



Commission on Gang Prevention and Intervention

Annual Report 2016

A Strategic
Collaborative Approach
to Impacting Gang Violence:
The Community Focused
Youth Empowerment Initiative

sandiego.gov

COMMISSION ON GANG PREVENTION AND INTERVENTION

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

Peter Callstrom	-	San Diego Workforce Partnership, Inc.
Bonnie Dumanis	-	San Diego County District Attorney
Gary Gallegos	-	San Diego Association of Government
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 Seat
Danny Villareal	-	Reformed Gang Member
Rev. Rickey Laster	-	Executive Director

EXECUTIVE SUMMARY

The goal of the Commission's Strategic Action Plan is to advance prevention efforts to increase safety, provide opportunities that give hope to young people 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.

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

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

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.

Since 2006, the Commission has supported community initiatives and has been guided by a consistent mission to work with communities and agencies to address emerging issues, seek appropriate responses,

researched best practices and resources and made recommendations to the Mayor and City Council on reducing the impact of gang violence in our neighborhoods. The Strategic Action Plan for 2015-2020 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 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 to end 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 in addition, with families devastated by crime and loss because of gang activity, grassroots leaders and faith-based communities consistently identified a need for improved access to

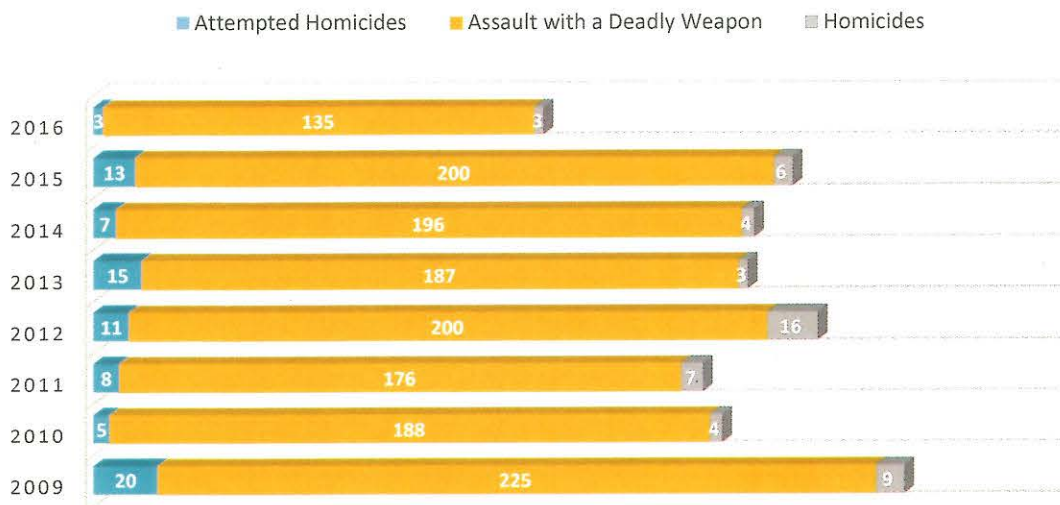
mental healthcare and other support services. It is the consensus of the community that these services should be grounded in trauma-informed practice, be culturally aware and incorporate restorative justice principles. These priorities are consistent with best practices for impacting gangs and gang violence and are broadly advocated throughout San Diego.

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. The City of San Diego currently has 4,005 documented gang members, including 40 juveniles.

The number of gang sets identified in San Diego stands at 76. As evidenced by the table below, gang related crimes are down approximately 44.5 percent since 2009.

GANG RELATED CRIMES



Using the prevention, intervention and high-risk engagement model, the Commission has implemented the following initiatives.

STRATEGY #1 - PREVENTION - Incorporate trauma-informed principles to pre-school and after-school activities. Provide information and education.

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:

1. Realizing the prevalence of trauma.
2. Recognizing how trauma affects all individuals involved with the program, organization, or system, including its own workforce.
3. Responding by putting this knowledge into practice.

Given the trauma that results from gang activity, the Commission, City Council and Mayor 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 Public Safety and Livable Neighborhoods Committee and the Commission, which held a joint hearing on the topic on May 13, 2015.

To date, over 500 individuals have received training in the Trauma-Informed Care approach including City employees from the Park and Recreation Department and Library. Since February 2015, the City's Citizens' Review Board on Police Practices, STAR/PAL and the County of San Diego Probation Department have all participated in the training as well. Plans are currently underway to provide training to additional City and non-City agencies and organizations.

Trauma-Informed Holistic Approach

The Commission has begun to focus on a trauma-informed holistic approach introduced by Chairman Hood. A study, sponsored by the Center for Disease Control and Kaiser Permanente in San Diego, performed extensive health assessments of over 9,000 enrollees. The study 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 district continues to build with partners in the community, including the National Conflict Resolution Center, California Endowment and the Gang Commission. 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.

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

– Cindy Marten

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.

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.

Gang Reduction and Intervention Partnerships (GRIP)

The Commission on Gang Prevention and Intervention voted at its July 21, 2016 board meeting to adopt the Orange County Gang Reduction and Intervention Partnership (GRIP), which disrupts the school to prison pipeline by targeting at-risk minors, keeping them out of street gangs and helping them graduate from high school free from destructive criminal

behavior. San Diego's Gang Reduction Intervention and Prevention Partnership (GRIPP) is intended as an innovative and effective school-based program based on the Orange County model.

The program consists of the following elements:

1. Truancy and curfew sweeps (combined with provision of resources to parents and families);
2. Gang education for parents, students and faculty;
3. A parent greeter program that provide both safe passage to school and an approachable, engaged adult role model;
4. Identification of at-risk youth in grade 4;
5. Mentoring of identified youth by law enforcement and teachers from grades 4 to 8;
6. Strike team intervention sessions;
7. Corporate/community sponsors; and a wide range of positive student incentives.

The Commission formed a GRIP team which consists of the U.S. Attorney's Senior Counsel, San Diego County Health and Human Services personnel, representatives from the San Diego Unified School District, the District Attorney's office, Juvenile Division Chief, Jason Druxman of San Diego County Probation, STAR/PAL representatives, San Diego Police Department (SDPD) patrol and SDPD gang unit representatives; and Chief Rueben Littlejohn of the San Diego Unified School District Police Department.

The GRIP team has already agreed on a mission statement, two possible logos

and a potential GRIPP school site, Porter Elementary. Chief Littlejohn has verified that Porter Elementary School has agreed to be the first San Diego Unified School that will participate in the GRIPP program.

San Diego Police Officer Kelvin Lujan, who has conducted research in the various gang prevention and intervention programs throughout the nation and San Diego area, was selected as the second Gang Intervention Officer in the City of San Diego. Officer Lujan is tasked with identifying youth that may be at-risk for adopting the gang lifestyle. The target group for Officer Lujan are in grades 6 to 8, which was identified as a susceptible age for making the critical decision to join a gang. He will provide alternatives for the youths who are selected through various programs and activities. Officer Lujan will also provide mentorship and offer schools another resource for gang deterrence and will play a role in the GRIP program when it is established in San Diego.

A 2012 SANDAG survey found that gang association begins at an average of 13 years old.

The Commission will continue to work on ways to adopt the elements of the Orange County Model and tailor it for San Diego purposes. The Orange County GRIP program is currently funded using an \$8 million settlement in a consumer protection lawsuit.

Park and Recreation Collaboration

The Commission continues to support the expansion of the Park and Recreation Department's Friday Night Teen Program. The Park and Recreation Department an additional \$40,000 in Fiscal Year 2015 which allowed for an additional five centers to be added to the program in summer 2016: San Ysidro, Paradise Hills, South Bay, Golden Hill and Linda Vista. During the summer of 2016, a total of 6,170 teens participated in the program, compared to a total of 5,419 in 2015. The additional funding and sites allowed for 751 more teens to participate in this program. This resulted in an average of 617 teens that visited the program per night. (See Attachment 1.)

In 2016 over 6,000 teens participated in the Friday Night Teen Program put on by Park and Recreation.

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.

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. 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. (See Attachment 2.)

"The new Community Youth Court is a great example of community members and law enforcement working together to make all our neighborhoods safer."

– Bonnie Dumanis

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. These youths are provided a second chance with no conviction on their record. In 2015, 58 community elders have served on this panel, and 38 at-risk youths have participated in the program.

Girls Only! ToolKit

The Girls Only! ToolKit is the product of collaboration between the San Diego County District Attorney's office and the Commission. This program focuses on girls aged 8-12 and fills a need in San Diego by empowering girls before they enter their teenage years. The program provides a forum for young girls to learn to love and honor themselves, giving them the opportunity to find alternatives to the kinds of abusive relationships with men and with themselves that often lead to involvement with gangs, substance abuse, prostitution, human trafficking and eventually, the criminal justice system.

The toolkit is being implemented at the Encanto Boys & Girls Club. There were 34 participants in 2015. An agreement was recently signed between the District Attorney's office, Project Concern International and the Boys & Girls Club to expand the program to Linda Vista, Barrio Logan and National City in 2016. The Commission is currently developing a committee to develop a similar program with a curriculum for boys.

Anti-Bullying Program

The District Attorney's office has also created a speakers' bureau for the Juvenile Division that consists of Deputy District Attorneys who have been trained

to present on the topics of anti-bullying and cyberbullying. Experts from the San Diego Office of Education, juvenile service providers and in-house Deputy District

Attorney experts have all worked to train the outreach team. They have presented at elementary and middle schools, as well as to PTA and other parents' groups.

STRATEGY #2 - INTERVENTION - *Provide job opportunities that can turn lives around.*

Overview

Workforce readiness, employment and youth development are critical tools in creating positive interventions that keep youth from gang activity. Employment opportunities have the potential to turn around lives however many youth lack training and skills to be successful. The Commission continues to collaborate on key initiatives that not only train youth to be successful, but provides positions that lead to real world on-the-job training.

Connect2Careers

A partnership between the Commission, Workforce Partnership and local businesses deployed a program to increase job opportunities for youth. According to the Workforce Partnership, 2,932 participants have registered for a Connect2Careers account, 2,549 youth participated in resume writing and interview skills training and 620 youth were granted gainful employment. (See Attachment 3.)

**Nearly 3,000 youth have
registered online for
Connect2Careers.**

The Workforce Partnership is building an automated referral system to provide supportive services to youth that might encounter barriers from employment through Workforce Innovation and Opportunity Act programs. They are also working with the One San Diego 100 initiative and local employers to increase entry-level full-time employment opportunities. The Workforce Partnership continues to collaborate and partner with schools and community-based organizations to increase enrollment in all San Diego communities.

Construction Industry Connection

The Commission is currently working with Civic San Diego to assist with the hiring of community residents on the Trolley Residential development project and other construction projects located in Council District 4.

A meeting with Chelsey Development, Emerson Construction Company and Civic San Diego has led to the hiring of Magnus Security, an African American- and veteran-owned company, which is providing full-time guard service on nights

and weekends on multiple Emerson job collaborative efforts sites.

In a creative effort, Spears Construction, a local African American-owned company, has been hired as a general labor subcontractor placing individuals to work in full-time and supervisory roles. A requirement for all projects and construction bidding requires subcontractors to meet the approved financials, comparable work experience, bonding capability and current references requirements. Though this is a hurdle in many cases, Emerson Construction was convinced to take a big step in working together with Spears Construction and with Emerson's project team, accountants and labor compliance, and they were able to effectively prepare Spears Construction Company for success on this project.

These efforts will also help smaller contractors qualify for larger projects in the future with Emerson Construction.

Emerson Construction and Chelsey Development were awarded another project located in District 4, the Ouchi Courtyard project. Developing a similar strategy, contracting opportunities and local hiring were created on this project. Aqual Corporation performed the demolition and abatement work under the supervision of Cat's Excavating, another African American-owned company; both are local companies. Magnus Security is again providing camera and guard service on this project. The framing contractor on the project has hired three individuals full time who live in the immediate area.

Through the collaborative effort and fostering positive relationships from the Commission, Civic San Diego, Emerson Construction and Chelsey Development, an agreement was reached to continue these relationships on other projects. Due to the company's training and certification they received for the Trolley Residential project, they now qualify to bid and potentially work on additional future jobs. Spears Construction was invited to work with Emerson Construction Company on a 300-unit project in Chula Vista. Cat's Excavating will be performing the grading work on their Mesa Verde project, consisting of 90 units.

"Employment opportunities are needed to provide hope for our youth and young adults"

- **Dr. Rodney Hood**

Jackie Robinson YMCA

In our collaborative efforts, TRW Construction Company (TRW) has contracted with several local African American contractors, including Cats Excavating Inc., to perform on-site grading work. RBW Security is providing security for the project, and Spears Construction Company is currently being considered to perform the general labor and expertise needed for the project. Spears Construction has also been awarded a contract on another project for TRW through this relationship. TRW has agreed to assist with a mentoring program that would be implemented on this project

where smaller local contractors will team up with larger contractors and help them build capacity to compete in the construction industry.

Community Wrap Program

The Probation Department collaborates with the 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 San Diego Probation Department's Juvenile Gang Intervention and Intensive Supervision Unit. Mentorship services through this collaboration have been provided since November 2015. Additionally, the San Diego County Probation Department has partnered with the San Diego Sheriff's Office 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 to date.

Life Skills Course

The San Diego County Probation Department's Juvenile Gang Intervention and Intensive Supervision Unit, STAR/PAL, Junior Achievement 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 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 literacy.

The program curriculum of the skills course includes the development of a life plan, college presentation, field trip to a college campus, workforce presentation, healthy lifestyles presentation, field trip to a military base, financial literacy driver's permit/license training, tattoo removal presentation and a presentation by the District Attorney's office regarding record sealing. Additional partners include the San Diego County Office of Education, the United States military, Educational Cultural Complex, City College, Harmonium, Workforce Partnership and the San Diego Chargers.

"It all starts with early identification of at risk kids in our community."

- **Adolfo Gonzales**

The first course produced two graduates on July 26, 2016 held at the Hall of Champions at Balboa Park. On September 15, 2016, the two youth spoke at the

Commission on Gang Prevention and Intervention meeting, detailing their experience with the Life Skills course.

Alternatives to Detention

The Commission successfully partnered with the Probation Department and local service providers to secure grant funding from the state to expand a program called Alternatives to Detention to support non-custodial interventions for youth at-risk of gang involvement.

Boxing Program

SDPD gang intervention officers work hand-in-hand with the Probation Department, local churches, recreation centers, local schools, numerous community outreach programs and the San Diego Fight Club on a boxing program dedicated to working with at-risk youth in the greater San Diego area. The program provides a positive outlet for at-risk youth currently involved in the juvenile justice system.

The gang intervention officers focus on keeping these youth off the streets by providing positive and educational environments that provide better options than the destructive lifestyles they once were involved in. The goal is to teach kid's responsibility, teamwork, punctuality and discipline, attributes that employers look for in employees.

Each gang intervention officer provides transportation to the program and mentorship to each participant a minimum one day per week. The boxing classes are strenuous and meet four times a week, Sunday morning and Tuesday, Thursday and Friday nights. The average age for each participant is 16. Approximately 15 kids are currently enrolled in the program. The program has served over 85 kids since the beginning of 2016. Over 20 kids have discharged probation successfully, and another 20 have gained or continued with employment.

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 Department of Economic Development and the Mayor's office have worked together to assist with funding for the ABC Boxing program. ABC

(Any Body Can) Youth Foundation, a non-profit organization established in 1957 by World Boxing Champion Archie Moore has a mission focused on 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. For their Fall Community Awareness Boxing and Fund-raising Campaign called 1,000,000 Punches from the Heart, ABC was thankful to partner with the SDPD and KUSI Television. SDPD Chief Shelley Zimmerman shared, "I am looking forward to working alongside the *ABC Youth Foundation* and the San Diego community 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." (See Attachment 4.)

"We need to effect change on our kids when they're young"

- **Billy Moore**
ABC Boxing President

Tattoo Removal Program

Tattoos are often viewed as a barrier to overcome when seeking employment.

This is especially true for gang members who have visible tattoos on their hands, neck, head and arms. Employers often look down upon or are scared away and unwilling to take a chance on these individuals.

San Diego Gang Intervention officers along with the Probation Department and the juvenile division of the District Attorney's office facilitate a tattoo removal program called Stop Looking Like a Gangster (SLLAG). Each potential participant is interviewed by a gang intervention officer, Probation Supervisor and a representative from the District Attorney's office to determine if they are an appropriate candidate for SLLAG.

The SLAGG clients are transported to Del Mar Aesthetic Clinic once a month for tattoo removal treatment. The clinic provides the tattoo removal at no cost to the participant. A regular paying customer pays \$165-200 per session. Since its origination, the tattoo removal program has served over 150 participants. In 2016, over 50 individuals have taken advantage of the program.

National Conflict Resolution Center for Community Cohesion

The National Conflict Resolution Center for Community Cohesion is an innovative, forward-looking and essential approach to keeping people out of the cycle of incarceration. This program provides education, training and skills to help people become productive members of society who would have otherwise been incarcerated.

Both Sheriff Gore and District Attorney Dumanis co-sponsor and help fund this program which helps people avoid the well documented school-to-prison pipeline problem which can devastate communities. This program is aimed at reducing the burdens of incarceration on communities and society, as well as give at-risk individuals new skills and hope for a future that may not otherwise be realized. This program includes five levels: communication and skill-building, early

intervention, alternatives to suspension and expulsion for youth, alternatives to court and re-entry for released prisoners.

Avoiding the school-to-prison pipeline problem is accomplished through keeping people out of the justice system, in school, in the workforce and at home with their loved ones. The results of this program are lower arrest and recidivism rates, decreased burdens on court and prison systems and lower costs to society.

ONGOING COLLABORATION

PATHWAYS TO DELINQUENCY

In 2016, San Diego Association of Government's Criminal Justice Research Division continued its work as the region's Criminal Justice Clearinghouse. Annual and mid-year crime statistics were prepared and shared with stakeholders in publications and presentations made to various groups. With crime rates increasing slightly, these data were interpreted in terms of what conclusions could be reached at this juncture with numerous significant policy changes occurring in the past five years and additional ones in the future. Data was also compiled for on-going evaluations and grants submitted for federal funding in partnership with law enforcement partners.

JOINT COMMISSION SUMMIT

In light of recent tragedies that have struck in cities throughout the country, the Commission, the Human Relations

Commission and the Citizens' Review Board on Police Practices participated in the community summit entitled Bridging the Gap. The Summit's goal was to make San Diego a model that other municipalities may pattern themselves after, in which it would employ frank and effective communication, deliberative dialogue and conflict resolution techniques to enable disparate members of society to come together with increased mutual respect and understanding toward the common goal of peace in our communities.

The Bridging the Gap seminar was held July 29-30, 2016. Day 1, the Law Enforcement Module, focused on the key obstacles to community and police relationships, including communication barriers, cultural sensitivity and diversity, de-escalation, gun violence and the proper handling of people. Day 2 was the Youth Module focused was on providing 200 participants hands-on, interactive training on peaceful conflict resolution

with their peers as well as law enforcement and ended with a moderated panel discussion.

The SDUSD's Counseling and Guidance Department and the Office of Secondary Schools partnered with the Commission

to host the Annual Community Recourse Fair. Attendees were school counselors and administrators for the district. The afternoon was designed to provide information, referral sources and direct access for staff to the City's youth and their families.

CONCLUSION

The work of the Commission continues to be an example of successful collaboration between law enforcement, communities, elected officials and appointed Commissioners. The 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.

Park and Recreation Teen Nite Statistics 2016

Teen Nite Sites	7/8	7/15	7/22	7/29	8/5	8/12	8/19	8/26	TOTAL
Encanto	159	111	133	95	153	98	97	245	1091
City Heights	87	105	141	131	52	121	325	152	1114
Golden Hills	43	44	31	63	35	28	45	37	326
Linda Vista	57	37	40	36	28	33	37	54	322
Memorial	47	30	69	140	52	74	119	77	608
Mt. View	67	59	65	52	108	58	32	75	516
Paradise Hills/ Penn Field	113	112	105	92	105	85	76	84	772
San Ysidro Comm. Center	49	49	53	46	78	88	72	88	523
Southcrest	70	65	62	55	68	44	76	69	509
South Bay	50	56	54	38	52	56	52	31	389
Total	742	668	753	748	731	685	931	912	6170
Average Per Night	74.2	66.8	75.3	74.8	73.1	68.5	93.1	91.2	617 per night

Highest per Friday



2016 TEEN NITE SURVEY RESULTS

Which recreation center do you visit: City Heights: 67 Southcrest: 47 Mt. View: 69 Memorial: 39 Encanto: 55 Linda Vista: 32 South Bay: 38 Paradise Hills: 105 Golden Hills: 15	Did you participate in this program last year? Yes: 289 No: 218
How much time do you generally spend at Teen Nite every Friday? 0.5-1 hours: 62 1-2 hours: 158 2-3 hours: 294	What programs did you like best? Rate them 1-5 with 5 being the best. Sports: 261 Crafts: 129 Field Trips: 224 Games: 164 Dance: 72
Do you feel safe and comfortable? Do you feel like hanging out at your Teen Nite program? All the time: 392 Some of the time: 45 Never: 1	Did you use any social media during your time at Teen Nite? Yes: 212 No: 290
Have you made new friends since attending the Teen Night Program? Yes: 368 No: 81	What is your least favorite thing about Teen Night? No air conditioning, food, too much sports, arts & crafts, not enough games, rude kids, no music.
How would you rate your experience at the Teen Nite Program? Excellent: 348 Good: 144 Fair: 17 Poor: 3	Would you like educational programs incorporated into this program? Yes: 189 No: 294
How do you get to Teen Nite Program? Walk: 317 Ride Bike: 49 Dropped Off: 156 Other: 13	Have you volunteered at your local recreation center? Yes: 104 No: 402
What types of grades do you receive at school? A's: 267 B's: 292 C's: 101	Do you have any suggestions to improve this program? More fun nights, volleyball time, better food, replace painting, improve crafts, more field trips, invite more students, sports drills, tell students plans for the next week, advertise, meals.
Gender: Boy: 302 Girl: 200 N/A: 11	Race: (Optional) White: 66 Black: 223 Asian: 56 Hispanic: 206 American Indian: 13 Other: 25

Attachment 2



CARE

COMMUNITY CENTER

Community, Action, Resource, Engagement

12 North Euclid Avenue, National City, CA 91950 (619)356-4489
sdcarecenter.org info@sdcarecenter.org www.facebook.com/SDCareCenter.com

Vision: Meeting the community's needs to achieve full equity.

Mission: Building community partnerships to link resources by using an evidence-based approach to improve the well-being of all.

WELCOME! The CARE Center is a product of community collaboration with the San Diego County District Attorney's office aimed at actively linking individuals in the community to community-based prevention and intervention services with the goal of building strong community relationships and reducing crime.



Why We CARE

Southeast San Diego, a large, ethnically diverse, low-income community located adjacent to downtown San Diego, has been plagued by gangs, drug activity, assaults, and shootings. The CARE Center will provide 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.

What We Do

- Provide adults and youth with information on the network of community-based resources available to meet their individual needs
- Offer an opportunity for strengthening community partnerships and networking
- Address the needs of Veterans in the community

Current Programs

The [Youth Advisory Board](#), created in 2008, tackles issues affecting San Diego youth. At the CARE Center, students can contribute to YAB campaigns, have access to the computer lab, and receive tutoring.



[Community Youth Court](#) was founded in April of 2015 in partnership with the San Diego Police Department and community members to offer youth an alternative to the court process. The CARE center will host Panel Sessions, assessments, program referrals, classes and trainings.

The [Veterans Empowerment Program](#) was developed to provide services and empower our veterans' community. At the CARE Center veterans and their families will be assessed, referred, to programs and have access to the computer lab. There will be workshops, trainings, community forums, and events.

The Interfaith Advisory Board was formed as a way to maintain an open dialogue among the various San Diego faith-based communities. The CARE Center will host IFAB monthly meetings, community forums, workshops, and trainings to develop solution-oriented initiatives for addressing public safety issues.

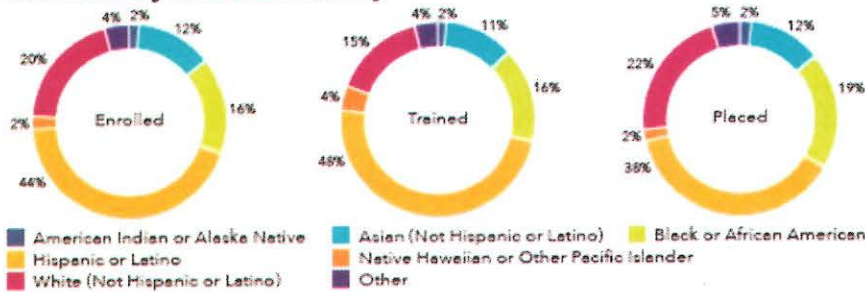
Attachment 3



What's going on with CONNECT2Careers?

2,932 youth have enrolled in our program by registering for an account at c2csd.org. Our goal is 3,000.
2,549 youth have attended our résumé, interview, elevator pitch, labor market information, and other training opportunities. Our goal was 2,500.
620 youth have been placed in employment opportunities. Our goal is 1,000.

Outcomes by race and ethnicity

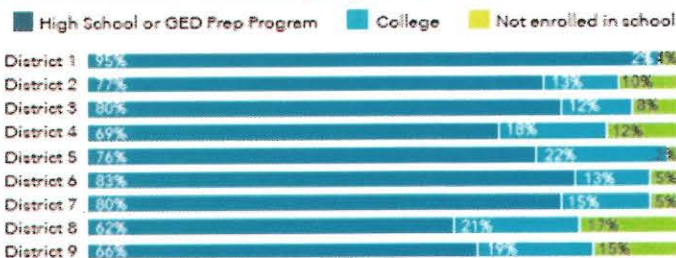


Enrollment by council district

District	Enrolled	Proportion
District 1	77	5%
District 2	93	6%
District 3	116	7%
District 4	348	22%
District 5	98	6%
District 6	132	8%
District 7	171	11%
District 8	194	12%
District 9	381	24%

These numbers do not reflect youth residing outside the City of San Diego.

School enrollment status by city council district



Job opportunities available vs job opportunities desired



Barriers faced by city council district

Numbers represent total youth reporting they face each barrier. Youth were able to report more than one barrier.



Think your teens text too much? Our peer job coaches have sent **29,971** text messages this year. This tool is especially useful for youth who do not have access to a computer at home. The average youth participant text messages us **11.5** messages. The record holder for longest text message conversation is a participant from District 3 who spoke with us for **234** messages.

What's next?

- » Building an automated referral system to provide supportive services through WIOA programs to youth with the barriers the listed above.
- » Working with the One San Diego 100 initiative and local employers to increase entry-level, full-time employment opportunities.
- » Partnering with schools and community-based organizations to increase enrollment in all San Diego communities.

Attachment 4

ABC Youth Foundation Announces "1,000,000 Punches from the Heart" Community Awareness Boxing and Fund-raising Campaign

Proud to partner with the San Diego Police Department and KUSI Television
for positive community change

Tuesday, September 6th - San Diego - For Immediate Release -

ABC (Any Body Can) Youth Foundation, a non-profit organization established in 1957 by World Boxing Champion, Archie Moore, has a mission focused on 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 our youth to step off into life without cowardice, but with courage and dignity. **ABC Youth Foundation** supports their mission with after school youth boxing, in-house educational tutoring and their "Bridge the Gap" school break program.

For their Fall Community Awareness Boxing and Fund-raising Campaign - *1,000,000 Punches from the Heart*, **ABC** is thankful to partner with the San Diego Police Department and KUSI Television. San Diego Police Chief Shelley Zimmerman shared, "I am looking forward to working alongside the **ABC Youth Foundation** and the San Diego community 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."

ABC President, Billy Moore shared "The mission and hands-on prevention efforts of **ABC** are all too relevant this year with the violence our kids are witnessing across the county. Technology brings the struggles of the country to all of our children. Every time a child sees violence in their community, there is an attack on the psyche. How do we clear that? We need to effect change on our kids when they're young. To create an environment where police are introduced as role models, where good choices and life opportunities are presented to counteract the gang and drug interactions they are offered every day. We look forward to using our Fall campaign - *1,000,000 Punches From the Heart* - to acknowledge the reality our kids have to navigate, embrace on a community level opportunities for them to make good choices and to ultimately raise funds to continue our after school work with these fantastic kids."

How Does 1,000,000 Punches from the Heart Work?

Throughout the Fall, **ABC Youth Foundation** will bring heavy bags and boxing gloves to organization offices, school campuses and civic groups by request. The employees, community members or students each hit the heavy bag for sixty seconds. Participants join together to make a visual statement to support "punching out racism, violence and distrust of the police."

Participants can dedicate their punching session and all punches are recorded to reach the Campaign Goal of 1,000,000 Punches. Last year - San Diego pitched in and generated 73,000 punches in two days. This year, the campaign runs through September and October and is open to everyone. The campaign culminates in a power week of underwritten televised sessions in October by partner KUSI Television. The San Diego Police department will show their support of ABC's mission by hosting the *kick-off of the power week on October 17th* - providing a community and police punching session in front of the police station beginning at 6am.

How Can the Community Participate?

ABC Youth Foundation Executive Director, Tom Courtney shared "We are thrilled by the show of support we have already received for our fall campaign and welcome additional community involvement at every level. The San Diego Police Department and UCSD have already come forward to host punching sessions for their staff and students on-site - and community members are welcome to join. Interested donors can underwrite a punching session at the school, church, civic organization or business of their choice. Community members who want to show individual support can donate directly to the campaign. Folks who want to physically add to our 1,000,000 punches can join us at one of our locations and dedicate their own 60 second punching session for \$20. This campaign is a beautiful and visceral way to bring the community together in a show of force - both physical, emotional and fiscal - to support a safe and positive environment for San Diego's youth."

- Interested donors can learn more about the campaign online at abcyouthfoundation.org
- Individuals who wish to underwrite a session or schedule a taped boxing session at their company, school or private event can contact Executive Director, Tom Courtney tom@abcyouthfoundation.org 619-234-2200 (w) 619-778-0770 (c)

Session locations are fluid - and will be regularly updated on the website at abcyouthfoundation.org

ABC Youth Foundation * 3131 Market Street, San Diego 92102 * 619-234-2200
abcyouthfoundation.org

For press inquiries contact Susan Clausen, Public Relations Specialist at
theatersusan@gmail.com 619-933-0038.

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