

INDIANA
YOUTH ARE

In Search of A Hidden Treasure

AND WITH THE RIGHT MAP, EVERYONE IN INDIANA CAN HELP THEM FIND IT.

TO DETER MULTIPLE FORMS OF VIOLENCE AND TO CREATE CONDITIONS THAT HELP ALL OF OUR KIDS THRIVE, EVERYONE NEEDS TO BE ON THE SAME PATH, SEEKING THE SAME TREASURE. Parents, siblings, colleagues, teachers, mentors, extended family, partners, employers, legislators, neighbors, faith leaders — **everyone** in Indiana can act, to move all of us toward safe, stable and nurturing relationships and environments.

We gathered Indiana high schoolers and asked them to share their thoughts, feelings, experiences and expectations of safety, stability and nurturance in relationships and the community.

We analyzed their responses and categorized them into five areas of need. Those needs form a clear path for everyone in communities to follow if we want to point our youth toward safe, stable and nurturing futures. Collectively, it's a playground of opportunity — a collaborative adventure where we work together for the common good, and everyone succeeds.

Social, Family & Organizational Connectedness

POLICY MAKERS CAN

- support universal paid family leave programs
- support diversion programs and alternatives to prison, when appropriate
- increase access to substance-abuse treatment programs

- **EMPLOYERS CAN** • pay living wages • allow employees flexibility to respond to unexpected family needs • provide employees with consistent work schedules so that they can plan for family life and child care.
- **ORGANIZATIONS CAN** • adopt inclusive family engagement policies to include grandparents, foster parents and other caregivers • provide community-supported youth programs and extracurricular activities • offer early-intervention parenting programs, parent support groups and parenting education

Support for Personal Growth

POLICY MAKERS CAN

- invest in public K-12 schools and affordable, post-secondary learning and training opportunities to ensure great educational opportunities for young people
- adopt restorative justice practices (eliminating zero-tolerance policies)

- **EMPLOYERS CAN** • offer job readiness, shadowing and training opportunities for youth • create opportunities for ongoing learning, training and career development among employees
- **ORGANIZATIONS CAN** • offer mentoring programs • create volunteer programs for youth • provide extracurricular activities that allow young people to explore their interests, including music and arts • adopt positive discipline techniques

Acceptance and Inclusion

EMPLOYERS CAN

- adopt inclusive organizational policies, practices and structures that increase access across a range of cultures, languages and abilities
- engage staff in implicit bias trainings • recruit and retain an inclusive workforce so that youth can see people who are like them serving in a range of roles
- **ORGANIZATIONS CAN** • conduct developmentally appropriate empathy education for youth • create trauma-informed organizations • provide culturally inclusive programming

Safe, Non-Violent Communities

POLICY MAKERS CAN

- promote safe, connected neighborhoods by attending to infrastructure (sidewalks and roads) and by developing or improving mass transit options
- ensure that their communities provide safe parks and recreational spaces • establish zoning practices that equitably share community protections and risks.
- **EMPLOYERS CAN** • partner with local governments to create community benefit agreements

Stable Basics

POLICY MAKERS CAN

- invest in universal health care that is inclusive of mental and physical health
- invest in social safety-net programs that sustain families through difficult times, including Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), the Women, Infants and Children Program (WIC) and childcare subsidies
- increase housing stability by instituting initiatives that reduce evictions, increase housing options across income levels and protect credit ratings

verizon
This publication was supported by funding from Verizon.



Safe, Stable and Nurturing Relationships and Environments



INDIANA COALITION AGAINST DOMESTIC VIOLENCE • 1915 W 18th Street, Suite B • Indianapolis, IN 46202 • 24-Hour Helpline: 800.332.7385 or TTY 800.787.3224 • www.icadvinc.org

SOURCES • Centers for Disease Control and Prevention. (2014.) Essentials for Childhood: Steps to Create Safe, Stable, Nurturing Relationships and Environments. Articles and fact sheets can be found at <http://www.cdc.gov/violenceprevention/childmaltreatment/essentials.htm>. • National Institute on Drug Abuse; National Institutes of Health; U.S. Department of Health and Human Services. (2016.) Principals of Substance Abuse Prevention for Early Childhood: A Research-Based Guide. • Wilkins, N.; Tsao, B.; Hertz, M.; Davis, R.; Kleven, J. (2014.) Connecting the Dots: An Overview of the Links Among Multiple Forms of Violence. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention, Oakland, CA: Prevention Institute.