

GENERAL QUESTIONS

1. Please provide the Commission's mission statement.

The mission of the Commission is to advise the Mayor, the Council of the District of Columbia, and the Director of the Mayor's Office on Returning Citizen Affairs on the process, issues, and consequences of the reintegration of returning citizens into the general population.

2. Please list all reporting requirements in the District of Columbia Code or Municipal Regulations that the Commission is required to complete in FY 24 and FY 25, and their mandated due dates. For each report whose due date has passed, list the date reporting was completed. If the Commission did not produce the report on the mandated timeline, please explain why.

Per DC Code 24-1303(b)(6) Section 2 the DC Office on Returning Citizen Affairs is responsible for the public record of Commission meetings and agendas for public review. It is also required to produce an annual report that should be submitted to the Mayor and Council within 90 days after the end of each fiscal year.

3. * What are the Commission's top five priorities? Please explain how the Commission expects to address these priorities in FY 25.**

Five of the six current members of the Commission were just sworn into office on January 31, 2025. Nevertheless, these members held an informal meeting on Tuesday January 28, 2025, to jumpstart the organizing process. Among other important items for discussion, the Commissioner and Commissioners Elect present reviewed and discussed the goals that had been established and pursued by the membership during the last administration. Once this review and decision-making process is completed, the Commission will be able to share with you the Commission's top five priorities for FY 2025.

Further, the current Commission intends to connect with the former chairperson in the coming days to access and gain from her experience, insight and understanding of the Commission's past operations, goals, and successes.

4. * Please describe any new initiatives or programs that the Commission implemented in FY 24 and FY 25, to date, to improve its operations. Please describe any funding utilized for these initiatives or programs and the results, or expected results, of each initiative.**

Please see response in Question 3.

5. Please list all pending lawsuits that name the Commission as a party. Identify which cases on the list are lawsuits that potentially expose the District to financial liability or would result in a change in Commission practices and describe the current status of the litigation. Please provide the extent of each claim, regardless of its likelihood of success.

The Commission is not named in any lawsuits.

6. * Please list all settlements entered into by the Commission and judgments against the Commission (or by or against the District on behalf of the Commission) in FY 24 or FY 25, to date, and provide the parties' names, the amount of the settlement or judgment, and if related to litigation, the case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint).**

The Commission is not listed in any lawsuits, settlements and/or judgments.

7. Please provide the number of FOIA requests submitted to the Commission for FY 24 and FY 25 to date, specifying how many were granted, partially granted, denied, and are currently pending. Additionally, provide details on the average response time, estimated number of full-time employees (FTEs) needed to process these requests, estimated number of hours spent responding to them, and cost of compliance.

The Commission had no FOIA requests in FY24, and none have been received as of the above date in 2025.

8. * Please list and describe any investigations, audits, or reports on the Commission or any employee of the Commission that are ongoing or were completed during FY 24 and FY 25, to date.**

The Commission has not been notified of any ongoing investigations, audits or reports on the Commission or any of its members during FY24, and we have not been notified of any as of today's date in 2025.

9. Please provide a list of all studies, research papers, reports, and analyses that the Commission prepared or funded during FY 24 and FY 25, to date. Please submit a hard copy to the Committee of any study, research paper, report, or analysis that is complete.

It is my understanding that the Commission did not prepare or fund any such studies, research papers, reports, or analyses in FY24, and none as of today's date in 2025.

COMMISSION-SPECIFIC QUESTIONS

10. *** Please provide a list of all members who have served on the Commission, including ex officio members, during FY 24 and FY 25, to date. For each, please specify:

- a. *The statutory basis for their appointment¹;*
- b. *Their most recent date of appointment;*
- c. *The date their term expired or will expire;*
- d. *Whether they are a District resident, and if they are, the Ward in which they reside;*
- e. *Which subcommittees of the Commission they chair or otherwise serve on; and*
- f. *The number of meetings of the full Commission, and each subcommittee on which they serve, that they have attended as a member in FY24 and FY25, to date.*

Last Name	First Name	Appointment Date	Term End Date	Ward	Seat Designation
Berry	James	11/24/2024	8/4/2026	4	Public Member
Calloway	Kennetta	11/24/2024	8/4/2026	7	Public Member
Dunn	James	11/24/2024	8/4/2027	5	Returning Citizen
Johnson	Clarence		8/4/2025	8	Returning Citizen
Sheppard	Ricardo	11/24/2024	8/4/2027	7	Returning Citizen
Tyree	Maurice	11/24/2024	6/4/2027	5	Returning Citizen

¹ For voting members, this means how they contribute to DC Code §24–1303(b)(3)’s goal of “significant representation from the **returning citizens community** and established District-based public, private, nonprofit, and volunteer **community organizations involved with the provision of services** for returning citizens, the incarcerated, and their families,” as well as whether they satisfy the requirement in §24–1303(b)(8) that “At least one of the 15 public voting members of the Commission shall be a member of a group, organization, or service provider that **focuses on the needs of female returning citizens.**” For ex officio members, this means which of the officials listed in §24–1303(b)(1) they are or were designated by.

11. * Please provide a list of the Commission's meeting dates, times, attendance, locations, attendees (including ex officio members), and if a quorum of voting members was present for all meetings in FY24 and FY25, to date, as well as the dates, locations, and times of any scheduled future Commission meetings.**

Please see answer to question 12.

12. * Please attach the agendas and minutes for all Commission meetings held in FY24 and FY25, to date.**

See Attached commission meeting agendas and minutes

12. * For each subcommittee of the Commission, please provide:**

- a. The subcommittee's meeting schedule for FY 24 and FY 25 (including meetings scheduled for the remainder of FY 25);**
- b. The subcommittee's top priorities; and**
- c. Any plans for assessing the subcommittee's effectiveness in pursuing its priorities.**

At this point, subcommittees of the Commission have not been reestablished. The Commission will provide the schedule to the Committee as soon as the group next meets to make these decisions.

13. * How has the Commission worked to gain strong attendance from all commissioners, including ex officio members, at meetings?**

Historically, the Commission has done its best to secure and maintain the regular attendance of members at monthly committee and other meetings that concern the reentry interests and needs of returning citizens. Timely notices of these meetings have been sent to members before and between Commission gatherings. As with many Commissions, perhaps, there has always been a core group of members who are serious about and committed to their active participation in all Commission activities.

As I understand it, securing the attention and presence of nearly all of our ex-officio members remains a significant challenge. To address this issue, it is my understanding that the Commission recently engaged in a targeted outreach to all officio members with the request that they participate in the work in the Commission, as well as let it know what reentry services are sponsored by their respective organizations. But for the Office on Human Rights and the Department of Employment Services, I am told that the responses to these requests for participation in Commission work as well as for information about any reentry programming organized by these entities has been somewhat disappointing.

14. How has the Commission worked with the Mayor and this Committee to fill vacancies on the Commission?

Historically, the Commission has appealed to the Mayor's Office of Talent and Appointments to assist us in filling vacancies on the Commission. In addition, through MORCA, it has provided recommendations to MOTA of potential candidates for appointment. Further, the leadership of the Commission has asked that those persons recommended by the MOTA for appointment and confirmation by the Council of the District of Columbia have a demonstrated interest in and commitment to helping to meet the needs of returning citizens via the recommendation of policy as well as legislative changes to the Executive Office of the Mayor and the Council. That is, the leadership has encouraged MOTA to recommend the appointment of new members who have a clear and accurate understanding of the Commission's mission and mandate, and who are willing to help the group to realize those goals.

****** How does the Commission advertise its meetings to returning citizens and other members of the public?***

The Commission advertises its meetings on the MORCA webpage and asks its members to circulate meeting information among friends, colleagues, and respective community networks. Our meetings are typically held at the same time, location, and day of the month throughout the year.

15. Please attach any rules of procedure that have been adopted by the Commission.

See Rules of Procedure attached.

16. Please attach the Commission's bylaws.

See answer to Question 16.

17. DC Code §24-1303(c)(2) requires the Commission to complete an annual report within 90 days of the end of the fiscal year (that is, by December 29).

a. Please provide a copy of the most recent annual report.

Efforts will be made to organize an annual report for FY 2024 in the coming weeks. Given our relatively late start, there has not been sufficient time for us to bridge the information gap between the last administration and ourselves, (again, in part because the current administration was very recently appointed and sworn into office). And, as a result, new members have not had a full opportunity to complete a transition process with the former leadership team.

b. What is the anticipated timeline for release of the next annual report?

December 29, 2025

18. * Recent Office on Returning Citizen Affairs budgets have included \$10,000 line items intended for the Commission to use in support of its goals and activities. Please explain how the Commission has used this funding in FY 24 and FY 25, to date, and any plans for further use.**

The Commission will hold its first formal meeting in February 2025 and a Strategic Planning Session in March 2025 after which its goals for the year as well as a spending plan will be developed for FY 2025.

19. * Please describe any major activities and accomplishments in FY24 and FY25, to date, that are not addressed above.**

None.

20. * Please share any legislative priorities or recommendations for the Council for Council Period 26.**

This data will be included in the FY 2024 Annual Report, once it is compiled.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
EXECUTIVE OFFICE OF THE MAYOR



FY2024 Performance Oversight Hearing
Mayor's Office of Returning Citizens Affairs

Testimony of
Lamont Carey
Executive Director
Mayor's Office of Returning Citizen Affairs

Before the
Council of the District of Columbia
Committee on Housing
Robert White, Chairperson

Thursday, February 6, 2025
9:30am

GENERAL QUESTIONS

1. Please provide the agency's mission statement.

The mission of the Mayor's Office on Returning Citizen Affairs (MORCA) is to remove barriers to a successful reentry and empower residents to break the cycle of recidivism.

2. Please list any statutory mandates that the agency lacks sufficient resources to fully implement.

MORCA has sufficient resources to implement all statutory mandates.

3. * Please list all reporting requirements in the District of Columbia Code or Municipal Regulations that the agency is required to complete in FY 24 and FY 25, and their mandated due dates. For each report whose due date has passed, list the date reporting was completed. If the agency did not produce the report on the mandated timeline, please explain why.**

At the conclusion of each fiscal year, MORCA and the Office of City Administration release a Performance Accountability Report (PAR) on a public website.

Each quarter, data is entered into the QuickBase system for all identified KPIs and work measures. Additionally, we track initiatives and strategies, providing quarterly updates on their status [here](#).

4. Please list and describe any regulations promulgated by the agency in FY 24 or FY 25, to date, and the status of each.

MORCA did not promulgate any regulations in FY24 or FY25, to date.

5. Please explain any significant impacts on your agency of any legislation passed at the federal or local level during FY 24 and FY 25, to date.

None.

6. * Last year, the agency identified 3 goals using the Specific, Measurable, Achievable, Relevant, and Time-bound (SMART) framework.**

a. What is the status of each of these goals?

1. **Goal:** The objective is to enhance partnerships with governmental and community-based organizations, with a specific focus on improving access to

transportation services, as well as food and clothing resources, throughout the third quarter.

Update: MORCA has been able to successfully complete this goal by adding fourteen new partners to our resource toolbox. In FY 24, MORCA's workforce team partnered with the following entities for employment opportunities: Charlotte's Web, Office of Unified Communications, Department of Public Works, the District's Department of Transportation and DCHR. In FY 24, case management

In FY 24, MORCA's Outreach team collaborated with the following organizations for care packages and food assistance: the Father McKenna Center, SERVE DC, Purple Star, Dr. Carmelle and Dreamers and Achievers. In FY24, the Outreach team partnered with the following organizations for clothing assistance for returning citizens: Broken Chains and Women Giving Back.

In FY 24, MORCA's Workforce Development partnered with Securities and Exchange Commission to learn about stocks and bonds. In FY 24, MORCA partnered with Goerge Washington University, DC Clemency Board and the US Pardon Attorney's Office to support returning citizens in applying for clemency.

2. **Goal:** MORCA aims to facilitate the housing of 30 returning citizens in semi to permanent housing arrangements during Fiscal Year 2024.

Update: MORCA recommended 52 returning citizens for housing voucher consideration for the 27 allocated vouchers from the Department of Housing and Urban Development (DHA), resulting in 27 placements. The agency also assisted 2 additional clients in securing housing vouchers through their core mental health provider.

3. **Goal:** In the remainder of FY24, MORCA will strive to facilitate the placement of 40 returning citizens into training programs and 40 into gainful employment.

Update: In FY24, MORCA successfully placed 81 Returning Citizens in jobs during Quarter 3 and 33 in Quarter 4. Additionally, the organization placed 136 individuals in job training programs in Quarter 3 and 94 in Quarter 4.

- b. ***For any goal that is not on track for completion, please provide an explanation as to why.*** MORCA has successfully met the goals set for the 3rd and 4th quarters of FY24. Agency leadership reviewed last year's data and based on this analysis has increased some of the goals to better reflect the trends and outcomes from the past year. MORCA aims to employ every individual who is job-ready and able to participate in vocational or apprenticeship programs. However, while this is our

goal, the agency frequently faces challenges due to labor market vacancies, limited job training program availability, and barriers to background.

c. *Does the agency propose to update or replace any of its SMART goals for 2025?*

MORCA does not propose changing the SMART goals but rather updating the data points to reflect a full fiscal year and strengthening the language by adding an additional sector to Goal 1. MORCA has begun implementing a new process where the leadership team meets quarterly to assess the current status of each goal and ensure we are on track.

d. *What changes to its practices does the agency anticipate making to better achieve its SMART goals in 2025?*

MORCA has implemented a new process that has the leadership team meeting quarterly to analyze the current status of each goal to ensure that we are on target. We have attached the updated FY2025 SMART goals.

7. *What other metrics does the agency regularly use to evaluate its operations? Please be specific about which data points are monitored.*

MORCA has an agency performance plan tracked through the QuickBase data system, overseen by the Office of Budget and Performance Management. The key performance indicators (KPIs) and strategic initiative are set up by MORCA’s Executive Director. The agency’s goals and projects are assessed on a quarterly basis. As part of the KPIs, we track case management, advocacy opportunities, referrals, strategic partnerships, assessments, employment and employer relations, community collaboration, and social and behavioral health services. In FY24, MORCA worked with consultants to build a temporary database using Excel that automatically pulls data and filters the needed KPIs into appropriate categories. In FY25, MORCA is working with OCTO to identify and build out a personnel system that meets the agency’s operational needs and data management efforts. The project is slated to begin in April.

8. *Please describe any new initiatives or programs that the agency implemented in FY 24 and FY 25, to date, to improve its operations. Please describe any funding utilized for these initiatives or programs and the results, or expected results, of each initiative.*

<i>New Initiatives or Programs</i>	<i>Expected Result</i>	<i>Cost</i>
In FY24, MORCA funded a Professional Development pilot program for returning citizens. Several of our staff participated in the implementation sessions.	Prepare 10 returning citizens for workplace expectations, including acceptable behavior, dress attire, their role in a work environment, how to handle challenging situations, and how to position themselves for career opportunities.	\$13,000.00

<p>In FY24, MORCA entered an MOU with Savoy Consultant to conduct group and individual executive training sessions, including staff coaching.</p>	<p>Provide executive coaching in a group setting for all staff, encouraging both professional and personal growth. Given the clientele we serve, staff are often exposed to secondary trauma from the day-to-day challenges of working with our population. These sessions focused on building and created a safe space for staff to express concerns to leadership without fear of repercussions. The sessions were confidential and produced positive outcomes.</p>	<p>\$19,000.00</p>
<p>In FY24, MORCA implemented the MORCA Resource Fair.</p>	<p>Strengthening relationships with partners and connecting them directly with clients, making it easier for clients to access services and resources.</p>	<p><i>No Cost</i></p>
<p>In FY24, MORCA partnered with George Washington University to assist returning citizens in filing pardon applications. We are currently in the process of relaunching this partnership with UDC to continue assisting returning citizens with their pardon applications.</p>	<p>Two goals:</p> <ol style="list-style-type: none"> 1. Assist 25 returning citizens with gathering the necessary documentation and completing pardon applications for submission to the U.S. Pardon Attorney’s Office. 2. Create an ongoing collaboration where 25 additional returning citizens and currently incarcerated DC residents receive support from law students throughout the process. 3. Restore civil rights and the ability to travel abroad without the limitations of a criminal record. 	<p><i>No cost</i></p>
<p>In FY24, MORCA partnered with Representative Owolewa and Christian Legal Services</p>	<p>Assist a minimum of 15 returning citizens who are eligible for record sealing to</p>	<p><i>No cost</i></p>

to access record sealing services.	complete the process, thereby increasing their opportunities to secure employment, training, and housing, which are often limited by criminal records.	
In FY24, MORCA launched the Pathways to the Middle-Class Initiative. This initiative is a series of informational sessions focused on educating returning citizens about stocks, bonds, cryptocurrencies, entrepreneurship, and other vehicles for managing and growing income.	Introduce 100 returning citizens to investment opportunities, including stocks, bonds, cryptocurrencies, homeownership, and entrepreneurship, to help them grow their income.	<i>No cost</i>
In FY24, MORCA partnered with Broken Chains to provide gently used clothing to returning citizens. The items include both professional and casual attire.	Provide work and leisure clothing for recently released employment-seeking returning citizens who lack resources to purchase appropriate clothing for job interviews, work, and daily living.	<i>No cost</i>
In FY24, 106 MORCA clients who participated in the EBT SNAP Program registered for the Metro Lift Program to stretch their SMART Trip funds.	Increase the amount of funds available to returning citizens participating in the EBT SNAP program.	<i>No cost</i>
In FY24, MORCA partnered with Women Giving Back for a quarterly collaboration providing free clothing and household items to women returning citizens and their children.	Provide clothing, household items, and hygiene products for 30 returning citizen women and their children, with the goal of conducting this initiative quarterly.	<i>No cost</i>

<i>New Initiatives or Programs</i>	<i>Expected Result</i>	<i>Cost</i>
In FY25, MORCA partnered with Wilderness Technology Alliance to help senior returning citizens bridge the	Provide computer training for 16 senior returning citizens to enhance their digital literacy.	<i>No cost</i>

digital divide through work-based learning training.		
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9. What are three areas, programs, or initiatives within your agency where you see the most opportunity to make progress toward racial equity?

Every aspect of MORCA's work is designed to assist returning citizens in transitioning to a pathway toward the middle class, directly addressing racial equity. The majority of MORCA's clients are African Americans living in underserved communities, particularly in Wards 5, 7, and 8, and most have criminal convictions. However, MORCA is committed to addressing the broader inequalities that affect returning citizens across all aspects of their lives.

In FY24, we focused on three key areas:

1. Business Advocacy and Engagement

Many of MORCA's clients are disproportionately impacted by racial inequalities. We continue to seek ways to remove barriers and develop innovative strategies to narrow the racial equity gap. A key focus is expanding job training programs and increasing employment opportunities for returning citizens, which is crucial for reducing recidivism and promoting racial equity. Research shows that Black and Brown individuals are disproportionately incarcerated and face greater racial disparities than their counterparts. To address this, MORCA is working to improve business engagement and advocacy. This year, MORCA will launch information sessions with businesses to emphasize the importance of hiring returning citizens. Additionally, MORCA aims to increase business engagement efforts to help decrease the wealth gap. During these sessions, MORCA will facilitate discussions between returning citizens with long-term employment histories and new or existing second-chance employers, aiming to bridge the employment gap and create more opportunities for this population.

2. Housing Stability

Housing stability is another critical factor for the success of returning citizens. MORCA will collaborate with transitional housing providers to conduct a cost analysis and propose the establishment of a District-level transitional home for newly released individuals. In the interim, MORCA will continue to identify and promote available housing options that returning citizens can access while working to build income and promote self-sufficiency.

3. Expungement and Record Sealing

Expungement and record sealing are vital for removing barriers to employment and housing. MORCA will continue to develop and implement a marketing strategy to promote expungement and record-sealing events, helping individuals clear and seal their criminal records. This effort is essential in making it easier for returning citizens to gain employment, secure housing, and reintegrate into society with fewer obstacles.

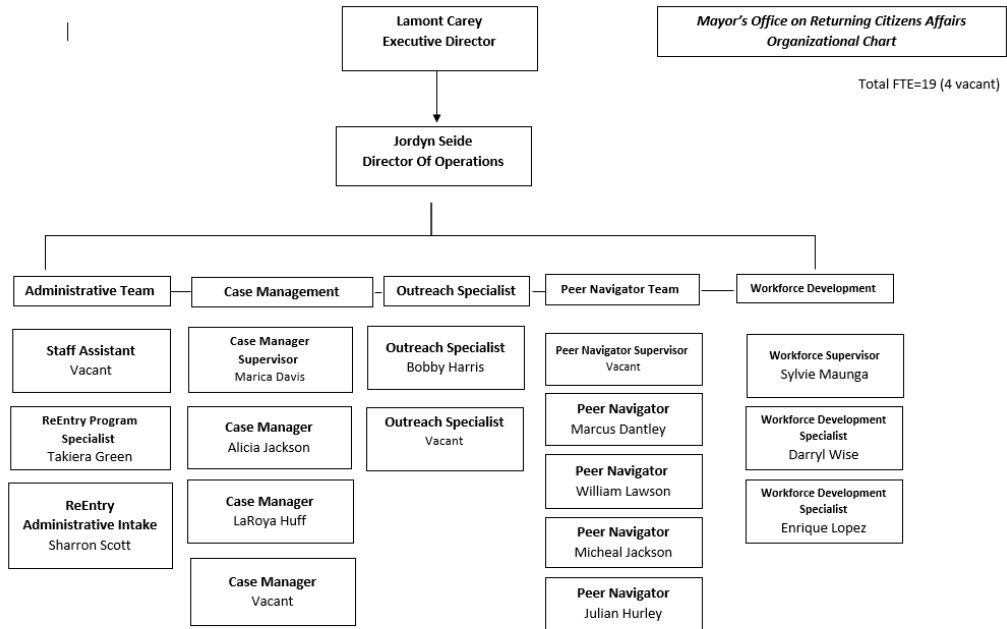
10. In the past year, what are 2 ways in which the agency has addressed racial inequities internally or through the services you provide?

Many of MORCA's clients are disproportionately impacted by racial inequalities. We continue to seek ways to remove barriers and develop innovative strategies to narrow the racial equity gap. A key focus is expanding job training programs and increasing employment opportunities for returning citizens, which is crucial for reducing recidivism and promoting racial equity. Research shows that Black and Brown individuals are disproportionately incarcerated and face greater racial disparities than their counterparts. To address this, MORCA is working to improve business engagement and advocacy. Internally the agency has made financial investments for staff to increase their professional development and executive leadership skills. The Executive Office of the Mayor and the agency Executive Director aim to hold up the integrity of the office by employing a majority of returning citizen staff. In FY24 and FY25 the agency will continue to invest in growth opportunities to employ individuals that represent the returning population.

MORCA partnered with Representative Owolewa and Christian legal services to hold a series of expungement and resealing events for returning citizens. In FY24 MORCA also partnered with several entities to educate district residents on the pardon process. MORCA started the Pardon Series with UDC providing an information session on the process of applying for a pardon and expectations about the process. MORCA also partnered with the US Department of Justice Office of the Pardon Attorney and George Washington University. The goal was to pair returning citizens with senior level students to assist with pardon applications.

11. *** Please provide a current organizational chart for the agency, including the number of vacant, frozen, and filled positions in each division or subdivision. Include the names and titles of all senior personnel and note the date that the information was collected on the chart.

- a. Please provide a narrative explanation of any changes to the organizational chart during FY 24 and FY 25, to date.



Last Edited: January 28, 2025

In an effort to enhance and improve operations, MORCA leadership has assessed the organization's growing needs and established an administrative department. This department is crucial for creating efficient, coordinated processes that benefit both the internal team and all stakeholders.

12. Please provide a current Schedule A for the agency which identifies each position by program and activity, with the salary, fringe benefits, and length of time with the agency. Please note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Please indicate if any position must be filled to comply with federal or local law.

Please see attachment titled: Question 12.

13. Please list all employees detailed to or from your agency. For each employee identified, please provide the name of the agency the employee is detailed to or from, the reason for the detail, the date of the detail, and 4th the employee's projected date of return.

None.

14. Please provide:

- a. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned as well as a description of all vehicle accidents involving the agency's vehicles in FY 24 and FY 25, to date;

Vehicle Availability:

- MORCA has one vehicle DC 14380 – 2021 Chrysler Pacifica which is shared by approved staff. Each member of staff completes required submissions into E-Risk with the Office of Risk Management.

Rental Vehicles:

- We had an additional rental van from NextCar from May 9, 2023, to September 30, 2023, and renewed it from October 2023 to January 2024.

Vehicle Accidents:

- None.

Short-Term Rentals:

- We have also arranged short-term rentals with DPW for prison trips.
- Vehicle registration for DC14380.

b. A list of travel expenses, arranged by employee, for FY 24 and FY 25, to date, including justification for travel; and

<i>Staff Name / Title</i>	<i>Travel /Expense</i>	<i>Reason</i>	<i>Expenses Amount</i>
Bobby Harris, Outreach Specialist <i>with community partners</i>	Prison Trip (FPC Alderson)	Resource Fair	\$1,200
Bobby Harris, Outreach Specialist <i>with community partners</i>	Prison Trip (FCI Cumberland)	Resource Fair	\$2,936
Bobby Harris, Outreach Specialist <i>with client's families</i>	Prison Trip (FCI Cumberland)	Family Reunification	\$2,524
Sylvie Maunga, Workforce Development Supervisor <i>with clients</i>	Eastern Atlantic States Regional Council of Carpenters	Apprenticeship program site visit	\$919

c. A list of workers' compensation payments paid in FY 24 and FY 25, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.

MORCA has no compensation payments paid in FY24 and FY25, to date.

15. Please list in descending order the top 25 overtime earners in your agency in FY 24 and FY 25, to date, if applicable. For each, state the employee's name, position number, position title, program, activity, salary, fringe, and the aggregate amount of overtime pay earned by each.

Please see attachment titled Question 15.

16. For FY 24 and FY 25, to date, please provide a list of employee bonuses, special pay granted, or separation pay issued, that identifies the employee receiving the bonus, special pay, or separation pay, the amount received, and the reason for the bonus, special pay, or separation pay.

None.

17. Please provide each collective bargaining agreement that is currently in effect for agency employees. Please include the bargaining unit and the duration of each agreement. Please note if the agency is currently in bargaining and the anticipated date of completion of each agreement in bargaining.

MORCA does not have any bargaining agreements.

18. Please describe the agency's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. List and describe any allegations received by the agency in FY 24 and FY 25, to date, and whether and how those allegations were resolved.

For all sexual harassment allegations, MORCA is governed by the protocols and procedures set by the Executive Office of the Mayor (EOM) and adheres to the to the procedures detailed in Mayor's Order 2023-131, the updated District Government Sexual Harassment Policy, Guidance, and Procedures issued on October 31, 2023.

On an agency level, every year, senior leadership ensures that staff take the mandatory sexual harassment training. When a sexual harassment case is brought to the attention of the leadership team at MORCA, it is immediately flagged to EOM Sexual Harassment Officer, which conducts an independent investigation, and reports findings to the General Counsel and Deputy Chief of Staff to the Mayor.

In FY24, MORCA had one reported alleged incident of sexual harassment that was not substantiated. In FY25, to date, there have been no allegations of sexual harassment to MORCA's knowledge.

a. Has the agency identified a primary and alternate sexual harassment officer ("SHO")? If no, why not? If yes, please provide the names of the primary and alternate SHOs.

Yes.

Primary SHO: Lonnisha Coates

Alternate SHO: Erica Jones

- b. Has the agency received any requests from staff in an otherwise prohibited dating, romantic, or sexual relationship for a waiver of provisions of the Sexual Harassment Order? What was the resolution of each request?***

No.

19. For FY 24 and FY 25, to date, please identify any special purpose revenue funds maintained by, used by, or available for use by the agency. For each fund identified, provide:

- a. The revenue source name and code;***
- b. The source of funding;***
- c. A description of the program that generates the funds;***
- d. The amount of funds generated by each source or program;***
- e. Expenditures of funds, including the purpose of each expenditure; and***
- f. The current fund balance.***

MORCA does not have any special purpose revenue funds in FY24 or FY25, to date.

20. *** For FY 24 and FY 25, to date, please list any purchase card spending by the agency, the employee making each expenditure, and the general purpose for each expenditure.

Please see the attachment titled: Question 20. MORCA has not used the assigned PCard for purchases this year.

21. Please list all memoranda of understanding (“MOU”) entered into by your agency during FY 24 and FY 25, to date, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date. Please attach a copy of each.

Please see attachment titled: Question 21 FY2024 and Question 21 FY25.

22. Please list all open capital projects and capital projects in the financial plan under the agency’s purview, including the amount budgeted, actual dollars spent so far, any remaining balances, and the status of the project. In addition, please provide a description of any projects which are experiencing delays, or which require additional funding.

MORCA does not have any capital projects in FY24 or FY25, to date.

23. Please provide a table showing your agency’s Council-approved budget, revised budget (after reprogramming, etc.), and actual spending, by program, activity, and funding source for

FY 24 and FY 25, to date. Please detail any over- or under-spending and any federal funds that lapsed.

Please see attachment titled: Question 23 FY2024 and Question 23 FY2025 .

24. *** Please list and describe any spending pressures the agency experienced in FY 24 and any anticipated spending pressures for the remainder of FY 25. Include a description of the pressure and the estimated amount. If the spending pressure was in FY 24, describe how it was resolved, and if the foreseen spending pressure is in FY 25, describe any proposed solutions.

MORCA did not have any spending pressures in FY24 or FY25, to date.

25. Please provide a list of all budget enhancement requests (including capital improvement needs) for FY 25 or FY 26. For each, include a description of the need and the amount of funding requested.

MORCA works with the Mayor’s Office of Budget and Performance Management and the Executive Office of the Mayor to develop our annual budget. The FY 24 and FY 26 agency budgets submitted as part of the Mayor’s budget submissions reflect those efforts. In FY25, peer navigation transitioned from temporary federal funding (ARPA) to our local budget, following a request included in one of our FY25 enhancement proposals.

26. Please list, in chronological order, each reprogramming that impacted the agency in FY 24 and FY 25, to date, including those that moved funds into the agency, out of the agency, and within the agency. For each reprogramming, list the date, amount, rationale, and reprogramming number.

Please see attachment titled: Question 26 FY2024

FY25: None.

27. *** Please list each grant or sub-grant received by the agency in FY 24 and FY 25, to date. List the date, amount, source, purpose of the grant or sub-grant received, and amount expended.

MORCA oversees one grant, Access to Jobs. Below you will find a chart that discloses awardees for FY24 and FY25:

FY24 Grantee	Amount Award	Amount Paid	FY25 Grantee	Allotted Amount
Amala	\$25,000.00	\$25,000.00	Amala	\$50,000.00
Consortium for Sustainable Workforce (CSW)	\$100,000.00	\$36,523.13	Consortium for Sustainable Workforce (CSW)	\$15,000.00

The National Reentry Network	\$25,000.00	\$18,749.98	The National Reentry Network	\$90,000.00
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The purpose of this grant is to subsidize employment for returning citizens and to help increase the pool of employers that hire returning citizens.

28. How many FTEs are dependent on grant funding? What are the terms of the funding? If it is set to expire, what plans, if any, are in place to continue funding the FTEs?

MORCA does not have any FTEs that are dependent on grant funding.

29. * Please list each contract (including leases) and procurement entered into or extended by your agency during FY 24 and FY 25, to date. For each contract, please provide the following information where applicable: a. The name of the contracting party; b. The nature of the contract, including the end product or service; c. The dollar amount of the contract, including amount budgeted and amount actually spent, d. The term of the contract; e. Whether the contract was competitively bid, f. The name of the agency's contract monitors and the results of any monitoring activity, and g. The funding source**

<i>Contracting party</i>	<i>Nature of contract</i>	<i>Dollar amount</i>	<i>Term of contract</i>	<i>Competed</i>	<i>Name of agency's contract monitor/result</i>	<i>Funding Source</i>
WMATA	Transportation	50,000.00	60 days	04/10/2024	James Webb	Local
WMATA	Transportation	100,000.00	60 days	4/10/2024	James Webb	Local, ARPA, DHS
Urban equity	Staff Retreat	50,200.00	60 days	9/25/2024	James Webb	Local, ARPA,
Advocates for Justice and Education	Professional Development	13,020.00	60 days	9/17/2024	James Webb	ARPA
Daily Office Solutions LLC	Office Supples	9,991.03	60 days	9/3/2024	James Webb	Local and DHS
The Savoy Group	Executive Coach	19,000.00	200 days	6/11/2024	James Webb	Local
Ragas Consulting	Onboarding Manual	8,000.00	60 days	7/9/2024	James Webb	Local

30. * If there have been cases where the agency has been dissatisfied with the procurement process, what have been the major issues?**

There have not been cases where the agency has been dissatisfied with the procurement process.

a. What changes to contracting and procurement policies, practices, or systems would help the agency deliver more reliable, cost-effective, and timely services?

MORCA provides real time feedback to OCP when it has recommendations. MORCA has no recommendations at this time.

31. What is the agency's current adjusted expendable budget for CBE compliance purposes? How much has been spent with SBEs or CBEs? What percent of the agency's current adjusted expendable budget has been spent with SBEs or CBEs?

\$278,711 is the current adjusted expendable budget. No expenditures at this time. Currently, we are going through the approval process to spend \$165,000 with a CBE.

32. Please provide the number of FOIA requests submitted to the agency for FY 24 and FY 25 to date, specifying how many were granted, partially granted, denied, and are currently pending. Additionally, provide details on the average response time, estimated number of full-time employees (FTEs) needed to process these requests, estimated number of hours spent responding to them, and cost of compliance.

MORCA did not receive any FOIA requests. In the Executive Office of the Mayor (EOM), FOIA requests are handled by the FOIA Officer in the Office of General Counsel.

33. Please list administrative complaints or grievances that the agency received in FY 24 and FY 25, to date, broken down by source. Please describe any changes to agency policies or procedures that have resulted from complaints or grievances that were resolved in FY 24 or FY 25, to date.

None.

34. Please list all pending lawsuits that name the agency as a party. Identify which cases on the list are lawsuits that potentially expose the District to financial liability or would result in a change in agency practices and describe the current status of the litigation. Please provide the extent of each claim, regardless of its likelihood of success.

None.

35. * Please list all settlements entered into by the agency and judgments against the agency (or by or against the District on behalf of the agency) in FY 24 or FY 25, to date, and provide the parties' names, the amount of the settlement or judgment, and if related to litigation, the**

case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint).

None.

36. * Please list and describe any investigations, audits, or reports on the agency or any employee of the agency that are ongoing or were completed during FY 24 and FY 25, to date.**

None.

37. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or funded during FY 24 and FY 25, to date. Please submit a hard copy to the Committee of any study, research paper, report, or analysis that is complete.

There is a statutory requirement that MORCA is to facilitate the coordination of outside entities to create a comprehensive needs assessment for children of incarcerated parents (See D.C. Code § 24-1302(b)(2) (N-O). In FY24, MORCA has teamed up with the awarded partner, the University of District of Columbia, who will complete the comprehensive needs assessment. The UDC is finalizing the report.

38. Please list any task forces, committees, advisory boards, or membership organizations in which the agency participates.

- CJCC - Reentry Committee
- Thriving Families Safer Children Steering Committee
- COREDC Electronic Monitoring Community Relations Board
- Jobs Not Guns Youth Workshop Planning Committee Meeting
- Special Committee for Returning Citizens

AGENCY-SPECIFIC QUESTIONS

39. The Committee provided several policy recommendations for the Office in its [FY 25 Budget Committee Report](#), pages 30-31. Please provide an update on how the Office has addressed each recommendation.

1. ORCA should provide clear updates regarding the construction of the halfway house to the committee and the public. Public updates could be on the agency's website or social media

The agency does not oversee the construction of the halfway house but provides information within our purview. We will defer to CORE to provide regular updates on their operations, including the construction of the halfway house.

2. ORCA should make the housing voucher selection criteria available on their website.

The housing voucher process and criteria are already posted on the agency's website for public access.

3. ORCA should expand its housing goal to reflect a more realistic amount that ORCA can accomplish rather than an extremely low amount that they can easily surpass.

We appreciate your feedback and will consider revising our housing goals. However, it's important to note that affordable housing is a challenge in major cities across the country, and ORCA does not have permanent housing resources. Our efforts are contingent on the availability of resources from both government and community-based organizations. Additionally, we did not receive any housing vouchers for FY 25, which will make it difficult to meet current goals.

4. ORCA should establish a data collection system to monitor the effectiveness of housing programs for returning citizens, including housing stability.

MORCA is interested in hearing more about your vision and the implementation of this initiative. Currently, we continue to explore and secure various housing options for returning citizens

5. ORCA should advocate for the expansion of existing affordable housing programs, such as Housing Choice Vouchers.

Housing is a key priority for the Executive, and the Mayor has prioritized funding for affordable housing initiatives. We look forward to continued collaboration with the Council regarding the potential expansion of the Housing Voucher Program.

6. ORCA should continue to foster community engagement and support networks to create a sense of belonging and social connection for returning citizens within their neighborhoods (e.g., community engagement events, town halls).

MORCA will continue to focus on creating diverse opportunities for returning citizens to voice their needs and build strong community connections.

7. ORCA should provide how many individuals attend its job fairs and, out of the total number of attendees, how many were hired and how many were not hired. For those who were not hired, ORCA should share with the Committee why they may not have been hired and what ORCA does to support them, so those individuals do not remain unemployed.

MORCA can identify reasons why individuals were not hired if they are directly seeking employment through our office. We could also gather feedback from employers who partner with us for hiring events. However, when we do not facilitate large job fairs, we lack oversight of

individual employer decisions. We can, nonetheless, provide feedback from employers we work closely with on why candidates may not have been hired.

8. ORCA should expand its employment goal to be more realistic to what ORCA can accomplish and has accomplished.

Thank you for your continued support. MORCA is exploring ways to increase employment opportunities for returning citizens and aims to set more achievable goals moving forward.

9. ORCA should establish its memorandum of understanding with the Department of Employment Services for the Georgetown paralegal program as soon as possible. In addition, ORCA should explore how to get more justice-involved residents into the program. Because the program did not successfully employ all 12 graduates, ORCA should gain a better understanding of what needs to be met for the students in this program in order to get a 100% employment rate.

MORCA is in ongoing discussions with Georgetown University to improve employment outcomes for graduates. Each year, we work to address barriers identified during the program, and we are committed to enhancing the overall success of the program.

10. ORCA should calculate how many individuals the Access to Jobs program can support so the Committee can pinpoint whether this program is meeting the needs of employing enough returning citizens. In addition, and as has been raised in previous years, ORCA in partnership with the Commission should track unemployment rates for returning citizens in the District and determine how to expand the Access to Jobs or another program to meet the unemployment needs of returning residents.

The Access to Jobs program can support up to 10 participants financially. Tracking unemployment rates for returning citizens presents challenges, as there is no direct database for this population in the District.

11. ORCA should evaluate the value and feasibility of establishing a data collection system to monitor the effectiveness of employment initiatives for returning citizens, including employment stability and recidivism rates.

MORCA is actively working to develop a data collection system that will track the engagement of clients with our office and monitor employment outcomes.

12. ORCA should consider creating an educational program for jobs to educate employers and coworkers about the benefits of hiring returning citizens and creating supportive work environments that promote rehabilitation, acceptance, second chances, and diversity.

MORCA has implemented in-house hiring fairs with employers we have established relationships with, where we emphasize the value that returning citizens bring to the workforce.

13. ORCA should explore technological training opportunities available for returning citizens upon release.

MORCA is currently implementing a digital literacy program for returning citizens, particularly older individuals, and is working with partners to host digital literacy sessions.

15. ORCA should conduct more in-person outreach to communities heavily impacted by incarceration to spread the word about its study of family impacts of incarceration. In addition, ORCA should explore partnerships with local community organizations, faith-based groups, and social service agencies that serve families of incarcerated individuals to expand outreach efforts.

MORCA has engaged with many of the community groups you mentioned and is exploring ways to strengthen collaborations to connect with returning citizens who have children.

16. The Commission and ORCA should continue to work with the Mayor's Office of Talent and Appointments to fill the Commission's remaining positions.

MORCA is actively working with the Mayor's Office of Talent and Appointments to fill the remaining positions on the Commission.

17. ORCA should finalize its memorandum of understanding with the Federal Bureau of Prisons as soon as possible.

MORCA recently inquired about the status of the MOU and was informed that it is currently under review by leadership.

40. *** D.C. Official Code §24-1302(b)(2)(H) requires the Office to "File an annual report on the operations of the Office with the Mayor and the Council."

a. Please provide a copy of the most recent annual report.

Please see MORCA's response to question three. Once completed, MORCA will begin submitting to council for annual reporting.

What is the anticipated timeline for release of the next annual report?

Each quarter, data is entered into the QuickBase data system for all the identified KPIs and work measures. In addition, we identify initiatives or strategies projects and provide quarterly updated on the status. At the conclusion of every year a Performance Accountability Report (PAR)

41. *** Please provide the following information¹ for FY 24 and FY 25, to date, broken down by month if available:

a. Number of clients seen.

- FY24: 5463
- FY25, to date: 1430
-

b. Number of intakes per topic (e.g. housing, birth certificates, transit, employment);

Please refer to question 47.

c. Number of cases resolved per topic.

- FY 24: 3121
- FY 25: 878

d. Number of people helped by the Office’s Outreach team; and

- FY24: Outreach engaged over 6000
- FY25: Outreach engaged over 2000

e. Number of people who followed up with the Office based on outreach efforts.

- FY24: 1613
- FY25: 457

42. *** How many housing vouchers did ORCA distribute each month in FY 24 and FY 25, to date, using the housing voucher budget allocation designated specifically for ORCA clients?

MORCA makes referrals and recommendations but does not directly distribute housing vouchers. In FY24, the MORCA case managers made 52 referrals to the internal housing board resulting in 27 placements in DCHA. In FY25, the vouchers earmarked for MORCA were eliminated. Recently 7 voucher slots were reestablished, and the agency is in the process of making recommendations.

<i>Month</i>	<i># Number of MORCA housing vouchers submitted</i>
<i>Oct 2023</i>	<i>3</i>
<i>Nov 2023</i>	<i>2</i>

<i>Dec 2023</i>	<i>4</i>
<i>Jan 2024</i>	<i>1</i>
<i>Feb 2024</i>	<i>3</i>
<i>March 2024</i>	<i>3</i>
<i>April 2024</i>	<i>2</i>
<i>May 2024</i>	<i>2</i>
<i>June 2024</i>	<i>0</i>
<i>July 2024</i>	<i>3</i>
<i>August 2024</i>	<i>3</i>
<i>September 2024</i>	<i>1</i>
	<i>Total: 27</i>

4 DBH housing Vouchers

6 DHS housing Vouchers

43. *** The Committee collects monthly data updates from all of the full-time administrative agencies in its jurisdiction. Please confirm that the Office is prepared to provide updates on each data point listed in questions 41 and 42 on a monthly basis. If any cannot be produced on a monthly basis at this time, please explain why and provide a timeframe for commencing monthly updates.

In the coming months, MORCA will post a monthly update on clients reached through outreach, case management and workforce development in our monthly newsletter and on our website. This information will also be shared with the Committee.

44. Has the Office obtained any new data in the past year establishing an estimated population of returning citizens in the District? From what source? MORCA was unable to locate any new data that reflects the number of returning citizens in the District.

Population estimates are not a function of MORCA, however working with partners in the continuum of care the team was able to secure data on how many individuals are on supervision in the District.

1. CSOSA population
 - a. Total supervised population from Jan 1 – Mar 31, 2024 (we hope to update this in a few weeks): **7,495**
 - b. [CSOSA Dashboard](#)

2. DOC releases
 - a. Total DOC releases from Jan 1 – Jun 30, 2024: **3,713**
 - i. This includes total releases, so not unique individuals
 - b. The dashboards provide a breakdown by type of releases (e.g., pretrial, sentenced, parole violations, released to USMS or US District Court): [DOC Releases Dashboard](#)

3. BOP releases (DC residents)
 - a. Total DC Residents released from BOP Jan 1 – Sept 30, 2023: **623**
 - b. Dashboard provides breakdown by release status/type (e.g., DC sentence, federal sentence, probation/parole violator, supervised release): [BOP Releases Dashboard](#)

I would caution against adding these numbers up to get a total population because there is certain to be overlap, but each number, individually, could be informative.

45. * How many returning citizens returned from incarceration in FY 24 and FY 25, to date? Please provide a breakdown by gender.**

MORCA does not have oversight of systems to accurately determine this number. Accessing MORCA services is not mandatory for persons released in the District -- there are individuals that are convicted, released, and move to or back to the District from institutions from around the country without us knowing unless they seek out services from MORCA.

- **FBOP stated that they could not provide us this information.**

46. * In FY 24 and FY 25, to date:**

a. How many different returning citizens total did the Office serve? Please provide a breakdown by gender.

FY 2024:

- Total: 5453
 - Male: 4531
 - Female: 932

- New: 1613
 - Male: 1391
 - Female: 222

- Returning: 3850
 - Male: 3140
 - Female: 710

FY 2025:

- Total: 1430
 - Male: 1,102
 - Female: 328

- New: 457
 - Male: 377
 - Female: 80

- Returning: 973
 - Male: 725
 - Female: 248

b. How many returning citizens have received comprehensive needs assessments and case plans from the Office? Please provide a breakdown by gender

- FY 2024: 1613
 - Male: 1391
 - Female: 222

- FY 2025: 457
 - Male: 377
 - Female: 80

47. How many referrals of returning citizens to outside programs or agencies were made by the Office in FY 24 and FY 25, to date? Please provide a breakdown of the number of referrals by program or agency.

FY 2024 outside referrals:

Program	Number
Pathway	478
Mental Health	363
ID DMV	91
CBO ID	968
Vital records waivers (Birth certificate) (DOH)	219
CBO Vital records	328
Legal	66
Martha's Table	467

Support Groups	130
Some	6
ERAP	5
Transitional	43
Housing	1583
Metro Lift	
Samaritan (111) and Foundry (162)	273
Total	3121

FY 2025 outside referrals:

Program	Number
Pathway	107
ID DMV	19
ID (COB)	102
Vital records waivers (Birth certificate) (DOH)	45
CBO Vital records	35
Mental Health	164
Legal	44
Martha's Table	132
Support Groups	17
ERAP	5
Transitional	16
Metro Lift	106
Samaritan (66) and Foundry (20)	86
Total	878

48. Specifically, how many referrals were made by the Office to the Department of Health for birth certificates?

Referrals are made to the Department of Health (DC Health), which issues birth certificates.

FY24: 292

FY25: 45

49. Was all the funding available to subsidize the cost of birth certificates used in FY 24? If not, how much funding was left over?

MORCA does not have funding for birth certificates. We receive birth certificates waivers from the Department of Health where we refer clients to receive birth certificates.

50. How much has been expended on fee waivers for vital documents generally in FY 24 and FY 25, to date? How many returning citizens received a fee waiver in FY 24 and FY 25, to date?

FY24: \$6716

FY25: \$1840

51. * How has the Office communicated information about the availability of identification and birth certificate support resources to returning citizens in FY 24 and FY 25, to date?**

In FY24 and FY25, to date, the agency communicated availability of identification and birth certificate support through outreach events, in office case management client engagement, and communicating with partners and potential partners, inside and outside correctional institutions.

52. How many housing vouchers has the Office provided to returning citizens in FY 24 and FY 25 to date? Please list the source of each voucher and specify the type of each voucher.

Please refer to question 42.

53. * What is the current estimated number of budgeted but unused housing vouchers for returning citizens?**

MORCA does not receive a budget for DCHA allocated housing vouchers. Additionally, MORCA made referrals for all housing vouchers allocated in FY24.

54. How has the Office communicated the availability of housing resources and the application requirements and selection criteria for housing vouchers to returning citizens in FY 24 and FY 25, to date? Is this information available online?

The agency communicates availability of housing resources during outreach events, and all platforms where we can discuss MORCA services. MORCA also discuss housing resources to clients during their initial assessment and to partners that inquire about the process. certificate support through outreach events, in office, when communicating with partners and potential partners, inside and outside correctional institutions.

55. In FY 22, the Office began meeting with agencies on available space in their housing programs with the goal of referring more people to a wider range of housing. What agencies have you met with and how many residents were you able to get housed through these efforts?

Thrive DC-2 housed	SOME-So Others Might Eat- 12 Housed	65 New York Ave. northwest 3 housed
Jubilee Housing 12 housed	Pathways to housing 4 housed	Shelter hotline 25 housed
Efforts for Ex-convicts (EFEC) 15 housed	Agape House 9 housed	Virgina Williams 12 housed
Oxford House 28 housed	Jubilee housing 4 housed	Voices for second chance 19 housed
DBH(Mental Health Partners) 75	Miriam Kitchen 18 housed	NAARC 4 housed
Respite (MBI and Prestige) 4 housed	801 East Men’s Shelter 3 housed	National Reentry Network 6 housed
	CFLS 10 housed	Adams Place 5 housed
Clean Decisions 37 housed	House of Ruth 9 housed	Rapid rehousing 14 housed
Christ House - chronic disease 2 housed	Catholic Charities	Coalition for homeless

56. Please describe the Office’s involvement with the construction of the halfway house in Ward 7 and the services to be offered there.

MORCA has no formal role in the construction or future service offerings at Ward 7 halfway house.

57. Please detail any additional efforts undertaken by the Office to secure housing for returning citizens not detailed above.

The Director encourages individuals who want to open transitional housing and other forms of housing to review and apply for grants from OVSJG and CSOSA and to seek federal grants that would fund housing. In addition, the office asks mental health, senior organizations, domestic violence, veterans and other subgroup populations if they serve returning citizens and how returning citizens can access their housing.

58. The READY Center connects returning citizens released within 12 months from the DC DOC and the Federal Bureau of Prisons to District of Columbia Government agencies and

CBOs for available resources and services. How many referrals has the Office received from the READY Center in FY 24 and FY 25 to date?

FY24: Pre-Release Referrals Screened (Inside DOC Facility): 410
Post Release Referrals Sent to MORCA - 161

FY25: Pre- Release Referral Screened - (Inside DOC Facility) - 110
Post Release Referrals Sent to MORCA - 52

59. *** How many job fairs has the Office hosted in FY 24 and FY 25, to date? How many clients have received employment from these job fairs?

MORCA hosted in-house job fairs with individual companies:

FY24: 9 jobs fairs; 85 people were hired
FY25: 4 jobs fairs; 36 people were hired

60. How many returning citizens were directly connected with employers by the Office in FY 24 and FY 25 to date? Please provide the number of constituents who were hired through these connections.

FY24: 257 secured employments through MORCA
FY25: 88 secured employments through MORCA.

61. Please provide:

a. The employment data you have collected in FY 24 and FY 25, to date, from constituents via the Peer Navigators;

FY24
2574 individuals identified as being unemployed

FY25
Individual identified as being unemployed

Job retention feedback from employers:

Individuals who have been incarcerated often face significant barriers to job retention due to a combination of factors related to their previous experiences and current circumstances. These challenges include gaps in both hard and soft skills, which can stem from an environment where aggressive behavior may have been necessary for survival, making it difficult to adjust to professional norms and expectations. Additionally, the process of reintegrating into society can

take time, as individuals need to relearn appropriate workplace behavior and navigate the cultural shift from a prison environment.

Furthermore, many formerly incarcerated individuals struggle with access to and familiarity with technology, which is increasingly essential in today's job market. The instability of housing, compounded by limited financial resources and often working in low wage jobs, adds another layer of stress, making it harder to maintain steady employment. The combination of these factors, difficulty adapting to professional standards, technological challenges, unstable living conditions, and the stress of living on minimum wage, contributes significantly to the difficulties faced in securing and retaining long-term employment.

b. Any other information available to the Office regarding the unemployment rate among returning citizens in the District; and

Since we do not know the number of returning citizens in the District, we also would not be able to determine their unemployment rate. However, CSOSA provides the unemployment rate (as well as education level and housing status) of its supervisees in its Congressional Budget Justification report - [Reports – CSOSA](#):

For those starting supervision in FY23

- 51.3 percent were unemployed;
- 26.3 percent reported having less than a high school diploma or GED; and
- 10.4 percent reported an unstable living arrangement.⁵

Of all supervisees as of September 30, 2023

- 45.9 percent of employable supervisees were unemployed,
- 29.3 percent of the FY 2023 TSP age 18 and over reported no high school diploma or GED.

In addition to the CJCC dashboards (jsat.cjcc.dc.gov), for our federal partners, their Congressional Budget Justifications are always a helpful source for data, even though the data are about 18 months out of date.

c. The results of the 30-, 60-, 90-, and 120-day follow-up system implemented to ensure that constituents are receiving the appropriate services.

Peer navigation has made attempts to following up with 1613 clients in FY24. Each client receives 3 attempts, 1st a phone call, then an e-mail, lastly another phone call. Thus far in FY25, MORCA Peer Navigation has follow up with 457.

62. *** Please provide a status update on the Georgetown Paralegal Fellowship Program for FY24. In your response, please include, at a minimum:

a. A description of the Office's role in carrying out the program;

MORCA and Georgetown debriefed to discuss challenges and opportunities to improve the program, the marketing of the program, the recruitment of the participants, interviewing participants, engaging clients throughout the course, engaging employers for fellowship, following up with participants throughout the course of the program, and recruitment efforts for employers.

b. The status of the MOU with DOES;

The MOU is being finalized.

c. Future plans for the program;

Moving forward, we are committed to sustaining and enhancing the MORCA-Georgetown Paralegal Program through continued funding and strategic collaboration with Georgetown University. Our focus remains on expanding opportunities for returning citizens in the District, refining program offerings, and strengthening pathways to employment and higher education. By building on our success, we aim to further support the reintegration and long-term success of District residents reentering the community.

d. How many residents graduated from the program in FY 24 and FY 25, to date; and,

In FY24, 13 D.C. residents graduated from the MORCA-Georgetown Paralegal Program. For FY25, we are currently conducting interviews for the incoming cohort (6th cohort), and graduation data will not be available until September 2025. To date, a total of 60 D.C. residents have graduated from the program.

The program has served five cohorts, achieving a cumulative 75% graduation rate and an average of 70.2%. We have seen steady improvement in graduation rates, with the most recent 2024 cohort reaching an 83% graduation rate, and a median graduation rate of 80% across all cohorts. Additionally, 91% of graduates have secured employment or continued their education, demonstrating the program's effectiveness in workforce reintegration and higher education access for returning citizens

e. How many of these graduates have secured employment.

Of the most recent graduates, seven are currently employed, and five have received job offers from the Office of the Attorney General (OAG) to work as paralegals, with anticipated start dates by the end of February or early March. Based on these placements, we project that the majority of recent graduates will be employed in the coming months.

63. *** Please provide an update on the implementation of the Access to Jobs pilot program. Please list any participating employers and how much support they received.

ANSWER: Access to Jobs Pilot Program: FY25

Number of DC Based employers that expressed interest in hosting a constituent.	17
Number of employers that completed the application.	7
The number of grantees awarded funding.	3
Number of constituents receiving subsidized employment through Access to jobs grant.	8 full-time and 5 part-time
Number of constituents that completed the work training program and transitioned into un-subsidized employment.	2

MORCA have received a total of seven applications— three from returning applicants and four from new candidates. MORCA have recruited six qualified reviewers who are currently evaluating the proposals. The evaluation process has been completed, resulting in the selection of four awardees, with the following amounts granted:

- Amala Lives -\$50,000
- National Reentry Network - \$90,000
- CSW- \$15,000

64. Please provide an update on the Office’s partnership with the Aspire to Entrepreneurship Program.

MORCA collaborated with DSLBD to refer returning citizens to them to participate in their next cohort that begins April 2025.

a. How many returning citizens took advantage of this opportunity in FY 24 and FY 25, to date?

FY24:

- Aspire Prep 2024: 13 returning citizens participated.
- Aspire Incubator: 16 returning citizens participated.

FY25: Applications for FY25 closed on February 1; the program is in the process of reviewing applications for future action.

b. With what agencies and non-profits does the Office partner to receive comprehensive updates regarding program outcomes?

65. In last year's pre-hearing responses, the Office noted that "MORCA's Workforce Development team conducts outreach on a weekly basis to potential employers and current partners to see if they have any open positions." How many jobs have Office clients secured through these weekly outreach efforts?

257

66. Please detail any additional efforts undertaken by the Office to secure employment for returning citizens not referenced above.

We organize in-house hiring events, reinforce the existing partnership, participate in an employment summit to learn the skills needed in the new business, and prepare our clients to match the requirements, identify organizations/agencies that hire returning citizens, and connect with them for employment opportunities.

67. Please describe how the transportation subsidy program is administered and provide an update on the following outcomes:

We have developed the eligibility criteria according to their needs. Currently we have five categories of recipients:

- SNAP E&T clients: (To be verified by Workforce Team) (A)
- Halfway clients/ (to be verified by case managers) (B)
- Fresh coming home clients (to be verified by case managers) (C)
- Clients actively engaged in a training, employment program, or an apprenticeship program (D)
- First month for a new employed client (to be verified by Workforce Team) (E)

Procedure: Every Thursday/Friday program staff request and receive smart trip cards from the Director and sign in the tracking file mentioning the date, number of smart trip card received.

The Intake specialist collects cards from program staff and signs in the file the reception.

The Intake staff at the front desk holds a verification list with the five categories as described above and makes sure the workforce and Case Managers complete it accordingly.

On Friday, the day of distribution, the intake staff verifies ID and have recipients sign a reception form attesting that they have received a specific number of cards.

These services are essential for helping clients navigate employment opportunities, training sessions, and attend appointments with PO and other necessary services.

a. How was the availability of transportation resources communicated in FY 24 and FY 25, to date?

MORCA communicates the availability of this resource through outreach efforts and in-house engagement with clients.

b. How many clients have received transportation subsidies in FY 24 and FY 25, to date?

FY24: 1062 clients received SmarTrip cards

FY25: 427 clients received SmarTrip cards

c. How much has been expended for the transportation subsidy program in FY 24 and FY 25, to date?

In FY24: 150,000.00

In FY25: No funds have been expended at the moment. We still have Smartrip cards left.

68. Please describe any recent and planned efforts by the Office to help ensure that Washingtonians residing at the Baltimore halfway house have sufficient transportation coverage to reestablish residence, employment, social ties, and other essential elements of re-entry.

- Clients are assisted with obtaining personal identification documents. Those released from the Federal Bureau of Prisons and who were incarcerated for more than a year are provided with waivers for birth certificates and DMV IDs.
- Clients housed at the Volunteers of America (VOA) Halfway House located in Baltimore, MD contact case management to schedule appointments at the office. When they report for their initial visit, they are provided with two SmarTrip Cards once they complete intake. Also, walk-in clients are provided with two cards once their status in the VOA halfway house is confirmed. Following intake those who are seeking employment meet with workforce staff to obtain additional SmarTrip cards 30 days following their initial visit to assist them with conducting their job search.

69. Please provide the number of individuals that received CDL training through the office in FY 24 and FY 25, to date.

FY24: 42 successfully completed.

FY25: DC Infrastructure Academy has not conducted a CDL class thus far in FY25. They are projecting to hold a class on Feb 24, 2025. We have been referring clients to the Hope Project and United Planning Organization. We do not know the number of individuals that have received CDL training through those partners for FY25 to date.

70. Please describe any steps the Office has taken in FY 24 and FY 25, to date, to engage with the federal government to improve communication with District residents serving in FBOP facilities and any changes in the last year.

In FY24, MORCA submitted a MOU to FBOP to gain access to DC residents' contact information. In FY25, we were informed the MOU is under review by FBOP leadership.

71. * In FY 23's pre-hearing responses, the Office reported the following: "MORCA was able to secure the names and release dates of DC residents [from FBOP] scheduled to be released within the next year. In November [2022], we began mailing MORCA's literature and tips on preparing for release to these individuals." In FY 24's pre-hearing responses, the Office reported that the availability of reports would be dependent on FBOP cooperation.**

a. Does the Office still receive these reports from FBOP? If so, how often?

The office was informed the information will no longer be provided until the MOU agreement is finalized.

b. If not, please describe the Office's efforts to obtain FBOP reports in FY 24 and FY 25, to date.

Refer to question 70.

72. * The Office has reported that it provides information to incarcerated Washingtonians prior to their release. Please share:**

a. Copies of pre-release materials distributed to incarcerated Washingtonians in FY 24 and FY 25; and

Refer to attached MORCA fliers.

b. The number of people who received these materials in FY 24 and FY 25, to date.

Please refer to question 71.

73. Please list, for FY 24 and FY 25, to date, any visits that the Office has made to corrections facilities, including for each visit:

a. The date;

b. The facility name and address;

c. The purpose of the visit; and

d. Any services provided during the visit.

06/21/2024

Facility: FPC Alderson, 1 Glen Ray Rd, Alderson, WV 24910

Purpose: Resource Fair

Summary: 80 women attended the fair. 100 resource folders were distributed, with any remaining folders provided to the Reentry Affairs Coordinator at the facility for future use.

06/26/2024

Facility: FCI Cumberland, 14601 Burbridge Rd SE, Cumberland, MD 21502

Purpose: Resource Fair

Summary: 37 men attended the fair. 100 resource folders were distributed, with any remaining folders provided to the Reentry Affairs Coordinator at the facility for future use.

08/28/2024

Facility: FCI Cumberland, 14601 Burbridge Rd SE, Cumberland, MD 21502

Purpose: Family Unification

Summary: 9 family members participated in a visit to see 4 inmates.

10/05/2024

Facility: Maryland Correctional Institution – women.

Purpose: Reentry Fair. 150 women attended the fair. 17 were DC residents. We distributed 50 MORCA folders to the staff to share with other DC residents who did not attend.

10/10/2024 -

Facility: Arlington County Detention Facility.

Purpose: Reentry Fair. Summary over 50 Over 300 participants. However, 50 were DC residents. About 75 individuals received MORCA material.

74. * In last year's pre-hearing responses, the Office noted that in FY 23 and FY 24 it had implemented the MORCA SHE, Female Boss, and Beauty by MORCA initiatives. Please provide a status update for each of these initiatives and for any other services specifically designed to address the needs of women returning citizens that the Office provided in FY 24 and FY 25, to date.**

On 5/31/2024- MORCA hosted the Many Faces of a Female Boss. There were around 75 individuals in attendance and 5 successful female returning citizen panelists. The women talked about their employment in real estate, mental health, motivational speaking, and starting a business. The guests were able to connect with mental health providers and the companies the panelist worked for or owned.

On 9/12/2024- MORCA hosted Beauty by MORCA at the Fairview Halfway House. Several of the women had their hair done and makeup applied as a form of transformation from Prison to the Community.

On 4/19/2024- MORCA-SHE was hosted at the Lamond-Rigg Huff Library. Around 30 women participated. The focus was overcoming trauma. The providers included banking, substance abuse, mental health, housing, and domestic violence organizations.

On 9/28/24 we attended a resource event for the Female Unit of CSOSA and discussed the services offered by MORCA for females. We also conducted several outreach events at CSOSAs Re-entry Sanction Center where we visited the women's floor to discuss our services.

On a monthly basis we host the program Broken Chains to assist our female clients who need attire to reenter the workforce.

Our goal for 2025 is to start a biweekly trauma informed support group. We are also planning a vision board party and make over event.

75. * How many people registered to vote with the Office's assistance in FY 24 and FY 25, to date?**

In FY 24, 464 returning citizens registered to vote through MORCA
In FY25, to date, 92 returning citizens registered to vote through MORCA.

76. * Please describe the Office's collaborations with the Board of Elections, DC Department of Corrections, and Federal Bureau of Prisons (FBOP) in FY 24 and FY 25, to date, to ensure incarcerated residents can exercise the right to vote. Please share any flyers or informational material distributed for this purpose.**

MORCA collaborates with all three agencies to ensure residents are able to register to vote and exercise their right to vote. The Women's Voter League and BOE physically register individuals to vote at the DOC and mail out the ballots to DC residents in the FBOP. MORCA conducts outreach at DOC and FBOP to ensure residents are aware of their right to vote. MORCA also communicates with FBOP if individuals complain that they have not received ballots.

77. * Based on information that the Office has shared, the Committee expects that an MOU should be in place by now to implement the Children Impacted by Parental Incarceration law, and the University of the District of Columbia should be in the process of facilitating and developing the District-wide plan required by the legislation. Please provide an update on whether these milestones were met and the status of the program.**

The study has been completed. UDC is finalizing the edits.

78. Please list any actions taken or programs initiated because of recommendations or policy statements from the Commission on Re-Entry and Returning Citizen Affairs in FY 24 and FY 25, to date.

The Commission has not submitted policy recommendations.

79. Please outline the process the Commission on Re-Entry and Returning Citizen Affairs must follow to secure funding for programs they wish to implement.

The Director and Chair of the Commission will meet regularly to discuss the Commission's annual plan that may require expenditures. The majority of request are centered on meeting location, here MORCA works with government partners to secure meeting space in DC government facilities. Before any procurement, a discussion is held during the monthly meeting to ensure all voting members are informed about how the funding will be utilized. Once the Commission is ready to procure items allocated by the district government, market research is conducted.

Upon receiving a quote from the selected vendor, the budget is reviewed. The invoice is submitted to the Director of Operations for approval. Depending on the amount, the payment is either made via credit card or processed through the requisition system.

80. * Please list all meetings of the Commission on Re-Entry and Returning Citizen Affairs attended by the Executive Director of the Office, or a designee in FY 24 and FY 25, to date, and note any recommendations provided to the Commission on Re-Entry and Returning Citizen Affairs at those meetings.**

In FY24, MORCA attended all 6 meetings that were held by the Commission.

The first official meeting of FY 2025 is February 20, 2025

In FY24, MORCA recommended that the Commission consider collaborating to strengthen Ban the Box to increase access to housing and employment.

81. Please list all meetings of the Criminal Justice Coordinating Council attended by the Executive Director of the Office, or a designee, in FY 24 and FY 25, to date, and note any recommendations provided to the Criminal Justice Coordinating Council at those meetings.

The Director attended 5 CJCC meetings in FY24. He recommended the sharing of information from the Pre-Sentencing report with CSOSA.

How was the availability of transportation resources communicated in FY 24 and FY 25, to date?

MORCA communicates this information during outreach events, during the assessment with returning citizens, and when providing other services to returning citizens. MORCA also contact agencies that provide services to returning citizens and informs them about the resources.

82. Please describe any major activities and accomplishments in FY24 and FY25, to date, that are not addressed above.

- In November, MORCA hosted CSOSA and the State Department's Bureau of International Narcotics and Law Enforcement to brief them on the services and programs we offer.
- MORCA was the 2024 Elevate Award Winner from Samaritan Ministry of Greater Washington.
- MORCA staff member Darryl Wise was awarded the Hero of Hope Award,
- We have improved our communications strategy. In total MORCA has garnered over 31.1 million earned media impressions across print, tv and streaming news platforms and have brought more awareness to the work of the office.
- MORCA was featured on the cover of the Metro section of the Washington Post - Nov 3 [As election nears, 'get out the vote' includes those incarcerated in D.C. - The Washington Post](#)
- Interviewed on WHUR about the effort to recruit Snow Team Heros and the support returning citizens provided to senior and Disabilities and Access and Functional Needs (DAFN) district residents during the Snow emergency - Jan 6
- Featured on Life Her Podcast - Nov 15 [How This Man is Changing Lives For DC's Returning Citizens](#)
- On Nov. 14, 2024, MORCA partnered with CSOSA to host 9 State Department international guests that work in reentry and corrections. They wanted to learn how MORCA supports successful reentry and public safety.
- The MORCA-Georgetown Paralegal program was highlighted on NBC 4 - September 27 ['Keep pushing on': Ex-DC firefighter aims to help others after wrongful arrest – NBC4 Washington](#)
- CrossRoads Radio Show - Sept 27
- NBC 4 - May 4 [Program gives returning citizens second chance — and opportunity to pay it back – NBC4 Washington](#)
- On Sept. 25, 2024, the MORCA Georgetown Paralegal program graduation was spotlighted on NBC 4.
- On August 28, 2024, Director Lamont Carey was featured in Quintessential Gentlemen Magazine. The article focused on the importance of returning citizens participating in the voting process, and the reentry services that MORCA provides.
- On August 17, 2024, MORCA was featured on two segments on DC News NOW on the Living Local DMV daily show, as well as two live interviews on Fox 5 and ABC 7 for our 2nd annual Keeping It Reel returning citizens family and friends event at Anacostia Park.
- In June, MORCA nominated 6 returning citizens for a Father's Day Award from the International Fatherhood Conference. Each individual had the opportunity to speak about their responsibilities and challenges of being a dad.
- On March 28, Director Carey spoke on Howard University News regarding returning citizens exercising their right to vote and the services the agency provides.

83. Please share any legislative priorities or recommendations for the Council for Council Period 26.

At this time, MORCA does not have any legislative priorities or recommendations for the Council for Council Period 26.