



Elevation Grant Program

Quarter 1 Strategic Impact Report

June 12, 2026



About This Report

This report provides an overview of Quarter 1 (Q1) activities and results from organizations funded through the Elevation Grant Program (EGP). It highlights collective progress across subgrantees, including participant outcomes, partnerships, and key successes, as well as opportunities for improvement.

The findings are based on data submitted by 29 EGP subgrantees. One subgrantee submitted its report after the analysis was completed and is therefore not included in the results presented.

Together, these findings provide insight into how EGP-funded organizations are addressing the root causes of crime and violence, strengthening communities, and creating pathways to long-term stability and opportunity.

This report is authored by the following individuals at Black Onyx Management:

- Roxy Lawrence, Vice President of Applied Research and Evaluation
- Kayla Duncan, Manager of Applied Research and Evaluation

BRIEF OVERVIEW OF EGP

EXECUTIVE SUMMARY



Background

EGP is grounded in the belief that safer communities are built by addressing the root causes of crime and violence. Through investments in community-based organizations, EGP supports efforts that expand access to education, employment, housing, behavioral health services, supportive relationships, and other protective factors that help individuals and families thrive.

By creating pathways to stability, opportunity, and well-being, EGP seeks to strengthen communities, reduce risk factors associated with crime, and support long-term positive outcomes for residents across Indianapolis.

EGP Performance Measures

EGP subgrantees report on a combination of required and program-specific performance measures to track progress and outcomes. They report on three required performance measure categories: demographics, collaboration and systems strengthening, and public safety. In addition, each subgrantee selects program-specific measures that align with its services, target population, and intended outcomes.

Required measures categories

- Demographics
- Collaboration and Systems Strengthening
- Public Safety

Program-specific measures categories

- Safe, Secure, and Affordable Housing
- Workforce and Employment
- Education and Training
- Mental Health and Wellness
- Youth/Young Adult Development and Protective Factors

Interpreting the Findings

- Subgrantees serve different populations and implement diverse program models. As such, performance measure results should be interpreted within the context of each organization's services and intended outcomes.
- This report focuses on aggregate trends across subgrantees and is intended to provide an overview of early outcomes rather than evaluate the effectiveness of individual subgrantees.
- Throughout this report, "n" represents the actual number of participants or responses included in a result. Percentages show the proportion, while "n" shows the number behind the percentage.

Interpreting the Findings (Cont'd)

When reviewing the findings presented in this report, several considerations should be kept in mind:

- Not all subgrantees report on the same program-specific measures. As a result, the totals for any particular performance measures will not reflect the full number of individuals served across the quarter.
- Q1 findings should be considered preliminary and represent an early snapshot of outcomes. Additional reporting periods will provide a more comprehensive understanding of progress and outcomes over time.
- While subgrantees are expected to report on all required performance measures, some data gaps will exist based on varying reasons. Consequently, the number of responses may differ across charts, tables, and performance measures.

Q1 AT A GLANCE

EXECUTIVE SUMMARY



Elevation Grant Program

Q1 At A Glance

7,104 Individuals
Served

Q1 cumulative, estimated



159
new
partnerships
formed



6 of 6
performance
measures
categories
activated

Elevation Grantee Program

Q1 At A Glance

JUSTICE CONTACT BASELINE & POST-PROGRAM OUTCOME

2,915

participants had prior
justice system contact

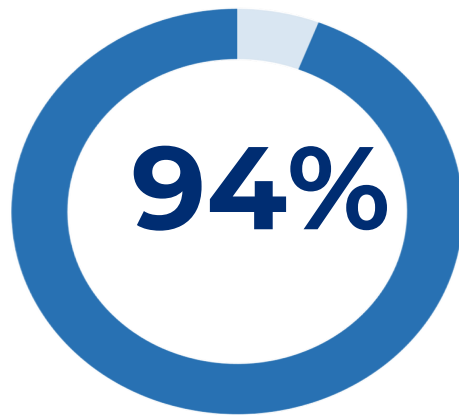
549

participants had no prior
justice system contact

3,464

total in Q1 reporting
(24/29 sub-grantees)

POST-PROGRAM (DURING GRANT PERIOD)



2,744 participants with prior justice contact
avoided new violations or charges during
the grant period.

What Does This Tell Us?

1. EGP is Reaching Individuals Most Impacted by Justice System Involvement

Nearly half of all participants served during Q1 were justice system-involved, demonstrating that EGP-funded organizations are reaching individuals who often face significant barriers to stability, opportunity, and successful community reintegration.

2. Positive Progress Towards Reduced Justice System Involvement

Among participants with prior justice system involvement, 94% had not experienced a new violation or criminal charge during the grant period. While Q1 results represent an early snapshot, these findings suggest that EGP-funded services may be helping participants build stability and avoid further justice system contact.

3. Subgrantees Are Building Strong Networks of Support

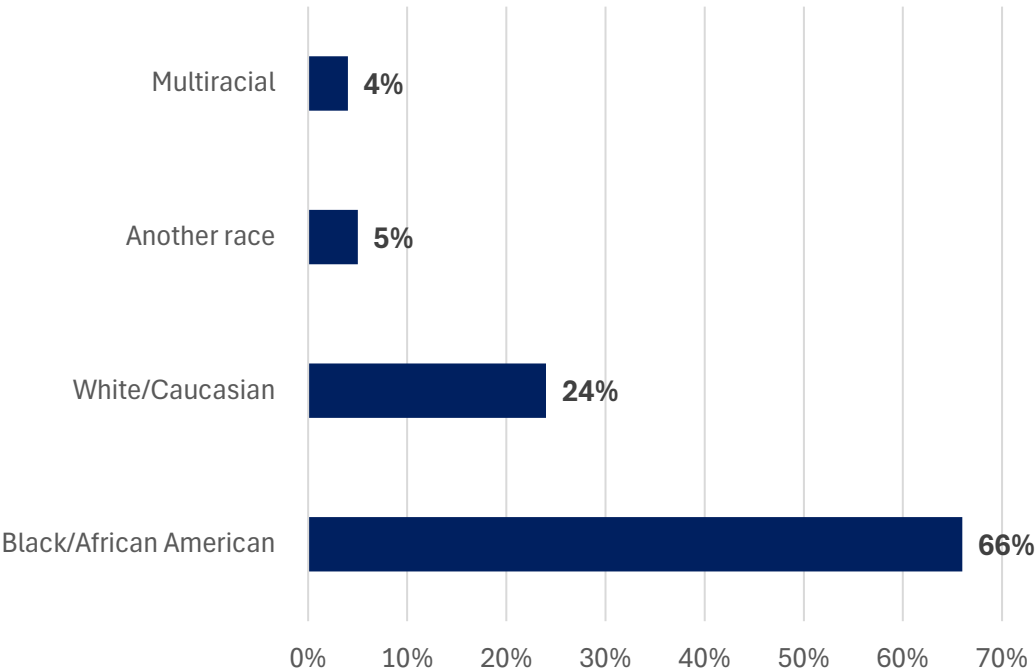
Subgrantees established 159 new partnerships. The vast majority of participants (95%) served resided in Marion County zip codes, demonstrating EGP's strong reach and impact among Indianapolis residents.

Who is EGP Reaching

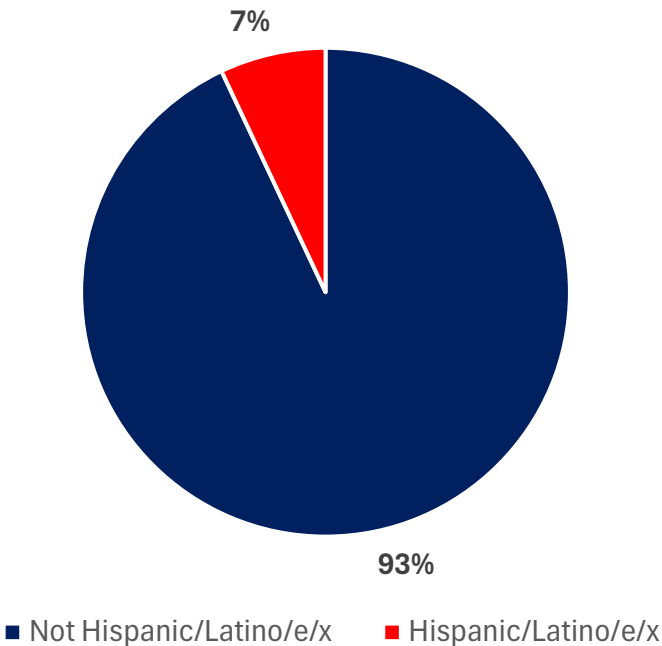
PARTICIPANT DEMOGRAPHICS



Who is EGP Reaching: Race & Ethnicity



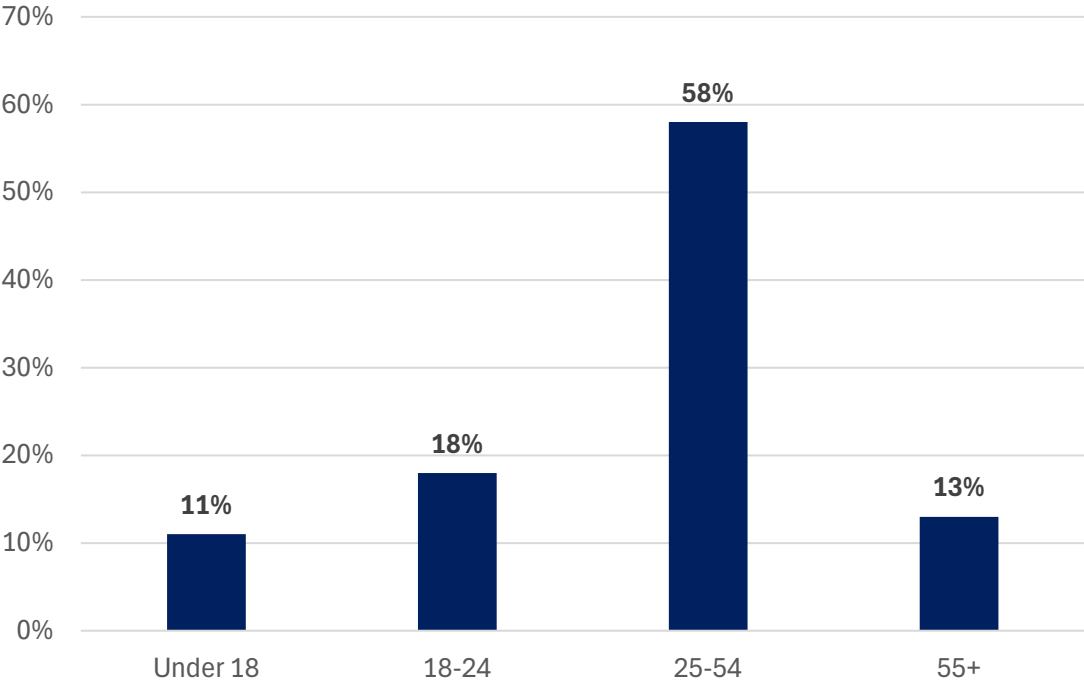
Bars reflect the 5,135 people whose race was reported (72%)



Reported for 5,126 people (72%)



Who is EGP Reaching: Age & Gender

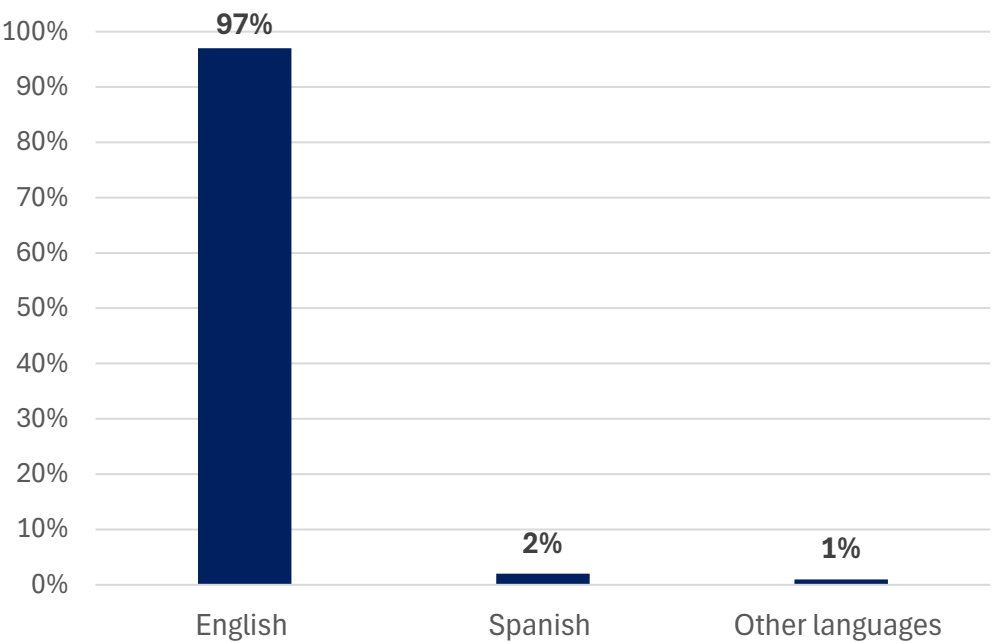


Reported for 5,053 (71% coverage)

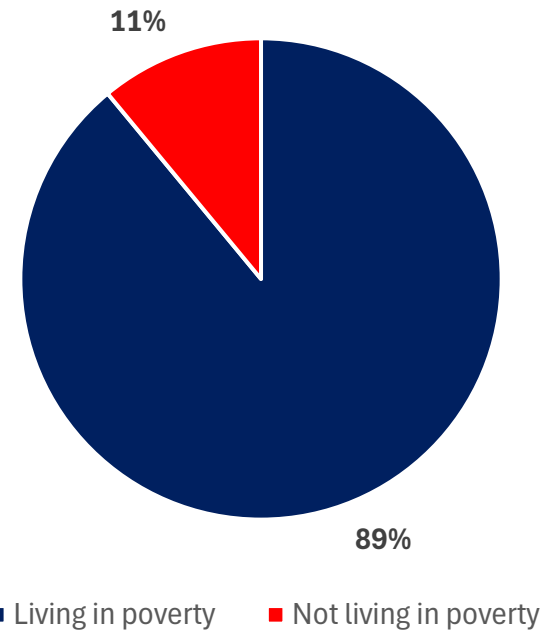
Gender	Percentage Served
Men / boys	66%
Women / girls	31%
Transgender	2%
Non-binary/gender queer/gender non-conforming	1%

Reported for 5,174 (73% coverage)

Who is EGP Reaching: Language Spoken & Poverty Status



Reported for 3,039 people (43%)



Reported for 2,936 people (41%)

Who is EGP Reaching: Priority Populations

Priority Populations	Percentage Served
Returning citizens / justice-involved	68%
Experiencing eviction-related instability	12%
Survivors of violence or trauma	6%
Disabled / differently abled	5%
LGBTQIA+ people	3%
Opportunity youth (ages 16-24)	2%
Veterans	2%
Immigrants or refugees	2%

*Reported for 5,153
(73% coverage)*

About 75% of participants live in Indianapolis zip codes

10

4,649 (65%)

individuals served (in zip code data)

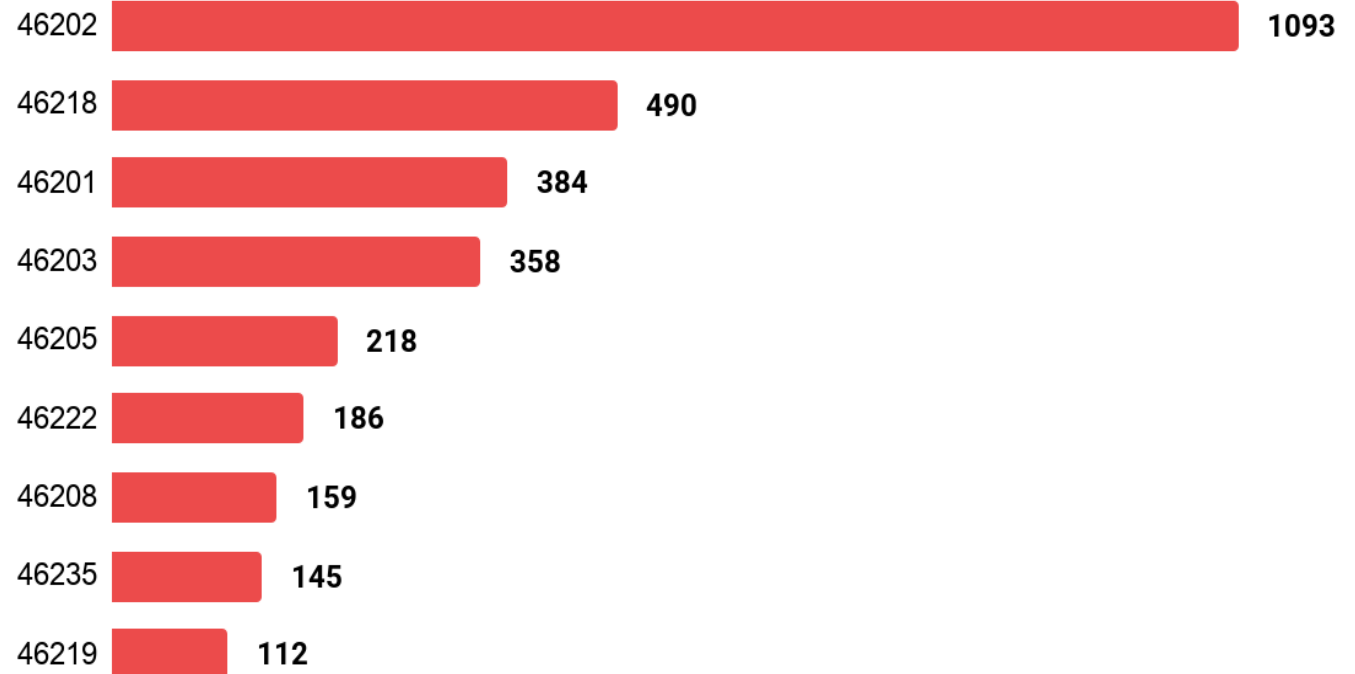
143

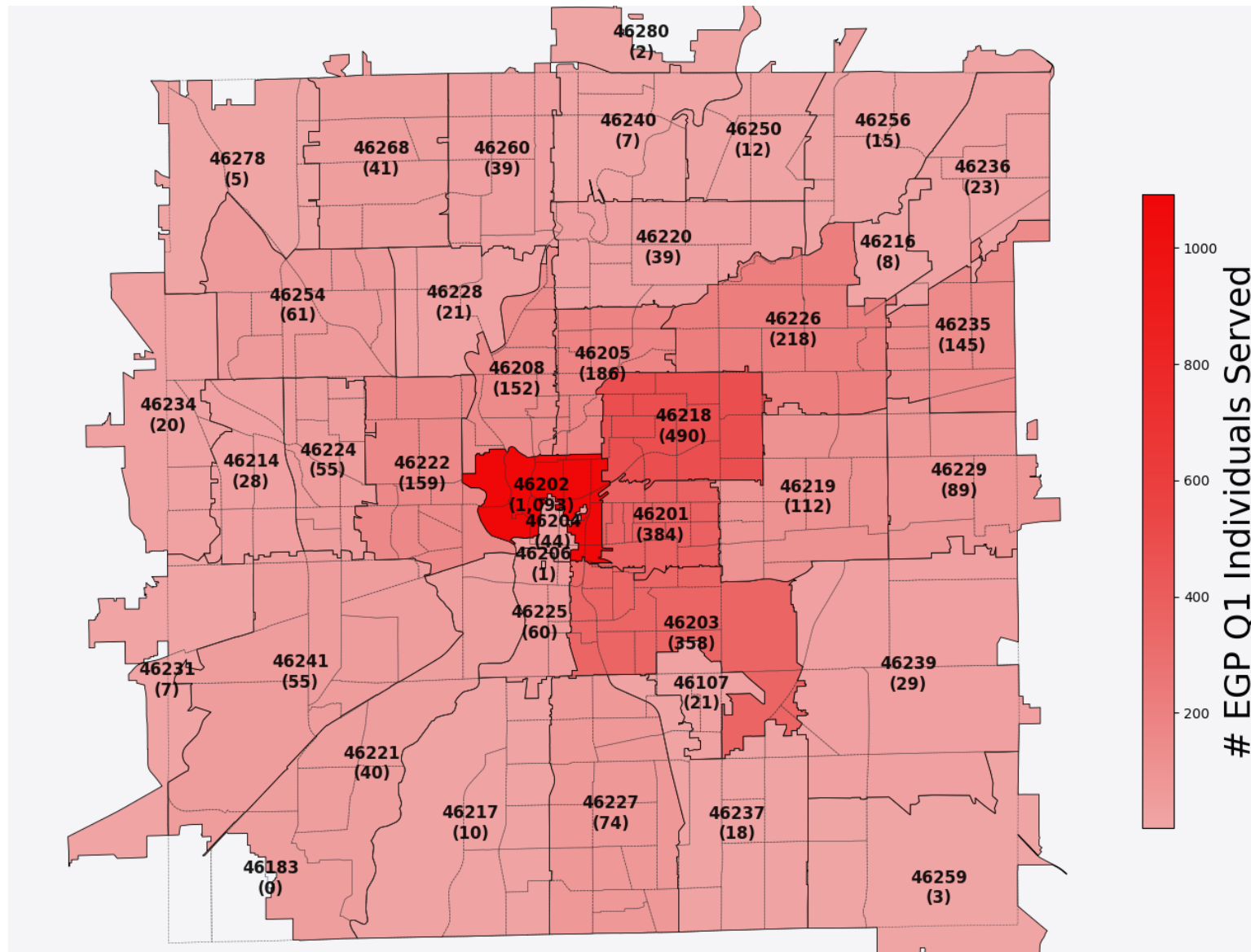
zip codes reached

1,093

in zip code 46202, the largest concentration

TOP 10 ZIP CODES BY INDIVIDUALS SERVED





What Does This Tell Us?

1. EGP Is Reaching Communities Most Impacted by Crime, Poverty, and System Involvement

Nearly 68% of participants identified as returning citizens or justice-involved individuals, and nearly 90% of participants with reported income data were living in poverty. These findings suggest that EGP-funded organizations are reaching populations that often face significant barriers to stability, employment, housing, and opportunity.

2. EGP Primarily Serves Working -Age Adults While Maintaining a Broad Reach Across Age Groups

Adults ages 25–54 represented the largest group served (57%), reflecting EGP's emphasis on workforce development, reentry, and economic stability. At the same time, youth, young adults, and older adults also participated in EGP-funded programs, demonstrating the initiative's broad reach across the lifespan.

3. EGP Is Serving Communities Disproportionately Impacted by Systemic Inequities

Approximately two-thirds of participants identified as Black or African American, highlighting EGP's reach within communities that have historically experienced disproportionate impacts from poverty, violence, and justice system involvement.

What Does This Tell Us (Cont'd)?

4. Participants Often Experience Multiple and Overlapping Challenges

In addition to justice system involvement, participants reported experiences related to housing instability, trauma, disability, veteran status, LGBTQIA+ identity, and immigration or refugee status. This underscores the importance of holistic and coordinated supports that address multiple needs simultaneously.

5. EGP Has Broad Geographic Reach

Subgrantees served participants across 143 zip codes during Q1. Although EGP-funded services reached communities throughout the state, the majority of represented zip codes were located in Marion County, highlighting Indianapolis as the main area of service delivery and impact.

Subgrantee Early Signs of Progress

SIX PERFORMANCE AREAS



Overview

The following section provides an overview of subgrantees' cumulative Q1 progress and outcomes, organized by performance measure category. Each category includes:

- Aggregate progress toward key performance indicators (KPIs) within the category. Please note that the data presented reflect information submitted by 29/30 subgrantees. If a KPI is not displayed, no data was reported for that measure during the reporting period.
- A subgrantee spotlight highlighting key outcomes, accomplishments, and progress achieved during Q1.
- A participant success story illustrating the impact of EGP-funded services on individuals and families served. Names have been changed to protect the privacy and confidentiality of program participants.

Category 1: Safe, Secure, & Affordable Housing



Category 1: Safe, Secure, & Affordable Housing

EGP subgrantees provide a range of services designed to help community residents secure safe, stable, and affordable housing—an essential foundation for individual and community well-being. Access to stable housing is associated with improved economic stability, stronger family outcomes, and reduced involvement with the criminal justice system.

By addressing housing instability and related barriers, subgrantees are helping strengthen neighborhood safety, reduce vulnerability to crime, and support healthier, more resilient communities.



Housing services helped achieve housing stability

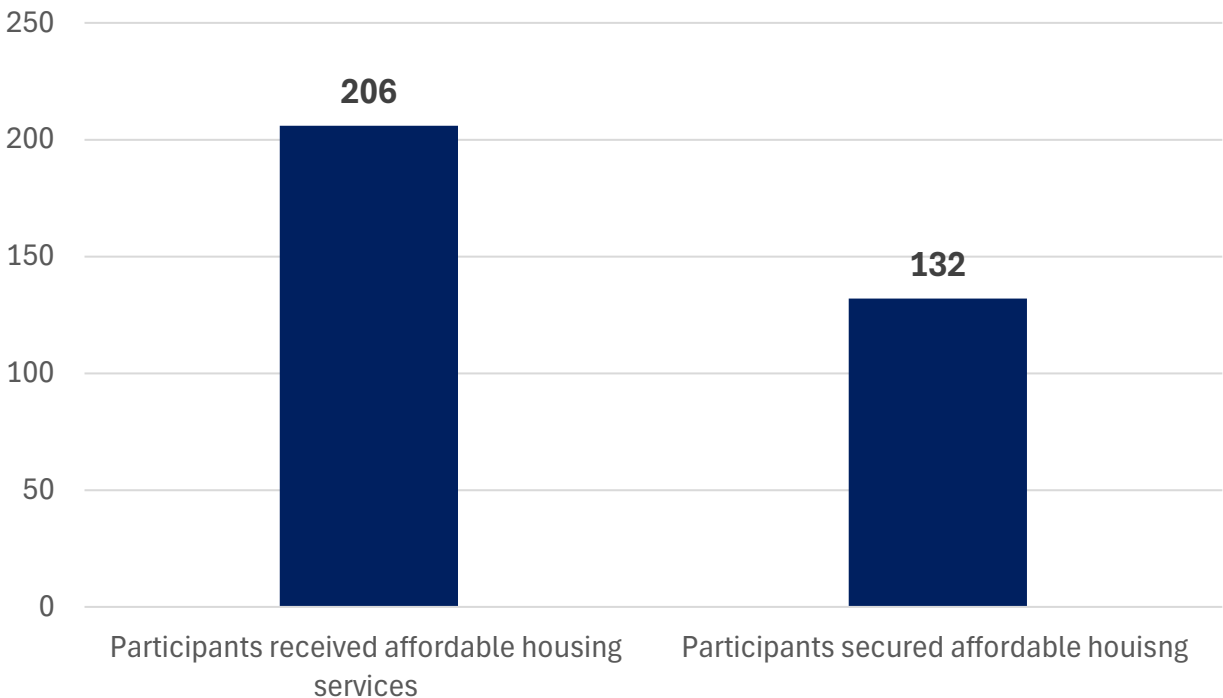
132 participants

4 /29

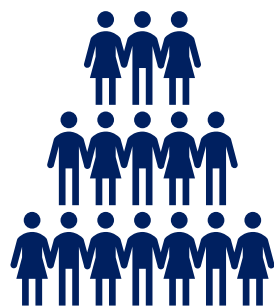
subgrantees reporting

30

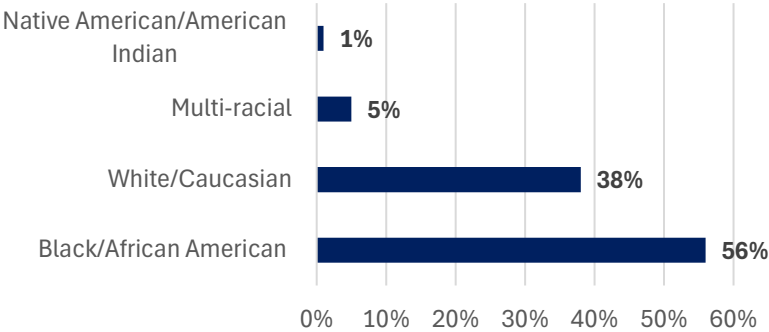
individuals remained in permanent
supportive housing for at least 3 months
at the time of check-in



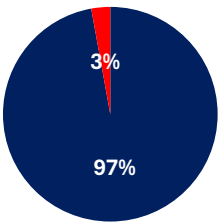
Subgrantee Spotlight: Horizon House



1,024 individuals served



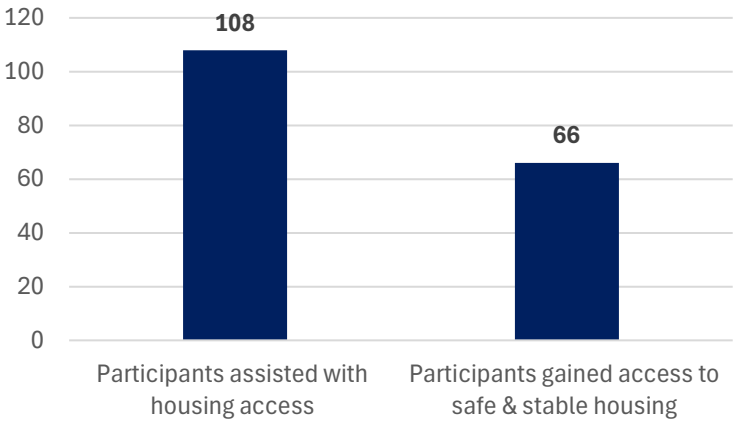
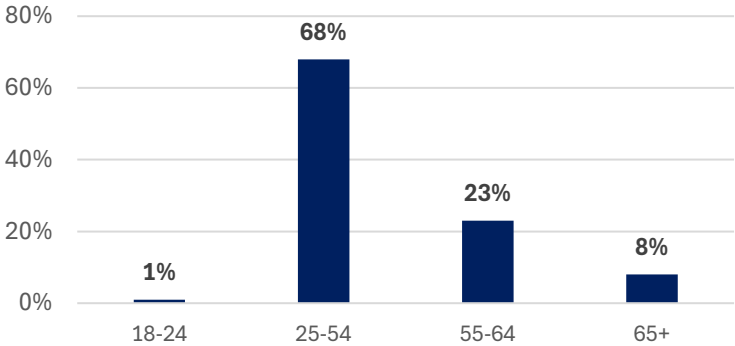
Most identified as Black (56%) and white (38%).
(n = 994)



■ Not Hispanic/Latino/e/x ■ Hispanic/Latino/e/x

The majority (97%) were not Hispanic or Latino/e/x.
(n = 1,017)

Most participants (91%) were 25 – 64 years old. (n = 1,024)



Horizon House connected 108 participants to housing access resources and helped 66 achieve safe, stable housing.



Julian's Journey: Stability. Opportunity. A Safer Future.

After release, Julian faced uncertainty, unstable housing, and limited opportunities.

With support from EGP subgrantee, Horizon House, he built a foundation for change.



MEET JULIAN

Julian is a registered sex offender. After release from prison, he faced uncertainty, unstable housing, and limited opportunities.



HORIZON HOUSE

Horizon House supports our neighbors experiencing homelessness with integrated, comprehensive services so they can secure and maintain housing.



1

BEFORE RELEASE

Uncertainty and Limited Opportunities

- Sex offender facing stigma and limited housing options
- No stable employment
- High risk of recidivism



2

SUPPORT BEGINS

Connected to Horizon House

- Case management and reentry planning
- Employment readiness and job placement support
- Housing navigation



3

TAKING STEPS FORWARD

Building Stability One Step at a Time

- Gained employment in a factory
- Worked with case manager to secure housing



4

ACHIEVING STABILITY

Safe Housing and Steady Employment

- Secured housing through ongoing support
- Maintained stable employment



THE OUTCOME

Through consistent support and access to critical services, Julian is building a stable life—and reducing his risk of reoffending.



STEADY EMPLOYMENT

Gained employment in a factory.



SECURED HOUSING

Secured housing through ongoing support.



REDUCED RISK OF REOFFENDING

Building a positive foundation for the future.

What Does This Tell Us?

1. Housing Services Are Helping Participants Move Toward Stability

Participants not only accessed affordable housing services but also secured and maintained housing over time. These outcomes suggest that housing-focused supports are helping individuals address immediate housing needs while working toward longer-term stability.

2. Housing Supports Are Helping Participants Achieve Greater Stability

Housing-focused subgrantees reported that 132 participants secured stable housing and 30 participants remained in permanent supportive housing for at least three months at the time of check-in. These findings suggest that housing services are helping participants move beyond immediate housing needs toward longer-term stability, an important protective factor associated with improved health, economic security, and reduced justice system involvement.

Category 2: Workforce and Employment



Category 2: Workforce & Employment

Access to stable employment and workforce development opportunities is a critical component of long-term stability and successful community reintegration. During Q1, EGP subgrantees provided workforce training, employment readiness, job placement, and supportive services designed to help participants overcome barriers to employment and build pathways toward economic stability.

These services not only supported participants in securing and maintaining employment, but also contributed to participants earning job-related certifications, increasing workforce readiness, and strengthening long-term self-sufficiency.



Participants are building workforce skills and credentials

9 /29

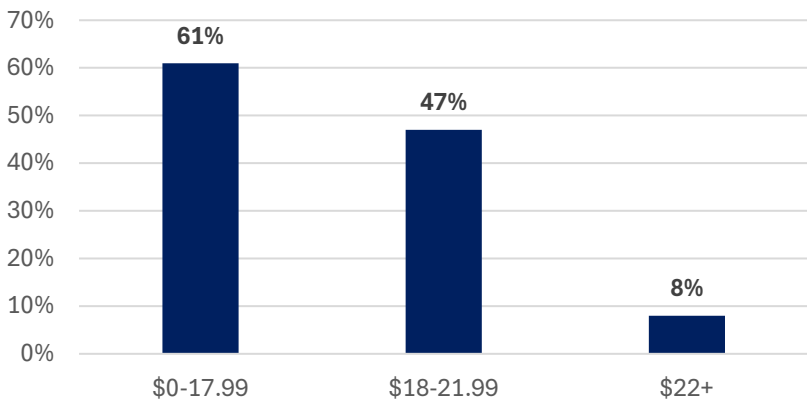
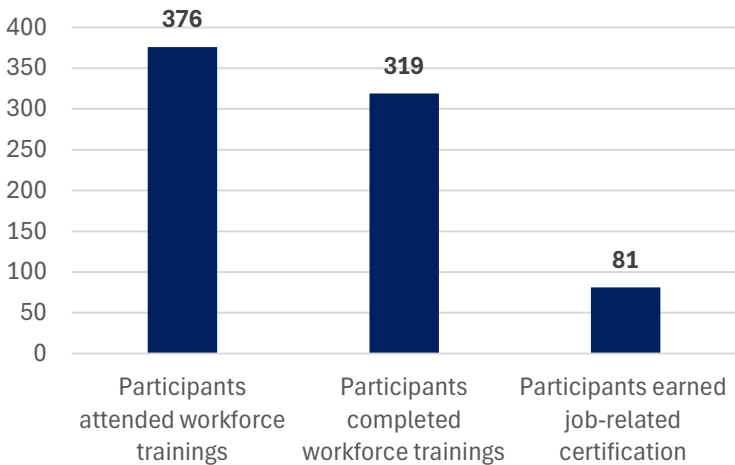
subgrantees reporting

205

placed into employment

32

retained employment at 3-month check-in



61%

earned \$0-17.99/hr at placement

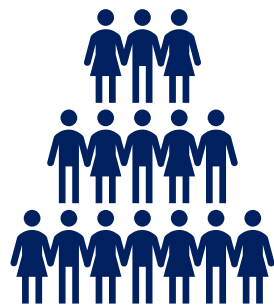
Participants earned or are pursuing certificates and credentials across diverse sectors

Participants gained certificates and credentials that support career advancement in high-demand fields, including technology, construction, manufacturing, skilled trades, and healthcare.

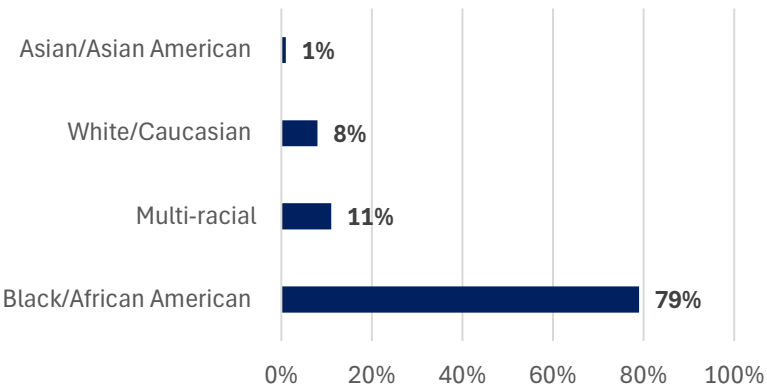
Technology	Construction, Manufacturing, and Trades	Healthcare
CompTIA Tech+	OSHA 30	Certified Nursing Assistant (CAN)
CompTIA A+	Forklift Certification (Sit-Down)	Certified Clinical Medical Assistant (CCMA)
	Forklift Certification (Stand-Up)	
	EPA Section 608 Certification	



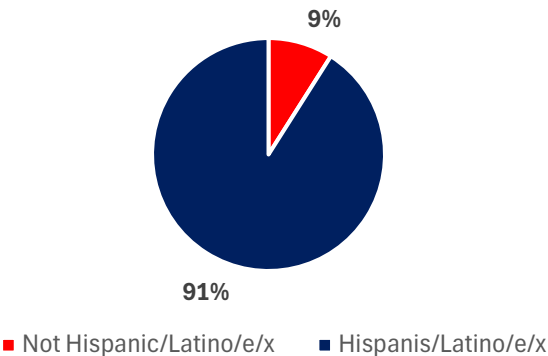
Subgrantee Spotlight: EmployIndy



162 individuals served

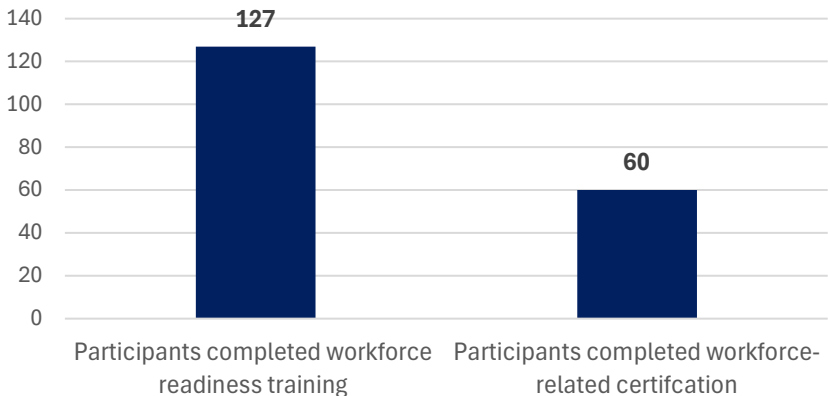
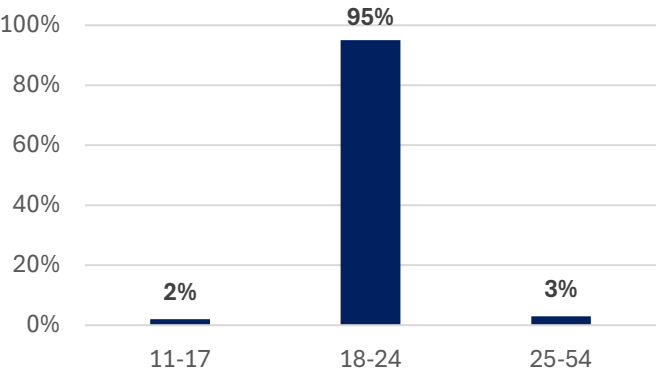


Over three-quarters (79%) of participants were Black or African American. (n = 152)



Most (91%) were not Hispanic or Latino/e/x. (n = 162)

Almost all participants (95%) were young adults. (n = 162)



127 participants completed workforce readiness training, and 60 earned workforce-related certifications.



Kyle's Path Forward

With the right support, training, and opportunity, Kyle turned barriers into possibilities and built a better future.



ABOUT KYLE

- ✓ History of incarceration
- ✓ Felony record
- ✓ Limited work experience
- ✓ No driver's license

From Barriers to Breakthroughs. From Potential to Purpose.

Through EmployIndy's Keys2Work program and support from partner Recycle Force, Kyle gained the skills, confidence, and opportunities he needed to build a new future.



1

FACING BARRIERS

Kyle's history of incarceration, felony record, limited work experience, and no driver's license made it difficult to find employment.



2

CONNECTED TO SUPPORT

Referred by the Department of Corrections HIRE program to EmployIndy's Keys2Work program, Kyle received individualized wraparound services for justice-involved individuals.



3

BUILDING SKILLS AND CREDENTIALS

Through Recycle Force, Kyle completed job readiness training, gained paid work experience, and earned certifications: OSHA 30, Forklift (sit down and stand-up), RCRA, and EPA 608. He also earned his driver's license.



4

RECOGNIZED FOR HARD WORK

Kyle was consistently recognized by both EmployIndy and Recycle Force for his strong work ethic and reliability.



5

SECURING A BETTER FUTURE

Through continued effort and support from EmployIndy, Kyle secured full-time employment at Royal Spa Factory.

EmployIndy

KEY PARTNERS
Keys2Work is an initiative funded by the Elevation Grant Program.



Providing job readiness training, paid work experience, and industry-recognized certifications.



THE IMPACT

Kyle's journey shows how coordinated reentry support, employment services, and training can help individuals overcome barriers, secure meaningful employment, and reduce the risk of reoffending.



INDUSTRY-RECOGNIZED CERTIFICATIONS

Built skills and credentials for in-demand jobs.



DRIVER'S LICENSE

Removed a critical barrier to employment.



WRAPAROUND SUPPORT

Personalized guidance and encouragement every step of the way.



STABLE EMPLOYMENT

Full-time position and a pathway to a better future.

What Does This Tell Us?

1. Workforce Development is Creating Pathways to Employment

Subgrantees supported participants at multiple stages of the workforce development continuum, from workshops and training programs to credential attainment, employment placement, and retention. During Q1, 205 participants secured employment opportunities, demonstrating early progress toward economic stability and self-sufficiency.

2. Participants Are Building Skills for High -Demand Industries

Participants are earning and/or pursuing certifications and credentials in diverse sectors, such as technology, construction, manufacturing, skilled trades, and healthcare. These credentials help participants gain the skills and qualifications needed to compete for jobs in growing industries and support long-term career advancement.

3. Employment Outcomes Suggest Progress Toward Economic Stability

Among participants who secured employment, nearly 40% obtained positions paying at least \$18 per hour, while 10% secured positions paying \$22 per hour or more. These wages may help participants achieve greater financial stability and reduce barriers associated with poverty and unemployment.

Category 3: Education and Training



Category 3: Education and Training

Education and training are important pathways to opportunity, equipping individuals with the knowledge, skills, and credentials needed to achieve their personal, academic, and professional goals. During Q1, EGP subgrantees provided a variety of educational, workforce, leadership, and skill-building opportunities designed to support participants across different stages of life.

These services helped participants strengthen academic and workforce readiness, pursue educational advancement, earn credentials and certifications, and develop skills that support long-term success.

By expanding access to education and training, subgrantees are helping participants build pathways to opportunity, economic mobility, and community well-being.



Education support centered on

credentials and

academic case management

6 /29

6 subgrantees participating in this program area

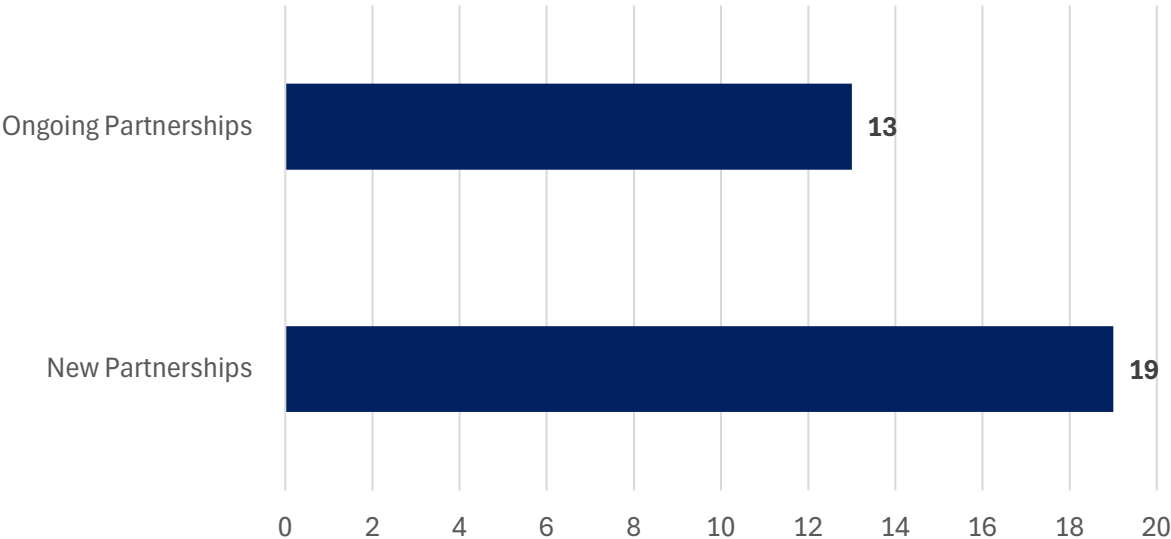
220

enrolled in apprenticeship or credentialing programs

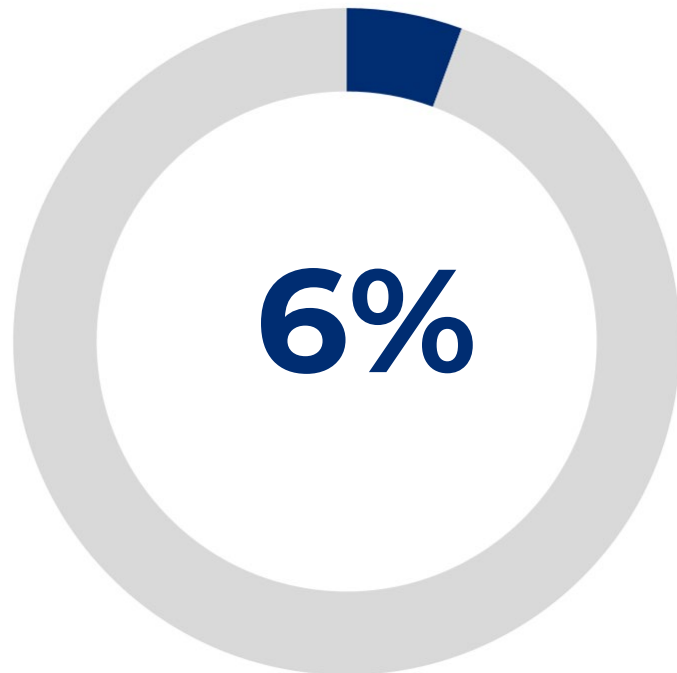
27

received case management or academic support

School and Institutional Partnerships

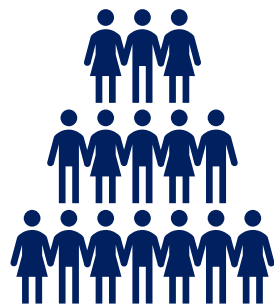


Credential completions reflect the early stage of credentialing pathways



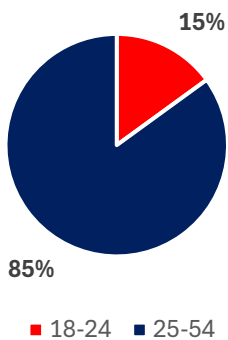
12 participants completed an educational credentialing Q1, of the **220 enrolled** in apprenticeship or credentialing programs.

Subgrantee Spotlight: New Beginnings of Indianapolis

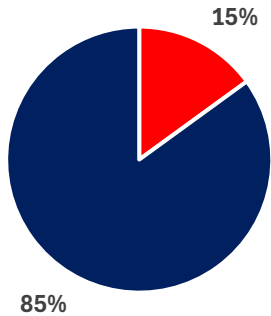
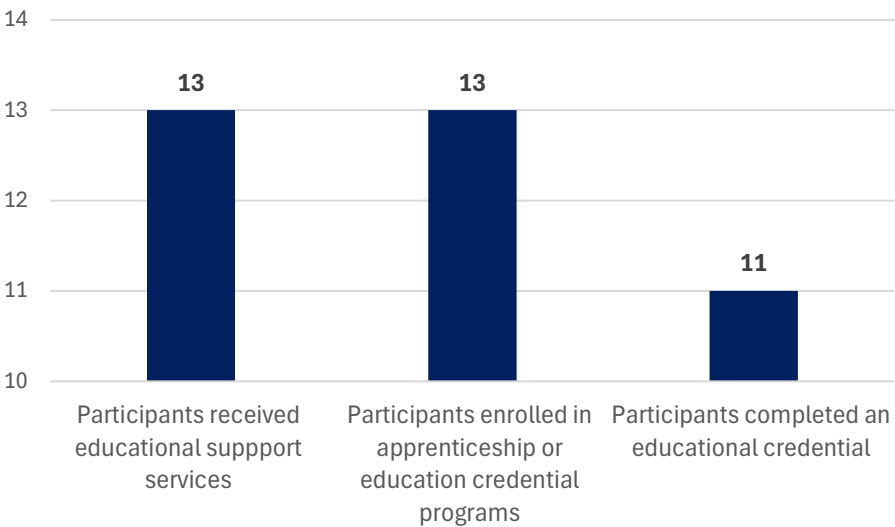


13 individuals served

The largest portion of participants (85%) were between the ages of 25 – 54 years old. (n = 13)



The majority (91%) of participants were Black/African American. (n= 11)



■ Not Hispanic/Latino/e/x ■ Hispanic/Latino/e/x

Most (85%) were not Hispanic or Latino/e/x. (n = 13)

11 of 13 participants who enrolled in apprenticeship or credentialing programs completed an educational credential during Q1.





NAHEEM'S STORY

Commitment. Support. Success. A Future in Tech.

With personalized support and the right resources, Naheem overcame challenges and achieved his certification—opening the door to a brighter future.



**NEW BEGINNINGS
OF INDIANAPOLIS**

"YES, I CAN" WORKFORCE
DEVELOPMENT PROGRAM



Removing barriers. Building confidence.
Creating opportunities.

New Beginnings of Indianapolis
empowers individuals with the support,
partnerships, and resources to succeed.

NAHEEM'S JOURNEY

1



COMMITTED TO GROWTH

Naheem enrolled in the
CompTIA Tech+ certification
pathway and showed
dedication from day one.

2



PERSONALIZED SUPPORT

Staff recognized his need for
extra support and connected
him with one-on-one tutoring
through the IU Indy
partnership.

3



REMOVING BARRIERS

With guidance from staff,
Naheem secured testing
accommodations through
Pearson VUE to ensure an
equitable testing experience.

4



ACHIEVING SUCCESS

Naheem completed the
CompTIA Tech+ program
and passed the certification
exam. He is now enrolling in
the CompTIA A+ course.

THE TOOLS THAT MADE A DIFFERENCE



INDIVIDUALIZED TUTORING

One-on-one support
at his own pace.



ACADEMIC REINFORCEMENT

Strengthening skills
and understanding.



TESTING ACCOMMODATIONS

Ensuring a fair
opportunity to succeed.



DEDICATED STAFF SUPPORT

Guidance every step
of the way.



MOVING TOWARD A BRIGHTER FUTURE

Naheem's success shows what's possible when barriers are addressed and individuals are given the tools, time, and encouragement to succeed. New Beginnings of Indianapolis helped Naheem achieve a major milestone and build a path toward sustainable employment in the technology field.



WHAT'S NEXT

Naheem is continuing his
journey by pursuing the
CompTIA A+ certification.

What Does This Tell Us?

1. Education and Training Programs Are Building Pathways to Future Opportunity

Subgrantees connected 220 participants to apprenticeship and credentialing programs, helping individuals gain the knowledge, skills, and qualifications needed for educational advancement and future employment opportunities.

2. Participants Are Progressing Along Longer -Term Educational Pathways

While 12 participants earned an educational credential during Q1, many participants remain actively engaged in apprenticeship and credentialing programs that require several months to complete. As a result, credential attainment should increase as participants continue progressing through these pathways.

3. Partnerships Are Expanding Access to Education and Training Opportunities

Subgrantees established 19 new partnerships and maintained 13 ongoing collaborations with educational and training institutions. These partnerships help expand access to training programs, strengthen participant support systems, and create clearer pathways to credentials, workforce opportunities, and career advancement.

Category 4: Mental Health and Wellness



Category 4: Mental Health & Wellness

Mental health and wellness are key contributors to community safety and individual well-being. During Q1, EGP subgrantees provided a range of mental health, recovery, peer support, and wellness services designed to address these challenges and support participants' overall well-being.

By helping participants strengthen coping skills, build supportive relationships, improve emotional health, and access needed services, subgrantees are addressing underlying factors that can contribute to crime and violence while promoting long-term stability and resilience.

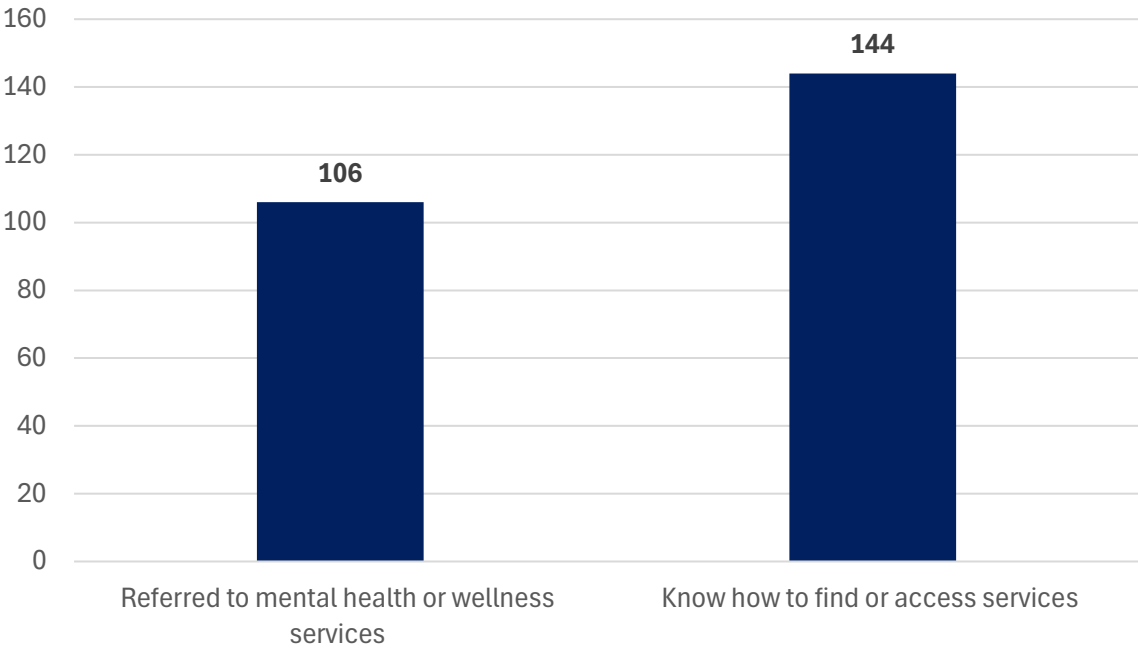


Mental health programs reached **649** participants, the broadest of any category

11 /29
11 subgrantees participating in this program area

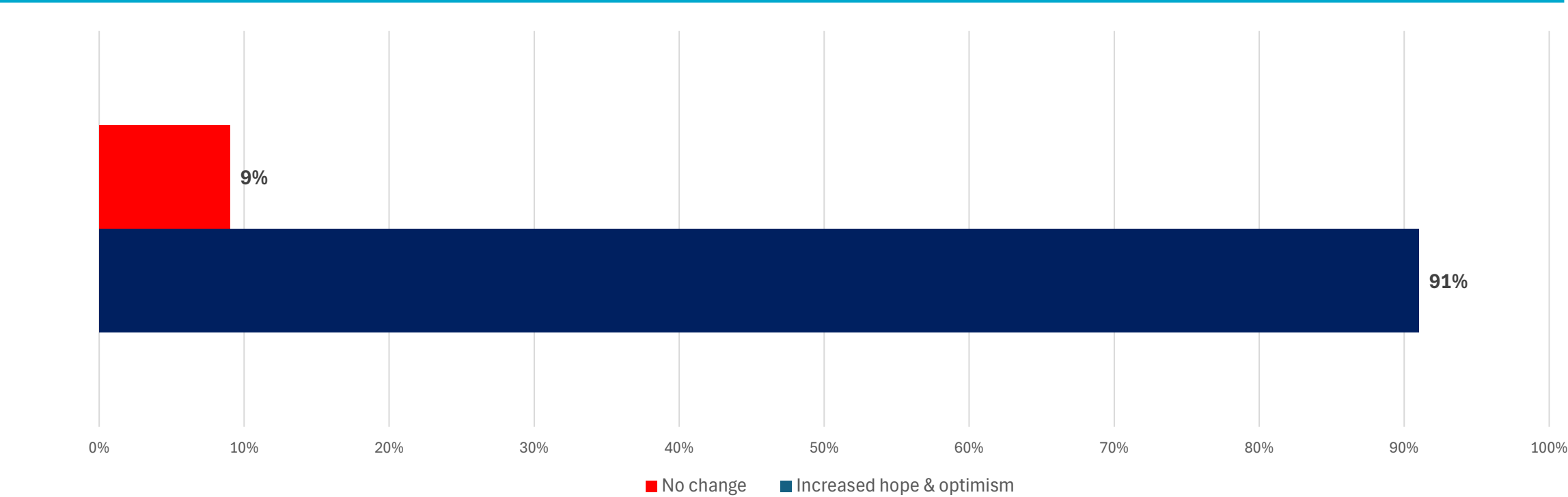
144
sustained 3+ mental health sessions (22%)

159
used positive coping mechanisms

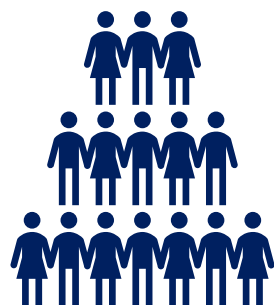


CATEGORY 4 · MENTAL HEALTH & WELLNESS

Among responses, **91% (n = 192)** reported positive change

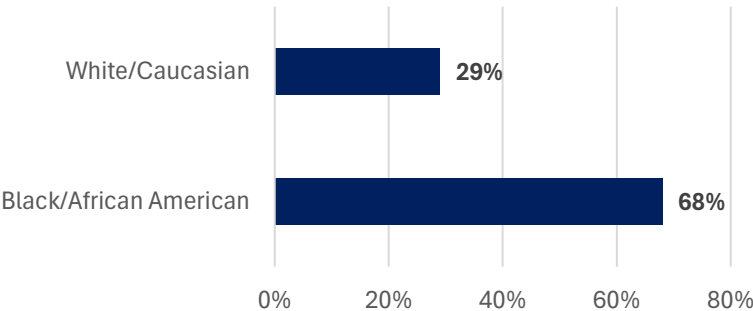
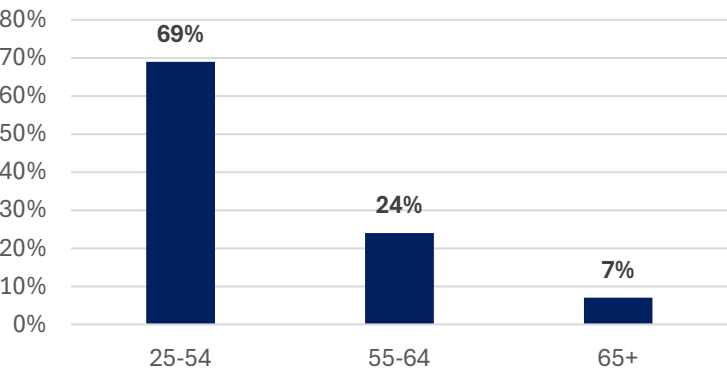


Subgrantee Spotlight: Step Up Inc.

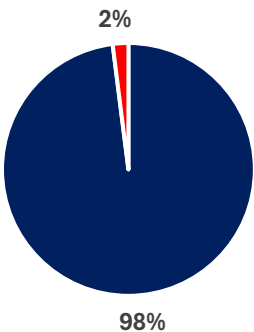
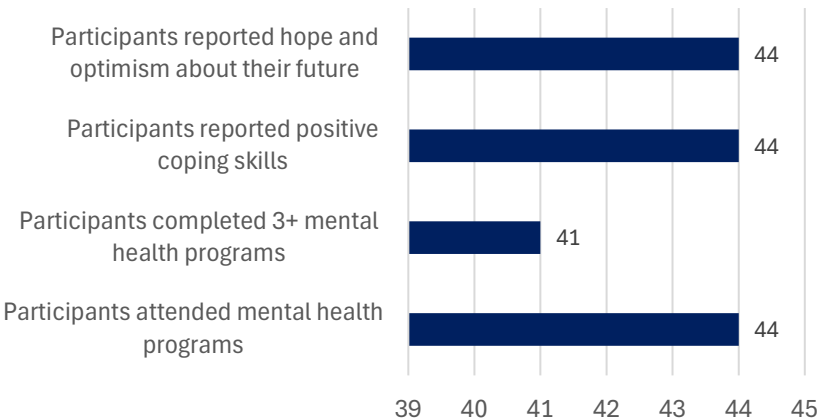


59 individuals served

Participants were mostly working-age adults. (n = 59)



Nearly 7 in 10 participants were Black or African American. (n = 59)



■ Not Hispanic/Latino/e/x ■ Hispanic/Latino/e/x

Most participants were not Hispanic or Latino/e/x. (n = 59)

- Participants showed strong engagement in mental health programming, with nearly all participants completing three or more sessions.
- Participants also reported increased use of positive coping skills and greater hope and optimism about their future.



JAMES' STORY



BEHAVIORAL HEALTH

Addressing depression and building confidence.



EMPLOYMENT SUPPORT

Connecting to opportunities and building skills.



LONG-TERM STABILITY

Creating a path toward independence and purpose.



STEP UP
A PATH FORWARD



STEP UP
REENTRY SERVICES

Empowering individuals to heal,
overcome barriers, and build
brighter futures.

JAMES'S JOURNEY



1

FACING CHALLENGES

James was experiencing severe depression and facing barriers to employment due to his criminal background. He was hesitant about starting therapy.



2

BUILDING TRUST

Through consistent engagement, James began attending weekly therapy and slowly opened up about his mental health and life challenges.



3

CONNECTING TO SUPPORT

As trust grew, Step Up connected James with employment support and an interview opportunity.



4

MOVING FORWARD

James continues to participate in therapy, has begun pursuing entrepreneurship, and is interviewing for job opportunities.



5

LOOKING AHEAD

James is building a stronger, more stable future for himself and creating new possibilities for long-term success.

INTEGRATED SUPPORT. LASTING IMPACT.



HEALING

Therapeutic support to improve mental health and well-being.



OPPORTUNITY

Access to employment resources and real opportunities.



EMPOWERMENT

Building confidence, skills, and a sense of purpose.



LONG-TERM STABILITY

Creating a foundation for independence and a brighter future.

What Does This Tell Us?

1. Mental Health Supports Are Strengthening Protective Factors

Subgrantees are doing more than connecting participants to services. They are helping participants build the skills and supports needed to promote long-term emotional well-being. Participants reported increased knowledge of available mental health resources and greater use of positive coping strategies, both of which are important protective factors associated with resilience and stability.

2. Participants Are Engaging in Behavioral Health Services

Among the 649 participants who participated in mental health and wellness programming, 144 attended three or more sessions, demonstrating ongoing engagement with behavioral health supports. This suggests that participants are not only accessing services, but continuing to engage in supports that can contribute to lasting change.

3. Mental Health Programming Fosters Hope and Optimism

Among participants with available data, 91% reported increased hope and optimism about their future. This suggests that subgrantee services are helping participants build confidence, resilience, and a stronger sense of possibility for their lives moving forward.

Category 5: Youth & Young Adults Development and Protective Factors



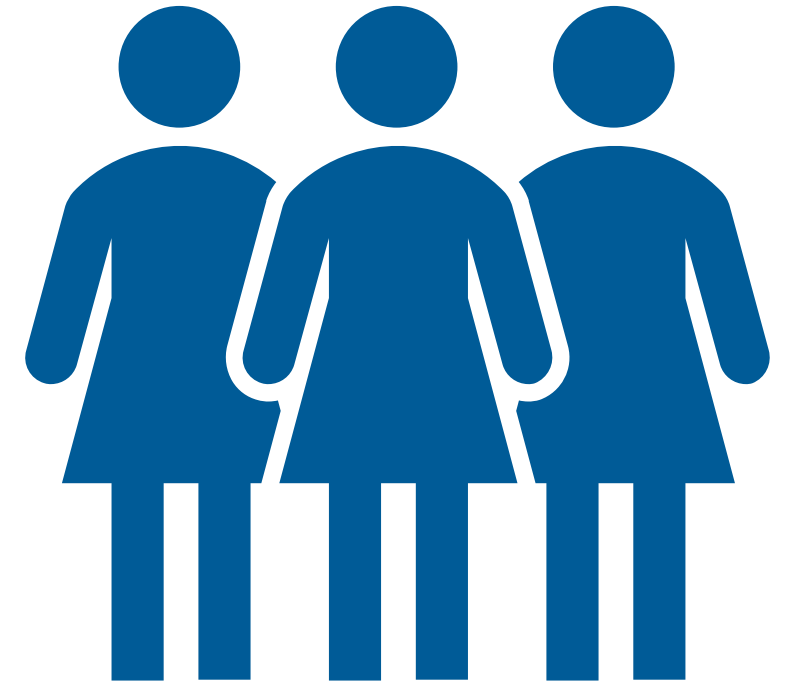
Category 5: Youths & Young Adults

Development and Protective Factors

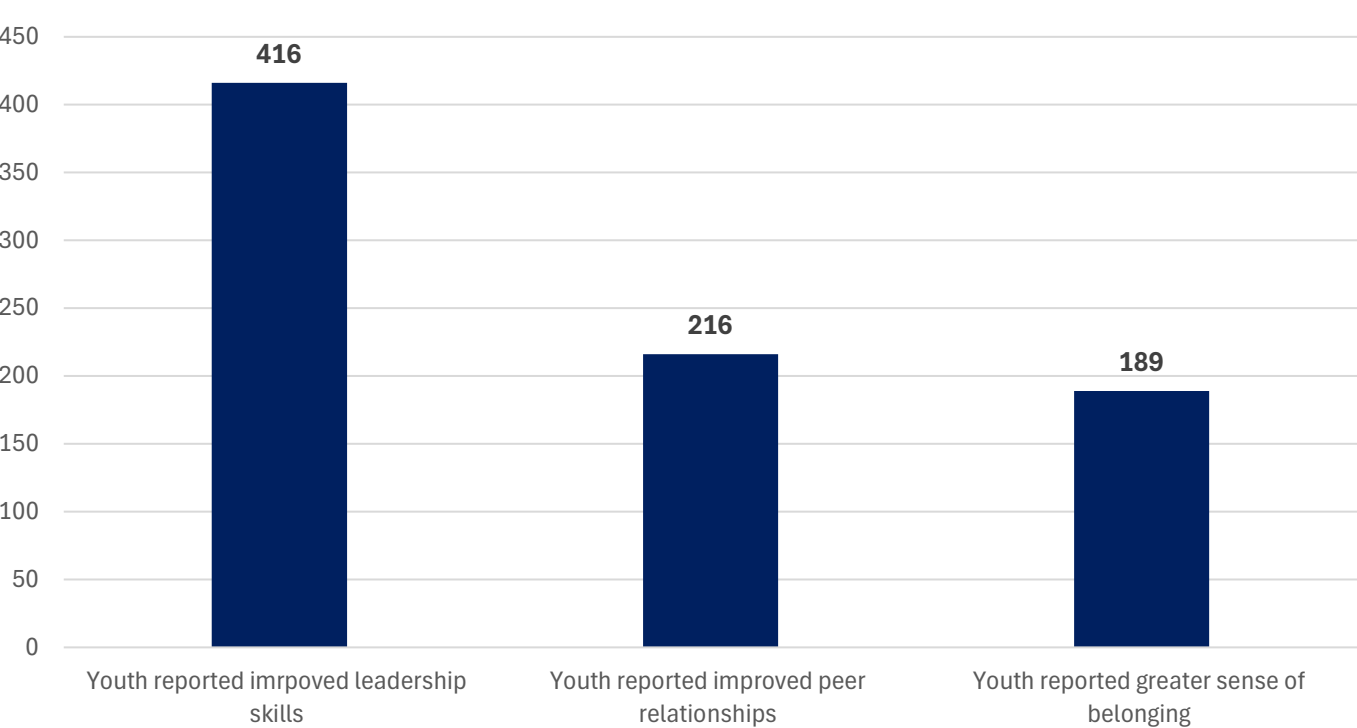
Positive youth development and the strengthening of protective factors are important strategies for promoting healthy development, reducing risk, and supporting long-term success. EGP recognizes that young people are more likely to thrive when they have access to supportive relationships, safe environments, positive role models, and opportunities to develop their skills, talents, and leadership potential.

During Q1, EGP subgrantees engaged youth through mentoring, leadership development, civic engagement, workforce readiness, creative arts, and other enrichment opportunities. These experiences helped youth build confidence, strengthen connections with supportive adults and peers, develop leadership skills, and foster a greater sense of belonging.

By investing in protective factors that support resilience and positive decision-making, subgrantees are helping young people build pathways to success while reducing risks associated with violence, crime, and justice system involvement.



Leadership saw the **strongest** reported gains



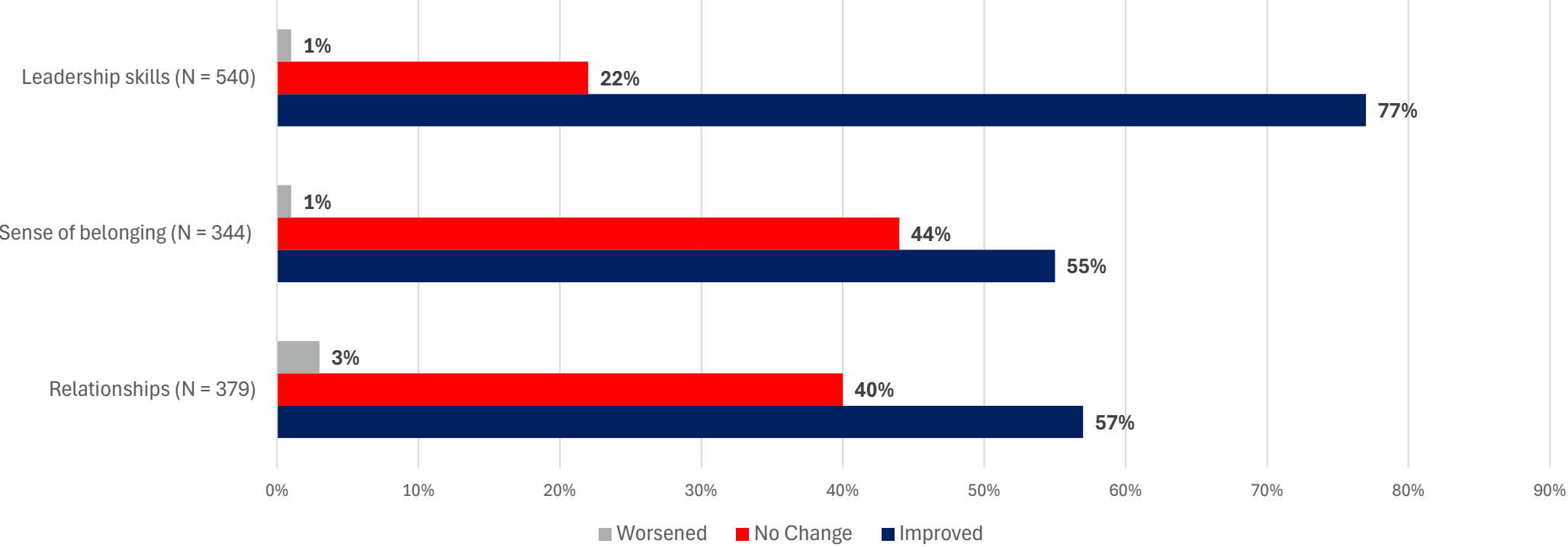
10 /29
sub-grantee reporting

494
felt empowered to make decisions

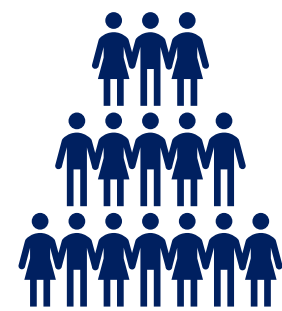
235
have at least one trusted adult or mentor



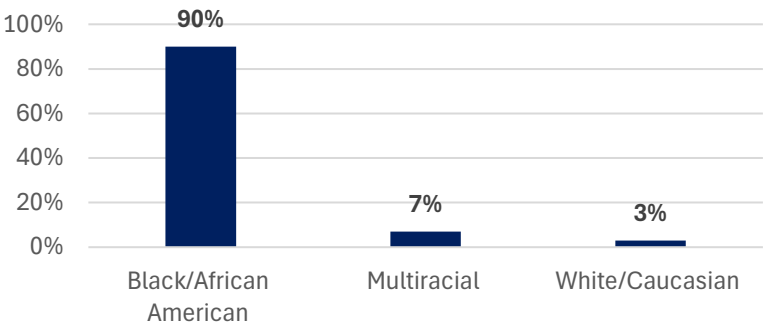
Improvement was the **dominant direction** across all three measured factors



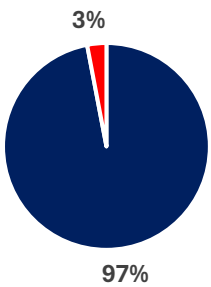
Subgrantee Spotlight: Children's Policy & Law Initiative of Indiana



30 individuals aged 11-17 years old served

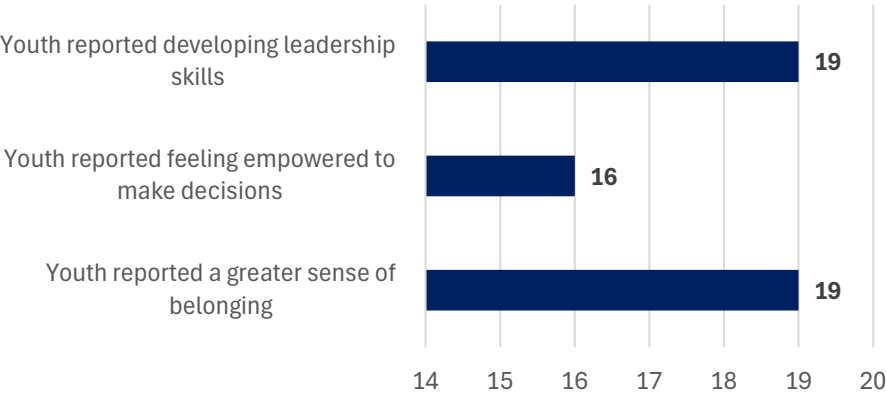


Nine in 10 participants identified as Black or African American. (n = 29)



■ Not Hispanic/Latino/e/x ■ Hispanic/Latino/e/x

Participants were primarily not Hispanic or Latino/e/x. (n = 30)



Participants reported gains in several key protective factors, including leadership skills, decision-making confidence, and a greater sense of belonging.



YOUTH VOICE. YOUTH LEADERSHIP. REAL IMPACT.



Emily, Jack, Shelby, and Eric are Peer Mentors through the **Youth Justice Leadership Program** at the Children's Policy and Law Initiative of Indiana. On Youth Day at the Statehouse, they stepped up, spoke out, and inspired a room of over 300 youth, leaders, and policymakers.



THEIR JOURNEY AT YOUTH DAY AT THE STATEHOUSE



A BIG STAGE, A NEW CHALLENGE

Standing in front of over 300 people was a first for many of the Peer Mentors. The energy, noise, and distractions could have been overwhelming.



ADAPTING & TAKING CONTROL

Instead of being discouraged, the Peer Mentors adapted in real time. They engaged the audience with their voices, presence, and powerful delivery.



SPEAKING FROM EXPERIENCE

Speaking in pairs, they shared on youth violence and the importance of youth voice—grounding their messages in lived experience and reflection.



A POWERFUL POEM

Eric wrote and recited an original poem about youth voice—creating a memorable moment that resonated deeply with the audience.



IMPACT THAT RESONATES

Their confidence, adaptability, and authenticity turned a challenging environment into a meaningful experience. The audience became visibly engaged and inspired.



THE IMPACT

Leadership in Action.
Change in Motion.



BUILDS CONFIDENCE

Youth gain the confidence to speak up and lead.



DEVELOPS REAL WORLD SKILLS

Youth strengthen skills in public speaking, advocacy, and leadership.



AMPLIFIES YOUTH VOICE

Youth experiences are heard and drive conversations.



CREATES FUTURE LEADERS

Youth are empowered to create change in their communities.



Their story shows how leadership opportunities help youth overcome challenges and grow in real time. The Children's Policy and Law Initiative of Indiana continues to create platforms for youth to share their experiences, advocate for change, and become leaders in our community.



**CHILDREN'S POLICY
AND LAW INITIATIVE
OF INDIANA**

What Does This Tell Us?

1. EGP Programs Are Strengthening Key Protective Factors for Youth

Youth participants reported gains in several protective factors associated with positive youth development, including leadership skills, supportive relationships, access to safe spaces, and a greater sense of belonging. These factors are linked to improved well-being and reduced risk of involvement in violence and other negative outcomes.

2. Youth Are Developing Confidence and Leadership Skills

Nearly 500 youth reported feeling empowered to make decisions, while 416 reported improved leadership skills. Additionally, 77% of youth with available data reported growth in their leadership abilities, suggesting that EGP-funded programs are helping young people build confidence, agency, and the skills needed to navigate future challenges.

3. Positive Youth Development Supports Community Safety

By investing in leadership development, mentorship, relationship-building, and safe spaces, EGP-funded programs are helping young people build the skills, connections, and support systems that contribute to long-term success and reduce risk factors associated with violence and justice system involvement.

Category 6: Collaboration & Systems Strengthening

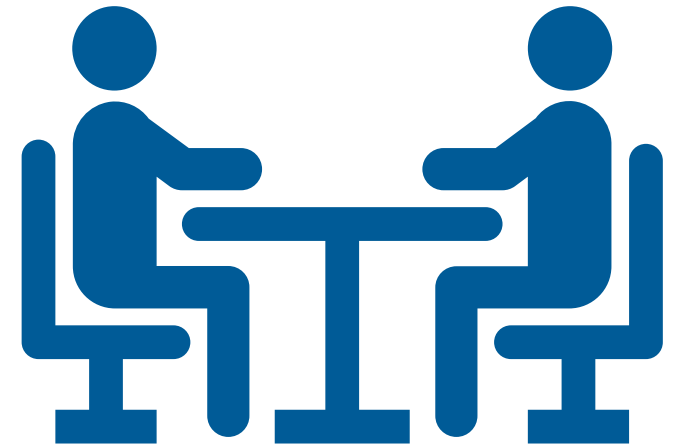


Category 6: Collaboration & Systems Strengthening

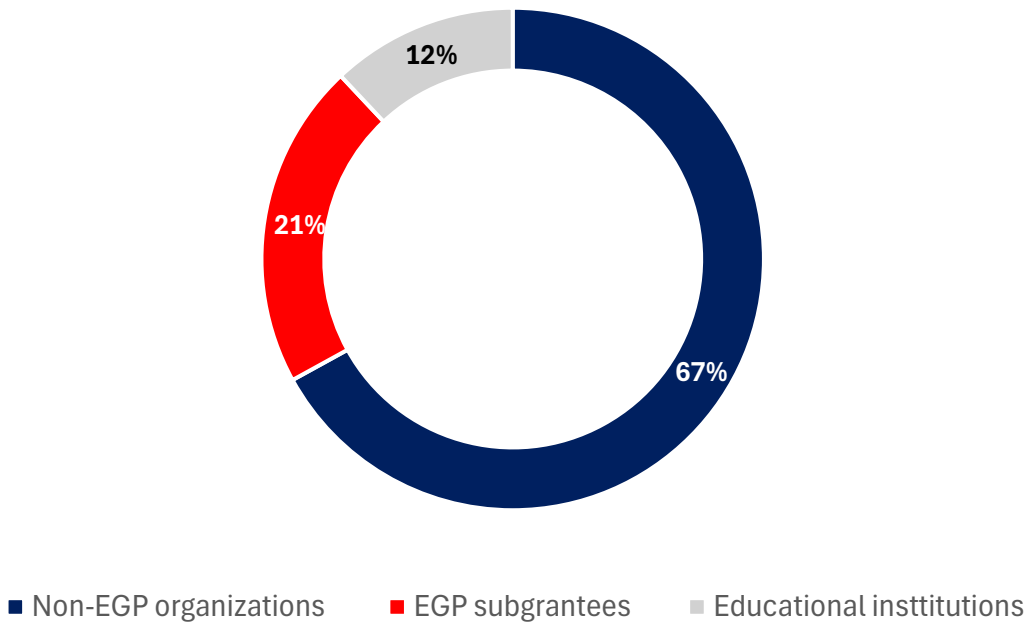
Collaboration and systems strengthening are key components of EGP's approach to reducing crime and violence. EGP recognizes that no single organization can address the complex factors that contribute to community safety challenges. As a result, subgrantees are encouraged to build partnerships, strengthen referral networks, improve coordination across systems, and leverage community resources to better serve participants and families.

During Q1, subgrantees reported engaging in a range of collaborative activities, including developing new partnerships, strengthening existing relationships, coordinating services across organizations, and connecting participants to critical resources and supports. These efforts helped create more comprehensive and coordinated responses to community needs while strengthening the systems and networks that support long-term individual and community well-being.

By bringing together organizations from sectors such as education, workforce development, public safety, behavioral health, housing, and legal services, subgrantees are helping build coordinated community responses that address the root causes of crime and violence.



159 new partnerships were formed across the EGP cohort



28 /29
subgrantees reporting

41
co-developed or co-led projects initiated

Partnerships as a Driver of Program Impact

Across subgrantees, partnerships emerged as a critical strategy for expanding access to services, strengthening organizational capacity, and building stronger community connections.

Expand access to services and supports

Strengthen program quality and organizational capacity

Build community trust and collective impact

Expand access to Services and Supports

Partnerships enabled subgrantees to provide more comprehensive and coordinated support by connecting participants to specialized services and resources beyond their own organizational capacity. These collaborations strengthened referral networks and helped ensure participants received holistic support tailored to their needs.

“Collaborations with Indy Peace, the Marion County Reentry Coalition (MCRC), and the Neighborhood Christian Legal Clinic remained active and impactful. These collaborations provided access to essential services such as legal assistance, housing support, expungement guidance, and community-based mentorship, which strengthened the program.”

- EGP Subgrantee

Strengthen Program Quality and Organizational Capacity

Partnerships enhanced program quality by bringing additional expertise, volunteers, community connections, and feedback into program delivery. Subgrantees reported that these relationships strengthened organizational capacity, improved participant engagement, and expanded their ability to achieve intended outcomes.

"We have maintained strong relationships with four core mentoring organizations and welcomed Girl Talk as a new partner. Sustained partnerships have strengthened program quality through consistent feedback, trusted youth recruitment, and on-site mentor support. These partners play a critical role in creating safe, supportive environments where youth feel comfortable engaging in honest dialogue. At the same time, the addition of a new partner has expanded our reach and introduced new perspectives that continue to strengthen program design and delivery."

- EGP Subgrantee

Increase Community Trust, Visibility, and Collective Impact

Partnerships helped strengthen trust and collaboration across communities, institutions, and service systems. By working alongside public agencies, community leaders, schools, and nonprofit organizations, subgrantees expanded their reach and increased community visibility. They contributed to collective efforts aimed at improving socio-economic outcomes for residents.

"One of the most significant relationships established to date is with the Indianapolis Metropolitan Police Department (IMPD). During Aspire House's Earth Day community initiative, IMPD demonstrated its commitment in a visible and powerful way by deploying 30 officers to support more than 300 volunteers who participated in the neighborhood service effort. Their presence reinforced both safety and community connection, proof that public trust is built person by person, block by block."

- EGP Subgrantee

Examples of New Partnerships

Marion County
Community
Corrections

IU Indianapolis School
of Education

Benjamin Harrison
YMCA

Turning Point Schools

Indy Peace

Marion County
Reentry Coalition
(MCRC)

Brookside CDC

Diverse Sector Partnerships Across Subgrantees

Subgrantees highlighted the use of cross-sector partnerships to address the complex factors that contribute to crime and violence. Rather than working within a single sector, subgrantees showcased collaborations with organizations across education, workforce development, public safety, behavioral health, housing, legal services, and community-based systems.



Key Takeaways

SUCSESSES AND OPPORTUNITIES



Overview

The following section highlights key insights that emerged from subgrantee-reported successes and areas for improvement. To identify these insights, narrative responses submitted by subgrantees were reviewed to identify recurring patterns, accomplishments, barriers, and lessons learned across organizations. Similar experiences were grouped together to highlight common areas of progress and challenges encountered during program implementation.

What is Going Well



Coordinated Supports Promote Long - Term Stability

Participant success often requires addressing multiple, interconnected needs rather than focusing on a single challenge in isolation. Subgrantees combined behavioral health, recovery, housing, employment, mentoring, family engagement, and wellness supports to help participants achieve greater stability and well-being. This holistic approach aligns with EGP's Pathways to Change framework, which recognizes that addressing the social and structural factors that influence crime and violence is essential to creating safer, healthier communities.

“Our efforts support our goals to reduce gun violence among youth by increasing participation in life-changing diversion programs and strengthening the systems that support early intervention. Ensuring youth and their families have access to the resources they need in their community helps reduce unhealthy behaviors, increase wellness, and combat the underlying factors that lead to violence”.

- EGP Subgrantee

Workforce Development as a Pathway to Stability

Economic opportunity is a critical component of community safety and well-being.

Throughout Q1, subgrantees supported participants in developing workforce skills, earning credentials, pursuing education, and securing employment across multiple industries.

These efforts help expand access to stable career pathways, increase economic mobility, and strengthen the protective factors associated with long-term success and reduced justice system involvement. Notable mentions of workforce programs included YouthBuild Indy, Martindale Brightwood CDC, Nehemiah Project, and Indy Parks Corps.

Positive Youth Development Strengthens Protective Factors

Providing young people with safe, supportive spaces and meaningful opportunities for engagement helps strengthen protective factors associated with positive youth development and violence prevention. Youth-serving subgrantees created environments where young people could build leadership skills, develop positive relationships, strengthen self-confidence, and explore their interests through peer mentorship, leadership development, civic engagement, workforce development, and creative arts programming. These experiences empowered youth to amplify their voices, contribute to their communities, and build the skills and connections needed for long-term personal, academic, and professional success.

“We had new engagements with younger adults ages 13-19 through the Men’s Wellness Circle. Participants are demonstrating real progress in their mental health and overall wellness, becoming more self-aware, emotionally open, and intentional in their decision-making. Many are actively applying what they learn—using healthier coping strategies, managing stress more effectively, and making choices that are helping them stay out of trouble with the law.”

- EGP Subgrantee

Breaking Down Barriers to Success

Removing barriers is often a critical first step toward long-term stability and success. Subgrantees helped participants overcome legal, financial, transportation, housing, and documentation-related challenges that can limit access to employment, education, housing, and other opportunities.

While accomplishments such as expungements, driver's license reinstatement, eviction sealing, legal advocacy, transportation support, and financial literacy are not reflected in EGP's performance measures, they represent important milestones that help participants access opportunities, strengthen stability, and reduce barriers that can contribute to justice system involvement.

“Expungement assistance is a key component of the program. Four participants are currently receiving support to remove violations and charges from their records. Each has shown commitment by attending court hearings, paying fines, and meeting all legal and program requirements. With ongoing guidance, all four are on track to have their records cleared by the end of 2026.”

- EGP Subgrantee

Capacity Building Supports Sustainable Growth

Subgrantees recognize that sustainable community impact requires strong organizational infrastructure. They reported investing in staffing, data systems, case management processes, volunteer development, evaluation, and program expansion to strengthen their capacity to deliver services. While these accomplishments often occur behind the scenes, they create the foundation necessary to serve more participants, improve program quality, and sustain long-term impact.

“We have made strong progress in staffing coordination. The Program Coordinator is in place, and we are actively coordinating support staff and partners in preparation for training and program launch. This early coordination has helped establish clarity around roles and expectations ahead of implementation. Recruitment planning is underway with local schools and community partners to ensure outreach is ready prior to launch.”

- EGP Subgrantee

Cross-Sector Collaboration Strengthens Community Impact

Subgrantees are leveraging cross-sector partnerships as a core strategy for addressing the complex and interconnected factors that contribute to crime and violence. They reported both developing new partnerships and strengthening existing collaborations across education, workforce development, public safety, behavioral health, housing, and legal services.

While 21% of reported partnerships were with other EGP subgrantees, the majority extended beyond the EGP network, demonstrating the program's ability to engage a broad range of community partners. This collaborative approach aligns closely with EGP's Pathways to Change framework, which recognizes that lasting improvements in community safety require coordinated efforts that address the root causes of crime while expanding access to opportunity, stability, and support.

Key Opportunities Emerging from Challenges



Demand Continues to Outpace Available Capacity

Many subgrantees reported that demand for services exceeds their current staffing, funding, and program capacity. They consistently described opportunities to expand services, increase staffing, strengthen volunteer infrastructure, and reach more participants, if additional resources were available.

“Total service volume remains below historical levels due to significant funding reductions. We are currently unable to meet the high community demand for re-entry-related legal assistance.”

- EGP Subgrantee

“Demand for workforce development and financial literacy programming continues to grow significantly. However, limited staffing and instructor capacity present challenges in meeting this demand at scale.”

- EGP Subgrantee

Improved Data Systems Can Strengthen Coordination and Impact

A significant opportunity emerged around improving data infrastructure, reporting systems, participant tracking, and cross-system information sharing. While many subgrantees are investing in new case management systems, reporting tools, Salesforce, QR-code feedback loops, and evaluation processes, they continue to experience challenges collecting, sharing, and reporting data.

“One of the most significant barriers is the lack of reliable, real-time data sharing across systems, particularly when attempting to determine whether a young person is currently on probation.”

- EGP Subgrantee

“Data capacity and impact tracking... there is a need for enhanced systems and dedicated staff to effectively track, measure, and report impact at scale.”

- EGP Subgrantee

Sustained Engagement Requires Trust, Flexibility, and Family Support

Subgrantees frequently cited challenges engaging participants, maintaining attendance, sustaining participation, and increasing family involvement, stemming from participants balancing multiple commitments. These narratives suggest an opportunity to further explore strategies that strengthen trust, improve communication, and reduce barriers to ongoing engagement.

"One of the greatest challenges is the parents we engage with who want to enroll their children in a program but do not want to participate with the child."

- EGP Subgrantee

Sustainable Impact Requires Sustainable Staffing and Funding

Subgrantees discussed challenges with recruiting, retaining, and supporting qualified staff while navigating reduced funding levels and increasing community demand. Organizations also highlighted opportunities to strengthen sustainability through diversified funding, workforce development, competitive compensation, and staff support.

"Limited funding has made it difficult to offer competitive compensation for qualified staff, mentors, creatives, and youth development professionals."

- EGP Subgrantee

"The primary challenge involves balancing program quality with the sustainability of our staffing model."

- EGP Subgrantee

Partnerships Require Ongoing Coordination and Communication

While subgrantees alluded to strong partnerships as a success, several organizations also identified challenges related to maintaining consistent communication, engagement, and alignment among partners. As partnerships expand and become more complex, organizations reported needing additional coordination, clearer expectations, stronger communication systems, and more consistent participation from partners to maximize effectiveness. These challenges highlight an opportunity to strengthen collaborative infrastructure and ensure partnerships remain active, responsive, and aligned around shared goals.

"We are taking a more proactive approach to strengthening partner alignment. This includes revisiting expectations, increasing communication touchpoints, and identifying any barriers to participation."

- EGP Subgrantee

"We have experienced some inconsistencies in communication and mentor presence at cohort sessions among a couple of our partners."

- EGP Subgrantee