

Application for Funding – Cover Page

Applicant

Business Name or Individual	Dr. Carmen Phelps dba Project 986 consulting LLC	Street Address Including City, State, and ZIP Code	7213 Millcrest Terrace; Derwood MD 20855
Contact Person	Dr. Carmen Phelps	Title	Trauma-informed Coach; Case Worker & Program Facilitator for At-Risk & Justice-impacted BIPOC Youth/Promoting Violence Prevention
Phone	202-489-4240	Email	cphelps@project986consulting.com
Authorized Representative	Dr. Carmen Phelps	Title	Trauma-informed Coach; Healing & Resiliency for BIPOC Justice-impacted Youth
Phone	202-489-4240	Email	cphelps@project986consulting.com
Federal Employer Tax Id #	NA	Unique Entity Identifier #	YLPHVK7C9GG3
Dates of Active Registration in System for Award Management			2021 - Present

Total Amount of Funding Request

\$68,500

Total Hours of Service

40-50 hours per month

Project Period

December 2025-September 2027

Signature


Signature of the Person Submitting this Form

Name

Dr. Carmen Phelps
Name of the Person Submitting this Form (print)

Date of Signature

11/6/25

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1 PROGRAM NARRATIVE

1.1 ORGANIZATIONAL BACKGROUND AND EXPERIENCE

Project 986 Consulting, LLC, based in Derwood, Maryland, has operated since 2017 as an **SBA 8(a) Certified, Certified Women’s Business Enterprise (WBENC), Minority-Owned and Small Business Entity**. Our firm advances in equity, healing, and systems change for communities disproportionately impacted by racial and social inequities. We bring more than a decade of experience supporting organizations, local governments, and community networks that serve BIPOC youth and families. We apply trauma informed and restorative practices to strengthen prevention and diversion efforts for youth at risk of justice involvement. We specialize in participatory planning, community engagement, and cross sector collaboration to ensure that recommendations reflect both data and lived experience. We manage all phases of each engagement directly, maintaining consistent communication, accurate reporting and accountability to client goals.

We have delivered multiple initiatives that align closely with the priorities of the North Dakota Juvenile Justice State Advisory Group (SAG). In our project **supporting the wellness and resiliency of individuals impacted by violence based trauma** with **Island Healthcare**, we coordinated cross agency responses for BIPOC youth and families affected by violence. Our consultant designed assessment tools, led trauma recovery sessions, and created implementation guides that improved continuity of care and access to community services. This project strengthened coordination among service providers and supported agencies in identifying and addressing systemic barriers. These activities demonstrate our ability to connect prevention strategies with measurable improvements in service delivery for youth and families.

Through our work **supporting the restorative healing, peace, and wellness needs of BIPOC justice impacted youth and young adults** with **Generation Hope**, we implemented restorative circles and wellness sessions that helped youth process trauma and develop personal resilience. We collaborated with community mentors and partner organizations to co design a restorative justice framework that remains in use today. Our evaluation showed increased participant engagement and improved coordination between mentoring and support programs. This experience illustrates our capacity to develop and apply culturally grounded methods that reduce risks of justice involvement and build trust within BIPOC communities.

Key Highlights

- ✓ We prioritize culturally sensitive practices
- ✓ Expertise in **trauma-informed and restorative engagement practices**.
- ✓ Builds trusted partnerships with public and community agencies.
- ✓ We acknowledge the unique and intersectional aspects of identity informing the life experiences of those we support.
- ✓ Develops culturally responsive tools and actionable strategies.
- ✓ Translates community view into measurable policy outcomes.
- ✓ Ensures transparency, liability and consistent communication.

We also led the ***promoting restoration and healing for justice impacted BIPOC youth and families*** project with the **DC Restorative Justice and Peace Circle Program**. Our consultant trained facilitators, created peace circle guides, and supported local leaders to manage restorative sessions independently. This project improved collaboration between youth serving agencies and community groups, resulting in faster referral pathways and stronger relationships between service providers and participants. These outcomes align directly with the SAG’s goals to enhance diversion, prevention, and culturally responsive engagement across public and private systems.

Project 986 applies participatory planning and data informed decision making to every engagement to ensure that community input directly shapes project outcomes. We conduct focus groups, listening sessions, and community meetings that give BIPOC youth and families an active role in identifying needs and setting priorities. Information gathered from these sessions is organized and analyzed to highlight service gaps, access barriers, and opportunities for collaboration. We then translate these findings into clear reports and action plans that public and private agencies can implement without delay..

1.2 APPROACH AND METHODOLOGY

Project 986 will develop the comprehensive action plan through an inclusive, data-informed, and iterative process that connects community insight with systems analysis. We will begin by reviewing the SAG’s **2025–27 Strategic Plan** to align goals and deliverables. Using our participatory planning model, we will convene BIPOC youth, families and system partners to identify barriers and service gaps, analyze data from reviews, focus groups and existing programs to uncover root causes of disparity and develop actionable references for policy, practice and funding that advance just diversion and prevention services across North Dakota.

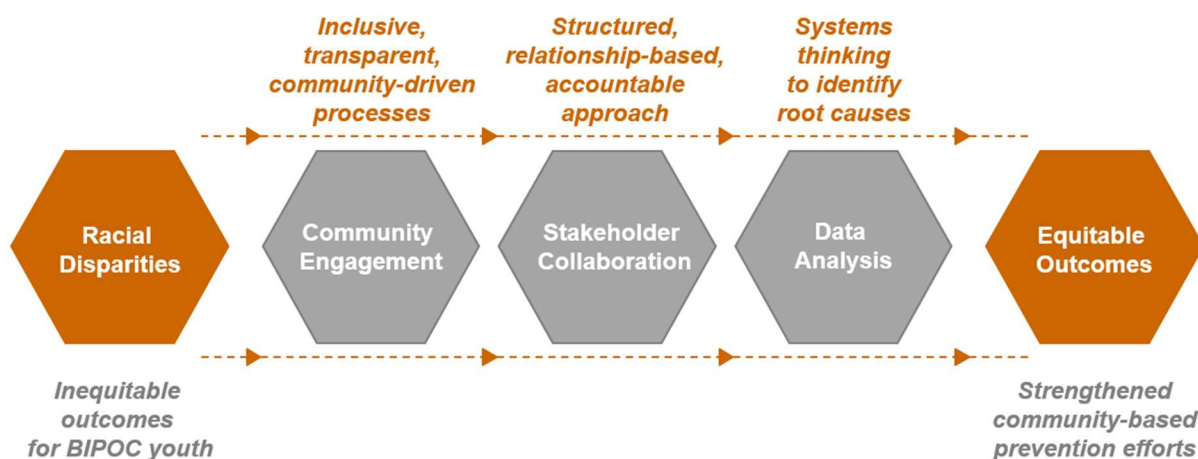


Figure 1: Reducing Racial Disparities in North Dakota

Each activity outlined in the scope of work will be implemented through our structured phases as shown in *Figure 1*, combining engagement, collaboration and evaluation. We will facilitate strategic planning sessions with BIPOC communities and youth-serving organizations to ensure authentic representation in defining solutions. Simultaneously, we will work with public agencies such as law enforcement, courts, and schools to

evaluate current prevention programs, identify system inefficiencies, and document areas for capacity building. Our consultant will use a systems thinking framework to connect findings across sectors and produce an integrated action plan that includes timelines, responsible entities, and measurable outcomes. By grounding every step in evidence and lived experience, we will deliver an actionable plan that supports the SAG's mission to reduce racial and ethnic disparities and strengthen community-based prevention efforts.

1.2.1 Community Engagement

Project 986 builds and maintains authentic relationships with BIPOC youth and families by creating consistent, transparent, and community-driven engagement processes. We begin each project by identifying existing trusted networks and community partners who already serve BIPOC populations. Our approach centers on meeting participants in familiar, accessible settings and creating spaces where youth and families feel their input leads to visible outcomes. In our work with **Generation Hope**, we designed restorative circles and wellness sessions that allowed participants to speak freely about their experiences and priorities. Their feedback directly shaped program design and continues to inform service delivery today. For the SAG, this same approach will ensure that the voices of BIPOC youth and families are not only heard but reflected in every stage of the action plan.

We facilitate strategic planning sessions with BIPOC communities, youth-serving providers, and community leaders using a structured yet inclusive method. Our sessions balance open discussion with decision-making so that participants can identify priorities and establish next steps within the same meeting. During our **DC Restorative Justice and Peace Circle Program**, we applied this method by guiding participants through small group activities focused on identifying policy gaps, assigning responsibilities, and outlining pilot initiatives. This approach kept participants focused on solutions rather than broad issues and produced immediate commitments from partners. We document outcomes, share them with attendees, and maintain an action tracker to ensure accountability. For the SAG, this method will create actionable strategies that move from conversation to implementation efficiently and transparently.

Additionally, our approach to surveys, focus groups, and listening sessions is designed to gather meaningful information while respecting participants' time and lived experience. We use plain-language surveys, small group discussions, and restorative listening circles to ensure that each participant's voice is valued equally. In our **Island Healthcare** project, we combined survey data with focus group results to identify key barriers that limited access to trauma recovery services for BIPOC families. Findings led to specific program

Community Engagement Approach

- ✓ Builds lasting trust with BIPOC youth and families.
- ✓ Conducts engagement in inclusive, community-centered environments.
- ✓ Elevates authentic voices through restorative conversation spaces.
- ✓ Translates community input into clear, actionable strategies.
- ✓ Maintains accountability through clear reporting and follow-up.

adjustments and new cross-agency coordination strategies. We apply similar methods by analyzing data thematically and aligning findings with service delivery goals. For the SAG, this process will produce clear, data-informed insights that highlight both barriers and practical solutions to strengthen prevention and diversion services for BIPOC youth.

1.2.2 Stakeholder Collaboration

Our **BIPOC Youth Engagement Consultant** engages system stakeholders through our structured, relationship-based approach that emphasizes collaboration and accountability. We begin by identifying key representatives from law enforcement, courts, probation, schools, and social services and conducting direct outreach to confirm their participation. Each stakeholder receives a clear explanation of the project goals, meeting expectations, and how their input will shape the action plan. This clarity helps build trust and encourages open communication. In our **DC Restorative Justice and Peace Circle Program**, this same process brought agency leads and community facilitators jointly, resulting in improved coordination and shared strategies for supporting justice-involved BIPOC youth.

Stakeholder Collaboration Approach

- ✓ Engages system partners through structured, transparent expertise.
- ✓ Builds trust with law enforcement, courts, and schools.
- ✓ Designs meetings focused on solutions and clear decisions.
- ✓ Aligns diverse agencies to improve service coordination.
- ✓ Ensures liability via consistent follow-up and progress tracking.

We design stakeholder meetings to produce decisions rather than only discussion. Each session follows a structured agenda that includes targeted problem-solving exercises and identification of next steps. We record key points and circulate concise summaries to confirm responsibilities and maintain accountability between meetings. During our **Island Healthcare** project, this method helped align healthcare providers and youth-serving agencies, leading to improved referral systems and better coordination of trauma response services. For the SAG, this approach ensures that meetings generate actionable input that directly informs the development of the statewide action plan.

Our collaboration strategy continues after meetings through regular follow-up and progress tracking. We maintain communication with each stakeholder to document updates, address challenges, and collect additional insights as activities progress. All feedback is summarized and integrated into data analysis and planning documents, ensuring that each agency's perspective contributes to the final recommendations. This approach strengthens trust and demonstrates transparency throughout the project. For the SAG, these efforts will create a coordinated and accountable network of system partners dedicated to advancing equitable results for BIPOC youth across North Dakota.

1.2.3 Data and Systems Analysis

We apply our systems thinking approach to identify root causes of disparity by mapping the people, policies, and practices that shape youth outcomes and then tracing how they interact. We begin by creating a visual system map that links points of contact youth have

with schools, law enforcement, courts, social services, and community providers. From that map we run causal tracing exercises with stakeholders to surface feedback loops, decision points, and policy drivers that contribute to disproportionate outcomes for BIPOC youth. In our **Generation Hope** project, we used this method to connect recurring incidents in school disciplinary data to gaps in community supports and mentoring pathways, which helped partners see concrete leverage points for change. For the SAG this method will produce clear root cause statements that point to specific policy, practice, and funding changes rather than vague explanations of disparity.

We will evaluate existing intervention and prevention services by applying a program performance review that matches intended outcomes to actual service delivery and client experience. We collect program documents, referral and intake data, performance metrics, and participant feedback and then compare those sources to stated program goals and outcome measures. In our **Island Healthcare** project, we combined client surveys with service utilization data to identify where interventions failed to reach families and where referral handoffs broke down. We will present findings as a short assessment that lists which services meet their stated goals, which need modification, and where pilots could test alternative approaches. This approach gives the SAG a practical menu of service improvements tied to measurable indicators the state can track.

Data and Systems Analysis Approach

- ✓ *Uses systems thinking to trace root causes of disparity.*
- ✓ *Maps youth interactions across schools, courts, and services.*
- ✓ *Evaluates prevention programs beside results and client experiences.*
- ✓ *Identifies service gaps through data and stakeholder feedback.*
- ✓ *Produces actionable recommendations for policy and funding improvement.*

For gap and barrier analysis we use mixed methods to identify barriers to access and points where services disconnect from community needs. We run client journey mapping exercises, analyze referral and closure rates, and code qualitative feedback to show where language, transportation, eligibility rules, or agency practices prevent youth from receiving timely support. Our work with **Generation Hope** and **Island Healthcare** surfaced repeat barriers such as unclear referral pathways and limited culturally aligned supports, and we translated those findings into concrete changes in intake processes and partner coordination. We will deliver a gap analysis report that pairs each identified barrier with a recommended policy, program, or funding action and an estimated timeline for implementation. This report will allow the SAG to prioritize interventions that remove barriers and improve outcomes for BIPOC youth.

1.3 DELIVERABLES AND TIMELINE

We will structure all project activities to directly support the goals and objectives outlined in the **SAG's 2025–27 Three-Year Strategic Plan**. Our proposed sequence of activities, as outlined in *Table 1*, details how we will progress from project initiation through the development and presentation of the final action plan. Each phase builds on the previous one to ensure that engagement, analysis, and planning are coordinated and aligned with

the SAG's statewide objectives. Our consultant will provide quarterly progress updates and presentations to the SAG, allowing for regular review, feedback, and changes as needed. This structure ensures every activity and deliverable remains consistent with the SAG's direction and impacts to measurable results that support equity and system improvement.

Table 1: Proposed Phases, Activities and Deliverables

Project Phase and Timeline	Key Activities	Primary Deliverables
Phase 1: Project Initiation and Planning (Dec 2025-Jan 2026)	Meet with SAG leadership to confirm goals, review the 2025–27 Strategic Plan, and finalize a detailed work and communication plan. Establish quarterly reporting and meeting schedule.	Approved project work plan; alignment summary with SAG's strategic communication and reporting schedule.
Phase 2: Community Engagement and Data Collection (Feb–Jun 2026)	Conduct listening sessions, focus groups, and surveys with BIPOC youth, families, and service providers to collect qualitative and quantitative data on barriers and access. Provide progress update during quarterly meeting.	Community engagement report; data collection summary; quarterly progress report.
Phase 3: Stakeholder Collaboration and Systems Analysis (Jul–Dec 2026)	Facilitate meetings with schools, courts, law enforcement, and community partners to examine system gaps, identify opportunities for diversion, and evaluate existing services. Share interim findings with SAG during quarterly meeting.	Systems and gap analysis report; list of identified pilot opportunities; interim presentation materials.
Phase 4: Draft Action Plan Development (Jan–Jun 2027)	Develop draft action plan with recommendations for policy, practice and funding upgrades based on findings. Present draft to SAG and community partners for review and feedback.	Draft Action Plan; summary of SAG and community feedback; quarterly progress update.
Phase 5: Final Action Plan and Presentation (Jul–Sep 2027)	Incorporate all feedback and finalize the action plan; present results and references to SAG and partner agencies; submit final report and implementation guidance.	Final Action Plan; implementation roadmap; presentation slides; final progress and financial report.

1.4 CAPACITY AND STAFFING

We are proposing **Dr. Carmen Phelps** as our **BIPOC Youth Engagement and Systems Change Consultant** and will serve as the sole project lead responsible for planning, coordination, and delivery of all activities under this engagement. This proposal is submitted without any subcontractors, as all project responsibilities will be carried out directly by our lead consultant. Our **BIPOC Youth Engagement Consultant** brings more than ten years of experience working directly with BIPOC youth, families, and community organizations affected by violence and justice system involvement. Her work focuses on trauma informed engagement, restorative practices, and youth development, all of which align with the SAG's priorities. She has guided public agencies and community partners through dialogue sessions, planning workshops, and collaborative design processes that produce clear and measurable outcomes.

Our **BIPOC Youth Engagement Consultant** has a proven record of culturally responsive engagement and program facilitation with BIPOC communities across several states. Through her work with **Generation Hope**, she designed and implemented restorative healing sessions and wellness frameworks that continue to be used by the organization. With the **DC Restorative Justice and Peace Circle Program**, she developed facilitator guides and trained local leaders to manage community peace circles independently, increasing program sustainability. Her recent project with **Island Healthcare** involves coordinating cross agency responses for violence impacted families and producing data informed recommendations for service improvement. These experiences show her ability to adapt national best practices to local contexts and maintain authentic relationships.

In addition to her engagement experience, our consultant brings strong skills in collecting, organizing, and interpreting qualitative and quantitative data. She routinely develops surveys, focus group tools, and community feedback reports that guide decision making for her clients. She synthesizes data into clear written summaries and visual materials that help organizations track progress and identify trends. Her reporting methods balance technical accuracy with accessibility, ensuring that information is understandable to both agency staff and community members. She has presented findings to advisory groups, local governments, and non-profit boards, demonstrating confidence in communicating results to diverse audiences.

Our **BIPOC Youth Engagement Consultant** will manage all phases of the project with stakeholder coordination, data collection, community engagement, and reporting. She will also attend all required SAG meetings and provide timely updates on progress, findings, and next steps. Her culturally responsive and community-centered approach ensures accountability, transparency, and responsiveness to SAG leadership and community participants. By maintaining direct oversight of all activities, she will ensure the work meets state and federal expectations for quality, equity, and alignment with the SAG's strategic priorities. This staffing plan allows for efficient communication, cost control, and continuity across all project phases. Additionally, we will ensure that institutional knowledge, community relationships, and project decisions remain consistent from planning through implementation, reducing the need for reorientation or transition delays.

Budget Summary

Applicant: Dr. Carmen Phelps dba Project 986 Consulting, L

Project Period: December 2025-September 2027

	Grant Request	Match	Total
Budget Categories:			
Personnel	60,000.00	-	60,000.00
Fringe Benefits	-	-	-
Travel	7,000.00	-	7,000.00
Supplies	1,500.00	-	1,500.00
Subaward/Contractual	-	-	-
Other Direct Costs	-	-	-
Indirect Costs	-	-	-
Total Grant Funds	68,500.00	-	68,500.00

Budget Detail Worksheet and Narrative

Applicant: Dr. Carmen Phelps dba Project 986 Consulting, LLC

Project Period: December 2025-September 2027

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant	Grant Request	Match	Total
			Allocation %			
Trauma-informed Coach;	Dr. Carmen Phelps	60,000	100	\$60,000	\$0	\$60,000
			#DIV/0!			
			#DIV/0!			
			#DIV/0!			
			#DIV/0!			
Total Personnel Costs				\$60,000	\$0	\$60,000

Personnel Narrative:

- Facilitating Coaching Sessions & Activities for BIPOC At-Risk, Justice-impacted Youth, Including Restorative Healing Dialogues and Activities Promoting Resiliency; Healing; Understanding & Empathy for Such Groups
- Advising Organizations; Agencies & Communities of Care on Approaches to At-Risk Youth Violence Prevention; Mitigation & Restorative Healing Processes
- Serving as a Case Manager to Design Supportive Strategies for Addressing the Social/ Emotional & Physical Needs of BIPOC Justice-impacted Youth
- Making Recommendations for Care Services Supporting BIPOC At-Risk/ Justice-impacted Youth
- Partnering with Community/Networks of Care Resources; Services & Systems to Address the Social/ Emotional & Physical Needs of BIPOC At-Risk, Justice-impacted Youth
- Leading/Facilitating (1:1/ Small Groups) Youth Activities for BIPOC Individuals & Groups Seeking to Internalize, Experience & Model Healing-centered Mindsets
- Implementing Trust-building Processes to Inform Community Engagement Practices Supporting BIPOC Justice-impacted/At-risk Youth
- Facilitating Restorative Healing; Well-being & Self-care Processes Supporting At-risk BIPOC Youth; Family & Community-centered Violence Prevention Goals
- Writing/Composing Reports Communicating Updates on Participants Receiving Support from BIPOC-centered Restorative Justice Programs
- Providing Written Recommendations for Action Steps Informed by BIPOC At-Risk Youth Coaching Sessions & Group Dialogues
- Developing Violence Prevention/ Restorative Healing Program Frameworks; Tools & Guidelines for Organizations Supporting At-Risk, Justice-impacted Youth
- Advising on KPI's; Accountability Infrastructure; Goals & Timelines for Violence Prevention/ Restorative Healing Programs for At-Risk, Justice-impacted Youth

Note: The amount reflects approximately 740-835 hours at a contract rate of \$81/hour.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant	Grant Request	Match	Total
			Allocation %			
Trauma-informed Coach;	Dr. Carmen Phelps	\$0	0%	\$0	\$0	\$0
			#DIV/0!			
			#DIV/0!			
Total Fringe Benefits				\$0	\$0	\$0

Fringe Benefits Narrative:

This position does not receive fringe benefits.

Travel			Total Grant Period		
Purpose	Location	Expense Type (Hotel/Mileage/Per Diem)	Grant Request	Match	Total
Providing on-site/in-person	on-site as approved	hotel/ airfare	\$7,000	\$0	\$7,000
Total Travel Costs			\$7,000	\$0	\$7,000

Travel Costs Narrative:

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
journals; writing utensils; yoga mats	50-100	\$15	\$1,500	\$0	\$1,500
Total Supply Costs			\$1,500	\$0	\$1,500

Supply Costs Narrative:

Subawards/Contracts		Total Grant Period		
Description/Purpose	Computation	Grant Request	Match	Total
Not Applicable		\$0	\$0	\$0
Total Subaward/Contractual Costs		\$0	\$0	\$0

Subaward/Contractual Costs Narrative:

Other Direct Costs		Total Grant Period		
Type	Computation	Grant Request	Match	Total
Not Applicable		\$0	\$0	\$0
Total Other Direct Costs		\$0	\$0	\$0

Other Direct Costs Narrative:

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
Not Applicable			\$0	\$0	\$0
Total Indirect Costs			\$0	\$0	\$0

Indirect Cost Narrative:

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1 Cultural Credibility & Community Trust..... 1

1 CULTURAL CREDIBILITY & COMMUNITY TRUST

Project 986 has built cultural credibility through consistent work with BIPOC youth and families that values their experience and voice. We prioritize cultural humility and sensitivity by acknowledging and respecting the unique and intersectional experiences of justice-impacted BIPOC youth, recognizing that their lived realities reflect broader social, institutional, and structural inequities affecting life outcomes. Our approach begins with direct engagement through listening sessions, small group dialogues, and follow-up conversations that translate feedback into tangible actions. Each project includes a clear structure for ongoing communication so participants can see how their input shapes the work. These methods connect youth, families, and service providers in ways that promote trust, accountability, and long-term trusts built on shared goals and measurable results.

In our work with **Generation Hope**, we led restorative circles and wellness sessions with justice impacted BIPOC youth and community partners. Our sessions helped the participants process trauma, build peer support, and create plans for continued personal growth. Local organizations adopted the resource guides we created, improving the consistency of restorative practices across programs. Our partnership continues to influence youth engagement activities within the organization, showing that the work produced sustained, practical change. These outcomes demonstrate our ability to design and manage community based engagement that leads to trust and visible improvement.

Through our **DC Restorative Justice and Peace Circle Program**, we helped community leaders and agency staff implement peace circles and trauma informed dialogues for youth and families. We provided training and ongoing facilitation support so partners could manage the process independently. Our project strengthened collaboration among community providers and led to faster connections between youth and essential support services. Participants and facilitators reported greater comfort in sharing experiences and resolving conflicts, demonstrating how our approach transforms community insight into improved systems coordination that benefits both youth and agencies.

For **Island Healthcare**, we coordinated a community network responding to the wellness and resiliency needs of violence impacted BIPOC youth and families. Our project involved creating tools for trauma recovery, leading group sessions, and assessing outcomes with partner organizations. Service providers used these findings to refine their approaches and reduce service duplication across programs. Families reported improved access to resources and greater confidence in navigating support systems. This experience illustrates our ability to translate local needs into actionable improvements that strengthen continuity of care and service effectiveness.

These results show our capacity to form relationships rooted in credibility and mutual respect. For the SAG, this means we will apply proven engagement methods that ensure BIPOC youth and families are active partners in shaping prevention and intervention strategies. Our established partnerships and practical tools will help the SAG collect accurate feedback, design realistic action plans, and implement solutions that reflect the lived experiences of North Dakota's communities. Additionally, we will maintain ongoing communication with community partners to ensure that each recommendation remains relevant, achievable, and informed by those most affected by the system.

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1 RESUME AND REFERENCES

1.1 RESUME #1

Name: Dr. Carmen Phelps

**Position: BIPOC Youth Engagement & Systems
Change Consultant**

Summary of Experience

Dr. Carmen Phelps is an equity-centered, trauma-informed coach and consultant specializing in supporting BIPOC youth, families, and communities impacted by systemic disparities in the juvenile justice system. She brings over a decade of experience facilitating restorative healing, resilience-building, and culturally responsive engagement practices designed to prevent justice involvement among at-risk youth. She serves as an influential, empathetic, trauma-informed coach; case worker and community-of-care facilitator working to address racial disparities in the number of incarcerated and/or criminally institutionalized youth providing support to at-risk, BIPOC youth adversely impacted by violence while partnering with and advising communities, organizations, institutions and local government agencies on approaches to preventing/mitigating youth violence; promoting restorative peace; healing and emotional; psychological and physical resiliency for such individuals and addressing the needs of at-risk; historically marginalized/underserved youth populations disproportionately impacted by violence.

Certifications

- Domestic & Intimate Partner Violence Counseling
- Violence Prevention & Awareness Certification
- Peace Circle Training w/ Kay Pranis
- Mediation Certification
- Trauma Counseling Certification
- Restorative Mindfulness Meditation Facilitation

Core Competencies/Skills

- | | |
|---|--|
| <ul style="list-style-type: none"> • Facilitating Interviews Associated with Facilitating Coaching Sessions & Activities for BIPOC At-Risk, Justice-impacted Youth, Including Restorative Healing Dialogues and Activities Promoting Resiliency; Healing; Understanding & Empathy for Such Groups • Advising Organizations; Agencies & Communities of Care on Approaches to At-Risk Youth Violence Prevention; Mitigation & Restorative Healing Processes • Serving as a Case Manager to Design Supportive Strategies for Addressing | <ul style="list-style-type: none"> • Partnering with Community/Networks of Care Resources; Services & Systems to Address the Social/ Emotional & Physical Needs of BIPOC At-Risk, Justice-impacted Youth • Leading/Facilitating (1:1/ Small Groups) Youth Activities for BIPOC Individuals & Groups Seeking to Internalize Experience & Model Healing-centered Mindsets • Implementing Trust-building Processes to Inform Community Engagement Practices Supporting BIPOC Justice-impacted/At-risk Youth • Facilitating Restorative Healing; Well-being & Self-care Processes Supporting At-risk BIPOC Youth; Family & |
|---|--|

the Social & Physical Needs of BIPOC Justice-impacted Youth

- Making Recommendations for Care Services Supporting BIPOC At-Risk/ Justice-impacted Youth
- Writing/Composing Reports Shared Updates on Participants Receiving Support from BIPOC-centered Restorative Justice Programs
- Providing Written Recommendations for Action Steps Informed by BIPOC At-Risk Youth Coaching Sessions

Community-centered Violence Prevention Goals

- Developing Violence Prevention/ Restorative Healing Program Frameworks; Tools & Guidelines for Organizations Supporting At-Risk, Justice-impacted Youth
- Advising on KPI's; Accountability Infrastructure; Goals & Timelines for Violence Prevention/ Restorative Healing Programs for At-Risk, Justice-impacted Youth

Accomplishments

- Created action plans informed by case management outcomes supporting and addressing the needs of BIPOC at-risk, justice-impacted youth
- Designed BIPOC youth violence prevention/restorative peace and healing-focused strategic plans and action steps for clients
- Advised community groups; organizations and agencies on strategies for preventing/mitigating BIPOC youth violence
- Facilitated restorative healing/ resiliency activities for BIPOC at-risk, justice-impacted youth for the purpose of promoting awareness; understanding; self-empowerment and advocacy
- Provided technical assistance and guidance to agencies and community partners in implementing restorative justice practices that advance healing, equity, and violence prevention for BIPOC youth and families
- Worked with various local governments and community stakeholders to develop policies and community capacity-building plans and programs aligned with BIPOC violence prevention goals (New York, DC; Cleveland)
- Facilitated justice-centered/ restorative healing educational trainings, dialogues and workshops for community engagement
- Created BIPOC youth; family and community violence prevention curricula and interactive activities to inform restorative peace processes
- Produced violence prevention tools and strategies for organizational implementation in support of youth; family and community-centered restorative peace goals

History of Employment Experience

Company: Project 986 Consulting, LLC; Silver Spring, MD **2013-Present**

Designation: Trauma-informed Coach; Case Worker & Program Facilitator for At-Risk & Justice-impacted BIPOC Youth/ Promoting Violence Prevention & Mitigating Racial Disparities in the (Criminal) Institutionalization of Youth/ Facilitating Restoration; Healing & Resiliency for BIPOC Justice-impacted Youth

- Provided support to BIPOC youth; families and communities experiencing/ impacted by violence through discussion; processing; sharing and exercises tailored to those served

- Advised agencies; organizations and groups on approaches to preventing/mitigating violence-related trauma experienced by BIPOC youth; family and community trauma resulting from violence
- Worked with diverse invested parties representing a community of care to ensure needs of violence/ trauma-impacted youth; families and communities are met in a timely manner
- Developed tools for BIPOC youth; family and group implementation in support of violence-related trauma healing; enhanced resiliency and wellness goals
- Coordinated action steps among diverse invested, supportive parties responding to and providing resources for violence-impacted youth; families and communities experiencing/healing from trauma
- Completed reports; assessment processes and follow-up recommendations to ensure practices and approaches to supporting violence-impacted youth; families and communities are effective

Company: College of Southern Maryland; La Plata, MD **2017-2018**

Designation: Director: for Center for Community Outreach

- Hosted and facilitated community-centered dialogues focusing on strategies for promoting violence prevention tactics; resiliency; wellness and support for trauma-impacted individuals; families and communities
- Provided educational resources to communities seeking support and guidance in addressing community-centered faces, including violence prevention and restoration
- Partnered with organizations to produce programs responding to issues of relevance to violence and justice-impacted community groups representing the region

Company: The NAOMI Transitional House for Women; Toledo, OH **2008-2013**

Designation: Administrator & Board Member Supporting Women/Parents Experiencing Trauma; Survivors of Domestic Violence

- Provided support to youth; families and communities experiencing/ impacted by violence through discussion; processing; sharing & exercises tailored to those served
- Advised agencies; organizations and groups on approaches to preventing/mitigating violence-related trauma experienced by youth; family and community trauma resulting from violence
- Worked with diverse invested parties representing a area of care to ensure needs of violence/ trauma-impacted youth; families & communities are met in a timely manner

Educational Background

- **PhD – MA English & American Literature** May 2004
The George Washington University, Washington, DC
- **MA – English & American Literature** May 1997
Chicago State University, Chicago, IL
- **BS & BA – Ethnic Studies & Communications/Journalism** December 1994
The University of Kansas, Lawrence, KS

References

- 1) Name: Ashley Coleman
Phone: 913-645-2172
Email: acoleman0485@gmail.com

- 2) Name: Caroline Griswold
Phone: 202-642-5649
Email: caroline@generationhope.org
- 3) Name: Haley Dolan
Phone: 508-939-8644
Email: hdolan@ihimv.org

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1 PAST PERFORMANCES

1.1 PAST PERFORMANCE #1

Project Title	Supporting the Restorative Healing; Peace & Wellness Needs of BIPOC Justice-impacted Youth & Young Adults
Agency/Organization	Generation Hope
Contract#	320001
Period of performance	2022-2025
Client Details	Name: Caroline Griswold
	Address: 1401 Okie Street, NE; Washington, DC 20002
	Phone: 202-642-5649
	Email Address: caroline@generationhope.org

Description of Services

Our central component involved developing restorative justice frameworks and resource guides to help organizations adopt practices that promote belonging, equity, and accountability. This project focused on advancing restorative healing, peacebuilding, and wellness for justice-impacted BIPOC youth and young adults through culturally responsive, trauma-informed engagement. Activities included leading restorative circles, guided discussions, and wellness sessions designed to help participants process trauma, rebuild trust, and strengthen emotional resilience. Our work also emphasized collaboration with youth-serving organizations, community mentors, and service providers to co-create support systems that addressed both individual and systemic barriers to healing and reintegration. Ongoing evaluation and inclusive healing spaces strengthened community capacity to prevent recidivism and support wellness for justice-impacted BIPOC youth.

Relevance to the Scope of Services

This project directly supports the intent of the North Dakota BIPOC Consultant RFP by modeling the kind of community-based prevention, systems collaboration, and culturally grounded engagement it seeks to implement statewide. Our work demonstrated how restorative approaches can reduce racial and ethnic disparities in justice outcomes by centering BIPOC youth voices and building pathways for emotional and social healing. It also aligned with the RFP's focus on developing action-oriented strategies that improve access to prevention and intervention services through authentic stakeholder collaboration. By engaging partners across education, community, and justice sectors, the project illustrated effective methods for bridging systemic gaps and enhancing service delivery for youth at risk of system involvement. Lessons learned emphasize the value of cultural competence, community leadership, and holistic wellness in equitable justice reform.

1.2 PAST PERFORMANCE #2

Project Title	Promoting Restoration & Healing for Justice-impacted BIPOC Youth & Families
Agency/Organization	DC Restorative Justice & Peace Circle Program
Contract#	200001

Period of performance	2024-2025
Client Details	Name: Ashley Coleman
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	Phone: 913-645-2172
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Description of Services

We collaborated with local agencies, educators, and community leaders to deliver restorative justice and healing initiatives that addressed the needs of justice-impacted BIPOC youth and families in the Washington, DC area. This partnership ensured that all program activities were aligned with community priorities and contributed to lasting systems change. In this project, we implemented structured peace circles, trauma-informed dialogues, and community reflection sessions that promoted reconciliation, accountability, and emotional well-being. Activities were designed to support youth and families navigating the effects of system involvement and community violence, emphasizing self-awareness, empathy, and collective healing. We also developed culturally aligned training materials and facilitation guides to strengthen the capacity of partner organizations in implementing restorative practices. Continuous evaluation and participant feedback maintained a responsive and inclusive framework that advanced long-term community wellness and equity goals.

Relevance to the Scope of Services

This project reflects the goals of the North Dakota BIPOC Consultant RFP by operationalizing restorative justice approaches that directly engage BIPOC youth, families, and community networks in systems-level change. This work demonstrates how structured peace circles and trauma-informed community engagement can inform statewide action plans focused on reducing overrepresentation of BIPOC youth in the justice system. By partnering with multiple service providers and community stakeholders, the initiative advanced the kind of cross-sector collaboration and culturally competent training envisioned in the RFP's scope of work. It also underscored the importance of authentic BIPOC leadership in shaping prevention and intervention strategies that promote healing and long-term wellness. The project's outcomes highlight the practical application of equity-centered, community-driven approaches that align with the SAG's mission to strengthen youth diversion and culturally responsive prevention services.

1.3 PAST PERFORMANCE #3

Project Title	Supporting the Wellness & Resiliency of Individuals Impacted by Violence-based Trauma
Agency/Organization	Island Healthcare
Contract#	1130001
Period of performance	2023-2025
Client Details	Name: Haley Dolan
	Address: 245 Edgartown Vineyard Haven Road
	Phone: 508-939-8644
	Email Address: hdolan@ihimv.org

Description of Services

This project provided thorough, trauma-informed support to BIPOC youth, families, and communities impacted by violence-related trauma. Services included facilitating restorative dialogues, healing exercises, and community discussions tailored to the needs of those affected, with an emphasis on promoting emotional recovery, resilience, and self-advocacy. Our work also involved advising agencies and organizations on approaches to address the overrepresentation of BIPOC youth in the justice system and developing strategies to prevent and mitigate violence-related trauma. Collaboration with diverse community partners and service networks ensured that the needs of violence-impacted youth and families were met promptly and effectively. Additionally, tools and resources were created to strengthen wellness and resiliency outcomes, while coordinated action steps supported continuity of care and service access. Ongoing assessment and reporting activities helped evaluate the effectiveness of practices and guided continuous improvement across participating organizations and support systems.

Relevance to the Scope of Services

This project aligns closely with the North Dakota BIPOC Consultant RFP's objectives of reducing disparities and strengthening prevention systems for BIPOC youth and families. This engagement supported trauma-informed and culturally responsive approaches to address the root causes of violence and inequity among justice-impacted BIPOC youth. Work under this initiative involved collaboration with youth, families, and community networks to identify service gaps, coordinate multi-agency responses, and implement healing-centered strategies that promote resiliency and long-term wellness. Activities included conducting assessments, facilitating restorative dialogues, and developing tools to guide trauma recovery and prevention practices. Our project also emphasized advising agencies and organizations on mitigating racial disparities and improving equitable access to services. These combined efforts directly reflect the RFP's scope of fostering authentic community engagement, conducting systems analysis, and developing actionable policy and practice recommendations to advance equity within North Dakota's juvenile justice system.