

ABOUT ROCA

Roca is an internationally recognized organization moving the needle on urban violence by working relentlessly with young people at the center of the violence. We engage this group in an intensive four-year Intervention Model to address trauma, teach life-saving cognitive-behavioral skills, and break the cycle of incarceration and poverty that traditional youth programs alone can't break. And because it takes all of us, Roca helps institutions like police, probation and parole change the way they work with young people who are traumatized and full of fear.

Each year, Roca works directly with more than 1,300 young people ages 16-24, some of whom are parents, in Massachusetts and Baltimore, Maryland. The impact of this work speaks for itself: 95 percent of graduates stay out of jail and more than 65 percent hold down jobs for one year or more.

ROCA IN BALTIMORE

With so much violence in Baltimore, we all have a role to play in bringing about change. Roca's role is small: focus on the young people who are in the throes of violence, the ones who are not ready for change yet. Our youth workers find them, knock on their doors relentlessly until they respond, build relationships, and bring them to Roca. We work with each one of them for four years until they build critical employment, education, and life skills, which help them build the safe life they want. We work with whoever we can to keep them safe, and use data and research to get better and prove that it works. We know change takes time, but we also know change is possible.

OUTCOMES 2021

THE THIRD YEAR OF ROCA BALTIMORE

240

YOUNG MEN SERVED*

88%

PARTICIPATED IN PROGRAMMING (EDUCATIONAL, VOCATIONAL, LIFE SKILLS, TRANSITIONAL EMPLOYMENT)*

77%

RETAINED IN THE MODEL THROUGHOUT THE YEAR*

81%

PRACTICED AND APPLIED CBT*

84%

HAD NO NEW ARRESTS*

84%

WHO PRACTICED CBT MADE MEASURABLE EMOTIONAL REGULATION GAINS*

*Baltimore, Fiscal 2021

ROCA'S INTERVENTION MODEL



1 CREATE SAFETY AND STABILITY

Roca builds trust with young people through **relentless outreach** - even through setbacks. Because you can't undo a lifetime of trauma overnight, Roca youth workers develop deep relationships over 2-4 years that help young people begin to heal from their hurt and anger, the key to success later on.



2 TEACH LIFE-SAVING SKILLS

We teach a relatable and simple version of **cognitive behavioral theory (CBT) in the streets**, so young people can choose how they want to respond, disrupt negative cycles, and take control over their lives.



3 PRACTICE SKILLS, RELAPSE, AND REPEAT

Roca provides **trauma-informed employment, education, parenting and life skills programs** that serve as spaces for young people to change, relapse, and change further - not when they are "ready" to participate, but while they still struggle to move steadily forward. Relapse is a critical stage of change.



4 ENGAGE INSTITUTIONS AND SYSTEMS

We relentlessly and **intentionally partner with police departments and systems** that directly face urban violence. We build meaningful relationships, coordinate intervention strategies, and share data to improve outcomes for young people.

ROCA'S MISSION IS TO BE A RELENTLESS FORCE IN DISRUPTING INCARCERATION, POVERTY, AND RACISM BY ENGAGING THE YOUNG ADULTS, POLICE, AND SYSTEMS AT THE CENTER OF URBAN VIOLENCE IN RELATIONSHIPS TO ADDRESS TRAUMA, FIND HOPE, AND DRIVE CHANGE.

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