

2021 YEAR IN REVIEW



COMMUNITY CARE & JUSTICE PROGRAM



**SOUTH
ORANGE
VILLAGE**

INTRODUCTION



In late 2020 and early 2021, with support from the County of Essex and Seton Hall University, the Township of South Orange Village laid the foundation of the Community Care & Justice program. Our mission: to build a care and compassion platform that seeks to engage South Orange community members in designing and traveling their own wellness journeys, with a particular focus on protecting and elevating the community's most vulnerable members and its youth. Note that our community is bigger than our borders; our community includes people who live, work, attend college, or own businesses in South Orange Village as well as their visitors and patrons, and our neighbors in bordering County of Essex municipalities.

Our program goals can be summarized as follows:



"CC&J seeks to reimagine traditional models of public safety by putting a greater emphasis on wellness and crisis prevention while embedding care and compassion service values into all facets of police operational strategy"

Village President Sheena Collum

- To better serve our entire community through public health outreach with particular care for our youth and others that can benefit from social work and restorative practices, and/or experience bias or inequities, crime, bullying, homelessness, substance misuse, in-home violence, mental health crises, etc;
- To further enhance the South Orange Police Department cultural improvements already under way and permanently embed care and compassion service values into operational strategy, protocol, and day to day interaction; and
- To develop best practices that are data driven and scalable so that they can be replicated across other County of Essex communities and beyond.

Our mission and program goals would require a unique collaboration among government, municipal and private partners, and ongoing assessments of the values, available service assets, and unmet needs that exist in our community. Our hypothesis was that our assessment would unearth needs that CC&J might address through 911 Diversion, Restorative Practice Councils, Community & First Responder Mental Health Awareness Training, dialogue on How To Be An Anti-Racist, and more. Given our porous borders and broad definition of community, we sought to partner with the County of Essex and nearby municipalities as well as Seton Hall University to build out the CC&J program and we have

succeeded. With Dr. Juan Rios of Seton Hall University at the helm as program director, and Donna Coallier, Village Trustee and Board of Health President guiding mission and strategy, we built a CC&J network that includes people and organizations from Bloomfield, East Orange, Maplewood, Newark, Orange, West Orange, Jersey City, and Madison and even more beyond New Jersey.



NEEDS ASSESSMENT

Our goal of scaling our program and processes across the County of Essex and beyond requires that CC&J services be data driven and supported by research, yet not so rigid as to stifle creativity and speed

in execution where needed. Program services will be iterated as needs change over time and outcomes are continuously researched, tracked and measured using a variety of tools. CC&J's needs assessment toolkit includes three work streams: community conversations, data collection and analysis, and community action-oriented research, surveys, and focus groups.

Community Conversations

During the first half of 2021, Team CC&J focused on developing community partnerships, canvassing local service organizations and community leaders to better understand local values and needs, and building a research action plan and formal academic survey of residents regarding their values, local service assets, and social services needs in our community. On March 7, 2021, we formally introduced the community to CC&J via a virtual program launch; 107 attendees registered for the program and participated via zoom; many more who could not make launch night viewed the program archive on our Village website. We recruited volunteers during the March 7 launch and as a result established an initial list of CC&J volunteers. During this launch, participants were introduced to the restorative, care and compassion values that underlie the program, and how CC&J together with the community can team to dismantle community disfunction and begin to elevate



toward community-wide mental wellness. As a very early and important assessment of community values, we asked participants to share those values they hold dear in the chat - the result is depicted in the word cloud at right.



While canvassing local organizations and community leaders for input on values and needs, we also recruited members for our Advisory Board. Modeling advisory boards serving early stage for profit entrepreneurs, these early advisors proved to be a wealth of support and advice with respect to community values and needs, and in providing avenues for furthering our network. We plan to recruit our formal advisory board (to be formed in May of 2022) from these early-stage volunteers.

Data Collection and Analysis

To begin to assess and address the most immediate community needs, we collected service call data from the South Orange Police Department (“SOPD”) and the South Orange Rescue Squad (“SORS”). Each year, we have more than 350 service calls that include domestic violence, mental health crises, substance abuse, homelessness, and welfare checks. Like many communities, we also have ‘suspicious person’ calls that disproportionately impact people of color who are our residents or guests. Based on review of the data with the SOPD and SORS, many of these interventions would be better served on a more proactive basis by a social worker. To serve the needs indicated by the call data and further our capacity to collect input from the community, we hired two part time social workers to launch our Outreach Program - see further description in the section below entitled Community Restorative Action Team - Outreach.

CRIME	PERCENT
Burglaries (auto thefts)	39%
Traffic issues	34%
Burglaries (residential thefts)	32%
School safety	11%
Homeless problems	8%
Disorderly conduct	7%
Gun violence	5%
Hate crimes	5%
Gang activity	4%
Disorderly youth	4%
Domestic violence (adult)	4%

CRIME	PERCENT
Mugging	3%
Underage drinking	3%
Vandalism	3%
Child sexual predators	2%
Driving under the influence	2%
Drug Abuse	1%
Fraud/identity theft	1%
Physical assault	1%
Child abuse	1%
Sexual assault/rape (adult)	1%
Homicide	1%

Community Action-Oriented Research



South Orange VP Collum Asks Residents to Take CCJ Survey on Reimagining Public Safety



While using available data and community conversations to begin to assess the most pressing community needs, we also worked with our academic team members to structure an ongoing community action-oriented research plan. The research plan centerpiece is an initial comprehensive survey (“Base Survey”) of South Orange residents seeking input on community values, existing social service assets, and observed needs.

Lead researchers Dr. Juan Rios and Dr. Venessa Garcia recruited an academic team to design the Base Survey and submitted it to the Seton Hall University and New Jersey City University Institutional Review Boards in March of 2021. After refinement and revision, we received final approval from Seton Hall in May and City University in June. Once the Base Survey was approved by both Institutional Review Boards, it was soft launched to gain community input on survey design and launched more formally on July 21, 2021 and closed on October 15, 2021. Given the importance of the SOPD in the community and prominence in our overall CC&J goals, the Base Survey was supplemented with a qualitative perception study to assess police culture in the SOPD (see further discussion in the section below entitled South Orange Police Department Outreach, Training, and Networking).

In a December 2021 meeting of our Community Police Collaborative, Dr. Rios presented preliminary results from the Base Survey related to community impressions of our police department; results analysis on these and other aspects of community assets, needs, and values are still underway.

It should be noted that the diversity of our survey respondents did not line up with our known demographics and we are concerned that we may not have captured input from historically marginalized



“All of the ‘pre-program’ work needs to be done to make sure we serve the community in the right way. We need the community to tell us what they need and then triage from there based on available funding.”

Dr. Juan A. Rios, Seton Hall University

populations or those that may feel the effects of under- or over-policing. South Orange is a diverse community of 17,000 (more than 35 percent of its residents are people of color) and is home to Seton Hall University, which itself hosts more than 10,000 students, with a diversity rate of 46 percent. 2019 US Census Data indicates a median household income of \$139,000 per capita income and 10% of persons living in poverty. Of completed survey respondents, 76.7% were white, and our black residents were vastly under-represented at only 6.7% of respondents. As compared to the census data, 51.5% of survey respondents reported income from \$90,000 to \$150,000; 75.3% reported more than \$90,000 in income and only 7.7% reported income below \$30,000.

Our community action-oriented research plan contemplates additional follow up with more surveys, shorter pulse surveys, focus groups and interviews so that we can reach under-represented but important local demographic categories.

Of those surveyed, most rated our police department as at least somewhat active with the community on measures of developing community relations (61%), communicating regularly (53%), making it easy to share community input (56%), working with community on local problems (60%); and practicing community policing (61%). On matters of procedural justice, most respondents rated our department similarly: treats people fairly (79%), shows concern (82%), shows respect for concerns (91%), is responsive to concerns (80%), and explains

F3. Procedural Justice						
<i>Please indicate your response to each item by selecting the appropriate answer based on your feelings, opinions, and experiences. You may skip any survey items you do not feel comfortable responding to or know how to answer, but we encourage you to respond to as many items as possible. This is not a test, and there are no right or wrong answers. Please answer each question honestly.</i>						
Responses:						
1 = Not at all 2 = A little 3 = Somewhat 4 = A lot 5 = To a great extent						
10. To what extent do officers in your law enforcement agency treat people fairly?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	
11. To what extent do officers in your law enforcement agency show concern for community members?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	
12. To what extent are officers in your law enforcement agency respectful?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	
13. To what extent is your law enforcement agency responsive to the concerns of community members?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	
14. To what extent do you trust your law enforcement agency?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	
15. If you had contact with an officer in your law enforcement agency during the past 12 months, to what extent did the officer sufficiently explain his or her actions and procedures?	1 Not at all	2 A little	3 Somewhat	4 A lot	5 To a great extent	N/A

their actions (72%). In an environment where community trust of law enforcement professionals is waning in the wake of George Floyd's murder and other similar police violence, 51% of surveyed residents trust the South Orange Police Department a lot or to a great extent. While there is good news, there is also room for expanded reach and better results. Village and law enforcement leadership are committed to continuous improvement.

South Orange Police Department Outreach, Training, and Networking

As we've noted, CC&J seeks to further enhance the SOPD cultural improvements already under way and permanently embed care and compassion service values into PD operational strategy, protocol, and day to day interaction. To that end, we began to develop key SOPD and partner relationships to help benchmark department culture and performance. Early in 2021, Dr. Rios was introduced to our SOPD leadership team, including then Chief Kyle Kroll and Captain Steven Dolinac, as well as the lieutenant ranked officers in the agency. Each of the superior officers shared candid feedback with Dr. Rios regarding hiring, training, and promotion practices, and the resulting culture, values and morale stemming from those practices. Dr. Rios engaged the leadership team in co-designing needed solutions for the social problems they perceive in South Orange and areas of focus to include in the Base Survey. In



addition, Dr. Rios obtained the department call volume data and analytics from the Leadership Team, supporting our hypothesis that many calls for service would benefit from social work interventions.

In April 2021 we partnered with THE INITIATIVE: Advancing the Blue and Black Partnership – a nonprofit that assisted Acting Chief Dolinac in measuring department activities



against gold standard policing practices. This confidential questionnaire and results presentation provided Acting Chief Dolinac with a comprehensive, evidence-based assessment of several important areas of law enforcement performance such as community engagement, officer training, and organizational development. Our police department also joined several other New Jersey law enforcement agencies to participate in A Qualitative Perception Study with Police Officers: research being conducted by Dr. Thomas Shea of Seton Hall University and Dr. Venessa Garcia of New Jersey City University.

During March and April of 2021, Dr. Shea and Dr. Garcia surveyed members of the SOPD on policing culture in our agency and followed up with one-on-one interviews. As a result of their research findings, we are working with the County of Essex Prosecutor's Office to investigate allegations of isolated racial profiling on the part of one or two officers. Beyond the racial profiling concerns, the research has provided additional important information about a culture of care in our police department and a desire to improve protocol with respect to mental illness, homelessness, and domestic violence and in particular a desire on the part of surveyed officers to gain access to more mental health training. In the fall of 2021, CC&J established its First Responder Liaison network, which included four SOPD volunteers and two SORS volunteers from the SORS. With this

**Qualitative
Perception study
with Police
Officers: Venessa
Garcia, Thomas
Shea**



liaison initiative, Acting Chief Dolinac, Lieutenant Ernesto Morillo, Sergeant Richard Lombardi, and Sergeant John Niedzinski of the SOPD and Chief Victor Rothstein and Deputy Chief Annie Carman of the South Orange Rescue Squad officially joined the CC&J team. Our first responder liaisons have volunteered for mental health first aid and bias training, have served as program ambassadors to their colleagues, and have made important CC&J Outreach connections to those in need. Acting Chief Dolinac and Chief Rothstein have worked diligently to support the launch of the CC&J Outreach program by creating agency policy and procedures to support the program and giving CC&J team members agency access for training. As a first step toward crisis intervention by our Outreach social workers, our first responders refer those that they encounter who would benefit from social services to our social work team for follow up and case management support.



Community Education and Activation

Throughout 2021, CC&J provided a variety of virtual, in person and hybrid trainings and curriculum, based on preliminary needs assessments conducted through community leader conversations. CC&J also attended a mental health first aid session sponsored by the Mayors Wellness Campaign of the New Jersey Health Care Quality Institute. These learnings were brought back to our first responders so they better understand the circumstances that might warrant referral to the Outreach team. Other virtual sessions included a joint speaker series session with Seton Hall University featuring a conversation among civil rights era icon Dr. Bernard Lafayette, the Rev. Dr. Forrest Pritchett from Seton Hall University, and our local youth as well as three mental wellness outreach programs.



CC&J Assistant Director Megan O'Brien, Sgt. Niedzinski, and members of the community attended a virtual reality pilot, "1000 Cut Journey", presented by Dr. Rios. In the pilot, participants experience three vignettes depicting the life of a Black man: his first encounters in

kindergarten, a teenaged interaction with the police, and his experience as an adult professional working with others in a corporate conference room setting. The department is looking to use this poignant experiential learning as reinforcement for its existing bias training. CC&J also launched its leadership development curriculum in partnership with The Allan Houston Legacy Foundation, the City of Newark, and The H.U.B.B. Arts and Trauma Center. Under this program, police officers from City of Newark and the Township of South Orange Village, along with local youth, will learn about the FISLL values and how they translate into life and leadership success.

Also in partnership with the City of Newark, CC&J sponsored the Social Justice Activation curriculum at Seton Hall. Led by Dr. Rios and Dr. Jamila T. Davis, the Practitioner in Residence for Seton Hall's Center for Community Research and Engagement, this groundbreaking eight-week program provided participants with the training needed to identify local social service needs, and to nurture programmatic solutions from ideation to activation via seed money grants. Program content featured instruction from esteemed Seton Hall University, Yale University, and Howard University academics as well as from Newark's own Mayor Ras Baraka. Program participants hailed from South Orange, Newark, and East Orange; from Brooklyn and the Bronx, and from across the country in California, Kentucky, Missouri, and Ohio. At the conclusion of the series, program cohorts presented their funding proposals to a judges' panel and audience that included the Acting Commissioner of the New Jersey Department of Education, alumna Angelica Allen-McMillan; the "Turnaround Principal," alumnus Gemar Mills; LaDonna Johns, manager of the East Orange Mayor's Office of Employment and Training; former East Orange Councilwoman/New Jersey State Assemblywoman and alumna Quilla Talmadge; Vice President of



the Newark Board of Education, Flohisha Johnson; Interim Dean of the College of Education and Human Services Joseph J. Martinelli; and Amy Newcomb of the Office of the Provost at Seton Hall.

With a \$6,000 award from SJA, and \$1,200 in additional funding and clothing and supply donations raised by South Orange volunteers, Cass Severe launched Meet Her At The Gate, a prison re-entry program designed to support County of Essex women returning from the Edna McMahon Correctional Facility to their former County of Essex homes. This nimble social entrepreneur is up and running;



meeting two returning women at the gate in the month of January and ready to serve more that are slated for early release. The SJA judges, Village President Sheena Collum of South Orange; Rashawn Davis, associate director of the Racial Justice Fund at Change.org; Andre Mitchell, the founder and executive director of Man Up!, Inc.; and Ann Marie Adamson-Serieux, strategic project director for EmblemHealth, were unanimous in their decision to support Meet Her At The Gate as the program award recipient.

Community Restorative Action Team - Outreach

October 2021 saw the launch of our CC&J Outreach initiative, led by Outreach Director Kristin Miller, LCSW and CC&J Assistant Director Megan O'Brien, MSW and supported by three student interns who are in the process of earning their master's degree in social work, Christina May (New York University), Monica Doliscat (Rutgers University) and Krystal Halim (Seton Hall University). Based on service call data provided by our first responders, CC&J identified a near term need for follow up support for call volume related to mental health, substance use, domestic violence, and sexual assault. The SOPD results from A Qualitative Perception Study with Police Officers confirmed this sense - respondents reported deep concerns regarding these areas of focus and a desire to see related service improvements. Over the long term, the data suggests a potential need for crisis intervention by social workers, whether in partnership with first responders or via a 911 diversion program. In addition, through mental health awareness programs, CC&J Outreach is key to our mission of supporting community members in designing and traveling their own wellness journeys and empowering them with the knowledge and skills needed to move toward crisis prevention versus crisis intervention.

Building Outreach Infrastructure

Over the course of Summer 2021, CC&J Outreach readied for a fall launch, investing their time in building important infrastructure needs including SOPD knowledge and relationships, a network of available mental health support resources, and appropriate policies and procedures. As a most important first step, Miller and O'Brien developed SOPD and SORS connections and trusted relationships, strengthening their understanding of the needs and nuances behind their call data. Another important step: identify, inventory and vet available community resources; develop a network of resource contacts and build this information into a community resource guide. As we gain experience with this network, we hope to share the guide directly with the community.

Additional infrastructure needs included building intake, tracking and documenting processes in compliance with HIPAA requirements and supported by related databases. CC&J Outreach worked closely with Acting Police Chief Dolinac to draft and finalize the operating protocol to be used by SOPD in identifying and documenting referrals and ultimately transferring clients into the referral process. Concurrently, CC&J Outreach also built out our internship program and orientation manual and ensured compliance with stringent MSW program standards for Seton Hall University, Rutgers University, and New York University interns. This early work is necessitated by social services standards and will support the team as we grow our capacity and move beyond follow up into crisis intervention.





Outreach Referral Program Launch

CC&J Outreach officially began receiving referrals on October 18, 2021. To arm the first responders with knowledge needed for their referral role, the Outreach Team provided training to SOPD and SORS personnel on mental health awareness and the types of calls that might be well served by social work follow up. The follow up includes supportive counseling and case management services for those that have experienced mental health crisis, substance use, domestic violence, sexual assault, homelessness, and more.



Once a referral is received from Village first responders, the social work team outreaches to the individual and/or family, conducts an assessment, provides support, and connects them with various supportive services and resources within South Orange and, more broadly, the County of Essex and the State. CC&J Outreach was able to deliver mental health awareness training to almost 100% of the Patrol division. There will also be some additional training at the officers' request on types of mental health disorders and effective methods of interacting with people experiencing them. CC&J Outreach has also scheduled "office hours" at SOPD headquarters to be available to speak with officers and answer questions about the referral program.

CC&J Outreach has also been working with the Columbia High School staff on two initiatives. One is to provide mental wellness workshops and group sessions for CHS parents and their children; there are periodic meetings with parents where the workshops can be delivered. As noted, we have created three programs which are currently available and plan to create more content as we learn more regarding parent interests and needs. We are also coordinating off campus social work referral services for CHS students struggling with truancy.



"I'm so proud of our diligence in reaching those in need. We are new here and building trust with the vulnerable members of our community takes time and effort – I know our perseverance will pay off as we begin to help them to elevate their wellness."

Megan O'Brien, CC&J Assistant Director

There are roughly 30 CHS students in this category who may benefit from social work support provided to the student and/or their families. And each year, we have more than 350 service calls that include domestic violence, mental health crises, substance abuse, homelessness, and welfare checks. To date, a high degree of diligence and follow through is required to reach this vulnerable segment of our community - the initial 23 referrals received from our first responders required 123 touch points by the Outreach team to follow up. We expect that the degree of diligence will abate over time as our reputation in the community grows and strengthens; we also expect that our client connections will get easier as the first responders gain experience with how to

successfully introduce those in need to CC&J. Given the size of the target population and the diligence required to gain trust and to position to provide services, we plan to grow the CC&J Outreach team size to include a full-time social worker and will consider additional support as the need arises.

Cultural Competency

Notwithstanding an intentional integration culture that dates to the civil rights movement and a police department that is more diverse than our resident population, South Orange has its share of racial inequities and bias incidents. As noted, our survey on SOPD culture indicated continued, albeit isolated, racial profiling practices that are now under investigation by the County of Essex Prosecutors Office. Under the moniker "Black at South Orange Maplewood School District", our Black youth and district alumni have taken to social media to share their frustration at their differential treatment in our schools. Our school district has faced litigation over racial inequities relating to advanced placement opportunities and disciplinary action. A white supremacist group has posted recruitment flyers in our community. And in January 2020, we initiated disciplinary action for inappropriate use of force by one of our white officers against a Black man.

Upset and pained members of our community have voiced their demands for action in protests, on social media and in virtual spaces. Others have felt silenced by the weight of lived oppression, driving fears of being targeted personally and professionally. A path that brings these often-diverging perspectives and lived experiences into collective solutions is not easy to navigate. The values expressed by our community historically, in our program launch, and in the initial analysis of our academic survey are clear: racial inequities and bias are not welcome here in South Orange. How, not whether, to address the inequity and bias incidents that do arise is often hotly debated and contested in our community. It takes talent, skill, and perseverance to rally constituents together around common values to make progress in the face of these debates. With pre-work to highlight a foundation of acknowledged common values, protocols to identify and operationalize creative solutions can begin and flourish.



Ongoing Leadership

In anticipation of Dr. Rios' January 2022 return to full-time academia, and eager to bring cultural competency expertise to bear in building community wide solutions, we hired Jayme Ganey, MA, LPC as Director of the Community Care & Justice program. Ganey brings deep expertise in organizational and strategic planning and leads change management initiatives concentrated on cultural competence and diversity, equity, and inclusion. Ganey is a former journalist, having served as an editorial manager at Diversity Inc. and as an editor, internship manager and freelance writer at Essence Magazine. Ten years ago, she "followed her heart" and shifted to the mental health care and social services arena, leveraging her corporate experiences to serve others, and bringing a unique combination of skills to bear in delivering community solutions.



"I'm excited to be a part of Community Care & Justice, and I look forward to working with the community to make those words – community, care and justice – be more than just part of a name. They are values, like "compassion" that we will work to further weave into the fabric of daily living here in South Orange."

Jayme Ganey, CC&J Director

Today, Ganey creates and delivers programming focused on social service systems and community advocacy, cultural competency, crisis intervention, and trauma informed care to a network that includes organizational leaders, community members, clinicians, and peer counselors. The talent that she brings to our Village is uniquely aligned with our CC&J mission and programming goals. We are delighted that she has joined us to help as we further these pursuits.

Fundraising

We are beyond grateful for our partnerships with the County of Essex and Seton Hall University, who each contributed funding during 2021 to help launch Community Care & Justice. Seton Hall University contributed further in kind funding in the form of classroom and meeting space and technology, academic expertise and grant writing support. Over the course of the year, we also relied heavily on volunteers from the academic community and beyond to execute against our community education and outreach goals. Given our pilot status, many volunteers agreed to donate their time and expertise to help develop and launch our various initiatives. Looking forward, we hope that spirit of volunteerism continues as a source of talented people who help to further our efforts. In addition, we plan further fundraising activities to source funding

needed to equitably pay those who serve others through Community Care & Justice such as those who develop and deliver our curriculum, and the social workers who will help us to build our initial crisis response activities into on the scene support. Also, during 2021 the CC&J team created a grant application database that houses all of its written material, outcome data, photos and other promotional material to be use in preparing and submitting grant applications.

Looking forward, to provide needed services as indicated by our assessment work to date, the CC&J team is looking to source additional funding. During 2022, we hope to further our grant success with applications to federal and state grant funding, fund sourcing from corporate and family foundations, and grass roots fund raising activities within the community. On March 7, 2022, the Township of South Orange Village will celebrate the one-year anniversary of the launch of its Community Care & Justice program with its inaugural fund raising campaign. Over March and April 2022, the Community Care & Justice team will host a Listen, Learn, and Share tour to further identify social service needs, share community wellness tips and trends, and seek donations to augment the pilot year program budget provided by the Township,



the County of Essex, and Seton Hall University. Sourced funds will be used to deliver additional community wellness education, develop and launch cultural competency initiatives, and expand our social work outreach services.

Those interested in volunteering their time to further our programming efforts should reach out to Director Ganey at ccjdirector@southorange.org. Those who would like to make a tax-deductible donation to Community Care & Justice can make out a check to the Township of South Orange Village with "Community Care & Justice" indicated in the memo, and mail it to South Orange Village at 76 South Orange Avenue, South Orange, New Jersey, 07079.

IN CONCLUSION AND GRATITUDE

We accomplished so much over the course of 2021 - we focused on the nuts and bolts - engaging in community conversations, building our data analysis and research infrastructure, deploying our survey to collect resident input, analyzing available first responder data, and designing our outreach program policies and procedures. We strengthened our network that now comprises our first responders, school resources, neighboring municipalities, community organizations, mental wellness and education organizations, and social services focused academic institutions. Concurrently, and eager to begin to make progress toward our goals in the face of growing urgency surrounding mental health needs rooted in the pandemic, we managed to leverage our network to help hone community focus on mental wellness and to deploy teams to deliver social services. And we served our entire community: people who live, work, attend college, or own businesses in South Orange Village as well as their visitors and patrons, and our neighbors in bordering County of Essex municipalities. Our mission - to build a care and compassion platform that engages South Orange community members in designing and traveling their own wellness journeys, and to similarly aid others - has been a touchstone for every step forward. We are so heartened by our reception and are delighted and privileged to be able to continue this work.



"I'm in awe of this team and all they have accomplished in one short year. I am deeply grateful to be working with them toward our mission and program goals and couldn't be prouder to serve alongside them in this community."

Donna Coallier, Village Trustee

***In Peace, Love & Gratitude, South Orange Village
Community Care & Justice Team***



Appendix – CC&J By The Numbers

ACTIVITY DESCRIPTION	COUNT
Survey site visits by residents	624
Completed resident surveys	176
Outreach case management touch-points	174
March 7, 2021 Launch views	170
Virtual programming participants	107
Social Justice Activation participants	103
Social Justice Activation certificates	54
Mental health awareness training - police officers	29
Outreach referrals from first responders	23
FISLL launch participants	23
Mental wellness organizations networked	20
Community organizations reached	15
Mental health awareness training - rescue squad crew chiefs	14
Academic speaking engagements	6

ACTIVITY DESCRIPTION	SPEND
Data and research infrastructure	\$46,000
Programming and services	49,400
Communications	25,200
Strategy and administration	39,500
Community outreach	9,100
Total 2021 spend	\$169,200

Appendix – CC&J Outreach and Network

ACADEMIC INSTITUTIONS

Seton Hall University

Howard University

New Jersey City University

Rutgers University

New York University

Yale University

EDUCATIONAL INSTITUTIONS

The Allen Houston Legacy Foundation

Until Freedom

FIRST RESPONDER COMMUNITY

South Orange Police Department

South Orange Rescue Squad

SCHOOL DISTRICT RESOURCES

Columbia High School staff

ESL Coordinator

SOMSD Board of Education

SOMSD Parenting Center

South Orange Middle School

COMMUNITY ORGANIZATIONS

Achieve Foundation

Black Parent Workshop

Community Coalition on Race

Community Police Collaborative

Jespy House

Maplewood/South Orange Municipal Alliance

Mapso Youth Coalition

NAACP of the Oranges

Office of Violence Prevention and Trauma Recovery

Rent Party

SOMA Justice

South Orange Performing Arts Center

The H.U.B.B. Arts & Trauma Center

Youthnet After School Programming

Appendix – CC&J Outreach and Network

COMMUNITY ORGANIZATIONS
CASA of Essex
CityLife Health
Covenant House
County of Essex Racism, Bias and Discrimination Committee
Family Connections
Greater Essex Counseling Center
High Focus Centers
Integrated Case Management Services (ICMS)
Isaiah House
Jewish Family Services of Metrowest NJ
Mayors Wellness Campaign
Mental Health Association of Essex and Morris Counties
National Alliance on Mental Illness - NJ
New Jersey Health Care Quality Institute
Prevention Links
Rachel Coalition
SOMA Warrior Families
SOV Senior Program Director and Social Worker
The Challenge Program
THE INITIATIVE: Advancing the Blue and Black Partnership

