



The City of
SAN DIEGO

Commission on Gang Prevention and Intervention **Tactical Plan**

2021-2024

Due to COVID-19, please note that some activity may shift, and change based on applicable, live needs from each commissioner. This report encompasses the activity for 2021 of the commissioners' professional activity as it relates to gang prevention, intervention, and other community commitments they uphold in San Diego. Although the commission's purpose is to make recommendations to the mayor's office and city council, we felt it necessary to document all other involvements for transparency to the public. Please find the strategic plan for the gang commission that matches each commissioner's goals as well as a detailed outline below the chart. For any questions, please contact Jesus Sandoval or Amanda Brown.

Commissioners

Pastor Jesus Sandoval - Executive Director

Dr. Rodney Hood - Chair Public Health Representative

Robert S. Brewer, Jr. - U.S. Attorney for the Southern District of California

Cindy Marten - Superintendent San Diego Unified School District

Peter Callstrom - San Diego Workforce Partnership President

Adolfo Gonzales - San Diego County Chief of Probation

William Gore - San Diego County Sheriff

Summer Stephen - San Diego County District Attorney

David Nisleit - Chief of the San Diego Police Department

D'Andre Brooks - Reformed Ex-Gang Member

Elizabeth Bustos - Social Services Representative

Ray King - Community - Based Organization Seat

Mario Valladolid - District 1 Representative

Michael Morrill - District 2 Representative

Geneviève Jones - Wright - District 3 Representative

Archie Robinson - District 4 Representative

Tara Gentry - District 5 Representative waiting appointment

Dr. Vinh Tran - District 6 Representative

Dana Brown - District 7 Representative

Alberto (Beto) Vasquez - District 8 Representative

Mohamed Ahmed - District 9 Representative

Tactical plan 2021-2024

Pastor Jesus Sandoval is a former gang member who has devoted his life to violence prevention. He became a pastor in 2003 and used his role as a community leader to continually encourage change, and advocate for reunification for reformed gang members and their families. He has most recently served as a trainer at Fred Finch Youth Center, where he leads the Grassroots Community Wraparound program in San Diego. He has a record of collaboration with the Gang Suppression Unit of San Diego to provide wraparound services to under-age youth and adults on probation and will develop additional intervention and prevention programs for the City of San Diego. The Executive Director of the Commission on Gang Prevention and Intervention oversees matters related to community policing and gang-related violence prevention as well as collaborates with educational and faith institutions, law enforcement, community organizations, government officials and the public. As the Executive Director of the Commission on Gang Prevention & Intervention my role is to make sure we provide the highest level of support to the City of San Diego's residence in the area of Public Safety using a holistic, Trauma informed, and evidence-based approach in this tactical plan. The Wraparound model allows grassroots to grass tops to be at the forefront from Engagement, Planning, Implementation, and Transition. Sustainability is key in determining how we continue this plan during a Mayoral change. This plan allows us to continue to recommend Policy, Program, and Practice change as needed. Our goal is to continue to build capacity in leveraging existing resources and a research component as we use every challenge as an educational component throughout our City and beyond.



Mission Statement

"Collaborating, coordinating, and strategizing with new and existing partners with the objective of significantly reducing gang involvement and activity in the City of San Diego, while providing policy recommendations to the Mayor and City Council"

Goals

Goal 1: To ensure the CGPI remains relevant and consistent with their mission and vision

	Objectives	Initiatives	Commissioners
1	Formally solicit feedback and respond to internal and external critiques of current commission practices	<ul style="list-style-type: none"> • Document standard operating procedures • Seek stakeholder feedback for process improvements 	<ul style="list-style-type: none"> • Geneviève Jones-Wright
2	Collaborate with all relevant partners city and county wide to increase community engagement	<ul style="list-style-type: none"> • Compile complete inventory of existing organizations with active programs that address gang prevention, intervention, or high risk engagement • Move date of retreat 	<ul style="list-style-type: none"> • Archie Robinson • Ray King • U.S. Attorney • Elizabeth Bustos • Beto Vasquez
3	Provide trainings to commission to ensure compliance with regulations, code, and consistency with mission and vision.	<ul style="list-style-type: none"> • Executive Director to establish trainings with appropriate entities within the city on a quarterly basis • Executive Director to establish trainings and/or host a retreat on a yearly basis for all commissioners 	<ul style="list-style-type: none"> • Beto Vasquez • Adolfo Gonzales
4	Bring terms current and ensure quorum is reached (Missing 50% of meetings with no representative is subject to removal as stated in by law)	<ul style="list-style-type: none"> • 9 expired terms – Work with city clerk and OBC on process • Track individuals missing quorums • Ensure these individuals have a representative when they are not able to make it 	<ul style="list-style-type: none"> • Pending Item
5	Enhance Communications	<ul style="list-style-type: none"> • Increase community's understanding of the commission • Start quarterly workday newsletters • Ensure all public documentation on the GCPI is in line with the tactical plan (Duties, mission, purpose, anything else) 	<ul style="list-style-type: none"> • Elizabeth Bustos • Beto Vasquez • Ray King • Archie Robinson

Goals

Goal 2: CGPI Preventative, Intervention Efforts and High Risk Engagement

	Objectives	Initiatives	Commissioners
1	Increase Coordination between Law Enforcement, social services, and public health entities	<ul style="list-style-type: none"> Identify other law enforcement, social services efforts, and public health entities 	<ul style="list-style-type: none"> Ray King Archie Robinson Elizabeth Bustos Mohamed Ahmed Dana Brown Vinh Tran Chief Adolfo Chief Nisliet
2	Education in schools and communities	<ul style="list-style-type: none"> Establish community mentorship presentation sites Host events Create curriculum with lived experience experts Parent and Family Engagement 	<ul style="list-style-type: none"> Ray King Archie Robinson Cindy Marten Mohamed Ahmed D'Andre Brooks Dana Brown Mario Valladolid Beto Vasquez William Gore Chief Adolfo U.S. Attorney Chief Nisliet Summer Stephen Workforce Partnership
3	Integrate restorative and trauma-informed practices (I.E. Wraparound meetings)	<ul style="list-style-type: none"> Identify current practices Identify new practices that will enhance current practices and add new services to programming Train lived experience mentors to ensure effective delivery of programs 	<ul style="list-style-type: none"> William Gore Chief Adolfo Dana Brown
4	Mobilize violence response groups	<ul style="list-style-type: none"> Create eco system map 	<ul style="list-style-type: none"> Mario Valladolid U.S. Attorney (Completed *Contact Amanda Brown for map) Cindy Marten
5	Youth enhancement	<ul style="list-style-type: none"> Have 2 designated positions on the commission for a high risk youth Engage with Tier 3 students and early identification by providing high risk intervention 	<ul style="list-style-type: none"> Ray King U.S. Attorney Vinh Tran Chief Adolfo
6	Data collection	<ul style="list-style-type: none"> Identify current entities that can provide data Work with a specialist to develop data points for the success of intervention and prevention techniques 	<ul style="list-style-type: none"> Ray King

Goals

Goal 2: CGPI Preventative, Intervention Efforts and High Risk Engagement (cont'd)

	Objectives	Initiatives	Commissioners
7	Create services	<ul style="list-style-type: none"> Holistic behavioral health services to incorporate (For youth and families) Clinical therapy for youth and families that have been traumatized by violence 	<ul style="list-style-type: none"> Elizabeth Bustos Geneviève Jones-Wright Beto Vasquez Mario Valladolid Chief Adolfo
8	Re-entry of youth and adults	<ul style="list-style-type: none"> Bring together various resources to bridge efforts Work with city entities to ensure formerly incarcerated individuals are being hired and provided with opportunities to thrive 	<ul style="list-style-type: none"> Ray King Geneviève Jones-Wright D'Andre Brooks U.S. Attorney Beto Vasquez Chief Adolfo Vinh Tran
9	Human Trafficking Integration	<ul style="list-style-type: none"> Integrate HT components on commission agendas and community efforts Continue presence with the HT Regional Council Establish a liaison (Amanda Brown) Expand efforts to be holistic to thrive 	<ul style="list-style-type: none"> Mohamed Ahmed Dana Brown William Gore Chief Nisliet U.S. Attorney Summer Stephen Chief Adolfo Cindy Marten

Goal 3: To ensure policy recommendations are communicated and advocated for to and from the mayor and city council

	Objectives	Initiatives	Commissioners
1	Youth Committee	<ul style="list-style-type: none"> Opportunity to have youth that were or are involved in gang activity sit on the commission Provide youth with internships 	<ul style="list-style-type: none"> Dana Brown Beto Vasquez
2	Have CGPI form a community engagement subcommittee	<ul style="list-style-type: none"> Write proposal 	<ul style="list-style-type: none"> Elizabeth Bustos Beto Vasquez Chief Adolfo
3	Funding	<ul style="list-style-type: none"> Determine steps to support operating budget for commission Find grant opportunities to support programming and fundamental support for the commission Find alternative modes of funding 	<ul style="list-style-type: none"> Mohamed Ahmed Dana Brown

Goals

Goal 3: To ensure policy recommendations are communicated and advocated for to and from the mayor and city council (cont'd)

	Objectives	Initiatives	Commissioners
4	Advocacy	<ul style="list-style-type: none"> • Deepen advocacy pathway to Mayor's Office • Ongoing advocacy with City Council • Change meeting locations to better serve community access • Work with Intervention and Prevention Specialist through the city 	<ul style="list-style-type: none"> • Geneviève Jones-Wright • Mohamed Ahmed • Dana Brown • Beto Vasquez • Chief Adolfo
5	Create strategic plans for each committee and standing committees	<ul style="list-style-type: none"> • Each chair of subcommittee to submit strategic plan for the rest of the year 	<ul style="list-style-type: none"> • Dana Brown • Elizabeth Bustos • Geneviève Jones-Wright

1. Robert Brewer - U.S. Attorney's Office

a. Goal 1

i. Objective 2

1. Please contact Amanda Brown to see the asset map completed

b. Goal 2

i. Objective 2

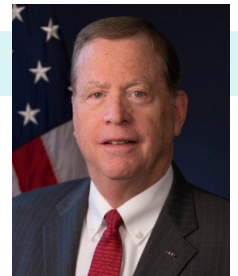
1. Education in schools/communities: Run a program for 5th grade students PROJECT LEAD 8 weeks
 - a. Refusal skills, drug and alcohol prevention and making positive choices, In south east area and taught by attorneys from their offices and federal law enforcement partners (DEA/ATF/Probation/Local SD PD Officers and mostly federal law enforcement)
 - b. Schools (Alignment is off on the chart you sent me)
 - i. Porter Elementary
 - ii. Vilencia Park Elementary
 - iii. Kimbrough Elementary
 - iv. St. Rita's
 - v. Emerson Bandini Elementary
 - vi. Logan k-8
 - vii. Euclid Elementary
 - viii. Balboa Elementary

ii. Objective 4

1. Monthly CAST meetings for "Mobilize violence response groups"

iii. Objective 5

1. Education in schools (See objective 2 above). Porter elementary mentor program: "Success Agents"
 - a. At-risk youth, not so much tier 3 students, weekly with about 12-15 students in 4th/5th grade, south east San Diego (Capitalize San Diego) juvenile team, attorneys from the office, SDSU student



1. Robert Brewer - U.S. Attorney's Office (Cont'd)

- b. Focus on mentoring the students, building relationships, emotional literacy curriculum
 - c. Parent component - Ex: The YMCA shooting allowed trust to build and came together mother lost son (Ask Pastor Sandoval for details on this program)
- iv. Objective 8
 - 1. Re-entry round tables/sharing grant information = San Diego Re-entry round tables
- v. Objective 9
 - 1. Attorneys assigned to HT task force, Kim Thao, Investigating and prosecuting cases
- c. Goal 3
 - i. Objective 5
 - 1. Funding for a micro-grant for 2018, Funding for 2019 (Putting out another PSN Grant application for funding as well) and letters of support

2. William Gore – County of San Diego Sheriff



- a. Generically breaking down County vs. City
 - i. Project RESPECT
 - 1. North County and potentially branching out to other jurisdictions, Activity is not DIRECTLY impacting the City of San Diego, No schools in the City of San Diego
 - 2. Human Trafficking/Detention/Probation is in the City of San Diego
 - 3. City of San Diego has its own police department and so it's more of a collaboration, rather than a primary function
 - a. Partnership and ideas/Bridge with the community and education pieces
- b. Goal 2
 - i. Objective 3
 - 1. Trauma/Restorative Justice/New and on-going pieces/Trained mentors with LEE
 - ii. Objective 9
 - 1. Human Trafficking/county wide and City of San Diego
 - a. Bulk stems from the City

3. Cindy Marten – San Diego Unified School District



- a. Goal 2
 - i. Objective 2
 - 1. Anti-racist and Restorative School Communities –
 - a. Board of Education adopted Resolution Recognizing June 19, 2020, as **Juneteenth** in San Diego Unified, to be observed every year as a day of celebration of the past, present, and future of Black resilience, culture, and liberation.
 - b. Board of Education adopted a Resolution in the Matter of Supporting a Call for **Freedom Summer 2020**. District focus on eliminating those barriers that prevent our students of color from receiving an equitable education. The focus of the workshop will be on reviewing and strengthening the district's key strategies in achieving racial justice and equity, with an emphasis on student voice.

3. Cindy Marten – San Diego Unified School District (Cont'd)

The topics to be reviewed should include: Interrupting discriminatory practices related to student discipline; Interrupting Racism on our campuses, building safe, respectful and nurturing campuses; Interrupting discriminatory practices related to grading, while moving to mastery-based grading; Staff Diversity; Progress towards becoming a Restorative District; Progress toward becoming a Trauma & Resilience Informed District; Developing Community Schools; Implementation of Ethnic Studies for All.

c. **Black Youth Call to Action** - Identified outcomes include: Preparing, Recruiting, Selecting, Supporting and Retaining Educators and Leaders of Color; Implementing a New Restorative Discipline Policy; Transforming School Police; Implementing a New Standards Based Grading Policy; Culturally Responsive & Sustaining Access, Curriculum, & Instruction.

d. Composition of the **Independent Citizens' Oversight Committee** on Racial Justice and Equity and community representatives

e. Restorative Discipline Policy

i. Revise Uniform Discipline Policy to focus on building restorative communities, preventative schoolwide practices and supportive responses to student behavior. Provide parent training and resources on restorative practices.

ii. Provide training in restorative practices, recognizing and interrupting bias and racism, and de-escalation practices.

iii. Provide strategies and training for restorative alternatives to out-of-school suspensions. Collaborate with site staff on the development and implementation of alternative to out of school suspension. District will track and monitor suspension data.

iv. Expulsion panel members will be required to complete Anti- Bias/Anti-Racist training in order to participate in hearings. Re-entry process will be established to assist with student transition.

v. Provide guidance and training for the roles and responsibilities of the trusted adult "student champion".

vi. Ensure students have opportunity to participate in diversion programs through partnership with NCRC's Restorative Community Conferencing (RCC)

vii. "Parents as Partners" - Education Series

a. Offer a series of workshops on a wide variety of topics including: Supporting parents as they support their children through Distance Learning; Life Skills & Cultural Identity; Mindfulness; Self-Motivation; Wellness; Family Support & Basic Needs; Phased Reopening; Building Restorative Communities; Restorative Parenting.

2. Continue to Strengthen Community Partnerships

a. San Diego Workforce Partnership

1. The **Workforce Partnership on Campus** provides career exploration opportunities and job search assistance to San Diego Unified students through collaborative partnership. Each program is tailored to meet the needs and objectives of the districts. Services include: Career exploration workshops; Career readiness workshops; On-site and remote job coaching sessions; Internship and job development

2. District students participate in the annual **Opportunity Youth Summit** that aims to connect youth to educational and employment opportunities

3. Continue to partner with Workforce to recruit presenters for the SDUSD annual **African American Achievement Summit** offering 40+ workshops around

3. Cindy Marten – San Diego Unified School District (Cont'd)

Identity, Agency, and Post-Secondary Opportunities to over 700 african american high school students.

b. National Conflict Resolution Center

1. Restorative Justice in Schools program provides customized support to SDUSD in ending the school to prison pipeline. Develop capacity at school sites to implement restorative protocols and processes in alignment with District's RDP Policy by promoting the following three (3) Tiers of support:

- i. Domain 1. Restorative System Building (Tier 1)
- ii. Domain 2. Repairing Harm (Tiers 2 and 3)
- iii. Domain 3. Reporting and Evaluation (Tier 3).

This program is customized to support students by building coping skills who might otherwise end up in the prison system.

2. Co-create site-based coaching and collaboration with District's RJP Department in support of youth leaders surrounding the **School Climate Bill of Rights**.

c. The Restorative Community Conferencing (RCC) program is a part of NCRC's celebrated "Avoiding the Pipeline to Prison" initiative. The RCC program is an alternative to expulsions for the educational system and an alternative to incarceration for the juvenile justice system. With strong support from regional law enforcement and education leaders, the program has kept many local youths in school and out of prison, and it has helped San Diego neighborhoods and families become stronger.

d. Youth Empowerment

1. Youth Empowerment offers group mentorship through an evidenced-based curriculum for students in need of tiered interventions and support.

Programming will be available to any interested district elementary, middle, or high school or other district locations that select, based on student and school needs.

2. Mentorship sessions offered are evidence-based cognitive-behavioral curriculum to support students, educators, parents and families on various topics that include healthy relationships, trauma-informed care, gang prevention and intervention, cultural competency, implicit and explicit bias.

3. The Youth Empowerment's Finest shall provide group mentorship in trauma-informed, restorative sessions offered through the evidence-based cognitive behavioral curriculum to support students, educators, parents, and families. Program services will be offered through the District's Department of Restorative Justices

e. Anti-Defamation League

1. Working toward decreasing racial tension that can lead to racial violence.

2. No Place for Hate® is an organizing framework and partnership program for K-12 schools committed to creating sustainable change that leads to an improved school climate.

3. Participating schools can incorporate ADL's anti-bias and anti-bullying resources with their existing programming to form one powerful message that all students have a place to belong.

4. No Place for Hate® engages a committee of students, family members and staff to create and implement active learning activities based on local needs.

3. Cindy Marten – San Diego Unified School District (Cont'd)

f. Boy to Men Mentoring

1. BTM is committed to empowering the fatherless, at-risk, and disconnected teenage boys of our community through consistent group mentoring. By helping young men establish healthy decision-making habits and critical thinking skills, the groups also normalize healthy, open communication between children and adults. The curriculum covers a 32-week schedule designed to help teenage boys cope with typical issues at home and school while bringing awareness and intention to the important choices all boys face in their adolescent development.

g. Tariq Khamisa Foundation

1. Tariq Khamisa Foundation (TKF) was formed in 1995, after a college student was killed by a 14-year-old gang member. The two families came together to create an organization which is dedicated to providing programs that teach restorative strategies, peacemaking skills, and instill hope in youth.

2. TKF has a continuum of restorative practices and prevention interventions which include assemblies, classroom curriculum, extra-curricular student leadership clubs, and mentoring; these programs include subjects such as conflict resolution and anti-bullying awareness and focus on developing the social skills and character of at-risk youth.

3. The Tariq Khamisa Foundation (TKF) has provided violence prevention services to at-risk district middle school students in partnership with public and private institutions working collaboratively to improve school safety by impacting youth violence through reducing student misconduct, increasing attendance, and enhancing school/community engagement.

b. Goal 2

i. Objective 4:

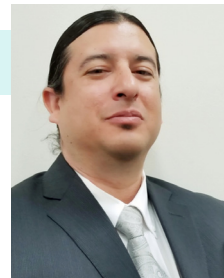
1. Send yearly communication to SDUSD families around **ASK (Asking Saves Kids) Campaign**. This is a simple way to help keep kids safe and a fundamental part of the End Family Fire campaign. The End Family Fire campaign encourages parents and guardians to ask the question: **"Is there an unlocked gun in your house?"**

i. Formalized District communication process ,when SDUSD families experience community violence or trauma, through School Police and Children and Youth in Transition Department to provide support as needed.

ii. Objective 9:

1. Continue the work with **San Diego Trafficking Prevention Collective** (Project Roots; kNOw More!; 3 Strands Global's PROTECT) that takes several steps to present a multistage educational program in its effort to decrease the number of children involved in human trafficking in San Diego.

4. Mario Valladolid – Community Involvement



a. Goal 2

i. Objective 2

1. Students realized that they miss being in school
 - a. Zoom circles, restorative practices (Once per week with elementary Rowan and once per week with Clark Middle School)
 - b. 15 kids out of 25
 - c. Community Involvement

ii. Objective 4

1. Goal is to have Handle with Care Act in his district

iii. Objective 7

1. He would be part of the implementation, not creating

5. Michael Morrill – Community Representative



a. Goal 2

i. Objective 2

a. Not signing up for specific KPI and will go where is needed

- i. Can make policy recommendations as a community rep.
- ii. Cannot promote or endorse any candidates
- iii. No high gang activity in district 2
- iv. History
 1. Spoken at schools/community groups before, federal probation process (County probation *Adolfo)
 2. Conduct federal investigations with major crimes that affect the U.S. (Some gang related, some of them are not *Confidential)

6. Adolfo Gonzales – County of San Diego Probation

Replacement TBD due to Chief Adolfo's new position in Los Angeles



a. Generic notes

- i. Wants to send in someone for a testimonial
- ii. Holistic nature (Asking kids what they want to eat)
 1. Reforming the cells so it's more like a home environment

b. Goal 1

i. Objective 3

1. Suggestion on training is to have a behind the scenes of the probation department

c. Goal 2

i. Objective 1

1. HHSA/Child welfare, foster youth (Partnership) for those 18 and over, finding housing and programs for them (Still need services)

ii. Objective 2

1. Adopting 5 schools
 - a. Citizens academy and instructing youth on civil responsibility, leadership *4/5th graders, principals, parents and schools

6. Adolfo Gonzales – County of San Diego Probation (Cont'd)

- b. The families from those relationships will receive donated gifts/meals
- c. Reaching out currently to see how they will engage with COVID, which is still being worked out

iii. Objective 3

- 1. Wraparound with Pastor Sandoval, resiliency and working with LEE to mentor youth daily and they meet with youth as often as needed with mentors, graduation at the end of the program

iv. Objective 5

- 1. Achievement centers *3 central, northern, east)
- 2. Provide services closer to their homes, remove barriers, seeking providers for mentoring/snacks/hot meal
- 3. Choice Program
 - a. Inner city graduates that interact with youth on probation (caring adults, mentors, and meet court conditions and not to fall into recidivism)

v. Objective 7/8

- 1. Created a “Family strengthening” on juvenile side
 - a. Officers are working with education, DA, etc. to make sure youth knows where they’re going to go and what they need *Adult AB 109 transition center (Pick them up from the prison gate and put them through a facility with counselors/medical personal *Triage 10-14 days, placement with housing/affordable housing *Needs and linkages to service providers)
- 2. 100 people released since April offered housing

vi. Objective 9

- 1. RISE Court *Officers assigned

d. Goal 3

i. Objective 2

- 1. Willing to make this a goal for next year

ii. Objective 4

- 1. Connect with the city - Meet with their staff/mayor’s office (PLSN Committee)

7. Summer Stephen – County of San Diego DA’s Office

a. Goal 2

i. Objective 2

1. KEEPING KIDS SAFE AT SCHOOL

- a. Student Safety Task Force: The District Attorney is committed to ensuring all of San Diego’s youth have a safe and nurturing educational environment free of sexual and physical abuse. They recognize, however, that there are gaps between the multiple agencies and systems that are currently addressing abuse in schools. On November 14, 2019, District Attorney’s office announced the creation of a new, online reporting system for suspected abuse called the Student Safety in Schools System Task Force. The mission of the Task force is to fill the gaps for parents and families that have reported that school districts often do not listen to their suspicions and don’t forward reports to proper authorities. Once



7. Summer Stephen – County of San Diego DA's Office (Cont'd)

an individual makes an online submission, this task force will begin to investigate and being a conduit for the systems in place to address these issues. Every submission will receive attention and every allegation will be addressed. The person facing the suspected abuse can find resources and other available services for help. The public and report suspected abuse of students at <https://www.sdcda.org/helping/studentsafety/index.html>

b. School Threats Protocol: The San Diego County District Attorney's created a School Threat Protocol that has been implemented County Wide in direct response to widespread school threats that have plagued San Diego County schools. The District Attorney's Office initiated this new Protocol in recognition that school safety starts with knowing warning signs and reporting threats. The school safety protocol includes annual active shooter drills on campuses, adding rooftop numbers to school buildings identifiable by police helicopters, and printing a school threat hotline on the back of student identification cards. The protocol uses a database to track school threats. If that person moves around from school to school, we are still able to maintain that information.

c. Mandated Reporter Outreach to Schools: The District Attorney's Office has created an educational outreach campaign designed to increase awareness among school and healthcare employees about their duties as "mandated reporters" when they see suspected abuse or neglect involving children, seniors or dependent adults. The goal of the outreach was to make sure mandated reporters understand and comply with their responsibilities to report under the law, so victims of child abuse or elder abuse are protected. Their office distributed materials to every school in San Diego County and coordinated with healthcare providers to offer training and printed materials describing the role of mandated reporters. A new page on the District Attorney's website outlines what mandated reporting is, who is mandated to report suspected abuse and how to go about making the report.

d. Handle with Care: As they navigate through these unprecedented times, the San Diego County District Attorney's Office remains committed to its mission of protecting victims. Under this program, when police come into contact with a school-aged child during a traumatic event such as domestic violence in the home, a shooting in the neighborhood, or arrest of a family member, police officers use an app created by the District Attorney's Office to alert the child's school and the school district that the child should be "Handled with Care". No other details about the incident are given to the school or the school district, they remain confidential. Nationally 60% of our children are exposed to trauma. Repeated or prolonged exposure to trauma undermines a child's ability to focus and learn, and may lead to truancy, suspension, and in some cases involvement in the juvenile justice system. Handle with Care is a simple program that can change that outcome. By improved communication and collaboration between schools and law enforcement, they have an opportunity to mitigate the negative effects experienced by children exposed to trauma. That continues to be the case even now even during this pandemic. When a school aged child (K-12) is exposed to violence or trauma, a police officer will

7. Summer Stephen – County of San Diego DA's Office (Cont'd)

complete a contact form on the Handle with Care APP. Notification will be generated to designated staff at the district office and the specific school site(s). After receiving the email notification, the district designee(s) may click on the provided link to log into the Handle with Care administrative page. Within that page, the designee can determine the name of the student and then contact the school administration/designee to ensure the teacher is notified. After receiving the email notification, the school designee(s) will click onto the provided link to log into the Handle with Care administrative page. The designee will determine the name of the student, the student's teacher(s), then ensure notification is provided to the appropriate teacher(s) and staff. Schools will be responsible for developing a process to alert appropriate school staff of the child's exposure to trauma as soon as possible. All information is confidential. Chula Vista Police Department and the Sweetwater School District have partnered with District Attorney's Office. La Mesa and Cajon Valley School Districts will soon join this partnership.

ii. Objective 9

1. Human Trafficking Collective: On January 19, 2019, the District Attorney's announced a trio of new programs that aim to bring human trafficking education, prevention and awareness training to every public school in the San Diego County. The San Diego Trafficking Prevention Collective obtained a three year grant to fund critical training and help schools to comply with a law passed in 2017 requiring schools to provide a human trafficking curriculum. This first of its kind public-private partnership will bring three unique programs to schools under the Collective's umbrella: PROTECT, Project ROOTS, and KNOW MORE. Total Schools trained in San Diego County to date 256.

8. Vinh Tran – Community Representative

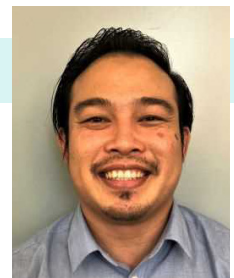
a. Goal 2

i. Objective 1

1. As a therapist with the Stabilization Treatment Assessment Team (STAT) team through Behavioral Health Services, County of San Diego, he currently coordinates with probation (Urban Camp), Soar Academy (school within Urban Camp), McCalister Institute, and Bridgeways (San Diego Youth Services) in order to address youths' needs while in detention. Youths' mental health needs, substance use issues, behavioral issues, gang-related issues, educational needs, and return to the community are addressed. He meets with them weekly for multiple disciplinary meetings. They have orientation meetings along with the youth prior to entering Urban Camp and we also have pre-release meetings prior to youths reentering the community.

ii. Objective 5

1. He envisions having two youth on probation (perhaps kiddos who previously participated in Urban Camp and are back in the community) fill the two designated positions on the commission, as it would be a powerful experience



8. Vinh Tran – Community Representative (Cont'd)

for any youth that participates. Prior to the pandemic, he met with Mira Mesa High School youth weekly as a volunteer and provided mentorship as a means of gang prevention and intervention. Teachers and counselors would identify students of concern and refer them to his groups. He coordinated with the Mira Mesa High School Film club in field trips and community service projects. He currently meets with a handful of students once a week through Zoom.

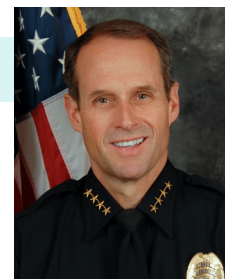
iii. Objective 8

1. In coordination with Deputy Probation Officers (Urban Camp Reentry Officers), SOAR Academy, McCalister, Bridgeways, youths and their families; they work together to formulate a reentry plan for youths in Urban Camp for their transition back into the community. Referrals for mental health substance use treatment services are made, an educational plan is formulated, probation expectations are discussed, and the youths or family's concerns are addressed.

9. Chief Nisliet – City of San Diego Police Department

a. General notes

i. The Gang Intervention Unit spends approximately 12 hours monthly/144 hours yearly on items listed under objective number one and approximately 512 hours monthly/ 6,144 hours yearly on items listed under objective number two.



b. Goal 2

i. Objective 1

1. Continue to participate in Gang Commission and C.A.S.T meetings
 - a. GIU attends Gang Commission meetings every other month and C.A.S.T meetings monthly for two-three hours.
2. Meet regularly with Probation Officers for potential candidates for the Boxing and Tattoo removal programs
 - a. Officer Carroll meets weekly with Probation Officers for candidates into our programs for two hours.

ii. Objective 2

1. Continue to attend and participate on panels with lived experience experts
 - a. GIU participates monthly for two hours on panels with different groups throughout the city of San Diego
2. Continue to attend Pastor Sandoval's weekly wrap around group
 - a. GIU attends each session for two hours.
3. Collaborate with Principals, Teachers and Counselors to ensure students are afforded the opportunity to be mentored by GIU Officers
 - a. GIU Officers collaborate with the above listed individuals daily while on school campuses.
4. Teach the G.R.E.A.T Program (Gang Resistance Education and Training) throughout the City Of San Diego at elementary and middle schools.
 - a. GIU Officers teach five days a week at eleven different schools, four hours a day.

9. Chief Nisliet – City of San Diego Police Department (Cont'd)

5. During the 2019-2020 school year there has been over 500 4th, 5th and sixth grade G.R.E.A.T Program graduates from six different schools in San Diego. These schools are Chollas Meade, Valencia Park, Montgomery Middle, Linda Vista Elementary, Carson Elementary and Empower Charter School.
6. Daily Intermural Sports Programs at three different schools with fifty daily participants. These schools are Carson Elementary, Linda Vista Elementary and Montgomery Middle School.
 - a. GIU facilitates these programs five days a week, two hours.
7. School presentations to students, families and staff members about current topics or trends with youth gang involvement
 - a. Each Officer spends at least one hour on scheduled presentations each week and conducts in prompt to presentations as needed.
8. Continue Boxing and Tattoo Removal Programs. There is a lot of interest in both programs and they each have waiting lists to join
 - a. Officer Carroll spends ten hours each day with transporting and training boxing participants and interviewing and scheduling participants for the tattoo removal program.
9. POST COVID- All activities are within state mandated guidelines
 - a. Zoom meetings with established classes about staying positive during Covid and G.R.E.A.T Program updates
 - i. Each GIU officer attends an hour long zoom session three times a week.
 - b. Participate with drive by school graduations
 - i. GIU participated in five drive by graduations.
 - c. Assist San Diego School District with the distribution of meals to families in need
 - i. GIU participated daily, two hours with the distribution of meals.
 - d. Coordinate athletic skills camps and summer sports programs in Linda Vista
 - i. GIU participated daily, four hours except on field trip day.
 - e. Field trips to the beach, fishing and other outdoor activities for youth
 - i. Weekly filed trips for six hours

10. Peter Callstrom – Workforce Partnership

a. Goal 2

i. Objective 2

1. Hosted 3 parent and family engagement events (Approximately 250 in total)
2. Created and facilitate job center locations which are providing education / job training at two jail facilities (East Mesa and Las Colinas)
3. Provided Labor Market Information, posters, data visualization and curriculum related to San Diego's in-demand jobs and priority sectors to all schools districts and SD County Office of Ed
4. Have served over 700 justice-involved participants in the past year with education / job training programs



10. Peter Callstrom – Workforce Partnership (Cont'd)

ii. Objective 6

1. Will provide labor market data on the highest growth occupations and in-demand industries throughout San Diego

iii. Objective 7

1. Provide 6 career center locations to county residents with access to computer labs, career advisors, workshops, hiring events
2. The MyNextMove tool will provide all with career and skill assessments to identify the career pathway most relevant to each individual and what local training and education programs are available to match their skills and interests
3. TechHireSD program will directly train and hire under-represented communities into careers in Tech Industry in San Diego
4. Our OnDemand Training Library houses free job training and soft skills curriculum with over 100+ hours of content for all to access
5. Provide a career portal for all in SD County to access curated job openings and warm hand-off to hiring managers throughout our region

b. Goal 3

i. Objective 3

1. Our Youth RFP will invest \$5M into programming for justice-involved individuals, the homeless, Black youth, and immigrants and refugees

11. Beto Vasquez – Community Representative

a. Goal 1

i. Objective 2

1. Presentation about 1-stop shop hub center (City and County) – Idea to formulate to house wraparound services and hires those with L.E.E.

ii. Objective 5

1. Highlighting programs and services
2. Help write content (Branding)

b. Goal 2

i. Objective 2

1. Higher education
 - a. Delete arrow and add “a.” Found educational groups and student groups for folks that are formally incarcerated (State and across the nation)
2. STEM with lived experience
3. Workforce and advocacy (Is currently putting together a resource report with Amanda Brown for inmates being released from prison so they can successfully reintegrate into society)

ii. Objective 7

1. Has been taking local graduates to teach science/data/statistics to those incarcerated



11. Beto Vasquez – Community Representative (Cont'd)

iii. Objective 8 (Developing)

1. Nonprofit with folks that are formally incarcerated (Support men and families within recovery)
 - a. Have them go into facilities and speak with kids
 - c. Goal 3

i. Objective 1

1. Ensuring that we have youth at the table and cultivate leadership among younger generation

ii. Objective 2

1. Outward facing subcommittee that ensures we're doing work that is impactful

iii. Objective 4

1. Branding, community piece, bleeding into other sectors
2. Having conversations and sit at the table with the mayor's office, etc. (Would like to get involved with)

12. Dana Brown



a. Goal 2

i. Objective 1

1. Post-COVID, Youth Voice at the S.P.O.T. in Central Library

ii. Objective 2

1. Enhance existing collaborations through Learn4Life, Virtual schools, San Diego Trauma-Informed Guide Team, and Resilient San Diego Cooperative of Communities

iii. Objective 3

1. Provide ACEs Science training and workshops as requested for agencies, service providers, and grass-roots organizations) ACEs Science = impact of trauma neurologically, biologically, toxic stress, epigenetics, and resilience-building

iv. Objective 9

1. Expand existing awareness and education within collaborative partners, cross-sector in a socio-ecological model

b. Goal 3

i. Objective 1

1. Be part of the networking, background support

ii. Objective 3

1. Be part of the networking, background support

iii. Objective 4

1. Expand existing collaborations, e.g. District Attorney's Office - expand existing collective impact efforts micro- to macro-levels

iv. Objective 5

1. Youth Committee Development of micro- to macro-policy and systems change, through collective impact, with Youth Committee through lens of youth, ages 15 to 25

13. D'Andre Brooks



a. Goal 2

i. Objective 2

1. Mentoring with youth empowerment (Arturo)
2. Lead mentor and have 8 mentors underneath him (Pending)

ii. Objective 8

1. CEO Center for employment opps. (Jobs for those re-entering and work with them on mock interviews/resumes/etc.) and get them placed into the workforce (7 months) - Site supervisor

14. Mohamed Ahmed



a. Goal 2

i. Objective 1

1. Providing community trainings on public safety
2. All SD County with a focus on refugee/immigrant communities (25 individuals on a weekly basis)
3. Training on diversity, equity and inclusion
4. 40 or more per week (Throughout the country)
5. Local universities, companies, local organizations

ii. Objective 2

1. Students in higher education, Training on violent extremism and white supremacy
2. HT Subcommittee member

b. Goal 3

i. Committed to objectives 3 and 4

- a. Additional activity involved in
 - i. Violent extremism
 - ii. Intervention and prevention programming
 - iii. Trainings for law enforcement
 - iv. International affairs

15. Geneviève Jones-Wright



a. Goal 1

i. Objective 1

1. Re-entry (David's Harp Foundation) and partnership with probation (Adolfo)
2. David's Harp Foundation board member
3. Youth who were in gangs or in actively in gangs

b. Goal 2

i. Objective 7 (Goal of her's)

c. Goal 3

i. Objective 4

1. CPAT is pushing policy package about police reform
 - a. Meeting with city council members about policy package (Gang documentation)

15. Geneviève Jones-Wright (Cont'd)

- 2. Additional notes
 - a. Ad hoc committee: Gang Documentation Committee - recommendation for elimination of gang injunctions in the city
 - b. For a full memo on this item, please contact Amanda Brown

16. Elizabeth Bustos



- a. Goal 1
 - i. Objective 2
 - 1. Work with social justice CBOs (As a goal to align efforts)
 - ii. Objective 5
 - 1. Pastor Sandoval to provide greater understanding of how the city communications run for commissioners work
- b. Goal 2
 - i. Objective 1
 - 1. Bridge gang commission public health priorities with county of SD priorities (This is all public health)
 - 2. Liaison between the county and commission
 - ii. Objective 7
 - 1. BHS with social justice and equity approach and collaboration with the DA's office (Bridge)
 - 2. Additional notes
 - i. Anywhere there is public health on this plan, she is a part of
 - ii. Refer clients to Elizabeth for services

17. Ray King



- a. Goal 1
 - i. Objective 2
 - 1. In collaboration with other organizations that represent communities of color (neighborhood house, etc.), recognize other organizations for their work
 - ii. Objective 5
 - 1. Having conversations with the police chief and sd sheriff's Dept for the at risk population
- b. Goal 2
 - i. Objective 1
 - 1. Los Colinos and when they come out (360 coordination of services, policy changes) with At-risk population
 - ii. Objective 2
 - 1. Parental engagement with the county
 - 2. Project ready/Golden Pyramid (Academic recognition event at UCSD)
 - a. College enrichment programs with school districts (SD unified/Mt. Helix)

18. Ray King (Cont'd)

iii. Objective 5

1. Pending
2. Low income who are at risk, youth that are disengaged or youth that are already involved and adults as well
3. Pushing for policy changes in this area

iv. Objective 6

1. Data collection for prevention (Recidivism)

v. Objective 8

1. Employment placement, housing placement, financial coaching

vi. Additional notes

2. A lot of programming around training and employment (City College, contractors association)
2. Creating economic opportunities to advance in their career
3. Moving people out of poverty and into sustainable lifestyles
4. Keeping people informed

18. Archie Robinson

a. Goal 1

i. Objective 2

1. Collaborating with police officers/CAST, SAY San Diego, ACE, and different gang stuff

ii. Objective 5

1. Communications needs to happen
2. Support in communicating THIS plan out to the community

b. Goal 2

i. Objective 1/4/7

1. CAST (Send me link to the meeting)
 - a. Southeast police station, mid-city, chiefs, central division, us attorney (Commission)
 - b. They respond to gang and other activities

ii. Objective 2

1. Lincoln High School with Bible Club
 - a. Ms. Williams - Teacher at Lincoln (Social Justice with kids on the campus)

iii. Additional notes

1. Pastors of all calibers that he works with
2. Pastors On Point (VP), (United Way *Revenue goes out to people who needs to get into hotels, etc.)







Commission on Gang Prevention and Intervention

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