DEVELOPING A CULTURE OF DIVERSION

Adult Redeploy Illinois - Building Practitioner-Centered Support for Systems Change

LOCAL: A Local Blueprint for Diversion Success

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Systems Don't Change Themselves. People Do.

DEVELOPING CAPACITY COACHING

Session Overview & Learning Outcomes

During our time together, we will work through two key questions:

What does it take to build support that actually helps diversion practitioners navigate the realities of implementation? What key elements form a local blueprint for adapting ARI's approaches to support local diversion success.

By the end of our time, you will be able to:

1. **Identify**
   key challenges and support needs within their diversion or problem-solving court program.

2. **Examine**
   how coaching, peer learning, workshops, and data-informed reflection can strengthen practice, referrals, and collaboration.

3. **Develop**
   an action plan to support sustainability, reduce burnout, and improve collaboration across probation, courts, and community partners.

What does it mean to Build A Culture of Diversion?

Building a culture of diversion means creating a justice system that creates **options** for meaningful alternatives to incarceration so people can **remain** in their communities, **access support**, and **move forward** with their lives while being **held accountable.**

Requires 3 Ways of Being:

1 Shared Belief

It reflects a ***shared belief*** that these ***alternatives strengthen*** public ***safety*** and community ***well-being.***

2 The How

It shows up in ***how we work*** every day, ***how we treat*** people with dignity and respect, make ***fair*** decisions, ***engage*** partners ***early,*** increase awareness, and ***address stigma*** so diversion becomes a ***trusted and accessible pathway.***

3 Consistent Actions

A culture of diversion is built through ***consistent actions*** that ***expand*** opportunity, ***strengthen*** communities, and ensure people experience a ***real path forward.***

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Systems Don't Change Themselves. People Do.

Experiencing a For Us, By Us Model

ARI VISION

What if we supported our sites in a ***new way?***

- Training
- Technical Assistance
- Development

→

LISTEN

Ask those ***closest*** to the work and those most impacted by the work

→

LEARN

Identify what works and what doesn't work
+
Convey that we ***actually listened*** to them (share & shift)

→

ACT

Embody a ***willingness to do things differently*** based on what we learn

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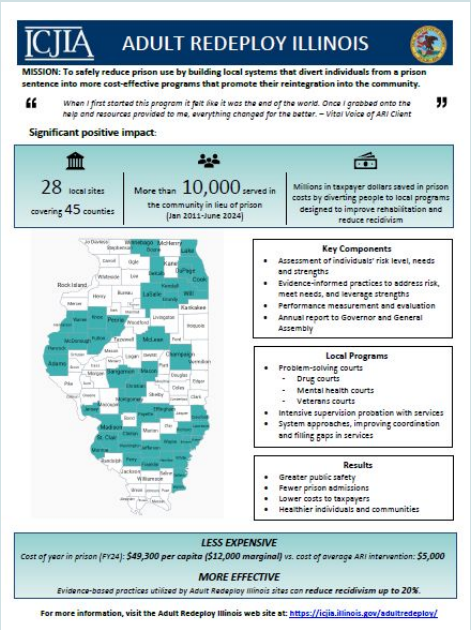
ICJIA ADULT REDEPLOY ILLINOIS

The Vision

Systems Don't Change Themselves. People Do.

Adult Redeploy Illinois (ARI)

- Created by the Crime Reduction Act of 2009 to build local capacity to divert people from prison to more effective, less expensive community-based supervision and services.
- Administered by the Illinois Criminal Justice Information Authority.
- $13 million grant program supporting **29** grantee sites covering **42** counties.
- Utilizes performance incentive funding and justice reinvestment principles.



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DEVELOPING CAPACITY COACHING

Listen & Learn

Systems Don't Change Themselves. People Do.

Experiencing a For Us, By Us Model

TTAD program led by Developing Capacity Coaching and Center for Health and Justice (TASC)

All-Hands Webinars	Special Topics Workshops	Customized Coaching (Ad-Hoc)	On-Demand Modules	In-person Meetings (Regional Trainings and Annual All-Sites Summit)
Leveraging Pre-Trial Fairness Act to Support Diversion	Centering Humanity in Diversion: Redefining Equity and Innovation to Transform Outcomes	Data-Informed Decision-Making Strengths Coaching & Team Development	Community Asset Mapping: Building Collaborative Networks for Diversion Programs Combating Stigma, Getting the Word Out, and Engaging Community	Northern Regional Training Days All-Sites Summits

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Site or Program: _____ Date: _____

L Listen to People

Actions

Ask each group:

What are we doing well with our diversion program or problem-solving court?

What are the key challenges facing our diversion program or problem-solving court?

From your perspective, what would success look like for our diversion program or problem-solving court?

Example

Ask probation officers, participants, alumni, and referral partners your three questions. Compare their responses to identify shared strengths and challenges.

Our Local Application

What we will strengthen	Who we will involve	Our first action

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Site or Program: _____ Date: _____

O Observe the Current Culture

Actions

What is our current culture of diversion?

Assess awareness among the public, partner agencies, and clients about the benefits and eligibility requirements of diversion. Identify and debunk stigma or misinformation associated with participating in your program. Share stories of success consistently to shift perceptions. Engage judiciary and referring agencies early to build buy-in and normalize referrals. Engage potential participants early to build an alternative pathway.

Example

If eligible participants are rarely referred, explore whether referring partners understand eligibility requirements and trust diversion as a viable option. Use what you learn to address misinformation and share relevant success stories.

Our Local Application

What we will strengthen	Who we will involve	Our first action

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Site or Program: _____ Date: _____

C Collaborate Across Partners

Actions

Utilize successful peers and alumni to provide continued support during and after completing the program. Partner with community providers (behavioral health, housing, transportation) to address barriers beyond legal issues. Identify what has worked well across probation, courts, community partners, and correctional facilities, and build on those strategies.

Example

If transportation repeatedly prevents participation, bring staff, participants, and a community transportation provider together to develop a workable solution.

Our Local Application

What we will strengthen	Who we will involve	Our first action

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LOCAL

A Local Blueprint for Diversion Success

Site or Program: _____ Date: _____

A Attend to People and Capacity

Actions

Align supports with identified needs. Utilize humanity-centered onboarding and cross-training to reduce the impact of turnover among program and partner staff. Include mental health supports for clients and staff to prevent burnout and sustain engagement. Embed equity and inclusion principles into program structure, decision-making, and services.

Example

If staff turnover disrupts participant support, introduce shared onboarding and cross-training so another staff member can maintain continuity. Include regular check-ins to identify workload strain and support needs.

Our Local Application

What we will strengthen	Who we will involve	Our first action

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LOCAL

A Local Blueprint for Diversion Success

Site or Program: _____ Date: _____

L Learn and Sustain

Actions

Take a strengths-based approach to client and staff development. Use data-informed practices to monitor progress, ensure accountability, and adapt approaches. Practice humility. Embed learning, strengths, and sustainable practices.

Example

After introducing a new support, review participation data alongside staff and participant feedback. Identify what is helping, adjust what is getting in the way, and decide what to continue.

Our Local Application

What we will strengthen	Who we will involve	Our first action

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