

# THREE CORDS STRONG ROSC ALLIANCE MEETING MINUTES

## TRANSITIONAL TRAINING SERVICES

**LOCATION:** 4455 S KING DRIVE SUITE 101-B

**DATE:** 05/28/2026

**Facilitator:** Marjorie Howard

**Co-Facilitator:** Francis Oklah, Vawnshekia Oklah

**TIME:** 09:30 AM – 11:45 AM

**ZOOM MEETING ID:** Hybrid- in person and on Zoom

### **I. Call to Order: Marjorie Howard**

### **II. Opening Statements – Vawnshekia Oklah**

Vawnshekia Oklah welcomed ROSC members and visitors and provided an overview of what a ROSC meeting is and why it matters. She shared the purpose of the Three Cords Strong ROSC Alliance and explained why community members, service providers, and system partners should join the ROSC.

### **Key ROSC Goals & Milestones- Dr. Francis Oklah**

- Engage at least 10 employers or workforce agencies to explore recovery-friendly and second-chance employment by **June 30, 2026**.
- By **June 30, 2028**, Three Cords Strong ROSC will expand adult deflection partnerships beyond CPD District 003 and support consistent, recovery-centered deflection practices across multiple Chicago Police Department districts.
- Expand deflection partnerships to CPD districts by **June 30, 2028**.
- Institutionalize deflection and recovery-informed training within participating law

### **III. Speaker Presentation – Brittni Bryant- Hoskins**

- In the health care space you are your best advocate for your needs.
- Always have questions for your doctors and feel free to ask for a health care practitioner with a similar background or culture as yourself (ie if you feel more comfortable with a woman, as a woman then ask for a woman doctor. If you feel more comfortable with a black doctor you can ask for that).
- Mental health is an important part of overall health and wellbeing. Just as physical health affects a person's ability to work safely and effectively, mental health can influence

concentration, decision making, productivity, attendance, and relationships with coworkers. Maintaining good mental health helps employees perform at their best both personally and professionally.

- Human Resources plays an important role in creating a workplace culture that supports employee well being. HR departments often develop policies, training programs, and resources that encourage employees to seek help when needed. Their goal is to help create a safe, respectful, and inclusive work environment for everyone.
- Employees may experience a variety of mental health challenges, including stress, anxiety, depression, grief, burnout, or personal life difficulties. These challenges can affect anyone regardless of age, job title, or experience level. Recognizing these concerns early can help employees access support before problems become more severe.
- Workplace stress is a common issue that can result from heavy workloads, deadlines, interpersonal conflicts, or changes in job responsibilities. While some stress is normal, excessive or ongoing stress can negatively impact both mental and physical health. Learning healthy coping strategies can improve overall well-being and job performance.
- Managers and supervisors often work closely with Human Resources when employee well-being concerns arise. They may receive training on recognizing warning signs, responding appropriately, and directing employees to available resources. Effective communication between management and HR helps ensure employees receive appropriate support.
- Promoting mental health awareness helps reduce stigma in the workplace. When employees feel safe discussing mental health concerns, they are more likely to seek assistance and less likely to suffer in silence. Education and awareness can help create a more supportive and understanding work environment.
- Human Resources frequently provides training on stress management, conflict resolution, communication skills, and workplace wellness. These programs help employees build resilience and develop strategies for handling challenges. Ongoing education contributes to a healthier workplace culture.

## **V. QUESTION AND ANSWER SESSION— Brittne Bryant- Hoskins**

- **Question: What should I do if I feel overwhelmed by stress at work ?** If you feel overwhelmed by stress at work, it is important to identify the source of the stress and address it as early as possible. Consider speaking with your supervisor or Human Resources about your concerns and utilizing any available support resources. Taking breaks, prioritizing tasks, and practicing healthy stress-management techniques can also help reduce stress levels.
- **Question: How do I know when work-related stress has become a serious problem?** Work-related stress may become a serious concern when it begins affecting your physical health, emotional well-being, relationships, attendance, or job performance. Common signs include persistent anxiety, difficulty concentrating, sleep problems, irritability, or feeling exhausted most of the time. Seeking support early can help prevent the situation from worsening.
- **Question: What are some warning signs that a coworker may be struggling with mental health issues?** Warning signs may include noticeable changes in mood,

attendance, productivity, behavior, communication, or appearance. A coworker may appear withdrawn, unusually emotional, frequently absent, or less engaged than usual. While it is important to be supportive, employees should avoid making assumptions and encourage professional assistance when appropriate.

- **Question: Can mental health issues affect my chances of getting hired or promoted?** Employers should make employment decisions based on qualifications, job performance, and business-related factors rather than mental health conditions. Workplace laws help protect employees and applicants from unlawful discrimination. Employees who perform their duties effectively should have opportunities for advancement based on merit and performance.
- **Question: What should I do if I feel uncomfortable discussing mental health concerns with my supervisor?**
- **Question:** If you are uncomfortable speaking directly with your supervisor, consider contacting Human Resources for guidance and support. HR professionals are trained to address workplace concerns and can help explain available options. You may also seek assistance through an Employee Assistance Program or other support services offered by your employer.

#### **IV. Order of Business – Three Cords Strong Mission, Vision & Updates**

**Presented by Marjorie Howard**

##### **Mission:**

Three Cords Strong empowers individuals on their recovery journeys by weaving together personal growth, family support, and community resilience. We believe that recovery is a continuous journey rather than a final destination and strive to embrace and support individuals on their unique paths to recovery.

##### **Vision:**

A world where recovery is celebrated as a lifelong journey, weaving the threads of personal growth, family, and community connections, forming a resilient tapestry not easily broken.

#### **V. Strategic Goals:**

- Finalize and present the adult deflection proposal to District 003 leadership, including referral criteria and partner roles, by Q2 FY26.
- Co-develop deflection training and destigmatization education for officers in collaboration with ROSC partners.
- Pilot adult deflection referrals and begin tracking outcomes and lessons learned by Q3 FY26.

#### **VI. Updates:**

- Researched workforce training programs aligned with recovery-friendly and second-chance employment models.
- Initiated conversations with local employers to assess readiness and interest in hiring individuals impacted by substance use or justice involvement.

## **VII. Community Partner Presentations**

- Robert Stewart – KCC Academy
- Angela Morgan – TCA
- Don Gordon- To Equip His People
- Felony Free Society
- New Millennium Law

## **VIII. Next Action Steps**

- Join the Three Cords Strong ROSC Alliance
- **Next Meeting: June 25th**

## **IX. MEETING CLOSE – Vawnshekia Oklah**

## **X. MEETING ATTENDANCE**

1. **Azeez Muhammad**
2. **Sharon Batiest**
3. **Zamaria Howard**
4. **Marquelah Bell**
5. **Alice Muhammad**
6. **Sondra Muhammad**
7. **Brittini Hoskins**
8. **Jason Hoskins**
9. **Ghazzi Muhammad**
10. **Juliea Clippard**
11. **Marjorie Howard**
12. **Vawnshekia Oklah**
13. **Francis Oklah**
14. **Joshua Bracy**
15. **Nana Agyeman Kyei**
16. **Issac Edwards**
17. **Curtis Morris**
18. **Kenneth Smallwood**
19. **Marquan Gunn**
20. **Ashley Johnson**
21. **Robin Hunter**
22. **Dajuan Logan**
23. **Eric Hernandez**
24. **Kenneth Floyd**
25. **Jose Martinez**
26. **Anothony Allen Jr.**
27. **Anton Allen**
28. **James Mayes**

- 29. Raymond Williams**
- 30. India Payne**
- 31. Issac Thompson**
- 32. Daquan Jones**
- 33. Jashima Ford**
- 34. Jeffrey Coleman**
- 35. Antonio Lee**
- 36. Brent Burge**
- 37. David Ruth**
- 38. Charles Easley**
- 39. Joy Mckennies**
- 40. Sharon Batiest**