Addendum A
Strategic Action Plan Matrix

Goals	*Strategic Action*	*Implantation Status*
Goal #1: Establish an effective coordinated collaboration process to impact gang activity citywide	Establish community technical teams to implement neighborhood strategies.	Commission received OJJDP $200,000 grant to fund a neighborhood based collaboration of organizations in Encanto; also a California Wellness Grant of $225,000 for facilitating such collaborations in Linda Vista, Mira Mesa and South Bay.
	Collaboration on establishing Safe Passage program in five schools where gang activity impact the schools community.	Bell and Morse are involved in Safe Passage. Crawford and Mann are beginning the organizing process. The Commission is supporting the Jacobs Foundation Funded Project Safe Way established with Gompers, Lincoln and several elementary schools in Encanto and the San Diego High School Multi-agency collaborative and the Montgomery Middle School Safe Passage Collaborative.
	Develop Local Employment strategies for at-risk youth and former gang members.	Workforce Partnership has funded Coalition for Neighborhood Councils' project for Morse High School; Commissioner Henderson organized a summer employment project for youth at Alba. 40 youth were hired.
	Launch a City program in the next six months that addressed graffiti removal in specific neighborhoods.	City Council moves forward with recommended changes to ?strengthen penalties for Graffiti
Goal #2: Develop joint partnerships to help address the gang issues within the City of San Diego.	Intuitionalize within the City every City department to include practices, partnerships and/or technology that will protect our youth and children.	Have established cross department work groups with Park and Recreation, Traffic, Libraries with the Police Department providing training for staff. The group meets quarterly.
	Establish formal agreements with government and community organizations that support the City's effort to effectively impact gang activity.	MOUs for the OJJDP project are in place with Health and Human Services and other organizations.

Goal #3: Establish a data and research analysis process to keep the Mayor, City council and Commission aware of key gang trends and anti-grant research on an ongoing basis.	Collect information on trend analysis with Listening Tours, and review local crime statistics. Expand upon this data analysis by working local researchers on surveys and data collection so as to position the commission as a key source of updated anti gang program/policy information.	Through the California Wellness Grant provides funds to accomplish this. A resource guide is in process. An Ad hoc committee made up of SANDAG, Probation and the Police Department is working on data analysis as well
Goal #4:Based on existing funding, build capacity in existing, effective, promising gang prevention and intervention program/strategies on a neighborhood by neighborhood basis	Create neighborhood-based inventories of gang prevention and intervention programs/ strategies using risk and resiliency factors as the defining guidelines including programs that target risk and protector factors of gang involvement.	A Community Development Block Grant for $75,000 has been awarded to the Commission to accomplish this task.
	Survey programs in communities seeking City funding to assess which programs in the community have had internal or external evaluations done. Analyze evaluation results in order to develop criteria for future funding of promising prevention and intervention programs/ strategies.	A Community Development Block Grant for $75,000 has been awarded to the Commission to accomplish this task.
Goal #5. Develop a sustainable funding strategy for the Strategic Action plan	1.Work with public and private groups in establishing a funding source for the action plan. 2.Pursue creative funding streams and fiscally collaborate with Community based organizations.	In process

Organizational Issues		
1. Celebrate Youth	The Commission recommends that the Mayor and City Council designate two youth currently serving on the City Wide Youth Council as liaisons to the Commissions on Gang Prevention and Intervention.	The Commission is currently working with the Youth Council to initiate this process. Also the Commission is working with the Children's Initiative and, Tariq Khamisa Foundation on a youth Summit.
2. Expand Commission membership to address re-entry	The Commission recommends that the Mayor and City Council appoint the Chief District Administrator for the State of California Department of Corrections, Division of Adult Parole Operations and the District Attorney.	Completed. Benny Benavidez has been appointed to the Commission.
3. Balance Membership	The Commission recommends that the Mayor and City Council balance the Commission's membership to better reflect the impact the gang issue has at all levels of the community.	On going
Gang Documentation Issues		
1. Parents need to know when their child is about to be documented as a gang member.	The Commission recommends that the City of San Diego Police Department research the Federal/State government guidelines regarding CAL gangs allowing the department to notify parents when their child is about to be documented as a gang member.	The Police Department has researched the guidelines and has offered this response: Information is provided to parents to help them determine if their child is being influenced toward gang involvement and membership. The Gang Unit has appointed a full time officer who is tasked with meeting with parents of kids on the cusp of gang membership. The Gang Intervention Officer shares with parents documentation criteria and exposes them to the police contacts their child has had. He also gives them an opportunity to access social services and community based organizations. The California Attorney General and federal regulations state the

		gang files are for law enforcement purposes only. We do provide information to help parents determine the status of their child's involvement in gangs.
2. Address Community Concerns about the criteria for documenting gangs.	The Commission recommends that the City Council request that San Diego Police Department Street Gang Unit review the way it uses criteria for documenting gangs: 1. Subject has admitted to being a gang member 2. Subject has been arrested alone or with known gang members for offenses consistent with usual gang activity 3. Subject has been identified as a gang member by a reliable informant/source. 4. Subject has been identified as a gang member by an untested informant 5.Subject has been seen affiliating with documented gang members 6.Subject has been seen displaying symbols and/or hand signs 7. Subject has been seen frequenting gang areas 8. Subject has been seen wearing gang dress 9. Subject is known to have gang tattoos. The San Diego Police Department's Street Gang Unit policy requires that an individual may be "documented" as a gang member when: ☐ He or she has three separate contacts with police meeting one or more of the	Detectives who examine gang documentation are highly trained, court accepted experts. Only they can give an opinion on documentation. The detectives desire as much information as possible because they have to testify in court about that documentation. A Patrol officer or detective might contact person who they believe is a gang member. Their observations are considered, but documentation rests with the gang detective. The gang investigator evaluates the contacts and if appropriate forwards the information to a veteran detective sergeant who approves the documentation. The criteria used to document persons as gang members are established by Attorney General guidelines and a CalGang User agreement. Each agency in the state that uses the CalGang system has agreed to use the same documentation criteria. Geography is only used in combination with other criteria to create a clear picture of the person's gang membership. Gang specific clothing and tattoos are valid ways to identify gang members. The San Diego Police Department documentation criteria are more stringent than other police agencies. Most of the state uses two criteria to document a person. San Diego Police use a minimum of three criteria. Most often investigators use more than three criteria and multiple contacts to ensure proper documentation because their court testimony hinges on the sufficiency of the documentation.

	criteria listed above, or ☐ One contact with three or more of the criteria listed above.	
3. **Rehabilitated gang members should be able to get off CAL Gangs in three years.**	The Commission recommends that the City Council establish a panel in collaboration with the District Attorney's office to hear petitions from documented gang members who claim to be rehabilitated to be removed from the CAL Gangs list after three years, not five years.	The San Diego Police Department supports a commission led effort to coordinate a statewide effort to examine the length of time a non-active gang member is documented. Decreasing the documentation timeline was tried in the past and the Attorney General encouraged discontinuing this practice. The Gang Unit can, on a case-by-case basis, re-examine an individuals history, in light of additional community information, to judge their gang involvement based on the totality of the available information. The Unit Commander, can consult with gang investigators to make a thorough assessment. If it is determined the individual is not an active gang member the person could be removed from the files. Gang detectives have removed and/or prevented persons from becoming documented as gang members when, in their opinion as experts, the criteria was not sufficient to warrant documentation. At a recent CAL Gangs Node Advisory Committee meeting SDPD representatives polled members to see if anyone purged records prior to five years. There were none. LAPD, LASD and all San Diego agencies use the five year purge timeline.