

LPSCC
Youth and Gang Violence Subcommittee Meeting
Multnomah Building, Room 126
9-11am

Notes for June 4, 2015

Subcommittee Attendees

Co-Chair Rod Underhill, District Attorney
Co-Chair Antoinette Edwards, City of Portland Office
of Youth Violence Prevention

Harry Bradshaw, Oregon Youth Authority
Sharon Darcy, Pathfinders
Erin Fairchild, Multco DVCO
Tracey Freeman, Department of Community
Justice/JSD
Mary Geelan, Juvenile Court Improvement
Coordinator
John Haub, US Attorney's Office
Erin Hubert, Multco Domestic Violence Coordination
Office
Cheryl Johnson, Cascadia Behavioral Health
Dirk Kinsey, Portland State University
Ahren Lahvis, District Attorney Intern
Vanessa Micale, Multco Health Department

Julia Mitchell, POIC
Kevin Modica, Portland Police Bureau
Mariel Mota, Rosewood Initiative
Truls Neal, Department of Community Justice
Felesia Otis, Volunteers of America Oregon
Ricardo Ruiz, City of Gresham
Timothy Sessions, PPB Youth Services
Rebecca Stavenjord, Multnomah County
Government Relations
Joe Walsh, City of Gresham
Kerian Walton, Boys and Girls Club of Portland
Annalise Woods, Metropolitan Family Services
Eric Zimmerman, Multnomah County DA's Office

LPSCC Staff

Christina Youssi, LPSCC Staff

Welcome, Introductions, and Announcements

Co-Chair Rod Underhill welcomed everyone to the meeting and introductions were made.

Announcements:

- Antoinette Edwards said the Black Baccalaureate is happening Sunday, June 7th in celebration of graduating African American seniors.
- Eric Zimmerman announced Camp Rosenbaum is June 16th-19th, and the price is \$25 per youth.
- The DA's Office has a new data analyst, Rod Holcomb.
- John Haub of the US Attorney's Office noted the Federal Reentry Court is having its 10-year anniversary. It's one of the oldest reentry courts in the country.
- Kevin Modica gave an update on recent activity. Resources of officers and analysts are being transferred to the Gang Enforcement Team in the afternoons. Managers from DCJ and chiefs of the PPB met to discuss immediate actions to curb the violence. Some tactics include: home visits, venue visits, ride-alongs with officers, modified intentional youth interventions (formerly known as curfew sweeps), or to reconvene the call-ins in the right way.
- Antoinette Edwards mentioned on that on Friday, June 5th, providers will be meeting with the Mayor at 8:30am and CPC will follow at 10am.
- Chief O'Dea called a meeting to talk about the upcoming, warm Rose Festival weekend and long-term collaboration.
- DA Rod Underhill made several announcements:
 - Rod Underhill expects the DA's "Albina Neighborhood" position will continue under a new name; Jim Hayden was moved from Lloyd Center area to Rockwood.
 - [SB 941](#) requires universal background checks for sale of guns. One result may be a reduction in the number of guns on the street, reducing the amount of potential gun violence.

- [SB 525](#) Prohibits possession of firearm by person who is subject to restraining order issued by court under Family Abuse Prevention Act or who has been convicted of certain misdemeanor crimes involving domestic violence.
- There is need for flexible funding for a witness intimidation support program at the state level. One avenue for funding may be an upcoming increase in Victim's of Crime Act (VOCA) funding. Mariel Mota of the Rosewood Initiative asked for trainings for community partners on how to nudge victims into the legal system.

Prioritized Strategies

Mary Geelan distributed a draft of the Gang Violence Elimination Strategies Matrix and the narrowed strategies (see below) and reviewed the process. The group agreed that all efforts need to be trauma informed and data driven.

Erin Fairchild would like to see healthy relationships mentioned in the "Family Engagement" theme in either 2B or 2E.

Workgroups will form to work through the strategies and specific parts of the goal:

- Trauma Informed: Abbey Stamp, Erin Fairchild, Ebony, and Cheryl Johnson
- Recidivism: Harry Bradshaw, Tracy Freeman, and Truls Neal
- Data Driven—Joe Walsh, maybe Rob Jackson (PPB Analyst), and Ahren Lahvis (DA's Office intern).

Next Steps:

- Mary will initiate the workgroups
- Rebecca will forward on CDC's best practices for reducing youth violence.

Rod Underhill asked in which strategies are the DA's Office resources needed. Suggestions included continuing to be present and visible upstream, mandating DA's to get out in the community (not in suits); use the unique opportunity to show kids the other side of crime and humanize victims, , and provide paid internships. Mary noted the theme "Restores Youth, Family and/or Community" relates to offenders and victims.

The Equity Empowerment Lens question of *who benefits* and *who doesn't* was reviewed for the strategy "create capacity to increase community health workers throughout the county across all cultures." Answers for who benefits included:

- People with lived experience
- New immigrants, especially women
- Undocumented citizens
- Organizations employing community health workers.

Responses to who doesn't benefit included:

- Downstream systems
- Organizations who may lose employees
- It was noted that there were risks involved that included workers possibly not reporting abuse, or employing people exposed to trauma in a system that is not trauma informed.

- This equity lens question will be asked of other strategies at the next Steering Committee meeting.

Community Engagement

The draft document of the community engagement plan was reviewed (see below).

Additions include:

Community Peace Collaborative	Mary Geelan, Antoinette Edwards
MacLaren	Add Harry Bradshaw
RENEW	Mary Ryan, Mariel Mota
GIFT	Felesia Otis, Antoinette Edwards
Rosewood Initiative	Mariel Mota
Inverness	Antoinette Edwards
N. & NE Neighborhood Associations	Dirk Kinsey, Antoinette Edwards
Street Level Gang Outreach Workers	Antoinette Edwards
Refugee Community—IRCO or Catholic Charities Resettlement	Vanessa Micale
Housing	Betty Dominguez ?
SUN Coordinators	Annalise Woods
MOU Group,	Mary Geelan, Becca Stavenjord
Enough is Enough, 1145	Antoinette Edwards
1145 – Bench Probation Program	Eric Zimmerman
Parent Café Centers for Family Success	Mariel Mota and Interpreter

Subcommittee members are empowered to get feedback from other groups and to think through the complications of the strategies.

The meeting was adjourned.

Gang Violence Elimination Strategies - MATRIX
Draft 6.4.15

STRATEGY	GOAL AREAS								EQUITY LENS QUESTIONS	
	Coordinated System Entry	Trauma Informed	Data Driven	Addresses Root Causes	Intervenes at First Sign of Risk	Responds Effectively when Violence does Occur	Restores Youth, Family and/or Community	Reduces Recidivism for Focus Pop	Who benefits?	Who doesn't?
Employment Opportunities										
1A			Y	Y						
1B	Y	Y	?	Y			Y	Y		
1C		?	?	Y			Y	Y		
1D			Y	Y	Y			Y		
1E			Y	Y	Y					
Family Engagement										
2A		Y	?	Y	Y	Y	Y	Y	Gang impacted youth and families, communities of color, formerly gang involved adults	Downstream systems?
2B	Y	Y	?	Y	Y	Y	Y	Y	Families (of perpetrator & victim)	Others needing finite resources
2C		Y	?	Y	?	?	Y	?		
2D			?	Y	?					
2E		?	Y	Y	Y					
Disconnection from School										
3A		?	Y	Y	Y			Y		
3B		?	Y	Y	Y					
3C		Y	?	Y	Y		Y			
3D		Y	?	Y						
3E		Y		Y	Y	?	Y			
3F		Y	?	Y						
Mentors that Get It										
4A, 4B, 4C, 4D		Y	Y	Y	Y		Y	Y		
Links Between Youth, Community & Police										
5A		?	?	Y	Y	Y	Y		Communities with a lot of police activity, males of color	Offenders & their families
5B		Y	?	Y	Y		Y			
5C		?	Y	Y			Y	?		

GOAL

Coordinate entry from multiple systems of care using trauma-informed and data-driven decision making to:

- address root causes of violence in our community,
 - intervene at the first sign of risk and respond effectively when violence does occur,
 - repair, strengthen and restore our youth, families, and communities that have been affected by violence, and
 - reduce recidivism rates for our focus population.
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1. EMPLOYMENT OPPORTUNITIES

- A. Create a similar program to Summer Works but for whole year.
- B. Develop or enhance employment program that focus on serving youth gang clients who are ready to make a change – such as the Homeboy Industries model. Social enterprises that provide paid job experiences for those with criminal records, tattoos, etc. Wrap-around services and a pay check in a supportive environment.
- C. Provide job training and employment opportunities in juvenile and youthful-offender facilities and during reentry.
- D. Create a consortium of employers/businesses that are willing to work with and employ at-risk youth.
- E. Create job/internship program for youth (pre-JSD involvement) use mentor or paraprofessionals to train youth. Interns. School credit. Stipend.
- F. Create capacity to increase community health workers throughout the County across all cultures

2. FAMILY ENGAGEMENT

- A. Create capacity to increase community health workers throughout the County across all cultures
- B. Engage community groups, individuals, and institutions to respond to the multiple needs of youth and their families through comprehensive advocacy/case management to families of at-risk or gang impacted youth centered around the needs they have identified (such as family therapy, shelter/housing assistance; transportation assistance, food, after-school activities, and community activities to strengthen families).
- C. Develop a model for parent-led small groups, that serve as support groups that meet parents when and where they are at. Classes could also be provided based on themes/questions identified by parents.
- D. Expand the GREAT families program in Multnomah County.
- E. Support first-time, low-income mothers with education, nutrition, health, safety, and human service resources to improve maternal, prenatal, and early childhood health and well-being.

3. DISCONNECTION FROM SCHOOLS

- A. Convene a multi-sector ad hoc workgroup to examine current school reconnection programs and outcomes for gang-involved youth and develop recommendations. Recommendations might include:
 - a. Expanding programs that have good outcomes for gang-involved youth

- b. Establishing meetings with families of youth who frequently miss school to identify and eliminate barriers
- c. Enhancing communication between schools and other youth serving agencies when at risk youth are suspended or expelled.
- B. In coordination with the work of All Hands Raised, work with school districts to develop consistent policies around suspensions and expulsions and assist teachers with classroom management strategies designed to improve aggressive/disruptive classroom behavior.
- C. Bring gang-affected youth into the conversations and solutions regarding school engagement.
- D. Engage in state level advocacy that requires teaching certification programs to include content on trauma informed and culturally responsive classrooms that, rather than starting with discipline, look to other causes of behavioral issues, such as learning challenges, not enough to eat at home, or other outside influences affecting school.
- E. Expand restorative justice programs in schools in order to promote school bonding; development of students' interpersonal skills; and a climate of safety, respect, caring, and helpfulness in classrooms and school-wide.
- F. Promote social emotional competencies in elementary school-age children, while simultaneously enhancing the educational process in the classroom. Provide teachers and caregivers with a blueprint for daily routine, playground organization, classroom management, and teacher-child interaction, all designed to create a warm, supportive learning environment.

4. MENTORS THAT GET IT

- A. **Recruitment** - Develop a mentor identification program that recruits individuals with gang specific life experience of the same backgrounds as the most impacted populations from the African, African American and Latino communities. Potentially meet with Oregon Mentors to plan a massive recruitment effort.
- B. **Training** - Contract/consult with a culturally specific mentor training program to provide the mentors with professional trainings regarding: boundaries, liability, resource and referral, positive youth development, brain development, trauma, violence, and community organizing.
- C. **Services & Referral** - Provide mentoring, counseling, referral for social services, gang conflict mediation, and case conferencing on individual youths for at-risk and gang-involved youths. Steer at-risk youths from delinquent peers to prosocial groups and provide positive peer modeling. Meet with at risk youth to help keep them in school.
- D. **Coordination** – Add a staff person to the local affiliate of the National Mentoring Partnership Network, who coordinates the recruitment, training and placement of mentors with a shared lived experience.

5. LINKS BETWEEN POLICE, YOUTH & COMMUNITIES

- A. Provide community policing that enlists community support, shifts police focus from individual gangs and crimes to the neighborhoods, and recognizes the importance of strategies and tactics other than what the police can provide.
- B. Increase ability for police and gang affected youth to build relationships through mobilizing community leaders and nonprofit organizations to recruit at risk and gang involved youth into programs in a non-stigmatizing way through direct outreach efforts to discuss local gang issues and design a strategy to offer youth alternatives to the gang lifestyle.
- C. Create youth internships around crime prevention through environmental design (CPTED) that connect to law enforcement in positive ways.

Community Engagement Plan

DRAFT 6.4.15

WHERE – Where do we plan to go?

Place	Facilitators	Dates
POIC Community Forum	Julia Mitchell, Abdul'Hafeedh bin'Abdullah	
Latino Network Community Forum	Alice Perry	
Multnomah Youth Commission	Rebecca Stavenjord	
Black Male Achievement	Chief Modica, Abdul'Hafeedh bin'Abdullah	
Community Peace Collaborative		
Centennial Neighborhood Association – Public Safety Mtg	Rebecca Stavenjord, Dave Hendrie, and Mike Krantz	
MacLaren	Rebecca Stavenjord, Sang Dao	
RENEW		

WHY – What are our values around community engagement?

- We may have gaps in our perspective. The larger community might know what we are missing and how we can fill it.
- We want to engage community members who are interested in participating.
- We want the community to have a voice and not feel like we are imposing something on them
- We want to follow through on earlier commitments we have made to communities.
- We want to recognize and uplift the strength in the community.
- We want to tap into the expertise in the community.
- We want to hear about the good things the community is already doing.

WHO – Who should lead the community engagement efforts?

Community engagement efforts should be facilitated by teams made up of:

- Youth & Gang Violence Steering Committee member
- Trained and supported person with a lived experience
- Person with some affiliation with the community group we are meeting with
- Interpreters (as needed)

HOW – How do we want to engage members of the community?

It is important to the Youth & Gang Violence Steering Committee to have community involvement, buy-in and expertise in all strategies that are identified in the implementation planning phase. Therefore, we will use Asset Based Community Engagement (see below). To this end, people with a lived experience are serving on the Coordinating Committee to help with the co-creation of strategies. They will participate in bringing the refined strategies back to the larger community for input.

MODEL – Asset Based Community Engagement

Traditional community engagement focuses on a community's needs (i.e. what is not there). This is used to identify services to meet those needs. In this model, community members are seen as consumers and programs are the answer.

Instead of the traditional model of community engagement, we intend to use Asset Based Community Engagement. In this kind of engagement we are going to working with communities to identify their assets (i.e. what is there). We will develop connections and identify how community members can contribute to the effort. In this model people are seen as the answer. This approach moves us from asking communities "What do you need from me?" to "What do you have to offer?"

Asset Based Community Development is based on the belief that community-driven answers lead to better outcomes. When the focus is on assets, we tap into the community wisdom of what is relevant, culturally responsive and achievable. A focus on community assets forges sustainable relationships based on trust.

WHEN – At what point in the process does it make sense for the community to be involved?

People with a lived experience have already begun to join the Coordinating Committee. The community groups listed above will have a chance to provide feedback on the strategies that are prioritized by the Steering Committee. Their feedback will inform the development of the final set of strategies.

WHAT – What should be included in the content of those meetings?

With each of the groups listed above, we will:

- Review what was found in the assessment
- Discuss how that informed the development of the identified strategies
- Solicit input on the strategies and advice for implementation
- Activate those who are interested in getting involved.