friendly Public Spaces

This concept supports youth-powered, community-relevant, and people-friendly public spaces and parks in Hudson. It enables kids and families to shape the design of their surroundings, and to have safe and healthy places to play and hang out.

BACKGROUND

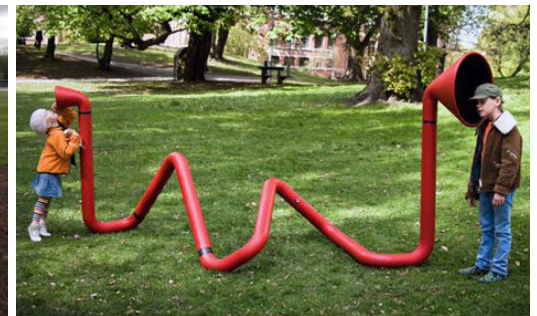
Original Challenge:

There is a lack of affordable and accessible spaces in Hudson.

What We Learned from Our Community:

Children and families don't have many spaces in Hudson that are designed to meet their needs.

Teenagers, and especially youth of color, are seen as a “problem” when in groups in public spaces.



These images were found online and serve only as inspiration for representing our vision.

FEATURES

- Engages youth to participate in the design of their communities, and the building and maintenance of parks, play spaces, and public spaces.
- Develops guidelines for creating public spaces that are safe and welcoming to children, teenagers caregivers, and elders.
- Critically addresses the connection between the improvement of parks/ public spaces, gentrification and increased policing to develop welcoming and youth-affirming outdoor spaces.

Potential sites and partners:

- A youth-designed play landscape on the Kite's Nest property;
- A community-driven playground and sports court design at the proposed Hudson Housing Authority development;
- An adventure trail at Oakdale, in partnership with the City of Hudson Dept. of Youth;
- “Play Everywhere” installations in underutilized spaces throughout the city.
- A partnership with the Hudson Parks Conservancy

Additional Programs

The North Bay ReGeneration Project

This concept supports youth employment and job training in the areas of urban agriculture and food business, while modeling sustainable, equitable, and youth-centered neighborhood development in Hudson.



BACKGROUND

Original Challenge:

There is a lack of affordable and accessible spaces in Hudson.

Unemployment and lack of career training

FEATURES

- Teenagers will be employed to design and launch a small greenhouse business at the River City Garden, providing meaningful leadership development and educational employment for low-income teens in the areas of urban agriculture, green technologies, community food security, food business planning and entrepreneurship.
- Supports young people as environmental leaders, food educators and youth mentors within their communities.

- Provides an outdoor learning environment for youth in Hudson, and the potential for partnerships and field trips with the Hudson Dept. of Youth, the Hudson City School District, etc.
- Increases access to fresh and healthy foods in Hudson's 2nd Ward Neighborhood.
- Supports the development of a multigenerational, multicultural green space in the Hudson's 2nd Ward neighborhood.

Thank You!