

Annual Report 2017



A Strategic Collaborative Approach to Impacting Gang Violence:

The Community Focused Youth Empowerment Initiative

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

Letter from the Commission Chair

The work of the Commission on Gang Prevention and Intervention is to develop a more strategic, coordinated and collaborative effort between the City, law enforcement agencies, social service providers and our communities. The objective is to prevent, intervene and divert our youth from gang involvement and its negative impact on society.

The goal of this Commission is to advance prevention efforts to increase safety and provide opportunities that will give hope to young people, and support the implementation of services for high need offenders. The actions and recommendations are grouped under three core strategies universally acknowledged as fundamental to impacting gang violence in communities as seen in this annual report.

The work of many individuals and leaders representing San Diego's public, private and community sectors cannot be thanked enough for their time and dedicated collaboration. Thank you to all the Commissioners who serve on the Commission and took time out of their busy schedules to attend the Commission's meetings and retreats. This annual report shows that through strategic collaborations and partnerships, gang violence can be reduced and communities can thrive and prosper.

Dr. Rodney Hood
Chair



Table of Contents:

Commissioners	1
Work of the Commission	2
Executive Summary	5
Strategic Action Plan	7
Conclusion	18

Commission on Gang Prevention and Intervention

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

Peter Callstrom	–	San Diego Workforce Partnership Inc.
Summer Stephan	–	San Diego County District Attorney
Gary Gallegos	–	San Diego Association of Governments
William Gore	–	San Diego County Sheriff
Adolfo Gonzales	–	San Diego County Chief of Probation
Cindy Marten	–	San Diego Unified School District Superintendent
Shelley Zimmerman	–	Chief of Police for the City of San Diego
Joyce Abrams	–	Council District 1 Representative
Gary Lynn	–	Council District 2 Representative
Geneviève Jones-Wright	–	Council District 3 Representative
Pastor Archie Robinson	–	Council District 4 Representative
Don Johnson	–	Council District 5 Representative
Vihn Tran	–	Council District 6 Representative
Dana Brown	–	Council District 7 Representative
Pastor Cornelius Bowser	–	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
Rev. Rickey Laster	–	Executive Director

Work of the Commission

The 21-member Commission on Gang Prevention and Intervention meets six times a year, every other month on the third Thursday. The locations vary to assure that the Commission is accessible to all City residents.

The Commission has two standing subcommittees: The Communication and Outreach Subcommittee and the Youth Subcommittee.

Communication and Outreach Subcommittee

The Communication and Outreach Subcommittee meets on the opposite months of the regularly scheduled Commission meetings. The Subcommittee is currently focusing on the following:

- Identifying the Commission’s outreach needs and creating a plan.
- Engaging the public and highlighting successes through the City’s social media channels.
- Looking at ways to better reach young people, and targeting all demographics.
- Submitting the Commission’s successes for inclusion in the City’s annual Highlights and Successes report.
- Promoting activities in which the Commission takes part.
- Working with the City’s Performance and Analytics Department to gather statistical information to include in the Commission’s messages.
- Creating a quarterly newsletter to highlight programs, projects and work by Commissioners.
- Completed and Published 1st quarterly Newsletter

Youth Subcommittee

The Youth Subcommittee launched in September 2016, and represents young people ages 15 to 25 years who have been impacted by gangs. The Youth Subcommittee is dedicated to engaging youth in an effort to stay connected with the issues that affect our youth and young adults throughout San Diego.

Commissioner Dana Brown Southern, California Regional Community Facilitator with ACEs Connection, is lending her expertise in the field of adverse childhood experiences. Building capacity on Recommendation #1 / Overarching Goals in the 2015-2020 Strategic Action Plan. The goal of advancing prevention efforts to increase safety, provide opportunities that give hope to young people and support the implementation of services for the high-end offenders.



The Youth Subcommittee meets once a month on the second Saturday at the Tubman/Chavez Center. The Subcommittee is engaged in the following work:

- Representing diverse communities geographically and citywide.
- Engaging with community mentors, service providers, systems policy and decision makers.
- Committing to models developed with trauma informed principals and resilience building practices.
- Aligning with the Commission’s Vision and Mission statements
- Aligning with Commission’s Strategic Action Plan 2015 – 2020.

On July 11, 2017, two youth leaders flew to Sacramento for Policymaker Education Day to connect with legislators and/or legislative staff. One of the youth, Salvador, was still on probation when he was in Sacramento. With the support of mentors, his case manager and community youth groups (Youth Empowerment, Youth Voice), Salvador was mentored through a plethora of

caring individuals supporting his well-being. In August, he was off of probation after four years.

The Youth Subcommittee continues building capacity on opportunities for young people to have hope and recognize the power of their voice on influencing and impacting systems change.

Current Ad-Hoc Committee Gang Documentation

During public comment at the July 2016 Commission meeting, community members expressed concerns about gang documentation practices in San Diego, specifically related to the criteria used to document individuals and the gang enhancement allegations filed in criminal cases against individuals documented in the CalGang database.

It was because of the concerns brought forth by the community members as well as the results of California State Auditor Report 2015-130 (the state audit of the CalGang database) that the issue of local gang documentation practices was placed on the agenda for the next Commission meeting. At this meeting, the ad hoc Gang Documentation committee was created. The purpose of the Committee is to ensure that the



The latest meeting reported the review started with 797 records. Ten files were eliminated due to their transfer to the Sheriff’s Department (Imperial Beach Locos) and 27 files were freshly purged due to five-year time constraints and could not be inspected prior to their purge. In all, 760 files were ultimately inspected.

Out of those 760 cases reviewed, 58 people have been purged from the system. The average age of a documented gang member is 29.9 and 54 percent of people in database are *admitted gang members*. As of March 31, 2017, there are 76 documented gangs in San Diego. There are currently 3,815 gang members identified this year compared to 4,052 gang members last year.

The Committee will meet in order to identify safeguards for the criteria that is currently being used to document gang members. Pursuant to its purpose and scope, the Committee will continue to discuss and address changes that can be made regarding the criteria to ensure reliability and fairness in the process.

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information entered in CalGang and relied on by the San Diego Police Department (SDPD) as well as other law enforcement agencies is reliable and that it adheres to requirements that protect individuals’ rights. Commissioner Geneviève Jones-Wright serves as the Chair of this Committee.

Committee members meet monthly to discuss the implementation of a voluntary review of our local database by SDPD. It was also unanimously approved by vote that 20 percent of the local database entries will be reviewed, and within the next year 100 percent of all files will be reviewed. In addition to the review, the Committee, in its regular meetings, address the various gang documentation issues laid out in the Commission’s 2009 Annual Report as well as the implementation of Assembly Bill No. 2298 (Dr. Weber), among other related issues.

Through the review done by SDPD, the Committee has identified that many of the issues highlighted in California State Auditor Report 2015-130 do not exist locally. For example, there were no entries for juveniles under the age of 16 and there are no issues regarding purge dates outside of the five-year limit.

Executive summary

The goal of the Commission’s Strategic Action Plan is to advance prevention efforts to increase safety and support the implementation of services necessary for high-risk youth. The Strategic Action Plan follows the best practice model of prevention, intervention and high-risk engagement. The three strategies are:

1) Prevention: Early intervention, early childhood education and after-school activities. This also includes providing community-wide general information, general education and resource connections.

Since 2006, the Commission has supported community initiatives and researched best practices and resources and made recommendations to the Mayor and City Council on reducing the impact of gang violence in our neighborhoods.

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

The Strategic Action Plan for 2015-2020 emphasizes collaboration as a fundamental approach to prevention and intervention of gang-related crime.

3) High-Risk Engagement: Collaborating with law enforcement and partnering with other agencies and organizations to provide intervention for the “high end” gang members who require more intensive resources such as Gang Violence Interruption (GVI) support.

A broad range of stakeholders partnered across systems, disciplines and communities to promote initiatives on 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 strengthened the comprehensive response to addressing gang violence in the City.

Each iteration of the Commission's five-year Strategic Action Plan is an opportunity to review, reaffirm, and recommit to a shared effort at stopping 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 2015-2020 Strategic Action Plan has been guided by a consistent mission to work with communities and agencies to meet emerging issues and seek appropriate responses.

In addition, 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 competent 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.

On April 26, 2017, the Commission on Gang Prevention and Intervention presented its annual work plan. The report reflected the planned work for 2017 as it relates to the 2015-2020 Strategic Action Plan. The report focused with best practices for impacting gang violence.

The impact of gang-related violence is devastating to any community. Residents are often caught in the crossfire of shootings and beatings and the emotional trauma is experienced by every resident and business owner located within the community. This annual report will report out on the work of the Annual Work Plan of 2017, and will focus on three areas:

- In development-concept,**
- New initiatives,**
- On-going initiative**



Strategy #1: Prevention

– Start Early (Information and Education)

New Initiatives: Success Agents... Together we succeed

OVERVIEW

The Commission is proud to be part of Success Agents, a new interagency partnership that is committed to helping at risk elementary school kids thrive both in and outside of school. This program is designed to foster relationships, enhance literacy, and expand the horizons of these youth. The fourth graders in Success Agents need our help, as most are struggling with literacy and behavioral problems. Mentorship services is being provided through this collaboration to work one-on-one to develop confidence and life skills to help guide high risk offenders in making good decision and put them on the path to becoming productive member in community.

Collaboration Partners include:

- District Attorney's Office
- City Attorney's Office
- San Diego Police Department
- San Diego Unified School District
- City of San Diego Commission on Gang Intervention and Prevention
- Star Pal
- Porter Elementary School (pilot school)
- San Diego County Probation Department
- San Diego County Department of Health and Human Services



The partners work together to provide guidance, positive incentives and programs to prevent minors and at-risk youth from joining criminal street gangs.

The Success Agents initiative was previously known as Grip model after the Orange County Grip program. After several meetings with our collaborative partners, the name of the program was changed to **Success Agents... Together we succeed.**

This multi-agency collaboration debuted at Porter Elementary School on March 2017 and set forward a goal of guiding 10 fourth grade students towards successful pathways and out of the hard-edged streets. Success Agents seeks to develop each student's emotional literacy, resilience, confidence, interpersonal skills and conflict resolution abilities; expose them to new experiences; and encourage them to set dreams and goals throughout their time in the program.

The year’s Success Agents class was extended to 17 students. The diverse staff and volunteers contributing to the program have created a sense of an extended family to the program participants, which has led the San Diego Juvenile Justice Commission to honor the program for its impressive teamwork in action. District Attorney Summer Stephan is planning to expand the program to include three additional schools (in North County, East County and South Bay) early next year.

Below are a few quotes for a survey taken after completion of the Success Agents s program from students and parents/volunteers involved in program:

Parent
 “I saw great change, a complete turnaround in my child, from being that child who stayed quiet to opening up.”

Teacher mentor
 “There’s been improvement in the student’s behavior. He’s getting good grades and no referrals for behavior recently.”

Student
 “I learned to follow my dreams.”

Student
 “I learned that police are just trying to help us.”

Volunteer
 “Leaders clearly emerged. Confidence appears to have been increased.”

Teacher mentor
 “My mentee improved his behavior and showed more kindness to other students.”

Strategy #1: Prevention

- Incorporate Trauma-Informed Principles to Preschool and After-School Activities. Provide Information and Education

On-Going Initiatives

OVERVIEW

A **trauma-informed approach** begins with understanding the physical, social, and emotional impact of trauma on the individual, as well as on the professionals who help them. This includes victim-centered practices. It incorporates three elements:

Realizing the prevalence of trauma.

Recognizing how trauma affects all individuals involved with the program, organization, or system, including its own workforce.

Responding by putting this knowledge into practice.

Given the trauma that results from gang activity, the Commission, Mayor and City Council have looked to the trauma-informed approach to guide prevention activities.

Trauma-Informed Care

The Commission will continue to work in collaboration with entities that serve children and 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. The City Council approved and adopted the Resolution for Trauma-Informed Care on July 28, 2015, following the

recommendation of the City Council’s Public Safety and Livable Neighborhoods Committee and the Commission, which held a joint hearing on the topic on May 13, 2015.

More than 500 individuals have received training in the Trauma-Informed Care approach including City employees from the Park and Recreation and Library departments. Since February 2015, the City’s Community Review Board on Police Practices, STAR/PAL and the County of San Diego Probation Department have all participated in the training as well.

We are proud of our Commissioner Chief of Probation Adolfo Gonzales and his team for implementing this approach in their juvenile facilities. San Diego County Probation Department created a 20-bed Trauma Responsive Unit in Juvenile Hall to provide evidence-based treatment to youth impacted by traumatic experiences.

ACEs in Youth Justice

Continued efforts are being made in this field as discussions of transition and reentry issues of out of home treatment, detention, shelter, etc. is offering youth the opportunity to get back to their families and communities. Frequently these youth have fallen behind in their schooling, have reduced motivation, and lack skills to navigate requirements to successfully re-enter school programs or even to move ahead with their dreams.

Further, trauma informed care, restorative justice practices, and culturally appropriate services must be the foundation for education and services implemented by this Strategic Action Plan/Initiative.

Trauma-Informed Holistic Approach

Under the leadership of Chairman Dr. Rodney Hood, the Commission has begun to focus on a trauma-informed holistic approach. A study, sponsored by the Center for Health Assessments of over 9,000 enrollees, established a graded relationship between the number of adverse childhood experiences (ACEs) such as physical, mental, sexual or substance abuse, exposure to severe mental illness violence or criminal behavior and the onset of adult diseases such as ischemic heart disease, cancer, chronic lung diseases, liver disease, severe obesity and mental health diseases (American Journal of Preventative Medicine, 1998; 14, VJ Felitti).

Evidence also suggest that residents in low-income and underserved communities will have greater exposures to various forms of toxic stress including violence that is either experienced or witnessed. The addition of trauma-informed practices into the healthcare system and the integration of restorative justice concepts into behavioral health models will create a Trauma-Informed System of Wellness.

San Diego Unified School District Integrated Student Support

The San Diego Unified School District (SDUSD) emphasizes the creation of an environment that is worthy academically, socially and physically for students. This is accomplished through multiple approaches that will

continue to build a strong foundation of prevention and support for each and every student. Often large systems work in a reactive mode, and SDUSD is working deliberately and strategically to break that paradigm. The district's focus is prevention.

This year, SDUSD created an Integrated Student Support division that is focusing on prevention, intervention and restoration to decrease the need for reactive and punitive approaches to solving situations both academic and behavioral. The emphasis is on relationships, respect and responsibility.

One area of expansion is the work of restorative practices that the school district continues to build with partners in the community, including the Commission, National Conflict Resolution Center and California Endowment. This effort continues to provide prevention opportunities by developing a positive school climate through the use of community building circles, restorative conferences and by using students as circle builders to lead the circles with their peers.

A vertically aligned approach has been launched at Porter Elementary, Knox Middle and Lincoln High schools this year to create a way for students to build their restorative mindset should they be faced with problems and dilemmas in their school and community environments.

The second area of preventative work that is happening is the awareness curriculum for human trafficking that has been created with Point Loma Nazarene University, SDUSD and other community partners that will launch this fall at SDUSD schools, starting with San Diego High School.

It is critical to provide information on the warning signs as well as ways to seek assistance for our youth who may need

support. Additionally, the district is providing professional development for staff and community members on this topic through information sessions, film screenings, panel discussions and community awareness events. A newly formed partnership to further this prevention work is with the Lawyer's Club of San Diego.

The third area where teams are coming together is with students who have experienced the court system through probation. Teams including school police, representatives of the Office of Reconnection, Placement and Appeals and community partners have come together to discuss prevention and intervention and determine if there are indicators that could be looked at to intervene prior to a student needing probation or diversion. This is a newly formed team that is committed to exploring additional options for students.

Teams working together for a common purpose will make the difference for students. Each student has a gift and talent to share, and there is value in creating the conditions that allow that gift to shine.

Park and Recreation Collaboration

The Commission continues to support the expansion of the City's Park and Recreation Department's Friday Night Teen Program. During the summer of 2016, a total of 6,170 teens participated in the program, compared to a total of 5,419 in 2015.

With the allied partnership between the Commission and the Park and Recreation Department's Friday Night Teen Program, we comprehend the continued success of this program by the year as once again the total amount of participants for the year of 2017

have surpassed the previous years. In 2017 the total amount of teens who attended such events topped at 7,698 participants, 1,528 more than in 2016. Furthermore with the addition of the five new sites (Martin Luther King Jr., Skyline, Cesar Chavez, Colina and Mira Mesa) we essentially perceive over a quarter of the total participants attending events at these locations.

CARE Community Center

The CARE Community Center is a product of community collaboration with the San Diego County District Attorney's Office aimed at actively linking an individual in the community-to-community based prevention and intervention services. The goal is to build strong community relationships and reduce crime.

Located in Southeastern San Diego, which is a large ethnically diverse, low-income community that has been plagued by gangs, drug activity, assaults and shootings, 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.

Food Distribution/Pantry

CARE has recently developed a partnership with Turning the Hearts Center. Through this collaboration, a "farmer's market" style food distribution is held at the CARE Center on the third Saturday of each month from 11 a.m. to 1 p.m. The first distribution occurred in July and the number of families the distribution has served has increased steadily. In total, the distribution has served close to 200 families.

Additionally, the center has an emergency food pantry that can be accessed once per week per family during our normal hours of operation. In total, this program has assisted 37 families.

Community Youth Court

The Community Youth Court is a community-based diversion program for youth participants referred by the SDPD, SDUSD, San Diego County Probation Department and the Commission. When youths make contact with SDPD officers for certain offenses, the officers may refer them to the program.

Community Youth Court has recently been using the Risk and Resiliency assessment given by the Probation Department, and these assessment results are given to Community Youth Court panelists prior to their meeting with the youth. Through this process, Community Youth Court panelists can better understand the youth's actions and identify the youth's needs, allowing them to assign programs that will best help the youth.

The Community Youth Court has also begun follow-up panel sessions. During these follow-up sessions, youth who are in need of further support in completing their assignments are brought back for a check-in with members of Community Youth Court. Through these new processes, youth have been able to stay on track and receive further support from the community. With these new processes, we are feeling more comfortable working with high-risk youth.

The care center guided 40 kids through Community Youth Court. There are 15 kids at Lincoln High School and 15 at E3 Civic High School.

If referred youths meet all the necessary requirements, they will appear before a panel of volunteer community representatives who serve as liaisons for the intervention between the participants and the juvenile court system. Each case is heard by a panel that will then assign proper consequences and accordingly verify the program completion for the participants.

The program holds the participants accountable for their actions, and through the educational component, gives them a better understanding of the impact their choices and actions have on their communities, their families and themselves.

Girls Only/Boys Only! ToolKit

Between the collaboration of the County District Attorney's Office and the Commission this initiative is envisioned to empower girls aged 8 to 12 to prepare them to love and honor themselves. This is crucial for their future success as it can help them avoid any sort of involvement with gangs, substance abuse, prostitution, human trafficking and so forth.

The program has expanded to an additional four Boys & Girls Clubs, and three afterschool programs. The recent evaluations showed that programs who kept to the fidelity of the program saw improvements in resiliency. The human trafficking prevention curriculum is aimed towards girls to teach them about making positive choices. The program is now developing a curriculum for boys to prevent human trafficking.

Strategy #2: Intervention

– Youth Development

In Development-Concept Wrap-Around Program

OVERVIEW

This is a pilot program that is currently being developed by the Commission on Gang Prevention and Intervention, the San Diego County Health and Human Services, Multicultural Health Foundation and the County Probation Department which is collaborating to connect high-risk offenders and their families to services depending on assessed needs. Many of these youth are supervised by the Probation Department's Juvenile Gang Intervention and Intensive Supervision Unit. This program plans to identify 10 to 15 high-risk youth and their family to provide wrap-around service.

Through a series of meetings with our partners it has been noted that many at-risk youth's behavioral problems stem from the lack of resources at home for the family. Because of this factor there will be an assessment tool utilized to determine what if any services are needed in the home and those identified needs will be met through our supportive partners and their agencies.

This program will also have a mentoring component that will serve as a one on one counseling and resource service that will assist high-risk youth live a productive life and leave the gang culture behind.

The mentor program will use a village concept and philosophy: **It takes a village to raise a child.** It will spend one to three hours

a week with high-risk youth in a village setting, meaning all the mentors and mentees come together and work on projects and/or participate in community events; so that the mentees know there isn't just one mentor providing the support they need, they have an entire village of mentors to draw from when and if necessary.

The vision is to create community stewards who understand the value of community and are committed to making our communities a decent and safe place to live. This component will facilitate conflict resolution training, "Beef" Mediation training along with the 3 P's of Life Skills principles that helps to ensure a pathway out of poverty and want into success and stability: Personal Protection, Personal Health and Personal Wealth.

A meeting was held on April 26, 2017, with a collaborating partner to finalize the program components and begin the process of selecting participants and families. This program is still in the conception stage and the Commission continues to work with strategic partners across sectors for implementation.



Strategy #2: Intervention

- Provide Job Opportunities That Can Turn Lives around.

Job training program Initiative

OVERVIEW

This Job training program initiative brought together the Commission on Gang Prevention and Intervention and the San Diego Workforce Partnership and the faith based leader in Southeastern San Diego to support programs that are already serving and placing youth and young adults ages 16-24. This job training program initiative help expanded the reach of CONNECT2Careers and supported the efforts and capacity building of local, grass roots efforts. Some of the faith-based organizations that are currently serving the community in this area are Freedom School, Connecting Hope, My Brother's Keeper and Steeping Higher. The San Diego Workforce Partnership recently executed contracts with Connecting Hope and Steeping Higher to provide services for these youth and young adults.

Also, the following work readiness trainings and job fairs were held in City Council districts 4 and 6:

- Work readiness training with Connecting Hope: Thursday, Sept. 14, 2017, at the Jacobs Center.
- Work readiness training with Steeping Higher: Saturday, Sept. 9, 2017, at Total Deliverance Worship Center.
- YMCA & Mt. Erie Job Fair: Thursday, June 8, 2017, at Mt. Erie.
- Councilmember Cate D6 Job Fair: Thursday, Sept. 14, 2017, at Mira Mesa High School.

These events had a total 217 participants and 35 employers which lead to 24 on-the-spot interviews during a Jack in the Box Recruitment & Hiring Event held at the City's Valencia Park/Malcolm X Branch Library.



Strategy #2: Youth Development

- Positive Interactions with Adults Are Critical

Game Changers

A new initiative was adopted this year by the Commission during this year entitled Game Changers. The Commission is thrilled to report on the success on this new initiative, which focuses on the problem of the lack of quality time spent between law enforcement and members of low-income communities. The ultimate goal here is to begin generating informative dialogue between the community (adults, young adults, and troubled youth), law enforcement and justice system officials during 3-hour moderated focus groups that take place three hours before a local sports team/entertainment event. The San Diego Police Department, San Diego State University Police Department and the San Diego County Sheriff Department are some of the partnered agencies that work hand on hand with setting up events with San Diego Gulls Hockey, University of San Diego Toreros Football and San Diego Padres on this initiative. Since December 2016 there have been 22 Game Changer events with a total of 120 law enforcement participants and 176 community participants.



Strategy #2: Youth Development

– Positive Interactions with Adults Are Critical

Community Wrap Program

The County Probation Department collaborates with SDPD, Fred Finch Youth Center and New Harvest Christian Fellowship in providing community mentors for gang-involved youth. Many of these youth are supervised by the Probation Department's Juvenile Gang Intervention and Intensive Supervision Unit. Mentorship services through this collaboration have been provided since November 2015. Additionally, the Probation Department has partnered with the San Diego Sheriff's Civics Bicycle Program, providing refurbished bikes to youth and adults in need. Since the program's inception in April 2016, 34 bikes have been provided.

Life Skills Course

The San Diego County Probation Department's Juvenile Gang Intervention and Intensive Supervision Unit, STAR/PAL, Junior Achievement, San Diego County Office of Education, Workforce Partnership, and several other partners formed a unique partnership to address youth ages 16-19 who are out of custody and are at-risk of recidivism. As part of an eight-lesson curriculum, this program combines law enforcement, business professionals, educators and lessons in financial and emotional literacy to teach at-risk youth the importance of building a solid foundation for life skills that are required to successfully transition into adulthood.

The focus of the program is to educate youth about the importance of choices,

consequences, obstacles and opportunities. The goal is to empower youth by providing them the necessary tools in order to become productive, successful and confident adults. The program teaches important life lessons such as strong interpersonal skills, effective communication, job preparation, retention and advancement, exposure to continued educational and vocational opportunities and financial and emotional literacy.

The program curriculum of the skills course includes the development of a life plan, college presentation, field trip to a college campus, field trip to a trade institution, workforce presentation, healthy lifestyles presentation along with basic first aid instruction, financial literacy, emotional literacy through a restorative circle process, driver's permit/license training along with a field trip to the DMV, tattoo removal presentation and a presentation by an attorney regarding record sealing.



The first course produced two graduates on 7/6/16 held at the Hall of Champions at Balboa Park. The second group graduated on 4/11/17 and included 6 youth who attended at the San Diego Police Department Mid-City Division. The third group graduated on 8/24/17 and included 5 youth who attended at the South Bay Probation Office in Chula Vista. The last two graduations occurred at the Tubman-Chavez Center.

To date, 13 youth have successfully completed the Life Skills Course and have been provided information, support, and guidance as to how to best make the best choices for their future. Following their respective Life Skills graduations, to strengthen their public speaking skills, many of the youth have presented at a Commission on Gang Prevention and Intervention meeting, detailing their experience with the Life Skills course.

Strategy #3: High-Risk Engagement

– Establish Critical Positive Interactions with Adults

Overview

Establishing positive interactions with adults is an important part of engaging with high-risk groups. These groups include serious and chronic offenders, gang involved youth, high-risk youth and any youth with the potential of being involved in a gang. The programs and services that engage these populations in positive interactions may be the difference between a life of crime and gang involvement and the life of a productive citizen.

ABC School of Boxing Youth Development

The Commission, the City's Economic Development Department and the Mayor's Office have worked together to assist with funding for the ABC (Any Body Can) Boxing program. ABC Youth Foundation, a nonprofit organization established in 1957 by World Boxing Champion Archie Moore, has a mission focused on gang

prevention with San Diego inner city youth. Spearheaded by Billy Moore, Archie's son, and headquartered in Central San Diego, ABC Youth Foundation works to teach youth to step off into life without cowardice, but with courage and dignity. ABC Youth Foundation supports its mission with after school youth boxing, in-house educational tutoring and their Bridge the Gap school break program. In 2017, there were more than 1,000 youth that took advantage of the facility. ABC was invited to develop a class for Juvenile Hall where it worked with youth twice a week for six months instilling these life changing values.

ABC continues its Community Awareness Boxing and Fundraising Campaign called 1,000,000 Punches from the Heart. The theme of this program is to punch out racism, gang violence and police distrust. Together we can do this by embracing collaborative relationships and setting the national model for positive community change said "Billy Moore."

The results of this program are lower arrest and recidivism rates, decreased burdens on the courts and prison systems and lower costs to society.

Ongoing Collaboration

The Commission on Gang Prevention and Intervention continues to work with the following community-based organizations that are committed to decreasing the violence in the community and either have no funding or very little funding. These organizations certainly deserve the needed resources to

continue their outstanding work in combating gang violence in the community.

- Community Assistance Support Team (C.A.S.T)
- Project Aware
- My Brother's Keeper
- Paving Great Futures
- Game Changers
- Compassion Project
- Mother's with Message

Conclusion

The work of the Commission on Gang Prevention and Intervention continues to be an example of successful collaboration between law enforcement, communities, elected officials and appointed Commissioners. The 2015-2020 Strategic Action Plan serves as a guide for the work of the Commission, and all of the Commissioners deserve credit for their contributions every day that improve their communities, the City and the region. We look forward to continuing these initiatives that will make a positive difference in the lives of young people. The Commissioners are committed to this collaborative approach which bring, together a collective strength as we advocate for programs, resources and opportunities for at-risk youth in San Diego.

 Commission on Gang
Prevention and Intervention





Commission on Gang Prevention and Intervention

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