

**#ITSA
HIVE
THING**



THE HIVE

www.thehivemovement.org

**BUILDING A MORE
JUST FUTURE FOR THE
NEXT GENERATION**

“There can be no keener revelation of a society’s soul than the way in which it treats its children.” - Nelson Mandela

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HOW WE GOT HERE

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The Hive was born out of a seven-year cultural organizing project called **Performing Statistics** (performingstatistics.org) based on principles of Participatory Action Research and cultural organizing. We began with the question, “how can we build a world without youth prisons?” and went directly to **hundreds of youth** who have been impacted by the juvenile justice system and **thousands of community members and advocates**.

Our work has been recognized by the **Alliance for Media Arts + Culture, Alternate ROOTS, Annie E Casey Foundation, Art for Justice Fund, Arts Education Partnership, Center for Performance and Civic Practice, Forum for Youth Investment, Kresge**

Foundation, National Endowment for the Arts, PolicyLink, Public Welfare Foundation, and local foundations in Richmond including the **Robins Foundation, Richmond Memorial Health Foundation, and Community Foundation for a Greater Richmond**.

Through Performing Statistics, we were able to support **the closure of Beaumont Juvenile Correctional Facility, new funding for community-based supports, decreases in school suspensions/expulsions, investments in restorative practices in schools, youth development training for Richmond Police Department, and increased attention on the school-to-prison pipeline**.

And yet, each year we continued to hear the same needs repeated: **housing, food access, access to healthcare, mentorship and community connection, jobs, and a strong cultural identity**.

Moving from policy and advocacy to direct service, we are now committed to designing a new ecosystem envisioned with young people, rooted in the community. The Hive will be a thriving ecosystem that bridges the intersectional needs of emerging adults so that every young person gets a chance to reach their destiny.

We understand what young people need because young people have been telling us what they need.

THE ISSUES

TOO MANY YOUTH

37,529 youth are locked up on any given day across the country. In Virginia, 783 youth are locked up in the state youth prison or a local detention center on any given day with another 2,513 on probation or parole. (VDJJ 2020)

WASTEFUL SPENDING

\$214,620 is the average cost to incarcerate one kid per year in a state facility. (Justice Policy Institute 2020) In Virginia, the cost is \$185,424. (VDJJ 2020)

A RACIAL JUSTICE ISSUE

Black youth are 41% of incarcerated youth but 14% of the United States population. (US Census, OJJDP 2019) In Virginia, Black youth are 62% of incarcerated youth but 20% of the Virginia population. (VDJJ, US Census 2020)

A MENTAL HEALTH CRISIS

A kid in a juvenile justice facility is 3 times more likely to commit suicide. (J Correct Health Care 2015)

A REVOLVING DOOR

After three years, 50% of Virginia youth on probation are reconvicted and 75% of youth serving time at Bon Air are reconvicted, Virginia's remaining youth prison. (VDJJ 2020)

OUR COMMUNITIES AREN'T SAFER

Violent crimes, particularly gun violence, are on the rise in spite of strict accountability measures through our justice system.

...AND THE HIVE IS A LONG-TERM, SUSTAINABLE SOLUTION.



Caption: Freedom Constellations installation at Richmond City Hall featuring Ta'Dreama McBride, 2021. Photo by Mark Strandquist.

WHO WE ARE: STAFF

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GINA LYLES

Executive Director

Gina Lyles has overcome all the odds stacked against her to become a successful youth empowerment coach, motivational speaker, and community leader. Having navigated the child welfare, juvenile justice, and criminal justice systems all in Virginia, Gina has launched her own hip hop programs, mentored many young people, and developed and co-directed Performing Statistics before assuming her role as Founding Executive Director of The Hive.



TREY HARTT

Managing Director

Trey Hartt is a seasoned non-profit leader and alumni of Virginia Commonwealth University where he earned his B.F.A in Theatre. Throughout his career, he has worked on social justice issues with The Conciliation Project, Virginians for the Arts, Alternative ROOTS, Virginia Center for Inclusive Communities, and ART 180 before co-directing Performing Statistics alongside Gina. Trey is an experienced cultural organizer and fierce advocate for racial justice.

WHO WE ARE: STAFF



SHARRON MCDANIEL

Director, Department of Culture Works

Sharron is a graduate of VCU's School of Social Work and expert case manager. She leads the development of all programs.



BECCA RICHARDSON

Finance Director

Becca is a trained economist with extensive experience in finance and real estate development. She leads The Hive's finance operations and planning.



DENEEN TYLER

Manager, Department of Culture Works

Deneen is a skilled spiritual and wellness practitioner and qualified mental health professional. She manages all direct service programs for youth.



QUOYAH WILSON

Culture Worker

Quoyah is a recent graduate of VCU and an emerging youth development practitioner. She provides one-on-one case management for young people.

WHO WE ARE: BOARD



TAEKIA GLASS

President, Board of Directors

Taekia Glass has lived in Richmond for 13 years. She holds a Bachelors Degree in Architecture and a Masters in Construction Management and practiced in the field for 12 years. In 2014 she changed to the non-profit and youth development sector as the Program Director for ART 180. She held this position until 2020 when she decided to focus her attention back to family. She is currently working with her husband Hamilton Glass on multiple public art projects including Mending Walls RVA.

SETH HILL

President, Youth Advisory Board

Seth came to The Hive as a participant in the Youth Ambassador Squad direct service program in March 2021. He quickly proved himself to be a leader and is the first President of The Hive's new Youth Advisory Board. Outside of his involvement in The Hive, Seth works at The Well Art Gallery in Manchester and has been an active voice in the community on issues related to the removal of Confederate monuments in Richmond.

BOARD OF DIRECTORS

Taekia Glass, President
Mending Walls RVA

Leah Fremouw, Treasurer
Virginia Community Capital

Abu Ngauja, Secretary
Miro

ADVISORY BOARD

Chlo'e Edwards
Voices for Virginia's Children

Preston Page
The Monarch Group

Dr. Tawnya Pettiford-Wates
The Conciliation Lab

Jackie Washington
Richmond and Henrico Health
Planning District

Carol Zou
Enterprise Community Partners,
Little Tokyo Service Center

YOUTH ADVISORY BOARD

Seth Hill, President

Malakai Lee, Vice President

Q Holmes, Secretary



Caption: Youth Advisory Board and staff in front of the Freedom Constellations bus, 2021. Photo by Mark Strandquist, courtesy of Performing Statistics.



The Hive is a youth-centered community that holistically supports a young person's transition into adulthood.

Our model challenges conventional pathways through the juvenile justice and child welfare systems by engaging what we call legacy work, where helping emerging adults build their skills and healing practices enable them to be drivers of generational transformation.

VALUES

UBUNTU "I am because we are." **SAWABONA** "I see you." **HEALING** We center the process of healing on our journey for liberation. **COLLECTIVE LIBERATION** We nurture a holistic path and create tools and resources to set oneself free. **TRUTH** We value the truth of all lived experiences. **LEGACY** We value long-lasting, transformative change instead of restoring and sustaining inequitable, unjust systems that were not made to support the people most affected. **INTEGRITY** We do what we say we are going to do. We uphold all of our values, at all times, and stand firm in doing what's right.

We believe in a world where care, support, and healing replace criminalization, incarceration, and violence.

We are a Black-led, intergenerational, and multi-racial community that believes in a world where all young people feel like they belong and have the resources they need to become independent, healthy, and thriving adults.

We believe that tangible investments in the diverse needs of young people can reverse the intergenerational trauma caused by systemic racism and solve our community's most pressing issues.



HOUSING

HEALTH &
WELLNESS

RESTORATIVE
PRACTICE

ARTS &
CULTURE

EDUCATION

ENTRENEURSHIP

The Hive is a thriving community, ultimately helping young people successfully transition into adulthood, with an intersectional approach to building systems of care and support across six areas.

HOUSING

Young people ages 15-25 who need supportive, transitional housing will live at The Hive.

EDUCATION

Alternative education, G.E.D. prep, and vocational training will sustain their educational path.

ENTREPRENEURSHIP

Emerging entrepreneurs will build their business skills toward financial sustainability.

HEALTH AND WELLNESS

Healing the mind and body will be prioritized at The Hive through clinical practice.

ARTS AND CULTURE

Creative expression, artistic practice, and cultural vibrancy will be embedded throughout.

RESTORATIVE PRACTICE

We will learn how to repair harm within ourselves and each other without replicating further harm.

ENDING YOUTH INCARCERATION

We firmly believe we can end youth incarceration in this generation. The number of incarcerated youth continues to decline and a majority of people in the United States agree that we should end youth incarceration. The Hive will model a community-based method of accountability and justice. We'll be part of efforts to decrease youth incarceration in Richmond as we prove the effectiveness of this model, ultimately getting Richmond down to zero youth incarceration.

ENDING YOUTH HOMELESSNESS

1,238 students in Richmond were estimated to have experienced homelessness in 2017 (Advocates for Richmond Youth, 2018). Too often young people in the 15-25 years old range are left behind trying to navigate their adult world with little support, made even worse dealing with the trauma associated with the juvenile justice or child welfare systems. The Hive will be a safe haven for young people as they make their transition into adulthood. Our housing program will be tiered so that young people continue to grow and build the skills they need to live on their own.

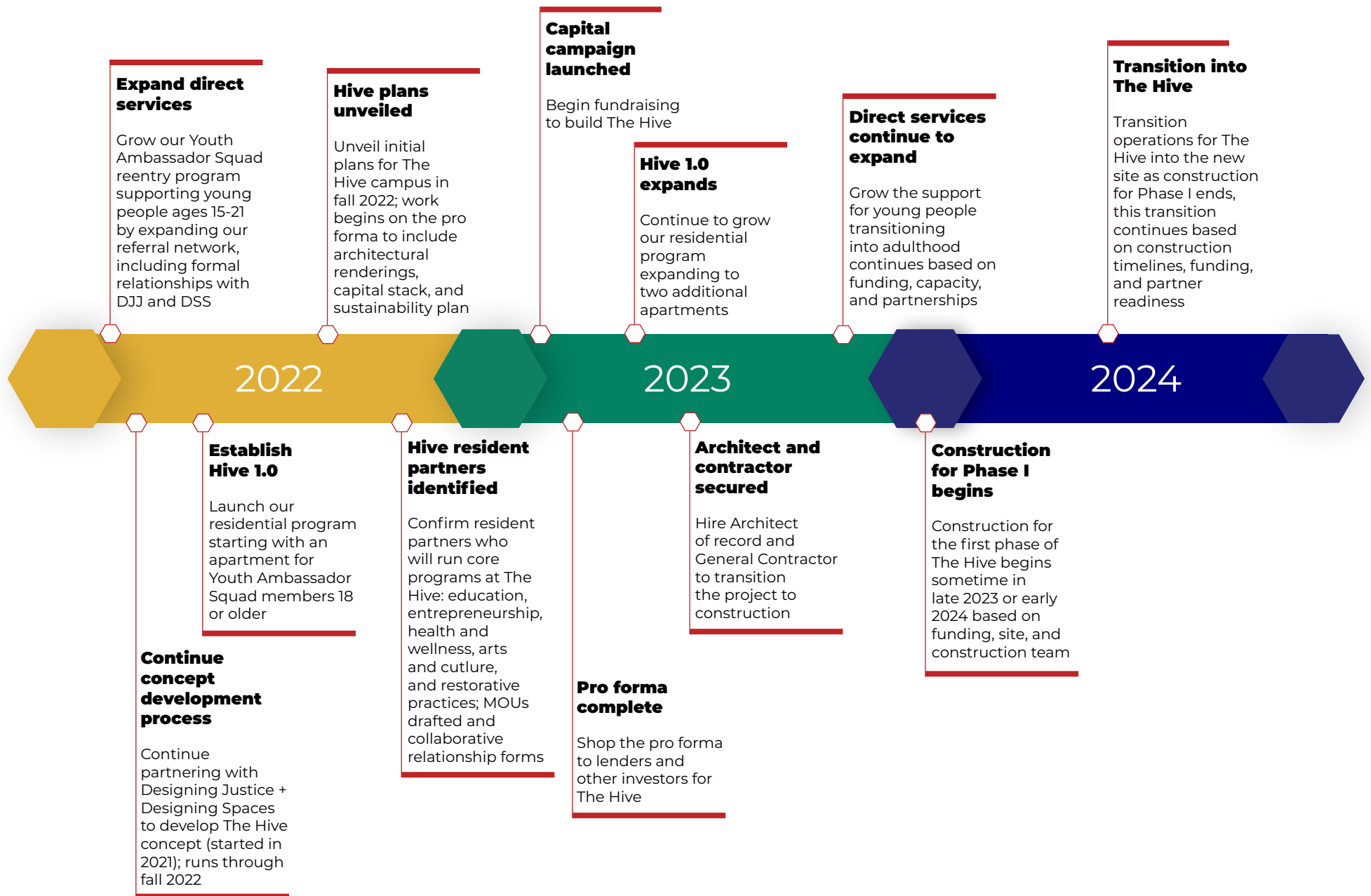
BUILDING SOCIAL AND ECONOMIC MOBILITY

A major contributing factor to community violence is economics. The wealth gap between white versus Black, Brown, and indigenous communities in the United States is drastic. When you add system-involvement to a young person's story, achieving social and economic mobility is exponentially more difficult. Through a robust entrepreneurship program, financial literacy coaching, and the opportunity for employee ownership in a number of social entrepreneurship businesses at The Hive, we'll begin to break intergenerational cycles of poverty and violence.

MODELING THRIVING COMMUNITY DEVELOPMENT

As cities across the country rapidly change, system-involved young adults are being left behind in all areas of community development. Community justice doesn't just look at the way the community plays a role in the justice system, it means that communities should have a voice and influence in the way their lives are impacted across education, housing, public safety, infrastructure, wealth-building, and well-being. The Hive will prove that letting the community lead the development process builds safer communities.

ROADMAP TO THE HIVE





Caption: Old Fulton Gas Works at
3301 Williamsburg Rd.

MULTI-ACRE SITE

The Hive will be a small area plan. We're looking for a multi-acre site to develop a campus.

NEUTRAL ZONE

Community violence is often tied to territory. We need a site that is in a place generally accepted as neutral to the community.

PROXIMITY TO THE JAMES RIVER

Resilient communities must be connected to nature. We want a site as close to the river as possible.

HISTORIC

The Hive is undoing generations of trauma dating back to the founding of the United States. We're looking for a site connected to our city's historical roots.

ACCESSIBLE TO PUBLIC TRANSIT

Given the myriad challenges facing the emerging adults in our program, we need a site that is on the bus route and easily accessible to the region.



Caption: Youth Advisory Board member Tia leads a conversation with young people in Gilpin Court during The Hive launch week, 2021. Photo by Mark Strandquist, courtesy of Performing Statistics.

Grand River @ 14th

Detroit, MI

A creative oasis for social justice providing access to transformative resources aligned with the Detroit Restorative Justice City Reinvestment



Restore Oakland

Oakland, CA

A community and advocacy training center empowering community members to transform economic and justice systems for a safe and secure future



DJDS is an award-winning architect and real estate firm based in Oakland, CA whose mission is to use the built environment to end mass incarceration. We are partnering with DJDS to design The Hive through their concept development process, a program which helps nonprofits and advocates transform their ideas for community infrastructure reinvestment into fully realized designs complete with budgetary outlines, imagery, and other concrete details.

www.designingjustice.org

The LOVE Building

Detroit, MI

A central convening space that connects people, ideas, and resources to build a more resilient city



Center for Equity

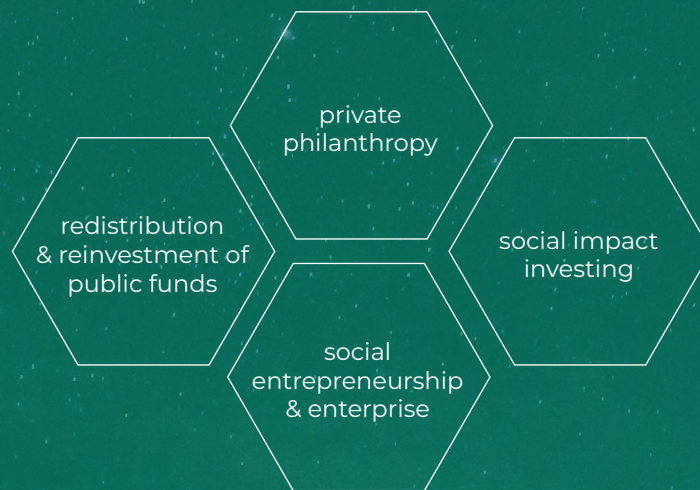
Atlanta, GA

Reimagining the Atlanta City Detention Center into a center for wellness and community services



Financial sustainability is clearly an important component to any major community development project. It's one thing for the idea to be built. It's another for it to be sustained so that generations can experience the impact. The Hive is a legacy project. It is meant to grow and support generations of young people and to serve as a model for the way in which our communities continue to develop.

Our sustainability model has four targets.

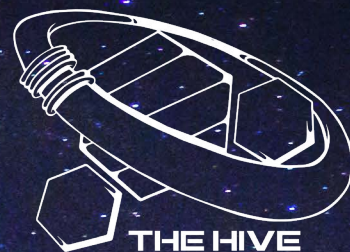


Richmond 300

Goal 1	Complete Neighborhoods: Establish a city of complete neighborhoods that have access to Nodes connected by major corridors in a gridded street network.
Goal 2	City-Owned Assets: Efficiently manage City-owned land and facilities.
Goal 4	Urban Design: Establish a distinctive city comprising of architecturally significant buildings connected by a network of walkable urban streets and open spaces to support an engaging built environment.
Goal 11	Businesses & Jobs: Foster an environment that supports the growth of existing and new small, medium, and large businesses, focusing on Nodes, major corridors, and industrial centers.
Goal 14	Housing: Preserve, expand, and create mixed income communities, by preserving existing housing units and developing new ones throughout the city.
Goal 17	Resilient & Healthy Communities: Positively adapt to the effects of a changing climate via RVAgreen2050 and ensure that all residents have equitable access to nature and a healthy community.

Equity Agenda

1	Addressing and Preventing Health Disparities
2	Housing as a Vaccine for Poverty
4	Building Community Wealth to Combat Economic Inequity
5	Supporting and Caring for our Children and Families
6	Creating Equitable Climate Action and Resilience
9	Strengthening Community Engagement and Trust
10	Utilizing Economic Development to Create Economic Justice



www.thehivemovement.org
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