

THE EVOLVE EXPERIENCE

Theory of Change

The Evolve Experience is a one-of-a-kind workshop for criminal justice professionals that uses dramatic storytelling and an audience engagement curriculum to create more equitably functioning, local criminal justice ecosystems. The following theory of change describes how we work.

THE PROBLEM	RED DOOR INVESTMENTS	RED DOOR ACTIONS	OUTCOMES
<ul style="list-style-type: none"> •Hyper-divisive public climate •Breakdown in public conversation •Institutional racism and bias •Lack of trust between criminal justice institutions and community •Decreased public safety 	<ul style="list-style-type: none"> •30+ years of leadership experience in theatre arts and facilitating conflict •More than \$750K investment by Oregon foundations and donors •Development of acting troupe, primarily actors of color •Commission of nationally recognized writers, mostly writers of color •Cultivation of partners from multiple sectors including extensive relationship-building with law enforcement 	<ul style="list-style-type: none"> •75 public performances of two productions dealing with racial profiling from both the community and police perspectives since 2016 •Creation and presentation of The Evolve Experience workshop for criminal justice leaders. Contains dramatic storytelling and engagement curriculum that stresses empathy and curiosity as antidote to hyper divisive climate, bias and resulting lack of trust. •Continuous evaluation and program development including coaching and additional training for specific groups. •Media campaign = regional and national recognition •Increased, diversified funding opportunities to sustain work. 	<p>Individuals – short term 75% of participants report:</p> <ul style="list-style-type: none"> •Increased motivation to listen to people who have vastly different life experiences; •Increased motivation to consider an opposing idea, even when holding a strong point of view. •Identification of specific ways that this increased motivation can be applied to improving procedural justice <p>Institutions - Intermediate</p> <ul style="list-style-type: none"> •More equitably functioning, local criminal justice ecosystems <p>Community – Long term</p> <ul style="list-style-type: none"> •Reduced harm and increased public safety •A model for using the arts to build individual capacity to improve systemic equity and justice.

