

BRINGING OPPORTUNITY BACK

► 38TH AND SHERIDAN PROJECT
ISSUE 13 | FEBRUARY 2023





CONTENTS

3 COMMUNITY

The road to New Beginnings
Supporting greater health

11 FYI

Fighting food insecurity

12 GOING UP

Indy Fresh Market starting
to take shape

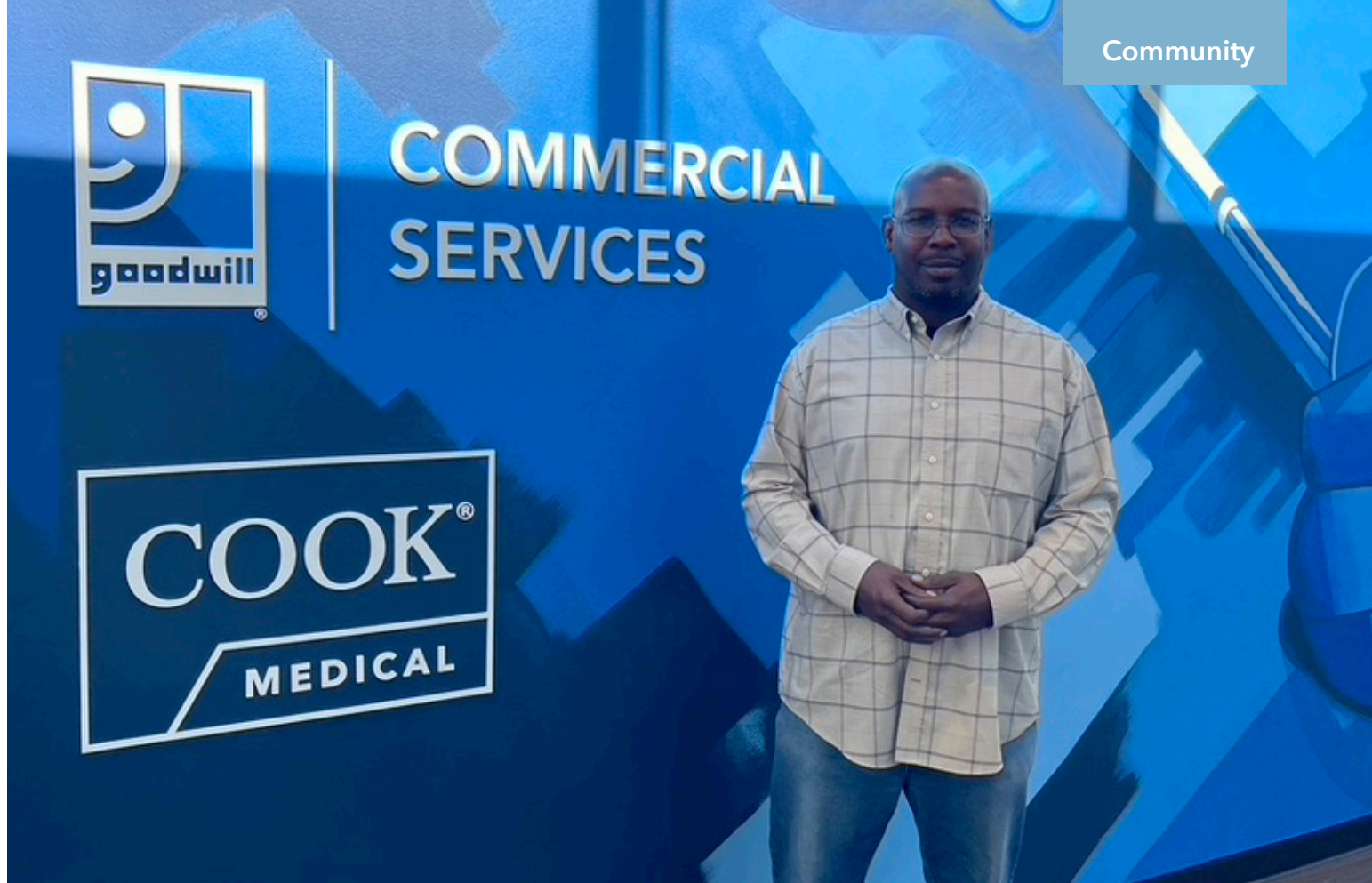
14 WHO'S HIRING

16 JOB OPPORTUNITIES

Apply to work in
construction

On the front cover

Concrete being poured at the Indy Fresh Market construction site, which is set to open in the summer of 2023. For a look at more of the progress being made at the construction site, check out pages 12-13.



▲ **Lathario Bellamy**, a graduate of Goodwill's New Beginnings program, now works as a medical equipment operator for the 38th and Sheridan facility, making devices for Cook Medical, including dilators and catheters.

The road to New Beginnings

Lathario Bellamy's success story

Roadblocks can be a part of life. For individuals who have a history in the criminal justice system, the roadblocks can seem insurmountable when trying to adapt to society, find a livelihood, and settle into life after incarceration. **Goodwill of Central & Southern Indiana's New Beginnings program** recognizes the challenges these individuals face and provides them with a unique system of services to help them succeed.

The road that led **Lathario Bellamy** to New Beginnings might have been a bumpy one, but all roads eventually lead to a destination, and Lathario had finally arrived at a place he could call home through people he could call family.

"I was facing a lot of roadblocks. Instead of setting up roadblocks, Goodwill's New Beginnings program was tearing them down for me and helping me tear down other roadblocks in my life," he said.

The New Beginnings program was originally designed to support individuals with experiences in the criminal justice system, helping them reintegrate back into their communities. The program combines classroom, real-life experiences, and on-the-job training. The program now requires the completion of four out of six of the following program components:

Continued on page 4

Continued from page 3

housing, support group stabilization, full-time employment, financial literacy, mental-physical health, and barrier assessments. To meet individuals where they are at on the path to reentry into the community, the program provides a tiered approach (Tiers 1 through 4) to training requirements for reentry services.

Lathario proudly graduated from New Beginnings on July 28, 2022, using the Tier 4 approach, consisting of completion within 3-6 months, employed with a 40-hour work week, participation in case management, and learned employment skills.

Finding a new beginning

A couple of years ago, Lathario would have described his future as “pretty dim.” He was living in transitional housing for military veterans. He had served in the US Navy for four years. Hampered by a criminal justice system background, he was finding it hard to make ends meet. He began work as a general manager for Rally’s but struggled with meeting a grueling schedule. Lathario’s brother told him about the Goodwill Services Tremont location in Indianapolis.

“My brother said, ‘Hey, why don’t you come work with me.’ He had been



▲ **Lathario** credits New Beginnings for helping get to where he is today. This photo was taken at the new manufacturing facility.

with Goodwill for some months. So, I thought I would give it a try, and I’m happy I did!”

Lathario began working for **Goodwill Commercial Services** learning warehouse and production work with his brother. He thought it would just be another short-term job to get him by. However, soon after working at Goodwill, he lost his brother.

“When my brother passed away, the staff at Goodwill were very compassionate. They were there for me and helped me get through it. I decided

I would stick around because of the connection to my brother,” he explained. “I thought, ‘If they are going to help me through all of this, I’m going to stick with Goodwill instead of look for something else.’ They were very supportive. Being a military man, I’m used to being able to depend on the people around me and the people above me.”

Off to a good start

His decision to stay with Goodwill turned out to be one of his best

I was facing a lot of roadblocks. Instead of setting up roadblocks, Goodwill's New Beginnings program was tearing them down for me and helping me tear down other roadblocks in my life.

– **Lathario Bellamy**, a 2022 graduate of the New Beginnings program

opportunities. He discovered the New Beginnings program, which helped him overcome the barrier of finding good employment.

The training Lathario received on the assembly lines and the opportunity to work with people within the community at the Tremont location helped him prepare for his role at the **38th and Sheridan** Goodwill Commercial Services facility.

"I was able to learn a lot of new things, because I was able to multitask at Tremont. It wasn't like doing just one job. I was able to have many different experiences in training, but when I came to 38th and Sheridan, it was like a step above. I felt a lot of pride coming to work here," he said.

Lathario is now a medical equipment operator for the 38th and Sheridan facility, making devices for **Cook Medical**, including dilators and catheters. Starting with the raw materials, he stamps and prints the Cook logo on the devices and with special expertise shapes and forms them.

Ongoing support

The New Beginnings program has support systems in place for employees beyond graduating from the program and during their employment. New Beginnings coaches are assigned to each graduate. A defining experience for Lathario was working with his coach, **KB**, at the Tremont location. His experience growing up in the foster care system where he was familiar with case managers trying to help, he often witnessed negative attitudes. Many times as a child he felt as if he was a burden and that his case managers were just shuffling him through the system. But with KB, he noticed a difference.

"I got the sense that she really did

*I've never seen
a company that
encompasses
so much of an
employee's life*

– **Lathario Bellamy**, a
2022 graduate of the New
Beginnings program

care," said Lathario. "She took the time to figure out what my needs were. She helped me leave transitional housing and find my own place. And right after that, Goodwill staff came to furnish it within the first week or two. It was like my family came over and got me the best housewarming gift, except it was the New Beginnings program."

Even after Lathario was transferred to the 38th and Sheridan location, KB continued to assist him until he was assigned to a new coach, **Latravia Mixon**, who was just as dedicated.

"He always has great advice for my work here or at home," Lathario added.

Future goals

Where once Lathario thought his future looked dim, he now looks forward to a bright future. He plans to earn a forklift certification and eventually obtain a commercial driver's license to drive trucks for Goodwill. He also is interested in a leadership training program through Goodwill. He has a goal to reach a supervisory level. Becoming independent with stable employment is important to Lathario

because he has another dream. He hopes to one day adopt several of his nieces and nephews.

"I've never seen a company that encompasses so much of an employee's life. I feel like I've been well taken care of, and I want to give back. There are other veterans who have adverse backgrounds that I would like to help as well," he said.

"When people think of Goodwill, they just think of the store, but it's so much more. I'm getting in on the ground level of a project that's expanding here at 38th and Sheridan. I'm excited about the grocery store that's opening. I'm also excited that after I graduated, New Beginnings is still going strong in my life."

Now hiring!



**COMMERCIAL
SERVICES**

Goodwill Commercial Services

Currently hiring for
jobs in manufacturing.
For more information
and to apply for an
open position, visit
**[goodwillindy.org/
careers](http://goodwillindy.org/careers)**.



▲ A look at the Mackida Loveal & Trip (MLT) Outreach fresh market space. DIP-IN community health workers and volunteers helped residents with access to assorted selections of free fruits and vegetables.

Supporting greater health

The Diabetes Impact Project-Indianapolis Neighborhoods (DIP-IN) works with neighborhoods to mitigate diabetes risks by dealing with systemic issues in our communities



Before joining the Diabetes Impact Project-Indianapolis Neighborhoods (DIP-IN), Summer Burks worked in business development for a large corporation. It was an intense, stressful environment, that often left her feeling drained at the end of the workday. Summer's role with DIP-IN, as a community health worker, is, in many ways, just as intense as her corporate job—but now she ends most of her days feeling exhilarated instead of exhausted.

"High-paced, high-level sales that's a different game, that's a different energy—it's a different thing that you give, and it is a different expectation," Summer said. "But this job, I did not ever expect it to be so edifying. It's such an investment in people—it's a whole different thing. It's a different balance, it's a different breath. It doesn't feel tiring."

An interest in quality-of-life health

DIP-IN is now four and a half years into their eight-year project. It's a partnership of several different organizations including the IU Fairbanks School of Public Health

at IUPUI, the **Marion County Public Health Department**, **Eskenazi Health**, and the **Local Initiatives Support Corporation (LISC)**. Indianapolis-based pharmaceutical company **Eli Lilly and Company** provides the funding for the project.

Eli Lilly already had a program in place that was sponsoring projects around the world.

"Some local stakeholders approached them and talked about the fact that the rates of diabetes in Indiana and parts of Indianapolis are higher than most of these countries that they were working with," said **Dr. Lisa Staten**, an associate professor in the Social and Behavioral Sciences Department at IUPUI's Fairbanks School of Public Health and the principal investigator for DIP-IN. "We're higher than the national level and higher than the state level."

Additionally, a 2015 study led by **Tess Weathers**, also from IUPUI's Fairbanks School of Public Health, found that the life expectancy for residents closer to downtown Indianapolis was 14 years less than residents of Carmel. In a 2020 update, the gap had grown to 16.8 years..

Eli Lilly helped pull together a group of people and organizations in the city who had interest in improving health equity and the social conditions that support health in communities. A working group identified three community areas of the city, each comprising multiple neighborhoods, that had the highest rates of diabetes as well as existing partnerships with either the **Health Department** or **LISC**. Those areas are the Near Northwest of the city, the Near West of the city, and the Northeast side, which is where Summer is based and the 38th and Sheridan Project is located.

IUPUI's Fairbanks School of Public Health was identified as the lead

for DIP-IN and Dr. Staten, who had worked on a somewhat similar project along the US and Mexico border when she was at the University of Arizona, welcomed the opportunity to guide the partnership's work on this significant investment in community health.

The driving force

The next step for DIP-IN was simple—meet and talk with the people in the communities that had been identified.

"We made it clear that we're not coming in and forcing our way in," Dr. Staten said. "We wanted to hear what they wanted to say. We wanted to know if they wanted to partner with us and what they would want out of that partnership. You want to make sure that people wanted to work together on this."

Over the last several decades, these communities had seen many more resources leave, as opposed to enter, their neighborhoods, so one of the most resounding pieces of feedback DIP-IN received was that this couldn't be a one-year thing—it had to be a longer-term commitment. That was the driving force behind DIP-IN's decision to make this initial effort last eight years.

Mitigating diabetes risk factors

According to Dr. Staten, DIP-IN has three main components that are "trying to do everything." While their name would lead you to believe they are solely focused on diabetes, they really see diabetes as a symptom of deeper, more systemic issues in the lives of people and communities. So, they work to assist individuals who are dealing with or at risk of diabetes, while also working with neighborhoods to make changes that will mitigate the factors that can lead to diabetes.

Continued on page 8



▲ **Summer Burks** is a community health worker for the Diabetes Impact Project-Indiana (DIP-IN).



▲ **Dr. Lisa Staten** is an associate professor in the Social and Behavioral Sciences Department at IUPUI's Fairbanks School and the principal investigator for DIP-IN.

Continued from page 7

Those factors extend far beyond a healthy diet and regular exercise.

The first component is focused on individuals with or at risk of developing diabetes, through a partnership with Eskenazi Health, which has federally qualified health centers in each of the identified areas. Eskenazi also supports three community health workers, who are in addition to three community health workers under the auspices of DIP-IN.

These workers are able to go to an individual's home, at the individual's request, to better understand the challenges they are facing in their battle with and/or against diabetes.

"We know that for a lot of people their personal health is the last thing they're worried about because there's so many more immediate concerns," Dr. Staten said. "A lot of times the community health workers are out there working on making sure that the person's lights stay on or on figuring out what their food situation is like—things like that.

"So, while it sounds like they're community health workers focused on diabetes, they're really focused on the person's overall environment and how they can help," she continued.

Despite all of the challenges brought about by the Covid-19 pandemic, they are already seeing positive results from their work.

"We're seeing that we have a nice drop in A1C (the measure of blood sugar levels) levels for people—so that's really positive," Dr. Staten said.

The second component is the neighborhood community health workers, of which Summer is one.



▲ Summer Burks, left, takes a group selfie at a resident led community walk.

Those folks are the main partners with the LISC. They help serve as a facilitator for contracts and partnerships for three community-based organizations that host or employ the neighborhood community health workers. Summer is based at **United Northeast Community Development Corporation (UNEC)**.

The neighborhood community health workers' role is multi-faceted. For starters, they help raise awareness about diabetes for those who have it and don't realize it and for those who are pre-diabetic and don't know it. They educate around risk factors and the advantages of being screened for those who are high risk.

The second part of their job is one that has evolved since DIP-IN started. They've become resources in the community, helping to link people to services.

"It's a very broad kind of role in some ways," Dr. Staten said.

Then the third component of the DIP-IN initiative are the resident steering committees in each of the three areas. The primary thing that they work on are efforts around diabetes prevention.

"To me, it's the hardest piece," Dr. Staten said. "They're all hard, but this is the hardest piece."

The ultimate goal is to drastically reduce the number of people being diagnosed with diabetes. Toward that end, there are resources dedicated to each of the steering committees to identify and support projects in their neighborhoods.

For more information, visit dipin.iupui.edu or @DiabetesImpactProject on Facebook.

And each of the committees are working on different topic areas. In the Northeast, it's healthy food access. The Near Northwest is working on physical activity infrastructure and the culture of physical activity. The Near West is working on trying to take on stressors.

All three components are engaging in activities that address DIP-IN's four primary "Aims".

A much larger picture

Summer joined DIP-IN three and a half years ago. She first learned about the project from her best girlfriend. After attending some community events related to the project and having more discussions with her friend, Summer felt compelled to apply for a position with DIP-IN—despite the uncertainty that comes from taking a newly created position for a newly created project.

"I had no idea what it would transform into, but I thought, 'This seems cool,'" Summer recalled. "This turned into something very, very different, because once engagement starts with residents and once you're with them day in and day out and once you are getting past a diabetes screening and into what happened with the children or why you need this or why this is this way or what you're trying to do to improve—that journey with them—it turns into

something very, very different. It can never be outlined on paper."

The Northeast Area was not unfamiliar territory for her. For many years, Summer had danced and taught dance in that part of the city. She knows firsthand the people who call these neighborhoods home—and the challenges they are facing.

"Everybody is very trusting," she said. "They are open, they listen, and they will allow you to come in. They allow you to sit at the table. But what has happened is people have taken advantage of that and it's documented quite literally over and over and over. So, they're leery—and they should be."

Many of the issues community members are facing have to do with "social determinants of health"—the outside factors that contribute to a person's health or lack thereof.

"It's not just that you're not taking care of yourself, there are elements that come into play that compound," Summer explained. "It's just not a matter of, 'We don't have fruits and vegetables.' It is much larger than that because it then turns into, 'If we don't have this, what else is lacking in making a meal that you can even sustain yourself on?' If that's happening, there's a lack of that, and then we're looking at how does that affect brain

Continued on page 10

DIP-IN's four primary "Aims"

- ▶ Reduce complications and improve quality of life of people living with diabetes.
- ▶ Increase awareness of risk factors for diabetes and encourage people at high risk to be screened so they can take action.
- ▶ Foster an environment (physical and social) that supports greater health and well-being for all residents.
- ▶ Increase community capacity to lead DIP-IN initiatives through a focus on civic engagement and enhanced community leadership.

While it sounds like they're community health workers focused on diabetes, they're really focused on the person's overall environment and how they can help.

— **Dr. Lisa Staten**, an associate professor in the Social and Behavioral Sciences Department at IUPUI's Fairbanks School of Public Health and the principal investigator for DIP-IN.

Continued from page 9

development? And then we're looking at that because, 'Is this a factor with children behaving in the way they are behaving or why they're reacting the way they are?' What's happening in the school system? It's just kind of rippling out and that's what happened. So, it doesn't just stop at, 'We don't have fruits and vegetables.' It's a much larger picture."

Supporting the community

Summer and Dr. Staten are both excited about all the change and growth they are seeing in Northeast Indianapolis. They see residents who are committed to making a difference not just for themselves but for their neighbors as well. The fact that DIP-IN gets to play a small part in this process is something they are both humbled by.

"The project really is about supporting the community and figuring out what we can do to help make sure that this community has a loud voice in the decisions about what's happening," Dr. Staten said. "There's a number of cases of little bitty things that have just now spun into partnerships with the Parks Systems and things like that that have potential for these long-term shifts. So, to me, it's inspiring almost daily on the kinds of things that are happening."

"What I feel with this neighborhood is they really get it," Summer said. "The residents may not have the wording that scientists may have, but they have the everyday lived experience. That's what the residents showed me, and that's what has given this project the chance to flourish—it has the buy-in because the residents understood its potential."



DIABETES IMPACT PROJECT
INDIANAPOLIS NEIGHBORHOODS

WHAT IS THE DIABETES IMPACT PROJECT - INDIANAPOLIS NEIGHBORHOODS (DIP-IN) HEALTH INITIATIVE?

An initiative designed to build resources and connections within communities of Indianapolis with the goal of preventing diabetes or better managing it so that people can live long and healthy lives.

GOALS

- 1 Improve access to care and continuity of care for people living with diabetes
- 2 Increase awareness of risk factors for diabetes and encourage people at high risk to be screened so they can take action
- 3 Foster an environment (physical and social) that supports greater health and well-being for all residents
- 4 Increase community capacity to lead DIP-IN initiatives through a focus on civic engagement and enhanced community leadership

PARTNERS + FUNDING

This initiative is being implemented through many community organizations working together with community residents. Some of the larger organizational partners include the IU Fairbanks School of Public Health at IUPUI, the Marion County Public Health Department, Eskenazi Health, Local Initiatives Support Corporation (LISC) and more.

Funding for the project is provided by Lilly as part of their Lilly Global Health Partnership (LGHP). This project is the first US-based program for the LGHP.

06/2022

We want to hear from you!

We want to hear your feedback about this project! Please send your questions, concerns, or thoughts to community@cookmedical.com.

Follow us on Instagram!

Get regular updates and see the progress of the **38th and Sheridan Project** at www.instagram.com/38thandsheridan



Fighting food insecurity

Local programs help to ensure Indianapolis residents have enough to eat



The **Equitable Food Access in Indianapolis Neighborhoods** initiative, funded by the **Anthem Foundation**, is a community-based planning and implementation process that convenes residents, community leaders, subject matter experts, and civic organizations to develop a vision of equitable food access, coupled with strategies for physical developments, programmatic partnerships, and investment to achieve that vision.

In June 2021, **LISC Indianapolis** and Anthem Foundation announced that the **Northeast Corridor** in Indianapolis was selected to be the focal point of the three-year, \$2.45 million initiative to improve nutritious food access and help build a more equitable food system.

The neighborhood is using a collaborative approach to determine which food projects will be supported, launched, or expanded. Emphasis is being placed on ensuring all projects improve food access and economic mobility for the area, are community-led, and help build racial equity.

Visit www.equitablefoodaccess.org/ for more information.



Indy Fresh Market starting to take shape





How are we doing?

Since the start of the Indy Fresh Market construction project, 42% of the project workforce has been diverse.

This information was collected by Akilah Darden, president of The Darden Group LLC.

Who's hiring?

A closer look at the companies hiring construction and manufacturing employees for the 38th and Sheridan Project.

The general contractor, **Harmon Construction**, and all of the subcontractors are currently hiring diverse talent for construction jobs for the **38th and Sheridan Project**. **Goodwill Commercial Services** is also hiring **manufacturing employees** to work in their newly-completed facility (see page 5 for more information). Residents from 38th and Sheridan area are strongly encouraged to apply!

If you see a job you are interested in, you can reach out directly to that company, visit www.38thandSheridan.com, or you can contact **Akilah Darden** from **The Darden Group LLC** at jobs@38thandSheridan.com or 317.385.8954.

Construction jobs and training available



Harmon Construction is a general contractor based in North Vernon, IN. Harmon Construction was established in 1955. Harmon Construction specializes in healthcare, restaurants, education, gaming, and more.



Harmon Steel is a steel erection company based in Indianapolis, IN. Harmon Steel has been serving Indiana and beyond for over 30 years. Harmon Steel specializes in steel erection.



Taylor Bros. Construction is a general contractor based out of Columbus, IN. Established in 1933, We work in over half of the states in the USA. Taylor Bros. specializes in carpentry, fixture work, retail, and more.

Harmon Construction - Hiring
also hiring for Taylor Brothers and Harmon Steel

Steel erectors, carpenters
Apprenticeship Program Available
Hailee.Harmon@harmongroup.com

Fox Contracting

Hiring Equipment Operators & Laborers

bkochersperger@foxcontractors.com
317.281.8963

Multicraft Fire Protection

Hiring Union 669-Sprinkler Fitter
Apprenticeship Program Available

bfunk@multicraftdec.com
812.336.5005

ATEC Electrical

Jim Bird

765.482.8926
j.bird@atec-electric.com

Apogee Construction

Local 19 Roofers & Waterproofers
Apprenticeship Program Available
www.indyroofers.com

317.484.8990

Sexson Mechanical

Plumbers, Steamfitters, & HVACR Service Technician
Apprenticeship Program—Local 440 (ualocal440.org)

Corey Stein
cstein@sexsonmechanical.com
317.989.5486

Ironworkers Local 22

Hiring Ironworks Apprenticeship Program Union
Membership & Pension Program

(Will work onsite with HG Metals and Harmon Steel
fabricating/erecting on the project)

Ironworkers22.com
5600 Dividend Road,
Indianapolis

Price Construction Group, LLC

Now hiring!

<https://priceconstructiongroup.com/>
info@priceconstructiongroup.com
317.723.3201

Sheet Metal Workers

S.M.A.R.T. Local 20—Apprenticeship Program

(S.M.A.R.T.=Sheet Metal Air Rail Transportation)

Metal & Copper Roofs,
Metal Siding, Gutters

2828 E. 45th Street, Indianapolis
317.549.6013

Indiana Laborers' Training Institute

Local 120—Laborers' Union
Apprenticeship Program

IndyRoofers.com
317.484.8990

Robert Haines

Sealed concrete Floors, Joint Sealants

Jim Pridgen
317.547.5271
jim@roberthainesco.com

Mr. Green Jeans

Landscaping

William Petty

317.289.6801

william223petty@msn.com

AGM-Architecture, Glass & Metal

Jeff Hutson

317.472.7449

jhutson@agmcompany.com

Taylor Brothers

Carpentry, doors/frames/hardware

Josh Imlay

(812) 379-9547

josh.imlay@tbcci.com

Difiniti Group

Drywall installation, acoustical ceiling panels

Guadaloupe Baldazo

(317) 496-0635

gb@difinitigroup.com

Community Development



United Northeast Community
Development Corporation

Localized Support Programming

www.anuimpact.org

@anuimpactindy

ashley.gurvitz@anuimpact.org

317.546.6240



Job Opportunities

Apply to work in construction

We're proud to announce that **Cook Medical, Goodwill of Central & Southern Indiana, The Indianapolis Foundation, IMPACT Central Indiana,** and the **United Northeast Community Development Corporation** have partnered on a unique project to bring opportunity back to an underserved Northeast Indy community. The 38th and Sheridan Project includes a medical device manufacturing facility and a full-service grocery store call the **Indy Fresh Market**.

The Indy Fresh Market is estimated to be complete in the summer of 2023, and we're looking for people to join our contractor teams!

We have job opportunities and training available in the following areas:

- Earthwork, Site Utilites
- Storefronts
- Roof and Metal Siding
- Electrical
- Stud, Drywall, Insulation, Acoustical Ceiling
- Structural Steel
- Plumbing and HVAC
- Fire Protection - Sprinkler System
- Rough Carpentry, Door and Hardware
- Concrete Foundations and Slab on Grade
- Sealed Concrete Floors, Joint Sealants
- Landscaping

How to Apply

- 1.) To apply for construction jobs, visit 38thandSheridan.com.
- 2.) Select the "**Construction Job Seekers**" button at the bottom of the page and complete the simple online form.
- 3.) You will be connected to a wide range of local sub-contractors, which are listed on the next page.

Unsure of which construction trade fits your interest? Please email Akilah Darden with The DardenGroup, LLC at akilah@dardengrouppllc.com or PM@dardengrouppllc.com, and her team can provide assistance.

Employees have access to comprehensive benefits programs and options for pension with the union contractors.

