
The Uncomfortable Truth: Racism, Injustice, and Poverty in New Jersey

Summary of Policy Recommendations

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SYSTEMATIC SOLUTIONS: PRIORITY RECOMMENDATIONS

Structural racism, compounded by the implicit and explicit racism that shapes New Jersey's culture and institutions, is both a primary cause of poverty in New Jersey and a barrier to implementing solutions. The racism and racially skewed policies that weave through the nation's and New Jersey's history require comprehensive responses, in addition to policy changes targeted to specific institutions. Key changes on the state level can provide the impetus and tools to change entrenched patterns of racial and ethnic disparity.

1 Make addressing structural racism an explicit public priority

The State of New Jersey must commit itself to an inclusive, concerted, aggressive and powerful effort to end both racism and poverty, including mounting a well-publicized campaign to educate all public officials and the general public about the ways in which racism harms all of us — economically, environmentally, socially and morally. A state-wide, inclusive Task Force, should be created to develop a comprehensive plan to mitigate the barrier effects of racism that perpetuate poverty, including legislative and administrative action and necessary funding support.

2 Require racial impact statements for all state legislation and rule-making with potential disparate impacts

In parallel to the requirement for fiscal impact statements attached to bills and regulations that have a potential impact on the state budget, all legislation and regulations that may have a disparate impact on communities of low income or communities of color would require an Office of Legislative Services departmental analysis of this potential impact for consideration in the deliberation process.

3 Require data collection and dissemination by race/ethnicity and socio-economic status

All state departments that collect program service data should be required to calculate demographic data (racial/ethnic and poverty data) and to make this data publicly available (with all necessary protections for personal data).

4 Reestablish the Public Advocate

Reestablish an independent Office of the Public Advocate with the power and resources to audit public agencies, having as a priority mandate the charge to evaluate policies or programs that perpetuate racial and gender disparity. In addition, it is important to reactivate the Commission on New Americans to integrate immigrants, protect their rights, as well as take steps to alleviate poverty. As the primary recommendation of the Corzine Blue Ribbon Panel on Immigrant Policy, the Commission on New Americans was created under the Public Advocate by executive order in January 2010. It met for nearly a year, but without a Public Advocate, it ceased to function.

5 Strengthen the Division of Civil Rights

Facilitate enhanced capacity within the Division of Civil Rights to file and prosecute systemic racism cases by removing current restrictions that require an individual plaintiff to demonstrate personal harm.

SPECIFIC POLICY RECOMMENDATIONS

HOUSING

1. The state and its municipalities must officially, emphatically and publicly recognize the problem of severe, historically-based racial and ethnic segregation and exclusion in New Jersey. The reversal and sharp reduction of exclusion and segregation must be made an immediate priority of the highest order, evidenced by implementation of the following actions.
 - a. All county and municipal governments, as well as the state itself, should be required to develop race-based “Inclusion and Integration Plans” containing explicit, measureable, time-sensitive objectives aimed at ending exclusion, segregation, and environmental injustice. Each Plan must be developed through an open, public, diverse and inclusive process involving representatives from all segments of the community, and especially from key advocacy organizations representing Blacks and other minorities. A high priority must also be placed on insuring the meaningful participation of low-income people of color.
 - b. Each such plan must: incorporate statistical data and maps detailing the extent of exclusion and segregation; establish explicit numerical goals for the production of affirmatively-marketed affordable housing units in the most exclusionary areas and neighborhoods of opportunity; identify specific strategies to address environmental justice issues; provide for the imposition of meaningful sanctions if substantial progress in relation to inclusion and integration of Blacks and others is not made; and include descriptions of those changes to laws, ordinances, regulations, etc., which will be enacted or adopted by the jurisdiction to facilitate implementation of the plan.
 - c. In furtherance of the above, a “toolbox” of strategies must be identified and implemented to overcome fear over the negative effects of residential integration on the neighborhood; ignorance concerning the societal costs of poverty; and political divisiveness.
 - d. The state must undertake an immediate effort to preserve existing subsidized and affordable housing, as well as significantly and expeditiously expand the supply of project- and tenant-based housing subsidies. In addition to increasing the amount of new construction, rehabilitation and preservation funding, the state must commit sufficient dollars to the creation of thousands of new SRAP vouchers and target them to assist the lowest-income and most disadvantaged households.
 - e. The state and its municipalities must adopt policies and take steps that “affirmatively further fair housing” (“AFFH”) in a significant, effective manner. (The state must enact legislation, or promulgate regulations, which makes AFFH an explicit mandate of state as well as federal law.) State and local implementation of the revised “Assessment of Fair Housing” (formerly “analysis of impediments”) process — mandated by the recent adoption of the new federal “Affirmatively Furthering Fair Housing” rule — must be made as extensive, inclusive and thorough as possible, especially with regard to a race-based analysis of fair housing concerns. The process must include establishment of a task force composed of civil rights organizations, low-income people of color, legislators, housing advocates, and others committed to integration and fair housing.
 - f. The state must undertake an aggressive effort to combat foreclosure in low-income communities and communities of color. State resources in an amount sufficient to achieve this goal must be committed for housing counseling, mortgage modification programs, and other necessary actions, including better policy tools to address abandonment that results in blight and becomes a drain on the resources of urban areas.
 - g. Significant reductions in de facto segregation must be made a mandatory correlative of the Inclusion and Integration Plans discussed above.
 - h. The DCA voucher program (both federally-funded Housing Choice and state-funded SRAP) must adopt (or, if necessary, seek appropriate federal waivers enabling it to adopt) voucher payment standards, as well as unit size and bedroom configurations, that facilitate movement by minority households to municipalities and neighborhoods that have limited minority populations. In addition, DCA should project-base a portion of its federal and state vouchers for the sole

purpose of facilitating construction of housing developments intended to AFFH by integrating currently segregated or exclusionary communities and neighborhoods.

2. To the greatest extent possible, the state should implement a “carrot and stick” approach to eliminating racism.
 - a. Such an approach would allocate and distribute an enhanced amount of state funds and resources — such as school aid, road maintenance funding, etc. — as well as discretionary federal funds, to those communities which meaningfully, substantially and measurably promote inclusion and integration, address environmental injustice, and affirmatively further fair housing. Conversely, exclusionary and/or segregated municipalities, which do not facilitate the actual provision of affordable housing in ways that reduce neighborhood segregation and significantly expand inclusion and integration, should have receipt of any such funding severely curtailed.
 - b. State and local Consolidated Plans and Action Plans must adopt policies that limit the allocation of CDBG, HOME and other federal funds to governmental units that meaningfully and significantly AFFH (for instance, by adopting and implementing some of the overlay zones and other approaches described below).
3. The state (as well as counties and municipalities where necessary and appropriate) should immediately adopt and undertake administrative, legislative and legal/litigation strategies designed to:
 - a. Aggressively enforce existing civil rights laws in an effort to eliminate racial exclusion, segregation and environmental injustice. Among other things, this would include a well-funded, prioritized litigation strategy centered on challenging municipally-erected or maintained barriers to fair housing and integration. Approaches would include Westchester-type litigation against counties and municipalities that fail to AFFH and lawsuits under the LAD and federal FHA. Remedies would include the mandatory, expedited production of a minimum number of affirmatively-marketed affordable units situated within exclusionary or segregated areas, extensive environmental remediation, and, if necessary, require the use of local funds or bonding authority to accomplish these results.
 - b. Creatively maximize the use of existing legal protections to prevent the unnecessary eviction of low-income tenants — in part through the provision of legal counsel to disadvantaged tenants in eviction matters — and insure fair, non-discriminatory access to decent, affordable housing in areas of opportunity.
 - c. Enact statutes, regulations and ordinances which (a) prevent involuntary displacement of tenants and other residents from lower-income, largely minority urban neighborhoods undergoing redevelopment, revitalization and gentrification; and (b) insure that the residents of such communities are the primary beneficiaries of the employment, housing and overall economic benefits generated by redevelopment and revitalization.
 - d. Undertake an aggressive litigation strategy using existing civil rights laws to eliminate discriminatory tenant- and other housing-related screening practices.
 - e. Adopt, by statute or regulation, uniform, reasonable, and fair tenant- and other housing-related screening standards in all relevant areas, including credit history, criminal background, court filing history, source of income, and related categories. The state must also adopt ancillary procedures, such as the sealing and expungement of certain eviction filings, and establish appropriate penalties and enforcement mechanisms, in order to end unfair, arbitrary, and pretextual use of tenant/housing screening procedure.
 - f. Enact legislation and regulations authorizing “private attorneys general” to pursue anti-discrimination litigation against offending counties and municipalities on behalf of the state, and obtain attorneys’ fees in matters where they are not currently authorized.
 - g. Enact legislation amending the Municipal Land Use Law to mandate — subject to appropriate limitations and conditions — municipal adoption of overlay zones that allow multi-family dwellings and manufactured home parks at significant densities, authorize accessory units dedicated to lower-income households, mandate approval of moderate-sized SROs, allow construction of affordable housing as of right above certain commercial structures, etc.
 - h. Implement at the municipal level — assisted or compelled by the state as needed — a comprehensive, consistent, aggressive and effective program of health and housing code enforcement, including a concerted, well-funded effort to use receivership where necessary to achieve needed repairs and insure that housing by low-income households is decent,

safe and sanitary.

- i. Enact or adopt such additional laws and regulations as are needed to facilitate the forgoing efforts.

ECONOMIC JUSTICE

1. Employment:

- a. Improve and increase the resources available to both youth and disconnected workers to move them into the workforces, including:
 - i. WorkFirst NJ work activities and training options that have clear outcomes and provide job opportunities;
 - ii. Work ready Community College curricula and apprenticeships that are tied to local business needs so that graduates enter the work force fully prepared;ⁱ
 - iii. Mentoring and development programs for young and first time workers.
- b. Improve access to remedies through legislation and better enforcement for unfair hiring and promotion practices in the work place.ⁱⁱ
- c. Address barriers to work, including:
 - i. Barriers created by expensive and unreliable transportation systems;
 - ii. High quality, affordable child care; and
 - iii. Business management practices that make hourly work schedules undependable.
- d. Increase re-entry programs so that persons returning home after incarceration have help to become contributing members of our economy through meaningful employment, and social supports.

2. Poverty within the workforce:

- a. Increase Minimum Wage to \$15;
- b. Enact Equal Pay legislation;
- c. Enact legislation to require employers to provide Paid Sick Leave for employees;
- d. Create tax incentive so that more employers provide Retirement Savings vehicles for their employees;
- e. Increase awareness and access to Family Leave Insurance;
- f. Enhanced unemployment insurance for seasonal workers;
- g. Allow municipal IDs so that all residents can have access to access to financial institutions, employment opportunities, and community services; and
- h. Increase Wage Theft Protections.

3. Economic stability

- a. Implement tax policies that support tax fairness;
 - i. Including expanding EITC for childless adults and families with more than two children as well as lowering the age of eligibility for EITC;
 - ii. Creating a child care/dependent care tax credit at the state and federal level;
- b. Addressing income inequality through just taxation of the wealthy. New Jersey's poorest households — those earning less than \$22,000 — pay the greatest share of their income to state and local taxes, at 10.7 percent. Households earning

just slightly more — between \$22,000 and \$43,000 — pay the next highest share, at 9.2 percent. In contrast, households with incomes of more than \$758,000 — the top 1 percent — pay just 7.1 percent. New Jersey is among the top half of states with the most equitable tax systems; the Garden State ranks 13th fairest of the 50 states plus D.C.ⁱⁱⁱ

- c. Developing Community Benefit Agreements between local community groups, developers, and government agencies and officials to create tax breaks in exchange for hiring local residents rather than outsourcing to other markets as well as other community-based solutions.^{iv}
- d. Expand access to financial services by creating financial services in banking deserts:
 - i. Public banking.^v
- e. Enforce strong prohibitions of predatory lending practices.
- f. Incentivize saving through by offering direct deposit for EITC savings accounts.
- g. Create a State Consumer Finance Protection Bureau.

CRIMINAL JUSTICE

Notwithstanding the stark racial disparities discussed above, New Jersey has made strides in improving both its criminal and juvenile justice systems. In the last twenty years, New Jersey reduced its prison population by almost 30 percent and its population of confined youth by more than half (53 percent).^{vi} New Jersey was also one of the first states to reform the discriminatory sentencing policy of drug free zones, and most recently has gained national recognition for its statewide reform of the pretrial justice system. New Jersey should build on these successful reforms and should chart a path forward that specifically addresses and repairs the significant and pervasive racial disparities within our criminal and juvenile justice systems.

1. Require racial and ethnic impact statements for all criminal justice legislation.

Racial and ethnic impact statements require policymakers proposing new legislation to assess the potential impact of the legislation on racial and ethnic disparities. Such statements are similar to fiscal or environmental impact statements, and are generally understood as a factual, unbiased tool to inform the legislature as they decide whether or not a particular bill should be enacted. These statements can help assess disparities at various stages of the criminal justice process to reveal discriminatory outcomes, whether purposeful or not.

2. Eliminate policies and practices that result in the disproportionate arrest and incarceration of people of color.

- a. Create a study commission to examine decriminalizing drug possession.

Drug possession is a major cause of arrest and incarceration of primarily people of color. The study commission, modeled on the death penalty study commission created in 2006 by the New Jersey legislature, would be tasked with studying all aspects of our current drug laws, as well as the potential impacts of decriminalization.

- b. Eliminate mandatory minimum sentences and reduce penalties for lower-level offenses.

Mandatory minimum sentences and unnecessary incarceration disproportionately impact people of color and have also been shown to be costly and effective. New Jersey should evaluate the sentencing scheme in the state in accordance with best practices and current research.

3. Eliminate the collateral consequences of a criminal arrest and/or conviction.

- a. Improve upon the New Jersey Opportunity to Compete Act.

New Jersey should build on the Opportunity to Compete Act by adopting more protective provisions such as a requirement that employers consider the relationship of the prior offense to the job and a length of time restriction on which convictions an employer can consider.

- d. Restore voting rights to individuals on probation and parole.

Civic engagement is critical to our democracy. Mass incarceration and voter disenfranchisement has eliminated a significant population of men of color from New Jersey's democracy. To strengthen our democracy and ensure its true representation of its people, individuals on probation and parole should be able to vote.

- c. Codify HUD's rules to ensure that formerly incarcerated individuals are able to access housing.

Legislation should include restrictions on how criminal records can be used as well as a dedicated outreach program to ensure that housing providers and potential tenants are aware of the new law and HUD regulations.

4. Mandate data collection by police departments, county jails, and the Department of Corrections on racial and ethnic data.

Policing data should include information about police stops, frisks, searches, seizures, summonses, arrests, and use of force incidents. Department of Corrections data should include information by race for crime rates and rates of parole.

5. Tax and regulate marijuana like alcohol for adults 21 and older.

Marijuana prohibition is costly, unfair and ineffective. New Jersey arrests more than 22,000 people a year for marijuana possession at a cost of more than \$125 million to New Jersey taxpayers. This absurd and wasteful policy criminalizes otherwise law-abiding people and wastes resources that would be better spent on projects that support our families and communities. New Jersey's marijuana laws have had a disproportionate impact on communities of color. African Americans are three times more likely to be arrested for marijuana possession than whites even though both use marijuana at the same rates. Anecdotal evidence suggests similar disparities for Latinos. In addition to the severe long-term consequences of a marijuana conviction, marijuana laws have been used to support biased policies like stop and frisk, racial profiling and the deportation of people of color. The solution is to legalize, tax and regulate marijuana like alcohol for adults. New Jersey should enact common sense and popular reform to create a responsible, safe and controlled system for marijuana. Marijuana legalization in New Jersey must be fair and equitable and must address past disproportionate harms to communities of color.

6. Repair New Jersey's broken parole system by supporting legislation that allows for the release of low-level offenders at their first parole eligibility.

Incarcerating a low-risk individual after they have completed their basic sentence wastes taxpayers money and reduces their chance of successful reentry and reintegration into the community upon their release. The overuse of incarceration tears apart vulnerable families and communities. These unfair and ineffective policies disproportionately impact New Jersey's most vulnerable communities. Parole policies should reward good behavior and encourage rehabilitation. Once a low-risk individual completes their basic sentence and has demonstrated good behavior, it is imperative to take the next step of transitioning back into the community with effective support and supervision.

7. In their report BAJI outlined recommendations that address both the mass incarceration of Black Americans and Black non-citizens residing in America. Specifically, they advise that the discriminatory police practices and criminal penalties that adversely impact both communities be recognized and addressed.²⁵⁹ They also broadly ask that the immigration system be redesigned to ensure those entering the U.S. for various reasons, such as but not limited to work, refuge, and family unity, be treated with dignity and fairness.²⁶⁰ Furthermore, they recommend a shift away from the focus on criminal charges that overwhelmingly funnel Black non-citizens into immigration detention centers. Lastly, they ask for a comprehensive rollback of the 1996 immigration laws that expanded the grounds for deportation, violated rights to due process and retroactively punished those who have already served time for offenses.²⁶¹ A transformative step in the right direction would also include funded representation for individuals in immigration proceedings, something we have recently seen passed in NYC.

LEGAL AND CIVIL PROTECTIONS

1. Legal Services and Representation

- a. Increase funding for legal assistance so that people with low incomes have greater access to high-quality legal representation in the civil legal system.

- b. Simplify court rules and procedures in order to make judicial structures easier to access and navigate, thereby reducing dependency on lawyers that many are unable to afford.
 - c. Eviction, foreclosure, and immigration proceedings should be expressly recognized as involving ‘consequences of magnitude’ under New Jersey law, thereby entitling defendants with low incomes in such proceedings appointment of legal counsel at no or nominal cost.
 - d. Cease arresting people for failing to pay fines and fees.
 - e. Increase the use of citations and diversion programs to reduce the number of arrests that lead to jail time.
2. Immigrant Protections and Identification
- a. Allow undocumented immigrants to secure driver’s licenses and government-issued identification cards.
3. Police-Community Relations
- a. Institute local civilian complaint review boards to increase oversight and accountability of police departments and officers.
4. Voting Rights
- a. Institute early in-person voting as a means to increase opportunities to vote and promote voter participation and citizen engagement in democracy.
 - b. Extend the right to vote to every citizen of New Jersey regardless of incarceration status, past or present.
 - c. Modernize voting systems with recent advances in technology to increase voting security and reliability.
 - d. Pass the Democracy Act or legislation similar to it.

CHILDREN AND YOUTH

Racism and poverty work together to harm children and significantly diminish their future opportunities. Systems that are supposed to help children in poverty and children of color can instead hurt their chances. Schools need more resources and community connections to address factors of disadvantage and to help children reach their full potential. When the State intervenes in a child’s life for economic or safety reasons, that intervention must guard against unintended negative consequences. Economic and family supports must ensure that resources are used to undo, and not deepen, the effects of racism and poverty for children. To reduce the impact of structural racism on the perpetuation of poverty for New Jersey children and youth, the State should:

1. Prioritize educational best practices in school improvement efforts, with State investment and support:
 - a. Work toward racial and socioeconomic integration of student populations based on:
 - i. Strategies that include leveraging integrated housing policies, consolidating school systems, improving and expanding the Inter-district Public School Choice program, etc.; and
 - ii. Integration of classrooms within school districts (e.g., through regular district assessments of the racial/ethnic demographics of advanced courses and special education enrollment relative to the overall district population, and implementation of proactive interventions if participation is disproportionate).
 - b. Employment of best practices in the education of English as a Second Language, English Language Learner, special education and at-risk students, including:
 - i. Expansion of dual-language learning classrooms that include both Limited English Proficient and native students; and
 - ii. Inclusion classrooms for special education students.
 - c. Moving toward full compliance with the School Funding Reform Act to provide students and schools across the state with the resources they need to succeed and to which they are entitled under the funding formula.

- d. Investing in learning programs that go beyond the regular school day (including after school, extended learning time, internships, and summer learning).
 - e. Expansion of the full-day, high-quality preschool program to all at-risk 3- and 4-year-olds in the state, as envisioned under the SFRA.
 - f. Reforming school disciplinary procedures to emphasize services and supports instead of punishment, in order to interrupt the school-to-prison pipeline.
2. Address educational opportunity gaps through expanded services and linkages with the broader community:
 - a. Establishing full-service community schools to:
 - i. Support Quality Education for all students by using community assets as resources for learning;
 - ii. Provide Family Support including health care, behavioral health, and social work services;
 - iii. Facilitate Family and Community Engagement that supports attendance and adult education;
 - iv. Engage in Youth Development through extracurricular and enrichment programs; and v. Foster Community Development that strengthens the social networks, economic viability, and physical infrastructure of the community.
 - b. In cases where full-service community schools are not yet feasible, enabling increased services and engagement with the broader community through:
 - i. Utilization of a linked services model; and
 - ii. Engaging community and non-profit partners in service coordination, with special emphasis on after-school and extended learning time programs and internship development.
3. Provide enhanced resources and support directly to poor families:
 - a. Continuing efforts to enhance the services and supports provided to families with child welfare involvement:
 - i. Strengthening funding and services for family stabilization (especially housing assistance and flexible subsidies for economic need) to reduce out-of-home placements; and
 - ii. Reducing financial and logistical/regulatory barriers to placement in Kinship Legal Guardianship, when out-of-home placement is necessary.
 - b. Strengthening the capacity of the Temporary Assistance to Needy Families program to provide assistance to the poorest children:
 - i. Increase maximum grant and eligibility levels over time to above 50% of the federal poverty level, and ensure annual adjustments going forward; and
 - ii. Remove the punitive family cap policy to ensure all extremely poor children have access to cash assistance.

HEALTH, HUNGER, AND MENTAL HEALTH

Hunger

1. Given the levels of poverty among children across the State, the Departments of Health and Education should jointly develop programs and regulations that are funded and implemented annually, such as “Breakfast After the Bell” initiative, in all New Jersey schools. These programs are known to improve health and school outcomes as well as the well-being of children in their life after school.
2. Support the expansion and annual implementation of School Breakfast both fiscally and administratively. By investing state funds to reinstate annual funding of the program, New Jersey can provide fiscal incentives to districts to adopt a “Breakfast After the Bell” approach to school breakfast and increase participation by eligible students.
3. Expand access to the SNAP program by applying to the Federal Food and Nutritional Services program for available waivers

that increase eligibility to 200 percent of the federal poverty level, so that struggling families and senior citizens can access appropriate food assistance.

4. Address the processing delays being experienced by SNAP applicants at the county level, focusing both on improved business models, and on hiring adequate frontline staff to process applicants in a timely manner.
5. Apply for available waivers and instituting SNAP procedures that would ensure documentation of household expenses. County staff must be properly trained to adequately understand the SNAP regulations and the deductions that allow recipients to claim the full benefit to which they are entitled. Given the recent changes, it is more critical than ever that those eligible claim all of the allowable deductions (housing, medical, utility, dependent care) to boost federal benefit levels.
6. Reinstitute Supplemental Nutrition Assistance for Seniors (SNAS), an alternative/simplified program for SSI recipients.
7. Expand state funding for the State Supplemental Food Program (funded at approximately \$6 million).
8. Ensure annual funding for the Nourishing Young Minds Initiative Fund to safeguard continued dedicated funding to food and nutrition programs for youth in New Jersey.
9. Collaborate with organizations such as the New Jersey American Academy of Pediatrics to support the National AAP's recommendation for pediatric screening of all children for food insecurity and to become familiar with and refer families to appropriate community resources.

Health

1. New Jersey's governor and legislative leaders should strongly support continuation of the Affordable Care Act (ACA), including the Medicaid expansion.
2. To support improvements in reducing disparities, the social determinants of health — SDOH (economic stability, education, social and community context, health and health care, and neighborhood and built environment) must be incorporated in all policies and related actions. An example of this is the federal Health Resources and Services Administration (HRSA) has modified its funding eligibility rules to allow health centers to use federal "enabling services" funds to pay for on-site civil legal aid to help meet the primary care needs (SDOH) of the population and communities they serve through medical-legal partnerships.
3. Additional State funding designated for addressing disparities needs to be allocated. Most funding is from federal sources.
4. Divisions within Departments should communicate and collaborate on issues of joint concern; similarly, departments working on similar issues should communicate and collaborate across departments.
5. Cultural and linguistic competence (sometimes referred to as cultural humility and cultural reciprocity) training and implementation based on the CLAS standards should be required across a range of health and social services professionals in hospitals, community health care, social services settings, and other community-based organizations given the changing demographics of our State and society. This should include building the requirements into policies as well as tracking implementation.
6. Collaborate with organizations such as the New Jersey American Academy of Pediatrics to support the National AAP's recommendation to ask the two questions relating to food insecurity.
7. Adopt a "Health in All Policies" approach that "seeks to ensure that decision-makers across different sectors are informed about the health, equity, and sustainability consequences of policy decisions in non-health sectors."

Mental Health

1. As recommended by the US Preventive Services Task Force, support collaborative care for the management of depressive disorders through a multi-component, healthcare system-level intervention that uses case managers to link primary care providers, patients, and mental health specialists.³⁸²
2. Support continuation of the pediatric/adolescent training of primary care pediatricians to diagnose and treat mental health conditions seen in their practices with the guidance of 24-hour available child psychiatrists via phone.

3. Adopt Mental Health First Aid Legislation that provides funding and training for emergency services personnel, police officers, teachers/school administrators, primary care professionals, students, and others concerned about mental health to recognize symptoms, de-escalate crisis situations, and provide timely referrals for people in need of mental health care.
4. Encourage Faith and Community Based Organizations to engage in Mental Health First Aid Training and build communities of support for individuals who have mental health concerns and/or diagnosis, as well as play an active role in building community awareness about mental health.

ENDNOTES

- ⁱ Community Colleges provide an infrastructure that is well-positioned around the state. Local businesses should partner with the colleges to offer certificate training programs in technical fields and other high demand industries under an apprenticeship model. Upon completion of the program, graduates would have a good relationship established with a potential employer.
 - ⁱⁱ Establish a State Ombudsman to oversee Unfair Labor Practices so that persons suspecting discrimination have access to information and a process for investigation.
 - ⁱⁱⁱ Statistics provided by New Jersey Policy Perspective. “New Jersey’s Upside-Down Tax System: The Lower Your Income, The More of It You Pay” by Jon Whiten, Jan. 14, 2015.
 - ^{iv} Community Benefit Agreements: New Vehicle for Investment in America’s Neighborhoods by David A. Marcello.
 - ^v The mission of a public bank would be to create a new financial institution in New Jersey that could hold those deposits without having to involve the commercial banks. The public bank would also eliminate the profit motive of a commercial institution, meaning taxpayer deposits could be leveraged through the writing of loans that encourage public-policy goals like building new schools or funding infrastructure repairs. And for local governments that rely heavily on revenue collected through property taxes, the public bank could become a new source of capital that could be tapped without having to pay the high fees and interest rates generally charged by big commercial banks.
 - ^{vi} Bureau of Justice Statistics, Corrections Statistical Analysis Tool-Prisoners, U.S. Department of Justice; supra n. 28.
 - ^{vii} Id.
 - ^{viii} Id.
 - ^{ix} Id.
 - ^x <http://www.thecommunityguide.org/mentalhealth/collab-care.html>
- Income, The More of It You Pay” by Jon Whiten, Jan. 14, 2015.
- ^{iv} Community Benefit Agreements: New Vehicle for Investment in America’s Neighborhoods by David A. Marcello.
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 - ^{viii} Id.
 - ^{ix} Id.
 - ^x <http://www.thecommunityguide.org/mentalhealth/collab-care.html>

This Summary of Policy Recommendations can be accessed here:
<http://www.antipovertynetwork.org/The-Uncomfortable-Truth-Summary>

The full report can be accessed online at
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