

Retreat Minutes

March 11, 2016
8:00-1:00 p.m.

Central Public Library
Shiley Special Event Suite, Top Floor
330 Park Blvd.
San Diego, CA 92101

I. Call to Order: 8:00 a.m.

II. COMMISSIONERS IN ATTENDANCE:

Chair Dr. Rodney Hood,
Commissioner Joyce Abrams
Commissioner Mohamed Ahmed
Commissioner Bishop C. Bowser
Commissioner Dana Brown
Commissioner Elizabeth Bustos
Commissioner Laura Duffy

Commissioner Adolfo Gonzales
Commissioner Don Johnson
Commissioner Genevieve Jones-Wright
Commissioner Gary Lynn
Commissioner Cindy Marten
Commissioner Archie Robinson
Commissioner Shelley Zimmerman

III. STAFF/GUESTS IN ATTENDANCE:

David Graham, Deputy Chief Operating Officer, Neighborhood Services
Rev. Rickey Laster, Executive Director
Karen Li, Deputy City Attorney
Lisa Maxwell, Facilitator
Jason Druxman, San Diego County Probation
Denise Sandoval, Executive Assistant
Dalia Loera, Student Intern from San Diego State University

IV. Welcome and Opening Comments – Dr. Hood, Chair

Chair Hood welcomed the Commissioners and challenged Commissioners to think outside the box, and challenge existing ideas in the existing 2015-2017 Strategic Action Plan.

V. Overview of the Retreat Agenda - Lisa Maxwell, Facilitator

- introduction
- Brown Act
- David Graham
- Review of the current 2015-2017 Strategic Action Plan
- Break
- Brainstorm to improve 2015-2017 Strategic Action Plan
- Working lunch break
- How to leverage all of the opportunities surrounding the Commission

VI. Introduction of Commissioners:

Lisa Maxwell instructed each person to provide their name and title as well as 2 strengths that they bring to the Commission.

- **Commissioner Laura Duffy, U.S. Attorney for Southern District of California for San Diego and Imperial County (2010- present)**
 - Resources to the problems with Gang Intervention and Prevention
 - Commitments in addressing the issues involving Gangs
- **Commissioner Archie Robinson, Pastor – Community Member**
 - Knowledge of the Southeastern Community
 - Youth Services
- **Commissioner Elizabeth Bustos, Director of Community Engagement for “Be Here” San Diego**
 - Consensus Builder, Advocate of the Community
 - Multi-Cultural Perspective
- **Commissioner Donald Johnson, Student Point Loma Nazarene University, Sociology and Criminal Justice Major**
 - Thinking outside the box
 - Dual approaches, Trends and different perspectives
- **Commissioner Mohamed Ahmed, President, S.E.T. institute**
 - Diversity and different perspectives as a refugee from Somalia
 - Passion - to solve problems and create opportunities, and to learn from all of you.
- **Commissioner Bishop Bowser, Pastor**
 - Well known Community Advocate
 - Extensive Gang Expertise

- **Commissioner Dana Brown, Southern California Region Aces Community Manager**
 - Co-Founder of Youth Voice San Diego
 - Southern California Region Aces Community Manager for ACEs Connection Network
- **Denise Sandoval, Executive Assistant, City of San Diego**
 - Provide administrative support to the Commission on Gang Prevention and Intervention.
- **Dalia Loera, Student Intern from San Diego State University**
 - Gathering experience and information for her College Major: Criminal Justice
- **Karen Li, Deputy City Attorney**
 - Legal adviser for the Commission on Gang Prevention and Intervention.
 - Attends Commission meetings and informs of any possible violations to Brown Act, the Charter, the Municipal Code, and the law.
- **Rev. Rickey Laster, Executive Director, Commission on Gang Prevention and Intervention**
 - Wealth of knowledge and respect from the Southeastern Community
 - The ability to organize, collaborate and partner with communities in order to provide opportunities for all who reside in them.
- **Chair, Dr. Rodney Hood, Medical Physician, and current Chair**
 - Awareness of Trauma Informed Care
 - Firsthand knowledge of toxic stress and the cause by Gang Violence to victims, witnesses and family
- **David Graham, Deputy Chief Operating Officer, Neighborhood Services**
 - Can facilitate connections between the Mayor's goals and the work of the Commission
 - Monitors the work of the Commission by meeting with the Executive Director and supporting the Commissions work.
- **Genevieve Jones-Wright, Native San Diegan, Public Defender**
 - Diverse perspective
 - Experience working with many gang members
- **Gary Lynn, Board of Directors for Rise Up Industries**
 - Teaching work skills to those with adverse background
 - Non-profit experiences

- **Jason Druxman, Probation Department for Special Operation Division Adult and Juvenile** (back-up for Chief Gonzalez)
 - Passion for juveniles
 - Resources – Compilation of Services for Intervention
- **Adolfo Gonzalez, San Diego County Chief of Probation**
 - Experience in law enforcement, SD Police Department, Chief of District Attorney, National City Police Chief,
 - Diversity in law enforcement and education
- **Shelley Zimmerman- City of San Diego Chief of Police**
 - Brings the aspects of working in collaboration with other police jurisdictions
 - Experience in reducing gang violence and homicides.
- **Joyce Abrams- Retired School Teacher**
 - The importance of teaching children at young ages
 - Understanding what gang violence issues are and the consequences
- **Cindy Marten- Superintendent of San Diego Unified School District**
 - Resource collaborations
 - Experience in keeping children on track or getting them back on track.

VII. Brown Act Presentation- Karen Li

- A power point presentation and handouts were provided to the Commission to make them aware of rules that bind Boards and Commissions within the City of San Diego and the law.

VIII. Commissions Connection with City Goals - David Graham, DCOO

- Commissioners were thanked for attending the retreat
- Collaborations with the Commission and all stakeholders applauded
- Encouraged Commissioners to keep making great partnerships

IX. Review of Strategic Action Plan – Rev. Laster

The Executive Director mentioned that the Restorative Justice Summit was a huge success and thanked the Human Relations Commission’s Executive Director, Danell Scarborough as well as, the

stakeholders, some from this Commission, which came and spoke. There were over 500 people in attendance, it was outstanding.

Rev. Rickey Laster, Executive Director mentioned that there was an incident that took place towards the end of the Summit at Lincoln High School and he mentioned that Restorative Justice is playing a big role in helping with the outcome of the incident.

Commissioner Laura Duffy informed that she was impressed by the quick action of the students and by the interview the students gave on the radio and discussing the resolution to the issue. To see the mentality at that age, they are our future leaders, was amazing.

Commissioner Cindy Marten explained that she is also proud of the students, in the manner in which they handled the incident, and how they worked together to change the perception of Lincoln High School.

Commissioner Shelley Zimmerman informed that what made a real difference was that everyone was able to work together and de-escalate the situation. It really was really great to see.

Commissioner Archie Robinson mentioned that he was called to the school by the students the day after the incident and he was impressed and amazed at the steps that they were going to take. To move to a whole new level and make the world know Lincoln High School.

Rev. Rickey Laster also thanked the National Conflict Resolution Center for their help in the de-escalation of the incident. Trauma Informed care and principles training was recommended to all. The Strategic Collaborative Approach Impacting Gang Violence 2015-2017 is the current Plan the Commission is working with.

Rev. Rickey Laster informed that twice a year the Commission Chair must report to the Public Safety and Livable Neighborhood Committee (PSLN). The Strategic Plan is what the Commission is reporting on. (*The September 29th report was provided for reference*)

Rev. Rickey Laster explained that one of the reasons that this City doesn't get a lot of government funding like other Cities do, is because our gang problems are not as severe as other Cities are. He

also reported on the following from a report to the Public Safety and Livable Neighborhood Committee on September 29th 2015.

- Collaborative with the Mayor's Office and Workforce Partnership
- Connect to Careers workshops brought to the Southeastern Community, over 400 attended the workshops.
- Computer Coding Program Collaboration with Brandman University and Workforce Partnership
- Teen Nites at the local recreation center lost funding (pay overtime) to have SDPD to provide a safe environment for the kids at the Teen Nites event.
- All SDPD Division Captains that were close to the Teen Nites locations said they would continue to send Officers to the functions and provide a safe environment for the kids without the funding.
- The Commission voted and requested that City Council encumber \$40k dollars to open five more Teen Centers at local Park and Recreation Centers.
- In 2014 there was a total of 3000+ Children participating in the Teen Nite Program in 2015 to current we have a total of 5,400+ Children participating.
- Commissioner Cindy Marten mentioned that she and Mayor Kevin Faulconer kicked off the 'Play All Day' initiative by ceremonially unlocking the gate to the first of 30 new joint-use parks to join the 76 agreements already in effect. The unlocking was part of a dedication ceremony for the Wegeforth Elementary School Joint-Use Park in the Serra Mesa Community.
- Commissioner C. Bishop Bowser would like to see the word "Suppression" changed to "High Risk Engagement"
- Commissioner C. Bishop Bowser, Opportunity Network, wrap around services and other resources and try to keep kids from being documented as gang members.
- Rev. Rickey Laster, Executive Director, suggested that a subcommittee on Grants be established. We know that there are people in the community that are already doing good work without funding and getting them some funding would be fabulous.

X. Break (5 Min.)

XI. Recommendation for 2015- 2017 Strategic Action Plan – Lisa Maxwell

- The Commissioners were put into three groups to discuss new ideas for the Strategic Plan 2015-2017. The three topics were:
- **Prevention – Commissioner Laura Duffy**
 - Leadership Initiative
 - Legal enrichment and decision making
 - Four (4) course/week Program for Fifth (5th) Grade
 - Decision making
 - Peer pressure
 - Identity
 - Education 2-3 people teams
 - G.R.I.P. a program to gang reduction, intervention program in Orange County
 - Education, family involvement 4th – 8th graders
 - Affordable After School Activities
 - Corporate Sponsors
 - Adapt to San Diego's needs
 - Work with parent / child gap
 - Language Barriers: at home and at school
- **Intervention – Chairman Hood**
 - Holistic Trauma Informed Intervention -
 - In-home Family evaluation
 - If you send a letter the family may not understand or respond
 - We need to use the healthcare model – Team (medical, nurse, volunteers) goes to home to assess patients surroundings and learn the patients social barriers in order to identify resources to families
 - Create a Mentorship Program – My Brothers' Keeper
 - Community collaboration accountability (intersection with Community) More forums, summits, sponsored by Commission

- June – Community Meeting - Violence Summit
- Promise Zone / Group Violence interruption
- Multi-ethnic projects and dialogue

- **Suppression - Commissioner C. Bishop Bowser**

- Change the name to High Risk Engagement
- Get Funding
 - Cover all communities (SDPD, Sheriff, Service, Probation, Providers, Leaders, Victims, Former Gang Members)
- Positive Engagement
- Alliant - Certified
- Change the title of “Credible Messenger” to “Community Mentor” or “Street Outreach Worker”
- Connect the missing links
- Create Program to encourage High School aged Men and Women of color into law enforcement – Mohamed Ahmed
- Pathway to Profession – Chief Shelley Zimmerman

XII. Report Out on Lunch Conversation– Lisa Maxwell

- Discussion should be around: How to leverage the skills, knowledge, and resources that this commission has.

XIII. Leveraging and Visioning – Dr. Hood

- Outreach and Communication Subcommittee
 - It was recommended that Commissioner Bishop Bowser Chair the Outreach and Communications Sub-Committee
 - *To be added as an action item at the next meeting agenda*
- Collaborative initiatives: Planning a Holistic Trauma Informed Care Summit in the future.
- Strategic Plan Extension from 3 to 5 years

- *To be added as an action item at the next meeting agenda*
- Benefits/challenges of longer Strategic Plan
 - To be added to the next regular meetings agenda for discussion
- Discussion and decision

IX. Adjournment: 1:10

Next Meeting:
March 17, 2016
Malcolm X Library
5148 Market St
San Diego, CA 92114