

Jerline Tatum

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City of Long Beach CalGRIP Advisory Council
2010 Youth Violence Prevention Plan



LONG BEACH **GRIP** PROJECT
Gang Reduction, Intervention and Prevention

**Redeeming, Renewing, and Transforming Our Community:
2010 Youth Violence Prevention Strategic Plan**

**Presented to:
City of Long Beach
The Mayor and the City Council**

**By:
The Long Beach CalGRIP Advisory Council**

Revised September, 2010

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Forward

"Each and every person living, working, or visiting Long Beach is valuable, important, and necessary to the future vitality of the City."

--Long Beach Human Relations Commission
November 4, 2003

In 2003, the Long Beach Human Relations Commission stated, "The time has come for the City to confront 20th century challenges with 21st century solutions. The future of the City's youth and young adults depends on an expedient, efficient, and effective response that can be sustained." This strategic plan is the continuation of a difficult, but hopeful journey to establish peace within the City of Long Beach.

In 2004, the Long Beach City Council heeded the recommendation of its Human Relations Commission and initiated the Youth & Gang Violence Prevention Task Force as a result an alarming growth in gang violence during the previous year. For five years, the Task Force, civic leadership, and the community at large, especially in the areas that have experienced a greater share of gang violence, grappled with the best approaches to mitigate conditions that had a crippling effect on the growth and development of the City's human infrastructure in those areas. With much needed funding from the Governor's Office in 2008, the Task Force evolved into the Long Beach CalGRIP Advisory Council and it has continued this effort.

Based on lessons learned, this strategic plan is developed as a way to address persistent conditions that undermine neighborhood cohesion by aligning the community with limited resources to interrupt and, ultimately eliminate the cycle of violence on families and the community. The goals of the strategic plan are:

- Develop a sustainable strategic, coordinated, and collaborative effort between the City, school district, law enforcement agencies, social service providers, faith centers, business entities, community members, and other community stakeholders to eliminate youth violence and gang violence in our community.

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- Make recommendations to the City about viable methods for youth violence prevention, intervention, targeted suppression, and restorative justice as well as neighborhood restoration and community revitalization; identify local, state, and federal funding sources; and address substantive health, education, social, economic, public safety as well as other specific policies and systems which directly alleviate social and environmental risk factors that heighten the likelihood of youth violence in addition to the persistence of gang memberships.
- Provide parents of very young with training as an effective youth and gang violence prevention strategy.
- Provide the participating agencies with resources to build capacity to deliver services that will assist youth to become fully engaged in civic life, and thereby lessen the lure of gang membership and the influence of gang activity in the community.
- Expand associations/collaborations with existing or newly-created initiatives which include youth life-skills management and family empowerment programs, mental health and drug treatment service, workforce development, and meaningful employment as a counter-measure to unhealthy lifestyle choices that have a propensity to lead to violence in the community.
- Collaborate with ethnic community-based organizations to break down the languages and cultural barriers.
- Raise community awareness of the challenges youth face and seek community input for effective and sustainable solutions to all forms of community violence.
- Equip and empower community stakeholders to become the change they seek in their neighborhoods.

The Long Beach CalGRIP Advisory Council ascribes the following values:

- All community members have a right to hold each other responsible and accountable for their actions so that everyone can live free from undue harm and violence.
- All community members have a right to access social, educational, and economic opportunities.

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- All neighborhoods deserve to thrive; and the Advisory Council opposes any activity that would devalue any neighborhood in Long Beach.
- All adults have a responsibility to nurture the youth in the community so they can make positive choices to succeed in life and choose paths that will enable them to be productive and contributing members of society.
- Everyone has a right to feel safe in their community and to be treated with dignity and respect.

The motto, "Reducing Violence, Saving Lives," captures the reason why Long Beach CalGRIP Advisory Council exists.

The Vision ensures that the Long Beach CalGRIP Advisory Council always sees the City's future at its best:

"To envision a community where youth are highly valued, well educated, and skilled for the 21st century workplace, healthy, law-abiding and contributing members of society who respect the rights of others and themselves."

The Long Beach CalGRIP Advisory Council is steadfast in its Mission:

"The City of Long Beach CalGRIP Advisory Council is committed to eradicating violence among youth and young adults by networking resources, promoting public awareness and educating youth and young adults on their value to the preservation of our human race, thereby saving lives."

The Long Beach CalGRIP Advisory Council is comprised of committed and dedicated community stakeholders who believe that its Vision and Mission will be accomplished by all stakeholders working together to eliminate the impact of youth and gang violence in our community. The Advisory Council's confidence is based on the resiliency of the human spirit to rise above any adversity and soar to new heights. The Youth Violence Prevention Strategic Plan is a testament that children are the core of a family and families are at the center of any community. We must work together for the good of children, family, and the community.

The Long Beach CalGRIP Advisory Council
August, 2010

**Long Beach Youth & Gang Violence Prevention Task Force Transitions
into the Long Beach CalGRIP Advisory Council**

***"Optimism is the faith that leads to achievement.
Nothing can be done without hope or confidence."***

-Helen Keller (1880-1968), American Author, Political Activist, Lecturer

On August 8, 2002, the Long Beach Human Relations Commission initiated a re-examination of its April 18, 1995 report to the City Council on *Interracial Gang Violence*. Long Beach Press Telegram reporters Kristopher Hanson and Paul Young wrote an article, "*Turf Battle Turns Deadly*," published on July 22, 2002, which prompted the review. A subsequent article on August 29, 2002, "*Fighting Gang Terrorism*," reported a total of 70 gang-related shootings and 18 homicides during that year and called for proactive effective measures to stop the violence.

Between August 22, 2002 and February 13, 2003, the Human Relations Commission heard from the community. From this testimony, the Commission submitted "*An Interim Report and Re-Examination of the Problem of Youth and Gang Violence in the City of Long Beach*," to the Mayor and City Council. In 2004, the Long Beach Youth & Gang Violence Prevention Task Force was formed. This 40-member convening body represented every major leadership sector of the community and reflected the demographic diversity of the community. The Task Force labored for five years to lay a solid foundation and to build a sturdy structure to pursue solutions to the wide-ranging quality of life issues encompassing the problem of youth and gang violence. During that time, the Task Force addressed the following core issues: early childhood education and parenting, workforce development and reentry, youth engagement and violence prevention, media and community education, and research and resource development.

The Long Beach Youth & Gang Violence Prevention Task Force examined the myriad of risk factors that give rise to gang activity and membership as well as the critical protective factors needed to combat gang violence. These efforts included:

- Monthly meetings wherein community members became informed, fully engaged ,and took ownership of the process of addressing critical issues.
- Connected the community with resources.

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- Convened community forums and workshops covering a range of topics, e.g., parenting and creating healthy households, conflict resolution, mental health for children, education and traditional/non-traditional career paths for teens, expungement, panel discussions.
- Developed broad collaborative relationships through information sharing to develop comprehensive Citywide anti-gang initiatives.
- Partnered with service providers to provide constructive youth activities and meaningful opportunities for young adults to enlarge their role in the civic environment.
- Co-sponsored a reentry job fair; neighborhood cleanups; a Neighborhood Family Health Fair; Youth and Police Dialogues.
- Supported Peace Vigils to calling to decrease gun violence.
- Co-produced with the Press Telegram and Leadership Long Beach, two "Enough Is Enough" telecasts which included an unprecedented 41-hour telethon that aired on Long Beach Channel 8.

In late 2008, the Long Beach City Manager's Office applied for and received the first CalGRIP award from the State (referred to as "Long Beach GRIP Project"). With this two-year grant, the Youth & Gang Violence Prevention Task Force became the Long Beach Gang Reduction, Intervention and Prevention (Long Beach CalGRIP) Advisory Council in 2009. During that time, the Advisory Council was tasked with the responsibility to oversee the grant designed to address youth and gang violence prevention and youth development. In addition, the Advisory Council:

- (1) Refers underserved youth and young adults to positive alternatives to gang participation in a safe environment,
- (2) Promotes community awareness and education through, and
- (3) Enhances the coordination of existing efforts and resources related to youth and gang violence prevention.

The Advisory Council continued to expand its collaborative partner base in the target area and throughout the City with a range of supported activities, including:

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- Weed and Seed neighborhood cleanups.
- the Long Beach Unified School District Male and Female Academies for middle and high school students.
- "It's My Future" Anti-Violence Conference and Peace Rally hosted by Long Beach City College.
- Wrigley Community Garden.
- Mobile Peace Mural, which depicts peace as the tree trunk with roots grounded in the PeaceBuilders, Inc. conflict resolution principles was displayed at City Hall for public viewing.

In 2010, the Long Beach CalGRIP award was renewed for an additional two years. The focus of the Long Beach CalGRIP Advisory Council shifted to implementing model programs in prevention, intervention, targeted suppression, and community restoration. The target population for the grant consists of:

- Youth under 25 years--
 - exhibiting high-risk behaviors, committing intentional acts of violence; exhibiting high-risk behaviors related to gang lifestyles;
 - identified as gang members and/or arrested for gang-related incidents or acts of gang violence;
 - families and peers of gang-involved youth or youth incarcerated for gang-related crimes.

To address the trends in youth and gang violence, a continuum of services including prevention, intervention, suppression, and reentry was developed as a strategy based upon best practices of the U.S. Department of Justice programs, the Department of Children and Family Services, Los Angeles County Probation Department, Long Beach Police Department, and Long Beach Unified School District. The partnership of diverse stakeholders include: youth and adult community members, faith-based organizations, for-profit organizations, community-based organizations, Long Beach Unified School District, Parks, Recreation & Marine, Neighborhood Services Bureau, Long Beach Community College, and California State Universities at Long Beach and Dominguez Hills. This collaboration has developed a strength-based approach by providing wrap-around services to youth and families to help the social-emotional needs for negative lifestyle choices, such as, bullying, tagging, and gang membership. Mostly importantly, through collaboration and coordination, scarce resources could be effectively leveraged to meet community needs, build community capacity, and sustain desired outcomes.

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The Long Beach CalGRIP Advisory Council completes and builds upon the work initiated by the Long Beach Youth & Gang Violence Prevention Task Force in 2004. The 2010 Youth Violence Prevention Strategic Plan is offered as a blueprint for how the City of Long Beach and community stakeholders will effectively and humanely address the problem of youth and gang violence and restore the community. The challenges ahead are daunting, but not insurmountable. Desired changes will occur when community stakeholders and City government work together with the singular focus to improve the quality of life for youth and their families. Only then will the negative conditions that fuel the undesirable behavior be alleviated. The remedies contained in this plan will redeem lives and transform our community into a place of safety, good health, prosperity, and peace for present and future generations.

Executive Summary

“Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.”

--Leo Buscaglia, PhD (1924-1998), Psychologist, Professor, Author, Motivational Speaker

The Long Beach CalGRIP Advisory Council designed this Strategic Plan to serve as a guide for the City of Long Beach to eliminate youth and gang violence in Long Beach by addressing the conditions and factors which contribute to it. The plan focuses on prevention and intervention at the neighborhood level and empowers community members to work with the City to ultimately eliminate the problem on a sustained basis. Community-based policing methods and target suppression strategy will be developed and implemented by the Long Beach Police Department.

The Strategic Plan is based on the following core values:

- ✓ Youth are Invaluable to the Future of the City of Long Beach
- ✓ On-going Feedback through formative evaluations to make appropriate changes and adjustments as required for effective implementation
- ✓ Outcomes can be Delivered and Sustainable
- ✓ Youth-Focused and Family-Oriented
- ✓ Community Asset-Based Approach

The Advisory Council's Youth Violence Prevention Strategic Plan is based on the following key concepts:

1. Life is sacred and must be treated with dignity and respect at all times.
2. The elimination of youth and gang violence is a Citywide goal and requires a coordinated, collaborative effort with strong public support and civic leadership by the Mayor, City Council, and Chief of Police.

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3. Conflict mediation and conflict resolution are essential elements in decreasing violence and mitigating the factors that would lead to violence.
4. Street Intervention Outreach Workers have been identified as a crucial element in gang violence prevention and will be utilized to connect youth with resources, pro-social role modeling, and encouragement to make positive life choices.
5. Imprisoning our youth will not eliminate youth and gang violence.
6. To effectively integrate prevention, intervention, targeted suppression, neighborhood restoration, and community revitalization, a well-coordinated, organized effort among community members, faith-based organizations, community-based organizations, education and private business sectors, City departments, and regional governmental agencies is required.
7. A multidimensional gang strategy must address youth under the age of 25 who exhibit at-risk of high-risk behaviors or have social-emotional factors indicative of future gang behavior.
8. Parental engagement is encouraged at the earliest stages of childhood to effectively avert antisocial behaviors.
9. The cost-benefit to society is immeasurable when parents are actively involved in their children's lives from infancy through adolescence.
10. All youth and young adults will have access to the social, mental health, educational, workforce development support system they need to become contributing members of the community.
11. Youth and young adults are expected to be responsible citizens and will be held accountable for their actions.
12. Meaningful employment opportunities with a livable wage, internships, and volunteering are imperative to establishing a strong work ethic and reinforcing the values of integrity, respect, personal responsibility and accountability for self, family, and community.

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13. Youth and young adults involved in gangs and tagging will be afforded every meaningful opportunity to desist from those memberships and lifestyles in a safe manner.
14. Youth and young adults who remain dedicated to gangs and tagging will be targets for swift suppression activity.
15. Victims of youth and gang violence need the support of the community to heal.
16. Restorative justice will be used to repair harm caused by crime. Offenders are expected to take steps to recognize and repair the harm they have caused to the victims and the community. Opportunities will be available to heal and re-enter society as whole contributing members.
17. Sources of revenue must be identified and pursued to ensure sustainability of the effort.

Over the next two years, the Long Beach CalGRIP Advisory Council will focus on the following six strategic goals:

1. Develop and implement a wrap-around service strategy that is asset-based to deliver prevention, intervention, suppression, and neighborhood restoration services to youth and families in the community, utilizing evidence-based curriculum and best practices.
2. Develop and implement a Crisis Prevention and Intervention Protocol to interrupt, mitigate, and eliminate violent activity.
3. Develop and implement a comprehensive capacity-building strategy to equip neighborhoods, community-based and faith-based organizations with the skills and information to redirect youth to positive activities.
4. Create an educational awareness campaign to de-glorify and de-glamorize gang membership and violence through the promotion of positive character, community, and social values (i.e, integrity, responsibility, accountability, and respect).
5. Develop and implement a plan for sustainability of the Long Beach CalGRIP model.

6. Align City of Long Beach youth and gang prevention, intervention, and suppression strategy with local, state and national initiatives, as appropriate.

The Long Beach CalGRIP Advisory Council champions the use of nonviolence as the tool to achieve peace in the community. The indelible words of Dr. Martin L. Luther King, Jr., reminds us that, *"We must build dikes of courage to hold back the flood of fear...That old law about "an eye for eye" leaves everybody blind...The time is always right to do the right thing...Peace is not merely a distant goal that we seek, but a means by which we arrive at that goal."*

Introduction

“The circle is a sacred symbol of life...Individual parts within the circle connect with every other, and what happens to one, or what one part does, affects all within the circle.”

--Virginia Driving Hawk Sneve, American writer, Educator

Emeritus Professor Malcolm W. Klein, gang researcher and author of more than 20 books on gangs, classifies levels of gang involvement as:

Core
Active/Associate
Fringe/Peripheral/Temporary
Auxiliary/Affiliates (usually females)
Wanna Bes/Pee Wees/At-risk Youth
OGs/Veteranos (usually over 21 years of age)

The Core group, along with Actives/Associates as defined by Klein, are usually considered street gang members. These groups can include a range of ages. The following are the gang demographics underline the Advisory Council's recommendations:

- Nationally, gang involvement attracts youth between ages 12-24, with the average age between 17-18 years (SafeYouth.org, 2008). Data is unsettled on whether the trend toward younger or older youth gang involvement is greater; however, research has long held that the ages 18-24 cohort is prone to serious and violent criminal behavior (Long Beach Human Relations Commission, 2003).
- Law enforcement data reflects older youth are typically arrested.
- Average length of gang membership is less than three years, and a member leaves without repercussions.
- However, research shows that African-American and Hispanic youth have greater difficulty desisting from gangs (Justice Policy Institute, 2007).

- Average age for entry level gang membership is ages 13-14. Greenwood & Zimring (1985) and Klein (2006) have found that chronic offenders are identified by age 13 and are more vulnerable to gang involvement (Cited from Long Beach Human Relations Commission, 2003).
- Key reasons cited for entering a gang:
 - Lack of Family/Belonging
 - Status/Respect
 - Protection from Harm
 - Economics/Money
- Key reason cited for leaving the gang lifestyle is the personal impact of violence

California Criminal Code, Section 186.22 defines a gang as:

"An ongoing organization, association or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal activities having a common name or common identifying sign or symbol, and whose members individually or collectively engage in or have engaged in a pattern of criminal gang activity."

The Long Beach Police Department has identified 100 active gangs with more than 7,000 members. It is estimated that gangs account for more than fifty percent (50%) of the violent crimes committed in Long Beach. Early prevention and specific intervention measures are critical for diverting youth away from the gang lifestyle, including the utilization of the ethnic community-based organizations who are conduits to the community can help suppress unwelcomed behaviors through parental involvement. Further, addressing the basic social-emotional needs is critical to any sustainable effort to permanently redirect youth from negative behaviors. Relevant programs, which youth and young adults to enable them to broaden the view of their environment and the world, are also essential to achieving sustainable outcomes. In addition, adequate financial support to sustain a meaningful existence must be addressed as the first line of defense against the influence of the gangs and related activities. These unacceptable statistics mandate strict attention to finding viable solutions and taking immediate action.

Strategic Goal 1 – Family Engagement and Violence Prevention

"American families have always shown remarkable resiliency, or flexible adjustment to natural, economic, and social challenges. Their strengths resemble the elasticity of a spider web, a gull's skillful flow with the wind, the regenerating power of perennial grasses, the cooperation of an ant colony, and the persistence of a stream carving canyon rocks. This resilience is not measured by wealth, muscle or efficiency but by creativity, unity, and hope. Cultivating these family strengths is critical to a thriving human community."

--Ben Silliman, Family Life Specialist, University of Wyoming's Cooperative Extension Service

Goals

- Develop and implement a wrap-around service strategy that is asset-based to deliver prevention and intervention services to youth and families in the community utilizing evidence-based curriculum and best practices.
- Create a support system for families and youth that provides supportive services before the family goes into crisis. This would create a safety net for all youths and families in the community, decreasing the temptation of youth and families to be gang-involved or engage in any type of aberrant behavior.

Objectives

- A. Develop a method for identifying youth most at-risk for delinquent behavior.
- B. Conduct a Citywide survey to determine community concerns and issues related to family engagement and violence prevention to serve as a basis for improved program and service coordination.
- C. Create a "user-friendly" information and referral system to connect youth and their families to the appropriate resources in a timely and results-oriented manner:
 1. Identify resources to maintain the information and referral system updates on a bi-annual basis.

2. Administer, monitor and enforce Memorandum of Understanding (MOU) for Long Beach CalGRIP partners with annual updates as a requirement for renewal.
 3. Track youth behavior through an in-take system.
 4. Provide incentives for utilizing referrals.
- D. Integrate the 40 Developmental Assets for Adolescents, Middle Childhood, Grades K-3, and Early Childhood from the Search Institute, as well as elements of the Ready by 21 Strategy of Youth Forum along with personal development and transformation strategies into the Long Beach CalGRIP Prevention and Intervention strategies.
- E. Develop a Citywide mentoring program aligned with best practices.
- F. Identify, support, and provide trauma reduction counseling resources and mental health services to those under the age of 18 who have been traumatized by witnessing or experiencing youth or gang violence.

Indicators

Efforts – Outputs

1. Survey field to identify assessment instruments and bring recommendations to Long Beach CalGRIP Advisory Council by November 30, 2010.
2. Identify efforts to create referral resources in the community and bring recommendations to Long Beach CalGRIP Advisory Council by March 30, 2011.
3. Develop a Citywide mentoring program by May 30, 2011.
4. Identify resources for trauma victims to include as a component of resource referrals by October 31, 2011.

Effects – Outcomes

1. Based on survey results, the best assessment instrument for determining the at-risk population will be utilized in a research design to gather feedback from the sample population. Of those surveyed, 85% will likely respond. A Committee will analyze data and report findings to the Long Beach CalGRIP Advisory Council and the community-at-large. The results will be used to identify the target population.
2. Based on a survey of existing mentoring service providers and an objective analysis, a youth mentoring program will be identified or developed to offer the best approach for the target population.
3. Eighty-five (85%) of the targeted population will participate in the Citywide mentoring program. Seventy-five (75%) of participating youth will not recidivate or have negative experiences with law enforcement.
4. A protocol will be developed to initiate restorative justice opportunities, as appropriate, for victims, offenders, and their families to begin the process for healing themselves and the community.

Strategic Goal 2 – Crisis Intervention Assistance and Crisis Response Protocol

Excellence can be attained if you -- care more than others think is wise -- risk more than others think is safe -- dream more than others think is practical -- and expect more than others think is possible.

--Anonymous

Goals

- Develop and implement a Crisis Intervention Assistance and Crisis Response Protocol to effectively interrupt, mitigate, and eliminate potential violent activity and rumors leading to possible retaliation.
- Establish a Trauma Support Team and Network

Objectives

- A. Develop and implement a Crisis Response Training Module aimed at instructing Long Beach CalGRIP Advisory Council partners, schools, parks and recreation staff, and community leaders in the activation and implementation of the Crisis Response Protocol.
- B. Establish a team of specially trained Youth and Gang Violence Intervention Outreach Workers.
- C. Develop and implement a Crisis Intervention Protocol for Youth and Gang Violence Intervention Outreach Workers, aimed at interrupting potentially violent activity and initiate conflict mediation efforts..
- D. Maintain open and direct lines of communication between schools, law enforcement, community-based organizations, parks and recreation staff, and community leaders in an effort to ensure effective implementation of the Crisis Response and Intervention Strategy.
- E. Utilize technology to share information. Relevant community partners will be in the communication network.
- F. Encourage City interdepartmental communication procedures on youth and gang violence issues.

Indicators

Efforts - Outputs

1. Survey crisis intervention protocol and assistance best practices and models for adaptation to the community's needs.
2. Survey current training outreach worker programs specializing youth and gang violence prevention..
3. Identify interested community stakeholders to create a team of Youth and Gang Violence Prevention Outreach Workers.
4. Identify certified training programs in youth and gang violence intervention.
5. Identify interested community stakeholders to create and train a Trauma Support Group to provide services, including:
 - (A) Attending to immediate survival and comfort needs (food, clothing, shelter)
 - (B) Activating support systems including family, friends and religious leaders
 - (C) Acting as a liaison between victim, family and emergency personnel including the Police, Fire, Coroner and Hospital emergency room staff
 - (D) Providing short and long term resources and referrals, such as counseling and funeral arrangements.

Effects - Outcomes:

1. Eighty percent (75%) of collaborative partners will be able to implement crisis prevention and intervention protocols within nine (9) months.
2. Secure certified training for Youth and Gang Violence Intervention Outreach Workers and ready deployment as needed.
3. Trauma Support Group will be activated for on-going utilization.

Strategic Goal 3 – Capacity Development

"We cannot seek achievement for ourselves and forget about progress and prosperity to our community...Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own."

--Cesar Chavez (1927-1993), Community Advocate and Labor Organizer,
Founded the National Farm Workers Association

Goal

- Develop and implement a comprehensive capacity-building strategy to equip community and faith-based organizations and community members with the skills and information to redirect youth to positive activities.

Objectives

- A. Develop a training academy for working with prevention, intervention, and reentry populations using a Best Practices Model.
- B. Develop a parent support program to educate and mentor parents on how to identify the signs of youth violence as well as active gang involvement and how to respond appropriately.
- C. Work with experts in the field and California State University to establish certification in gang prevention and intervention work for nonprofits.
- D. Build technology communication networks within the community to provide instant communication on violence issues.

Indicators

Efforts– Outputs:

1. Conduct a survey for parent input and present a proposal for a parent support program and data collection by October 31, 2010.
2. Present an outline for a training and certification program to Long Beach CalGRIP Advisory Council by January 31, 2011.
3. Develop a policy for community communication by March 31, 2011.

Effects – Outcomes:

1. Data will demonstrate Parents are participating in the program and are more able support their children appropriately, reducing the need for intervention services.
2. Community will be trained to effectively implement prevention and intervention strategies, decreasing youth crime.
3. Communication will be improved to capture detailed information about crimes quickly, leading to quicker resolution.

Strategic Goal 4 – Media and Community Education

"Knowledge and human power are synonymous."

--Sir Francis Bacon (1561-1625), Philosopher, British Lord Chancellor

Goals

- Create and execute a culturally competent, multi-media marketing and advertising educational and awareness campaign for available prevention, intervention, and suppression resources and services.
- Create a campaign that communicates anti-gang messages which de-glorifies and de-glamorizes violence through the promotion of positive character and community and social values, e.g., integrity, respect for self and others, and personal responsibility and accountability to self, family, and community.
- Develop a guide to building positive relations between students and law enforcement officers based on the outcomes from the Youth and Police Dialogues, including a ten-point commitment that delineates the ways in which this relationship can be established and maintained.

Objectives

- A. Implement information sharing via all media outlets.
- B. Increase the number of Youth-Police Dialogues and expand the community areas included.
- C. Link websites of community partners to the City's website.
- D. Utilize the Youth Network as the online vehicle for information delivery and promote this relationship in the media campaign.
- E. Provide an annual report to the City on the Long Beach CalGRIP Advisory Council's activities and progress.

- F. Initiate an annual Gang Awareness Conference with evaluation training and the latest research in prevention, intervention, suppression, and community restoration.
- G. Enhance violence prevention skills through interdisciplinary training workshops and conferences.
- H. Reinitiate conflict resolution and mediation training tailored to de-escalate tension and mitigate violence as a response.
- I. Link the Long Beach CalGRIP prevention and intervention strategy with the Long Beach 2010 Strategic Plan, Youth Services Master Plan, Early Childhood Education, Long Beach 2030 Plan, and other local, statewide, and national prevention and intervention efforts.

Indicators

Efforts – Outputs:

1. A cohesive, strategic marketing and advertising plan to ensure all residents are well-informed about the gang problem as well as ways in which they can participate in problem solving process in Long Beach.
2. An annual Gang Awareness Conference will be held by December 31, 2011.
3. An Annual Report on activities of the Long Beach CalGRIP Advisory Council will be produced by December 31, 2011.
4. A Guide to Building Positive Relations between Students and Law Enforcement Officers by December 31, 2011. Among other items, it will include the salient points raised in the previous and upcoming Youth and Dialogues. This guide will be a joint effort between youth and law enforcement. The guide will be modeled by a similar document developed by the Los Angeles County Office of Education.

Effects – Outcomes:

1. Long Beach residents and key community stakeholders will be well-informed about the scope and strategy in dealing with both youth and gang violence and prevention within the City.
2. Long Beach will be known as a community of experts on both youth violence and gang activity.
3. Reports by residents of youth violence and gang activity will increase by 20 percent (20%).
4. Youth and gang-related crimes will be solved at a rate of a ten percent (10%) increased rate over current benchmarks.
5. Youth and Police will have a guide to form and foster better relations. The guide will be widely distributed Citywide, e.g., schools, parks, libraries, residences, City Hall, faith-centers, and business establishments. With improved youth and law enforcement relations, negative perceptions will dissipate and lead to a more cooperation and result in less intimidating encounters with public safety personnel, resulting in crime prevention and leading to an increase rate of solving crimes.
6. Conflict resolution and mediation training will be available to residents who desire to learn how to decrease tension at home and in the environment without utilizing violence as a response. Less violence equates to fewer calls for public safety services, resulting in cost savings to the City's General Fund.

Strategic Goal 5 – Research and Fund Development

"We refuse to believe that there are insufficient funds in the great vaults of opportunity in this nation."

--Dr. Martin Luther King, Jr. (1929-1968), American Baptist Minister,
Civil Rights Leader, and Nobel Laureate

Goal

- Develop and implement a plan for sustainability of the Long Beach CalGRIP model.

Objectives

- A. Initiate an annual community summit on youth and gang violence prevention with a minimum of 100 attendees.
- B. Develop a yearly grant calendar with potential funding opportunities and deadline dates.
- C. Create and implement a Fund Development Strategy that will generate \$1,000,000 in non-City funding to support prevention, intervention, and reentry work.
- D. Review research and reports on youth and gang prevention, intervention, suppression efforts and report to the Long Beach CalGRIP Advisory Council.
- E. Capture "in-kind" donations toward the reduction of gang memberships and tagging crews, and use gifts as incentives for youth.
- F. Review all sources of fund development efforts in gang prevention, intervention, suppression, and neighborhood restoration, and make recommendations for implementation to the Long Beach CalGRIP Advisory Council.

Indicators

Efforts – Outputs:

1. Track involvement of Long Beach CalGRIP Advisory Council members in local, state, and national initiatives.
2. The Advisory Council will actively work together to raise funds from public and private sources to meet its goals.
3. The Advisory Council will track the responses to requests for proposals.
4. Allocations for community partners will be included in funding requests when possible.
5. The Advisory Council will issue reports on funding status at scheduled meetings.

Effects – Outcomes:

1. Long Beach CalGRIP Advisory Council will generate reports on outcomes for the funding agency and the community.
2. By the end of 2012, \$500,000 in new funding will be secured to support the continuing activities of Long Beach CalGRIP Advisory Council.
3. A minimum of 40 community stakeholders will be involved in Long Beach CalGRIP Advisory Council.

Strategic Goal 6 – Resource Development

"When every physical and mental resource is focused, one's power to solve a problem multiplies tremendously."

--Norman Vincent Peale (1898-1993), American Protestant Clergyman and Writer

Goal

- Align City of Long Beach gang prevention, intervention, suppression, community restoration strategies with local, state and national initiatives.

Objectives

- A. Send representatives from Long Beach to all regular meeting of the Los Angeles County Interagency Gang Task Force.
- B. Send representatives to the annual Southern California Gang Investigators Conference.
- C. Send a representative to the annual National Gang Conference.
- D. Send a representatives to the annual or regional NeighborWorks America Conference.
- E. Send a representative to the annual National Forum on Youth Violence Prevention Conference.
- F. Send a representative to the California Wellness Foundation Violence Prevention Conference.

Indicators

Efforts – Outputs:

1. Maintain records of Long Beach CalGRIP Advisory Council members who participate in each of the local, state, and national initiatives.
2. Coordinate efforts with other local agencies in the County of Los Angeles.
3. Assist other cities and communities in addressing youth and gang-related problems through the development of their own continuum of solutions.
4. Assist other communities in addressing community building and organization strategies which have proven effective via the Long Beach CalGRIP Project as a critical sustaining element for long term violence prevention.
5. Present the Long Beach CalGRIP Advisory Council information at local, regional, and national conferences.

Effects – Outcomes:

1. Long Beach will become one of the “Safest Large City” in California.
2. Best practices will be incorporated in all Long Beach CalGRIP Advisory Council planning efforts.
3. Long Beach will be recognized as a local and national leader in youth and gang prevention, intervention, targeted suppression, and community restoration.

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Appendix

Chart 1:
Strategic Thinking + Collaborative Approaches = Sustainable Outcomes

Prevention	Intervention	Suppression
Parents and Families Faith-Based Organizations Community-Based Organizations Schools Workforce Development/Jobs Civic Leadership	Divert youth from violence beginning with elementary school youth After-School Activities Meaningful Civic Engagement Job-Placed Internships Establish adequate funding to support effective violence prevention efforts	Long Beach Police Department L.A. County District Attorney's Office CA Dept. of Corrections & Rehabilitation CA Department of Parole Los Angeles County Probation Dept.
Teach families about conflict resolution/mediation, consequences of youth and gang violence beginning with pre-school youth Promote Developmental Assets	Youth Workers Counselors Outreach Intervention Workers Youth & Police Dialogues to build positive Youth/Police relations	Law enforcement identifies and prosecutes criminals Report "developing" incidents
Connect with youth/families Teach them about consequences Promote Developmental Assets Basic Legal Education	Intervene in pending violence, Refer youth to alternatives, Remove or place youth away in a more appropriate environment where they can get help	Law enforcement identifies and prosecutes criminals Maintain credibility with youth and the community

Adapted from East Strategy Innovative Thinking Model