

Annual Report 2018-2019

Cultural Broker
Collaborative Justice
Forgiveness Reconciliation
Trauma-Informed
Healing Diversion
Accountability Youth Advisory
Faith Peace Promotion
Community Driven
Compassion Repair

A HOLISTIC APPROACH TO COMMUNITY RESILIENCE

Vision Statement

To develop a more strategic, coordinated and collaborative effort between the City, law enforcement agencies, social service providers, faith leaders and community leaders to promote peace, healing and restoration throughout the city of San Diego.



On April 13, 2019, the Commission held its annual retreat. Commission members identified 19 objectives to focus on in the upcoming year, including the creation of a tactical plan.

Letter from the Executive Director

The goal of the Commission on Gang Prevention and Intervention's (CGPI) Strategic Work Plan is to advance collaborative efforts which increase safety and provide opportunities that give hope to young people and their families. Engaging the entire family through a holistic approach allows the Commission, community, faith leaders, community mentors and system partners to set a new trajectory of origin, morality, meaning and destination, so that we as a City and County can genuinely provide an environment of nurturing, thereby offering an avenue for the next generation to reach their fullest potential.

The CGPI's Strategic Work Plan focuses on three areas: prevention, intervention and high-risk engagement.

Prevention: Early intervention, preschool education and after-school activities that aid youth who experience violence in their communities. This also includes providing community-wide general information, general education and resource information.

Intervention: Efforts that support workforce readiness, employment and youth development.

High-risk Engagement: Collaborating with law enforcement and partnering with other agencies and organizations to provide intervention for "high-risk" gang members who require more intensive resources such as gang violence interruption (GVI) support.

Since 2006, the CGPI has supported community initiatives, researched best practices and resources, and made recommendations to the Mayor and the City Council on reducing the impact of gang violence in our neighborhoods. The Strategic Work Plan emphasizes collaboration as a fundamental approach to prevention and intervention of gang-related crime. A broad range of stakeholders partnered across systems, disciplines and communities to promote initiatives in five areas of focus: employment training and placement, integration of services, youth activities, early intervention and collaborative accountability. The spectrum of resources, research data and working relationships emerging from this collaborative culture strengthens the comprehensive response to addressing gang violence in the city.

Each iteration of the Commission's Strategic Work Plan is an opportunity to review accomplishments, assess, adjust and recommit to a shared effort at reducing gang violence. The challenge inherent in this process is to continue building on the knowledge and collaboration generated over the Commission's nine years of work. The Strategic Work Plan has been guided by a consistent mission; to work with communities and agencies to meet emerging issues and set appropriate responses.

In addition, for families devastated by crime and loss, grassroots leaders and faith-based communities consistently identified a need for improved access to mental health and other support services. It is the consensus of the community that these services should be grounded in trauma-informed practice, be culturally aware and incorporate restorative justice principles. These priorities are consistent with best practices for impacting gangs and gang violence and are broadly advocated throughout San Diego.



Together, members of the Commission will continue to work collaboratively in developing policies and programs which, when put into practice, will improve the lives of youth and families within our city and beyond. As a result, San Diego communities will thrive as a beacon of hope and healing from generation to generation.

**Sincerely,
Pastor Jesus Sandoval**



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Commission on Gang Prevention and Intervention

The City of San Diego would like to thank the following Commissioners for their service on the Commission on Gang Prevention and Intervention and their contribution to this report.

| | | |
|-------------------------------|---|--|
| Robert Brewer | – | U.S. Attorney |
| Peter Callstrom | – | San Diego Workforce Partnership Inc. |
| Summer Stephan | – | San Diego County District Attorney |
| William Gore | – | San Diego County Sheriff |
| Adolfo Gonzales | – | San Diego County Chief of Probation |
| Cindy Marten | – | San Diego Unified School District Superintendent |
| David Nisleit | – | Chief of Police for the City of San Diego |
| Mario Valladolid | – | Council District 1 Representative |
| Michael Morrill | – | Council District 2 Representative |
| Geneviève Jones-Wright | – | Council District 3 Representative |
| Pastor Archie Robinson | – | Council District 4 Representative |
| Vihn Tran | – | Council District 6 Representative |
| Dana Brown | – | Council District 7 Representative |
| Alberto Vasquez | – | Council District 8 Representative |
| Mohamed Ahmed | – | Council District 9 Representative |
| Ray King | – | Community-Based Organization Seat |
| Dr. Rodney G. Hood | – | Council Public Health |
| Elizabeth Bustos | – | Social Services |
| De'Andre Brooks | – | Reformed Gang Member |
| Pastor Jesus Sandoval | – | Executive Director |

Strategy #1: Prevention



Starting Early

Incorporate trauma-informed principles into pre-school and after-school activities. Provide information and education.

The Commission has and will continue to work in collaboration with entities that serve children/youth in the community to help ensure that trauma-informed principles and anti-bullying strategies are incorporated into services. The Commission has and will continue to assist in compiling written materials for public distribution and/or training opportunities for staff in applying these principles.

City Support

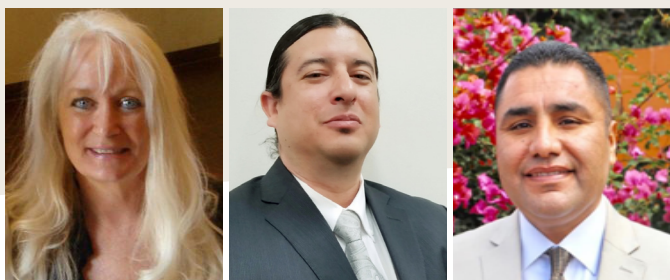
Adopt a resolution for Trauma-Informed Care.

On May 13, 2015, a joint meeting was held by the Public Safety and Livable Neighborhoods (PS & LN) Committee and the CGPI. During the meeting Trauma-Informed Care was voted on, approved and moved forward to the full Council. The City Council approved and adopted the Resolution for Trauma-Informed Care on July 28, 2015.

Training

Provide training on Trauma-Informed Care.

To date, over 500 people have been trained in trauma-informed principles and anti-bullying strategies, including City employees from the Parks and Recreation Department and the Library Department. Since February 2015, members and employees of the Community Review Board on Police Practices, STAR/PAL and the County of San Diego Probation Department have all participated in trainings. There are plans underway for additional trainings for both City and non-City departments, agencies and organizations.



**Commissioner Dana Brown,
Commissioner Mario Valladolid and
Executive Director Pastor Jesus Sandoval**



**Commissioner Robert S. Brewer, Jr.
U.S. Attorney's Office**

Program: Handle with Care

The "Handle with Care" program is an effort to help school-aged children traumatized by crime learn while under stress. It's hard to study and retain information when you have been victimized by exposure to crime, violence and/or abuse.

The program is simple. Police officers are trained to identify children at the scene of an incident who may have experienced or been exposed to trauma. The officers note their names, ages and where they attend school in the police report. By the next day, a confidential message is sent to the principal of the child's school that reads, "You are getting this notice on XX because he or she was at the scene of a police incident and could exhibit academic, emotional or behavioral problems. Please handle with care."

The message gives school administrators and teachers a heads up, allowing them an opportunity to implement trauma-sensitive interventions should the student need help. These interventions could include sending the student to a counselor rather than the principal, if the child exhibits behavioral issues, giving the student extra time on a project, letting the student take a test later or something as simple as letting the student sleep before starting classwork. These simple interventions can often help to mitigate the trauma, allowing the student to learn. If more help is needed, mental health professionals trained in trauma-focused cognitive behavior therapy, can provide on-site counseling at a time that is least disruptive to the student's academic schedule (with consent from the parent or guardian).

Program: Success Agents

Two years ago, the U. S. Attorney's Office worked with multiple community partners to launch Success Agents, a mentoring program for at-risk elementary school students. The Success Agents team intervenes with high-needs students early, before their paths lead them in the wrong direction. The program provides mentors, incentives, fun activities and support services that promote resilience, self-esteem, conflict resolution skills and the discipline needed to make smart choices.

Led by Shastity Urias, Prevention Coordinator for U.S. Attorney Robert Brewer, the Success Agents team runs a weekly after-school workshop that features restorative circles, visiting speakers, athletic activities and creative projects. The team also works with school officials, parents and grandparents to identify needs and provide wraparound support to the entire family. The program would not be possible without the support of community partners, who come together to help youth. As anyone familiar with Success Agents can attest, the mentors receive as much as they provide. It is deeply rewarding to offer guidance, support and friendship to these students, who often face multiple challenges as they strive to reach their true potential. Over the past two years, mentors have touched the lives of 28 youth and their families. The Success Agents team has seen students blossom, build trust and strong relationships with their mentors, receive access to community resources and improve academically.

Program: Project LEAD

Project LEAD (Legal Enrichment and Decision-Making) is an effective law-related educational program. The 8-week curriculum teaches fifth-grade students about the criminal justice system and the importance of making good decisions. The program is a shortened version of the original Project LEAD program established by the Los Angeles County District Attorney's Office in 1993.

Project LEAD also serves as an informal mentoring program. The students have an opportunity to learn from a diverse group of dynamic instructors with different career paths, who share their educational and professional backgrounds. Through the mentoring process, students see their instructors as role models. The uniqueness of the LEAD instructors makes the experience more enriching. Instructors include people from the Assistant U.S. Attorney's Office, U.S. Attorney support staff, City Attorneys, U.S. Marshals, U.S. Coast Guard, Drug Enforcement Administration, Bureau of Alcohol, Tobacco, Firearms and Explosives, U.S. Probation, Customs and Border Protection, United States Secret Service, Health and Human Services (HHS), U.S. Food and Drug Administration, Office of Criminal Investigations, U.S. Pretrial Services, Department of the State, Internal Revenue Service, Department of Homeland Security and the Department of Corrections.

The program has reached more than 2,230 fifth-grade students in 10 local elementary schools in the past three years. Project LEAD has not only focused on teaching children the importance of making positive choices, it has also given them tools to face challenging situations. Further, it has provided students with the opportunity to ask questions and express their thoughts and concerns within their community.



Program: Community Action Resource Engagement (CARE) Community Center

The Community Action Resource Engagement (CARE) Community Center is a product of a community collaboration with the San Diego County District Attorney's Office. The goal of the Center is to build strong community relationships and reduce crime. The center's vision is to meet the community's needs to achieve full equity. The mission of the Center is to build community partnerships that link resources by using a holistic approach to improve the well-being of all. The objective of the Center is to provide intervention and prevention services FOR the community IN the community.

The CARE Community Center provides residents with evidence-based prevention and intervention support services to help them improve their quality of life, reduce crime and recidivism and promote public safety.

Staff assisted participants with completing 343 needs assessments, which led to service referrals to contracted and non-contracted community providers (services included employment, family mediation, housing, clothing, food, counseling, health care information and victim assistance).

Additionally from January through September 2019, the CARE Community Center staff provided the following support:

- 7,505 people visited the CARE Center.
- 1,057 community partners used CARE Center meeting spaces.
- The CARE Center was used a total of 236 hours by the community after-hours (evenings and weekends).



CARE Food Distribution/Pantry

In partnership with the non-profit Community Through Hope, CARE hosts a “farmer’s market” style food distribution event every third Saturday of the month from 10 a.m. - 12 p.m. Additionally, the CARE Community Center has an emergency food pantry that can be accessed during the week.



CARE Community Youth Court

Community Youth Court (CYC) is a diversion program for adolescents. Participants are young people who have been referred to the program by the San Diego Police Department (SDPD), San Diego Unified School District (SDUSD), San Diego County Probation Department and Gompers Preparatory Academy. Participants are given a risk and resiliency assessment to identify their needs. A panel of CYC volunteers trained in motivational interviewing and restorative practices work with the participants to tailor programs that will best support them. CYC holds each participant accountable for their actions while helping them to better understand the impact their choices have on the community, their families and themselves.

Between January and September of 2019, 18 participants completed the program and received 25 service referrals. After completing the program, parents said their students did better with communication and with grades because of their CYC experience. As of October, there are six participants waiting to finish their 90-day program. While CYC starts with adolescent participants, eventually parents/guardians are assisted as part of the needs and referral process. The CARE Center sees CYC as an ideal way to move the entire family toward whole family wellness.

CARE Project ROOTS

Project ROOTS is an after-school prevention program created to instill empathy and empower youth to achieve equality. Formerly known as Girls Only, the program was born from a collaboration between the San Diego County District Attorney’s Office and the Commission on Gang Prevention and Intervention. It began as a way to help empower girls facing challenges related to gang involvement, substance abuse, prostitution, human trafficking and other life issues. Today Project ROOTS includes boys and addresses gender-based violence, exploitation and unhealthy relationships through group mentoring and social emotional learning. It aims to build protective factors in elementary and middle school youth.

Results from a 2017 – 2018 evaluation of 12 PrimeTime (before and after school program that provides a safe, engaging and fun learning environment for students while their parents are at work) sites using Project Roots found:

- 100% of the participants knew whom to go to for help with a problem after participating in the program.
- 81% said the program increased their knowledge about sex trafficking tactics.
- 70% are better able to tell their friends “no” when they don’t want to do something, after participating in the program.
- 65% improved their knowledge about what consent means.
- 100% of the participants felt their Project ROOTS facilitator cares about them.

When asked, “How has Project Roots changed you?” participants responded:

- “It shows me to be brave and be ready for anything that comes my way.”
- “It changed me to be mature, brave and strong.”
- “Believing that I am special in many ways.”
- “By being aware of what’s around me and what’s happening.”
- “It made me a stronger girl by keeping my body safe.”

Strategy #2: Intervention

Community Mentor Summit

On September 21, 2018, the Commission on Gang Prevention and Intervention, in partnership with Community Wraparound, Epiphany Women in Focus, Paving Great Futures, Project Aware, Youth Empowerment and Youth Voice hosted the first Community Mentor Summit.

The event and the release of the Community Mentor Report “Change from Within: Transforming Juvenile Justice Through Community Mentors,” was a labor of love for the San Diego Community Mentor Alliance. With assistance from Community Connections for Youth (CCFY), juvenile justice system stakeholders, the Health and Human Services Agency (HHS) Central

Region, the Public Safety Group and social service and community organizations, the San Diego Community Mentor Alliance brought together key members of the mentoring movement to discuss ways to better promote health and wellness, improve measurable health outcomes and how to better educate youth about equity and social interaction, education, work, family and the community.

On October 16–17, 2019, the Commission partnered with Community Mentors to host the Second Annual Community Mentor Summit at San Diego’s Golden Hall. More than 300 stakeholders, system partners, grassroots leaders, faith and community-based organizations attended.



Projects and Initiatives

1. The Supportive Partnerships Operating Together (S.P.O.T.) is now up and running at the San Diego Central Library! S.P.O.T. is a new collaborative bringing together several non-profits that provide services to youth and adults in various stages of their lives.

2. In October 2019 a policy recommendation was submitted to the Mayor and City Council petitioning the removal of all civil gang injunctions. Commissioner Genevieve Jones-Wright spearheaded the request.

3. The Commission on Gang Prevention and Intervention will create a Human Trafficking subcommittee to combine forces with other groups working in the human trafficking and gang prevention space in a way that reduces redundancy. By working

together, a bigger and more meaningful impact can be made through the City's efforts. Monthly meetings will be held to create synergy, explore new approaches and implement plans that will better solve the issues of gang activity and human trafficking.

4. The Community Mentors Certification program will continue with Alliant University. The program is for former gang members interested in giving back to the community. After completing the program, there is a greater potential for employment with non-profits that work with high risk youth.

5. Community wraparound meetings will continue every Monday from 6 – 8 p.m. at New Harvest Church. Community wraparound is a gang prevention and intervention initiative in collaboration with community based organizations, SDPD and the Probation Department.



Strategy #3: High Risk Engagement



**Commissioner
David Nisleit,
Chief of San Diego
Police Department
(SDPD)**

Program: Boxing

The San Diego Police Department (SDPD) continues its mission to support and mentor San Diego youth through its boxing program. Gang Intervention Officer John Carroll, manages the rigorous and highly sought-after program. The boxing program instills discipline, dedication, teamwork and forges a positive relationship between the participants and law enforcement.

Program: Tattoo Removal

Officer Carroll continues to partner with the San Diego County District Attorney's Office on the tattoo removal program. People with gang related tattoos which are preventing them from gaining employment or moving forward with their lives can have the tattoos removed free of charge. This past year nearly 200 people have taken part in the program. They are now able to start fresh and potentially gain employment without being stereotyped. The program is paid for through the generosity of donors, non-profits and granting organizations.

Program: G.R.E.A.T.

Gang Intervention Officer Kelvin Lujan established a relationship with Chollas-Meade Elementary school and began teaching the (Gang Resistance Education and Training (G.R.E.A.T.) program. It is an evidence-based, effective gang and violence prevention program built around school-based, law-enforcement, officer instructed classroom curriculum. This gang violence, delinquency and bullying prevention program aims to reach out to children prior to the age when they are ripe for an introduction to gangs and delinquent behavior. Since becoming a certified instructor, Officer Lujan has taught more than 100 students how to be G.R.E.A.T.



**Commissioner
Sheriff Bill Gore
San Diego
County Sheriff's
Department**

Program: RESPECT Project

The San Diego County Sheriff's Department is a strong believer in mentorship. In 2014 the department created the Responsibility, Ethics, Strength, Perseverance, Education, Courage and Trustworthiness Project, a character building and mentoring program for youth. It began at the San Marcos Patrol station in the North County, to steer kids away from the influence of gangs. The eight-week, deputy-led program was designed for students in grades 7 – 12 and focuses on building character and community unification. Working with the Boys and Girls Club, the program has graduated 108 students since its inception.

Program: Camp LEAD

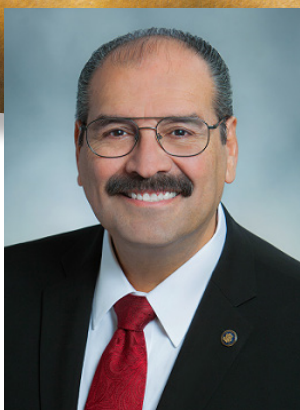
The department also works in partnership with the Grossmont Union High School District on the Camp (LEAD Leadership, Equity, Access and Diversity) program. The objective of Camp LEAD is for teachers, students and law enforcement to spend time together exploring personal beliefs, challenging bias and gaining a better understanding of themselves and the environment. San Marcos and Escondido have also adopted the program and hundreds of kids have participated as a result.

Program: Junior Deputy

The Vista Patrol Station runs the Junior Deputy program through Vista Unified School District. The eight-week program is offered twice a year, and focuses on building leadership skills and working to steer kids away from gang activity.

Additional programs and activities

Other programs that the Sheriff's Department actively participates in are Star/Pal, Champions Camp, Big Brothers/Sisters, Explorer programs, S.D. Nights and Shop with a Cop. In addition, we have informal programs that work with parents to identify signs of gang activity in their children and help them find ways to redirect their kids toward more positive activities.



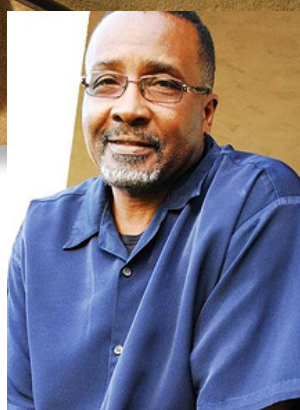
**Commissioner
Chief Adolfo
Gonzales
San Diego County
Probation
Department**

Resource:

Community Resource Directory (CRD)

The Community Resource Directory was launched for adult and juvenile probationers. It is an online, web-based system used by probation officers to refer offenders to rehabilitative services based on their assessed needs. The goal of the CRD is to connect high-risk offenders to at least one community-based service associated with an assessed need.

In 2015 there were 6,313 referrals made by probation officers to program services, with the largest numbers going to substance abuse treatment, employment and vocational programs and housing services. As of the end of fiscal year 2018, there were 150 approved agencies in the CRD representing approximately 700 program services throughout the County including substance abuse treatment, mental health, counseling, housing assistance, employment and vocational training, anger management and domestic violence treatment.



**Commissioner
Pastor Archie Robinson**

Program:

CAST and San Diego Compassion Project

The Communities Assistance Support Team (CAST), along with the UCSD Trauma Center/IEPRC has created an innovative approach bringing compassionate care and community support from the hospital and beyond (wraparound services) to victims of violence and their families. Connecting with victims impacted by violent injuries and providing wraparound services for them by utilizing healthy alternatives in a safe place (the hospital) can improve overall care and overcome life barriers facing the entire family, thereby reducing readmissions and violent acts being continued in the communities.

CAST is involved in empowering communities during their walk and knocks (door knocking) in some of the most violent epidemic or hot spot areas designated by the San Diego Police Department. CAST connects with community members, handing out resource information at least two to three times a month. CAST empowers and engages residents by assisting people who experience violence with methods to prevent retaliatory violence. Their innovative approach to confronting community fears of violence has set them apart to ensure that even the most disadvantaged areas are referred to social service, empowering residents to be a vibrant part of their community and showing up. CAST conducts outreach in partnership with SDPD area division leadership and hosts events at least monthly, that are known as problem-solving meetings.

For the past eight years, CAST has brought quality community service to individuals/families impacted by violence with de-escalation support, conflict resolution, retaliation prevention, in hospital spiritual care, in-home support and advocacy. CAST refers victims to social services to limit barriers that increase distress and unhealthy choices.

Recommendations

Submitted this year

Recommendations

The Commission voted on Sept. 9, 2019, to recommend to the Mayor and City Council that all civil gang injunctions be eliminated in the city of San Diego.

On Nov. 4, 2019, the Commission voted in favor of changing Municipal Code 26.1902 (e), so that the commissioner is expected to send a representative in their place when the commissioner is not able to attend. The representative shall be able to deliberate and vote on any matter before the Commission and the representative will count in determining whether a quorum is present.

Conclusion

The work of the Commission on Gang Prevention (CGPI) and Intervention continues to be an example of successful collaboration between law enforcement, communities, elected officials and appointed Commissioners. The Strategic Work Plan serves as a guide for the work of the CGPI. All of the Commissioners deserve credit for their contributions every day that improve their communities, the city and the region. We look forward to implementing initiatives that will make a difference in the lives of young people. The Commissioners are committed to this collaborative approach which will bring together a collective strength as we advocate for programs, resources and opportunities for at-risk youth in San Diego.



Our Commissioners





Commission on Gang Prevention and Intervention

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