



2023

# ANNUAL REPORT

*A look back on our progress in improving  
outcomes for children, youth, and families and  
our efforts to strengthen the network of  
providers serving them.*



Illinois  
Collaboration  
on Youth



Partnering to build brighter futures

# A Message from our CEO

## To our members and community stakeholders:

I am proud to share with you ICOY's 2023 Annual Report. We are now one year into our 3-year strategic plan, and we are making progress on our goals! Last year we told you about the three strategic imperatives we identified as our priorities through 2025. This report highlights of our work in these areas over the past year.

The first imperative is *system transformation with a prevention focus and intersectional lens*. Achieving this goal requires persistence, innovative thinking, and an intentional effort to build bridges between different parts of our human service sector. In FY2023, we were awarded a new Federal grant to continue our research into the Intact Family Recovery (IFR) model. The Metro East IFR project is exploring how this interdisciplinary approach works with families from different racial and ethnic backgrounds.

*Facilitating collaborative learning and growth among child and youth-serving organizations* is the second imperative, which builds on ICOY's long history of capacity-building for community organizations and systems that serve young people. In January, ICOY was awarded a new contract with the state of Illinois to provide training and technical assistance to organizations funded under the Reimagine Public Safety Act (RPSA). Given the pervasiveness of violence in the lives and communities of young people across the state, we are excited to expand our capacity-building efforts in this way.

The third imperative was *to provide humble and transparent field leadership in equity*. I think a lot about that phrasing and how it pushes us to continue to grapple with these issues even as we continue to learn about our own biases and blind spots. The urgent need to advance equity and justice compels us forward. In the past year, ICOY partnered with Lutheran Child and Family Services and Lutheran Social Services of Illinois to support the "Our Side of the Street" initiative, which is a voluntary learning collaborative aimed at supporting members to analyze their own data for racial disparities and implement practice and policy changes to eliminate those disparities. This initiative will continue to expand and evolve in 2024.

Thank you to all our members, partners, Board members, and staff for your collaboration in 2023. We could not have come this far without you.

Sincerely,



**Andi Durbin**

A handwritten signature of Andrea Durbin in orange ink, enclosed in an orange oval shape.

Andrea Durbin, CEO

# Advancing Child and Family Well-being

ICOY believes that children, youth, and families have a right to have their basic needs met and the opportunities and resources they need to succeed. Services should be trauma-informed, evidence-supported, family-focused, culturally-responsive, and community-based. Here is how ICOY fought for that right:

ICOY's Juvenile Justice Manager **organized and attended the Coalition of Juvenile Justice (CJJ)** in Washington, D.C., along with 3 youth advisory board (YAB) members, and 3 Illinois Juvenile Justice Commissioners. During the conference, YAB members met with several legislators to discuss their support for the Office of Juvenile Justice and Delinquency Prevention Act (OJJDP) and to advocate for the raising of youth voices.

*ICOY's Delegation with United States Representative Danny K. Davis*

With the support of the Office of the Cook County Public Guardian, **ICOY passed the Illinois Youth-In-Care Timely Provision of Essential Care Act** which requires DCFS to develop a strategic plan to comprehensively address improving timely access to quality, in-state care for foster youth.

Three new counties (Cook, Peoria, and Champaign) joined Redeploy Illinois, **broadening the reach of a program that has served 4,649 youth and reduced rates of youth incarceration by 68% over the past 18 years**, including among disproportionately impacted populations.

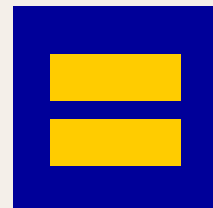
The Trauma Initiatives team **administered nearly 70 trauma-informed care trainings to staff from more than 200 organizations across the state**, including four county health departments. **These trainings totaled 200 hours** of essential education for Illinois providers.



# Strengthening the Human Services Sector

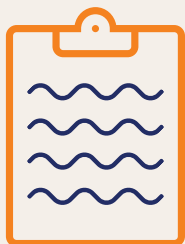
ICOY seeks to improve outcomes for individuals and families by strengthening the human services organizations that support them. ICOY believes that Illinois only succeeds when all its children, youth, and families thrive. Here is how ICOY has built and strengthened Illinois' child and youth-serving infrastructure:

We officially partnered with the **Human Rights Campaign** with a Memorandum of Understanding. Already, **15 ICOY members have signed up to participate in their All Children, All Families assessment**. This assessment helps youth service providers evaluate if their policies and practices support LGBTQ+ youth and families.



The Trauma Initiatives team administered its Capacity Building Assessment Tool for Organizations (CBAT-O) to 3,121 individuals from 186 unique agencies across Illinois, **which represents a year-over-year participation increase of 76%**! This tool evaluates the trauma-informed status of the services organizations provide.

ICOY hosted legislative tours around the state this year **with more than 50 people in attendance**. We connected with legislators to raise awareness of workforce challenges including the adverse impact the current background check process has had on the field. **We are planning a subject matter hearing on this topic to be held in early 2024.**



ICOY successfully advocated for DCFS to eliminate the cap on fringe benefits to help alleviate staffing shortages experienced by community-based providers. As a result, DCFS has advanced a rule to eliminate the cap on fringe benefits. **This will enable providers to offer enhanced fringe benefit packages to better meet the needs of their workforce.**





# Addressing Racial Justice & Equity

ICOY envisions a just and equitable Illinois that values and invests in ensuring that all children, youth, and families are healthy, thriving, and inter-generationally successful. We seek to eliminate systemic injustice by working toward a world where everyone has access to the resources and opportunities they want and need.

The Capacity-Building Training Team launched its **Diversity, Equity, Inclusion and Belonging (DEIB) Toolkit** that takes participants on a journey of self-reflection, learning, and discovery in order to effectively incorporate DEIB principles into their work and their lives. **140 people have already started the toolkit!**

**9 Illinois-based youth service providers** received subsidies from ICOY's **Equity and Access Fund**, a resource funded by voluntary contributions made by other members **in order to make ICOY membership more accessible to smaller organizations** and organizations with limited access to unrestricted revenue.

The **Intact Family Recovery (IFR) model** was launched in October 2023 in the Metro East region of Illinois. The new site will continue the treatment model tested during previous iterations of IFR and offer the opportunity to **explore the model's impact on diverse populations to identify systemic barriers that families of color face** when seeking equitable access to substance use and family preservation services.



# Member Snapshot

ICOY Members make up a broad swath of the child welfare and youth services fields in Illinois. Collectively, our impact is even greater than the sum of our parts.



*90 MEMBERS  
& PARTNERS*



*1,794  
MEMBER  
EMPLOYEES  
TRAINED*



*1,000+  
ATTENDED  
MEMBER  
EVENTS*



*834,590  
CHILDREN &  
INDIVIDUALS  
SERVED*



*\$1.6 BILLION  
ECONOMIC  
IMPACT*



*16,235 FULL  
TIME STAFF &  
EMPLOYEES*



*1,362  
LEGISLATOR  
CONNECTS*



*59 MEMBER  
EVENTS  
HELD*



*395 MEMBER  
JOBS POSTED*



Illinois  
Collaboration  
on Youth

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