

## For Us, By Us (FUBU)

### General Information:

- For Us By Us (FUBU), the brainchild of Tim Smith, is a peer mentoring and system navigation program that focuses on utilizing formerly incarcerated peer mentors to reconnect disengaged clients to services.
- FUBU has four service providers:
  - Tri Cities
  - Community & Youth Outreach (CYO)
  - Men of Valor Academy (MOVA)
  - Building Opportunities for Self Sufficiency (BOSS)

*The following is a bulleted overview of some of some basic facts on the relationship between peer mentorship, leadership development, family reunification, and entrepreneurship and recidivism.*

*The articles that each of the bullets were pulled from have been included via the hyperlinks below except where articles require special access. A copy of those articles can be obtained by contacting the research unit. Any highlighted articles contain well written, well researched literature reviews that are recommended for further reading.*

<a href="#">Results First Abridged Key</a>	
Highest Rated	The program had a positive impact based on the most rigorous evidence with either a large treatment population in one study, or multiple high-quality studies
Second Highest	The program had a positive impact based on high-quality evidence, but only one study or a small treatment population size
No Effects	The program had no impact based on high-quality evidence.
Theory based	The program was not found in the Clearinghouse database and/or is a promising new practice that has not yet been studied with adequate methodological rigor to determine impact.

### *Peer Mentorship*

- Peer Mentorship was not listed in the PEW Results First Clearinghouse for adults
- The Alameda County Results First initiative listed “Peer Support” as a theory-based program in the areas of “service linkage” and, “community connection and leadership development”.

Sells, D., Curtis, A., Abdur-Raheem, J., Klimczak, M., Barber, C., Meaden, C., ... & Emigh-Guy, M. (2020). Peer-Mentored Community Reentry Reduces Recidivism. *Criminal Justice and Behavior*, 47(4), 437-456.

- Although formal application of peer mentoring for returning citizens has been limited, the idea was documented in the mid-1900s, suggesting that relationships with persons engaged in prosocial activities can mitigate criminal identification and behavior (Cressey, 1955; Sutherland, 1947).
- Theoretically, peer mentorship may represent a process of informal socialization (Byrne, 1990), with the capacity to repair gaps in learned social behavior.
- Fifty-five men participated within a pilot randomized controlled trial investigating the effect of peer mentorship upon recidivism.
- Individuals receiving mentorship were shown to have significantly lower levels of recidivism.

- Study suggests that mentorship with a model focus upon early intervention, relationship quality, criminal desistance, social navigation, and gainful citizenship may promote the complex task of early community reentry.
- Future research should examine on a larger scale given the pilot's relatively small sample size.

[https://csgjusticecenter.org/wp-content/uploads/2020/02/6.27.17\\_Mentoring-as-a-Component-of-Reentry.pdf](https://csgjusticecenter.org/wp-content/uploads/2020/02/6.27.17_Mentoring-as-a-Component-of-Reentry.pdf)

- While research has demonstrated that carefully structured, well-run mentoring programs can positively impact social, behavioral, and academic outcomes for at-risk young people, whether adults returning to their communities after incarceration can also benefit from mentoring as part of a comprehensive reentry program has yet to be determined.
- The impact of mentoring for adults returning to their communities from incarceration is dependent on how well reentry programs structure the mentoring component of the program, which involves collaborating with correctional facilities, thoughtfully selecting and matching mentors and participants, and effectively concluding the mentoring relationship.
- An integral part of the process also involves the understanding that mentoring should serve as a supplement to services that address other critical reentry needs, such as housing, health care, substance use treatment, and employment.
- Despite growing interest and investment in mentoring as a component of reentry, there is only a small body of research to support the value of adult mentoring services in reducing recidivism among criminal justice populations.
- The research related to adult reentry mentoring that does exist rarely addresses participants' criminogenic risk levels and other factors that are known to be important in recidivism-reduction strategies.
- In the absence of research, reentry programs and corrections agencies are looking for guidance on how mentoring and correctional evidence-based practices (EBPs) can be integrated.
- Even in communities where there are a multitude of reentry services available, peer mentoring can offer a unique type of support that is not provided by other services or traditional mentoring practices.
- Because of their shared experiences of incarceration, peer mentors and participants can reach a level of understanding that would not otherwise be possible with mentors who do not have that experience.
- Participants might be more apt to trust and accept direction from peers who have lived through the incarceration and reentry process.

#### *Leadership Development*

- Leadership Development was not listed in the PEW Results First Clearinghouse for adults
- The Alameda County Results First initiative did not list "Leadership Development" as a program that was evaluated under the Results First effort.

[Sturm, S. P., & Tae, H. \(2017\). Leading with conviction: The transformative role of formerly incarcerated leaders in reducing mass incarceration. \*Columbia Public Law Research Paper\*, \(14-547\).](#)

- This report, published by Just Leadership USA and the Center for Institutional and Social Change at Columbia Law School, documents the roles of formerly incarcerated leaders engaged in work related to reducing incarceration and rebuilding communities, drawing on in-depth interviews with 48 of these leaders conducted over a period of 14 months.

- Our analysis of these interviews indicates that a particular set of qualities equips this group of formerly incarcerated leaders to serve as organizational catalysts.
- The leaders share three important characteristics contributing to their evolution into organizational catalysts: (1) first-hand experience with the criminal legal system, (2) education that legitimizes and enhances their knowledge and leadership capacity, and (3) jobs and activist positions placing them at the intersection of different communities and systems.
  - This combination affords them multifaceted insight into the needs, barriers, and opportunities for transformation, as well as the legitimacy and influence needed to mobilize change based on that knowledge.
- Three structural supports emerged from this study as crucial building blocks of leaders with conviction:
  - (1) relationships with people who believe in them and support their development, including when they struggle
  - (2) education and training that cultivates their identity and capacity as leaders
  - (3) institutional and policy design that makes them full participants in the decision-making process
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Pinto, R. M., Rahman, R., & Williams, A. (2014). Policy advocacy and leadership training for formerly incarcerated women: An empowerment evaluation of ReConnect, a program of the Women in Prison Project, Correctional Association of New York. *Evaluation and program planning*, 47, 71-81.

- There is a dearth of literature on women’s re-entry programs, particularly those focusing on building women’s leadership and advocacy skills.
- Grounded in focus group data, the Empowerment through Advocacy and Leadership Model explained how reentry programs can help formerly incarcerated women identify/prioritize interrelated challenges, such as securing paying jobs and housing for their families and attaining custody of their children.
- The model highlights how the women acquire knowledge and skills to alleviate identified interrelated challenges and to become leaders and advocates.
- Researchers and practitioners can use the results herein to guide interventions and community-based programs that can help formerly incarcerated women strengthen their ability to advocate for themselves and create policy changes.

### *Family Reunification*

- Family Reunification was not listed in the PEW Results First Clearinghouse for adults
- The Alameda County Results First initiative listed “Family Reunification” as a theory-based program in the area of “criminogenic needs”

<https://ifstudies.org/blog/factors-that-shape-parent-child-reunification-after-a-parent-is-released-from-prison>

- The Boston Reentry Study (BRS), a research project led by Dr. Western, that “records the material life conditions of formerly incarcerated parents and their children.”
- The authors report that “family support, economic security, drug use, crime, and criminal justice contact shape how formerly incarcerated parents reunite with their children.” Three factors from the study are particularly noteworthy.

- Stable Housing
  - Western and Smith explain that “Having a place to stay seems more important than financial means for regular contact with children, at least in the year after prison release when incomes are very low.”
  - Very few of the children in the study lived with their parents following their release, but those “whose parents were in continuously stable housing after prison were 50% more likely to be living with their parents than children whose parents were unstably housed.”
  - In general, parents who had a stable place to live following their release were more likely to be in regular contact with their kids, leading the authors to conclude that “stable private housing appears to be a special type of resource for promoting parent-child connections.”
- The Complexity and Supportiveness of Families
  - Formerly incarcerated parents who had children with multiple partners were less likely to be living with their children after their release.
  - The study found that “each additional parental partner is associated with a 50% reduction in the odds of co-residence.” However, multiple partner fertility was not associated “with reduced weekly contact for nonresident parents.”
  - The quality of the parent-child relationship after prison was affected by the level of parental involvement prior to imprisonment, as well as by the relationship between the incarcerated parent and the child's other parent.
  - Another factor that contributed to the quality of the parent-child relationship was the support former prisoners received from other family members.
- Drug Use and Crime
  - Former inmates who continued using drugs and alcohol or who were involved in criminal activity in the year after release were less likely to be living with their children or to be in regular contact with them.
  - Western and Smith also report from the BRS interviews that: “Housing security and family support often contended with the destabilizing effects of crime and drug addiction,” adding that “many respondents we interviewed spoke of drug addictions that threatened positive relationships with their children even after periods of sobriety.”

Taylor, C. J. (2016). The family’s role in the reintegration of formerly incarcerated individuals: The direct effects of emotional support. *The Prison Journal*, 96(3), 331-354.

- Using data from the Serious and Violent Offender Reentry Initiative evaluation, this study measures the effects of perceived levels of emotional and instrumental family support on the likelihood of self-reported criminal activity and new arrests in the 15 months following release from state prison.
- Findings indicate that higher levels of emotional support are associated with a significant reduction in reoffending.
- Higher levels of instrumental support do not significantly predict reoffending.

### *Entrepreneurship*

- Entrepreneurship was not listed in the PEW Results First Clearinghouse for adults

- The Alameda County Results First initiative did not list “Entrepreneurship” as a program that was evaluated under the Results First effort.

<https://files.eric.ed.gov/fulltext/ED540831.pdf>

- As the nation struggles to address the social and economic consequences of mass incarceration, entrepreneurship has emerged as a viable alternative to traditional employment opportunities for disadvantaged and marginalized individuals all over the world.
- As more and more people return from prison, many lacking educational and vocational skills necessary to compete in today’s labor market, entrepreneurship may represent a means of capitalizing on an underutilized pool of human resources.
- While self-employment may not be a viable option for many individuals leaving prison, exposure to entrepreneurship training can play an important role in fostering successful reentry.
- Consequently, even if only a tiny fraction of the vast number of people returning home from prison pursued self-employment, it could make a significant impact.
  - If between one and seven percent of people leaving state or federal prison next year started their own businesses (i.e., the percentage of welfare-to-work participants who start businesses in addition to or instead of securing traditional employment), 6,500 to 45,000 new businesses would be created in the United States.

<https://www.aspeninstitute.org/wp-content/uploads/2016/09/AFN-PrisonToProprietor.pdf>

- Returning individuals face substantial hurdles in securing work including limited résumés, employer perceptions regarding those who have served time in prison, and legal restrictions that limit the hiring of individuals with certain classes of convictions
- As a result, recidivism rates are high as formerly incarcerated individuals are left with few options for employment.
- Given the disproportionate rate of incarceration among Blacks and Latinos, the inability to successfully re-enter the community also disproportionately affects communities already suffering from low levels of wealth and income.
- Entrepreneurship and self-employment can play a crucial role in supporting formerly incarcerated individuals, particularly people and communities of color who are disproportionately affected by incarceration.
- Business ownership can provide the means for these individuals to build self-confidence, connect with the labor market, and achieve self-sufficiency as they reintegrate into communities.