

Appendix B: Interview Guides

BOGAP Staff Semi-Structured Interviews

First Round of Interviews

1. Introduction

- a. Role, title, schedule
- b. Briefly describe your work.

2. Program Related Topics

- a. Describe the launch of the program.
- b. Describe some of the program's strengths.
- c. What challenges has BOGAP faced in its implementation?
- d. Have you had to make any adaptations or adjustments?
- e. What have you found to be most challenging as you adapt and adjust?
 - Are there any elements of the program you think should be added or enhanced?

3. Participant Related Topics

- a. How would you describe classroom participation?
- b. Is participation among clients balanced or equal?
- c. How do you know that you are reaching the participants during the program?
- d. How do you engage a participant who is not participating?
- e. Have absences been a problem?
- f. Do you have many drop outs?

4. Self-Evaluation & Administration Related Topics

- a. What qualities make up an effective facilitator (program administrator)?
- b. What makes you an effective facilitator (program administrator)?
- c. How would you describe the supervision or oversight of your facilitation (of the facilitators)?

- d. Is entering data producing any difficulties?
- e. Strengths and challenges about your program's administration?
- f. What adaptations have you had to make to overcome or correct these challenges?

Second Round of Interviews

1. Introduction

- a. Role, title
- b. Have there been any changes since your last interview in October 2023
 - Do you have any new responsibilities or things that you're not doing anymore? If so, why the change and what does this change look like?

2. Program Related Topics

- a. In thinking about the facilitation of BOGAP:
 - i. Is there any flexibility in the way the program is facilitated?
- b. Can you describe the kinds of things CMs do to engage the participants?
- c. In BOGAP, what do you think is most effective in helping participants:
 - Disengage from criminal behavior?
 - Increase positive community engagement?
 - Shift attitudes and beliefs about violence and conflict?
 - Getting mental health support?
 - Financial stability/legitimate employment?
- d. Are there any new challenges with the program?
- e. Are there any elements you think are missing from the program or should be enhanced?
- f. What are some new recommendations that you have for the program?

3. Participant Engagement Topics

- a. What, if any, are some outside influences that can impact a participant's engagement?
 - Court-mandated obligations
 - Family or familial obligations
 - Relationships outside BOGAP
 - Employment

- Financial stability
 - Housing
 - Food
 - Mental health
 - Program timing
 - Language barriers
- b. What, if any, are some differences in the engagement of the cohorts from the beginning to the end?
- c. What role does bonding play for participants in BOGAP?
- What are some factors that impact bonds forming?
 - How do bonds shape program engagement or success?

4. Participant Needs

- a. Thinking about resources and referrals:
- Are there any new resources available for participants?
 - Are there any resources that are no longer available for participants?
 - Are there any resources that would be helpful for participants?
- b. Tell us a bit about participant relationships with court staff - Osborne Court Liaison, Defense Attorneys, Judge, Prosecutor

5. Self-Evaluation & Administration Related Topics

- a. Staff resources
- Does Osborne provide training for BOGAP staff? If yes, what does that look like?
 - Are there any extra resources or sources that you draw on in your facilitation? If yes, what are they?
 - Are there any resources that you feel are missing and would help you in your work? If yes, what are they?
- b. Staff burnout
- How do you avoid burn out in this job?
 - Does Osborne provide any resources to help staff avoid burnout? If yes, what are they?
- c. Staff Changes
- What does turnover look like since your last interview?

- Have there been any additional staff? If yes, what kinds of positions?
- d. Any there any changes to tracking participants or data entry (e.g., devices, extra staff, etc.)? If yes, what are they?

Third Round of Interviews

1. Introduction

- a. Role, title, schedule
- b. Any changes since we last spoke - new responsibilities or things you're not doing anymore?

2. Reflecting on BOGAP

- a. Thinking back on your entire time with the program, what worked the best?
 - Did anything surprise you?
- b. Thinking back on your entire time with the program, what didn't work well?
 - How did you adapt?
 - What was missing?
- c. If you knew what you do now, what changes would you make to the BOGAP program?
 - Anything you would do differently (e.g., recruitment methods, workshop structure, workshop length, etc.)?
- d. Were there any participant needs that you all were not able to help with?

3. Thoughts on BOGAP curriculum

- a. Thinking about (AVP, DBT, CBI, job readiness) what works well? What would you change?
- b. Thinking about any other BOGAP components that you do, what are they? What works well? What would you change?
- c. Can you tell us about the training you received to facilitate BOGAP?

4. Last Thoughts

- a. This is our final interview for this project. Is there anything else you'd like to share with us about BOGAP that would be helpful to know?

Program Participant Semi-Structured Interview Guide**1. BOGAP Story:**

- a. How would you describe BOGAP to someone who has never heard of it?
- b. Can you walk us through what BOGAP's been like for you?
 - Relationships with Osborne staff
 - Relationships with other participants in BOGAP
 - Did you have to make any changes in your life to participate in BOGAP?
 - Was it hard to attend every day?
 - Any major changes or sacrifices to be able to attend?
- c. Do you think you will use anything from BOGAP in the future?
- d. Thinking about how you felt before you started BOGAP, do you think your life would be different today if you hadn't enrolled in the program?

2. Community Impact:

- a. We've heard that when a person is in BOGAP, they are part of some community projects. Can you tell us about any projects you were part of?
- b. We understand that BOGAP can change the way people interact with others in their lives, including their family, loved ones, friends, neighbors, and their larger neighborhood. Has BOGAP changed the way you interact with people outside the program?

3. Employment

- a. Can you tell us about the job readiness component of BOGAP?
 - Did you learn anything new?
 - Did you do any specific trainings (e.g., OSHA-30, food handlers, etc)?
- b. Are you currently employed?
 - If yes, did Osborne help you get a job?
 - If no, did you learn anything through BOGAP that will help you get a job?

4. BOGAP Feedback:

- a. What are the best parts of BOGAP?
- b. What are the hardest parts of BOGAP?
- c. Do people face any challenges to participating in the program (no names or identifiable stories)?

- d. Do you have any recommendations to make the BOGAP program better?
- Is there anything you wish Osborne could have helped you with?

Focus Group Guide

1. Getting to Know You

- a. Thank you for coming today. Please tell us who you are and your relationship with the participant (but not their name).

2. Perceptions of the Community

- a. Can you describe your community/neighborhood?
- Do you like where you live?
- b. Would you say the people in your community are close?
- Is gun violence “an issue” in your community/neighborhood?
 - Would you say your community is “safe”?

3. Perceptions and Impact of BOGAP

We want to get a full picture of the impact of BOGAP:

- a. We want to get a simple “read” on your thoughts on BOGAP, like just in a word: Are these types of programs helpful? Not helpful?
- b. What, if any, would you say are the major benefits of BOGAP for the participant?
- Have you seen major changes in the participant? If so, what?
 - Has the participant changed how they deal with conflicts or problems since participating in BOGAP?
- c. What, if any, would you say are the major benefits of BOGAP for you and others connected to the participant?
- d. What, if any, would you say are BOGAP’s major challenges?
- For the participant?
 - What about for you and others connected to the participant?
- e. Aside from these benefits and challenges, would you say the program has impacted the participant or you in other important ways?
- f. Has the program had any impacts on specific others, like other family members or people in the community?
- g. Have you had much interaction with the BOGAP staff? If so, how have you felt about these interactions?

4. Future Iterations of BOGAP

- a. What would you say is missing from BOGAP, if anything?
- b. If you could, how would you change BOGAP?

5. Closing

- a. If you could say anything to Osborne BOGAP program leaders, what would it be?
- b. If you could say anything to the DA about BOGAP, what would that be?
- c. Is there anything we didn't ask about that we should have?

Bronx District Attorney Office Semi-Structured Interview Guide**1. Understand the conception of BOGAP**

- a. What inspired it?
- b. Goals of this program from the DA's perspective
- c. Anything substantially different from the original concept to the initial inception?

2. Understand recruitment/case selection/review process

- a. Changes over time
- b. How were eligibility criteria chosen? Were any other requirements considered?
- c. What would preclude someone from BOGAP after they met the initial criteria?
 - What are other program options for this group?

3. What do they see as successes and challenges?

- a. What does "success" in BOGAP mean? How does the DA office definition differ from Osborne's?
- b. Are people happy with BOGAP?
- c. How do people think BOGAP compares to similar programs?

4. Future of BOGAP

- a. Will they get more funding?
- b. What will happen if there's no BOGAP?