

Agenda Report

August 1, 2011

TO: Honorable Mayor and City Council

THROUGH: Public Safety Committee (July 18, 2011)

FROM: Human Services & Recreation Department

**SUBJECT: UPDATE FROM THE FLINTRIDGE CENTER SERVING AS
INSTITUTIONAL HOME FOR COMMUNITY VIOLENCE PREVENTION
AND INTERVENTION EFFORTS**

RECOMMENDATION:

This report is for information only. The Public Safety Committee requested that this report be presented to the full City Council.

BACKGROUND:

In April 2008, the City Council created the Youth, Families and Neighborhoods Ad Hoc City Council Committee to succeed a multi-jurisdictional Committee on Youth Development and Violence Prevention that was formed as a result of the increase in community violence that began in 2007. The new ad hoc committee contracted with Harder and Company to identify gaps in service and provide recommendations to improve the overall effectiveness of efforts to prevent and reduce violence. Harder and Company prepared the Gap Analysis & Recommendations Report to the City in June 2009. To reinforce continuity with activities that were occurring with the initiative launched by Councilmember Robinson ("Vision 20/20"), the report recommended:

1. City Council Leadership for policy, funding, and accountability.
2. Support for a community-based Institutional Home with strong ties to City government and grassroots organizations.
3. Building the capacity of youth-serving grassroots organizations and other programs to address issues of violence.
4. Centrally-guided, staffed collaborations among programs and institutions.
5. Coordinated services roles for the City and key initiative agencies.
6. Realistic benchmarks to identify progress.

In December 2009, the City issued a Request for Proposals for an Institutional Home to convene, facilitate, support and guide collaborative efforts among programs and

institutions involved in eliminating community violence. On March 8, 2010, the City Council approved the selection of the Flintridge Center as the Institutional Home and approved funding of the project. The report being presented summarizes the Institutional Home's progress for the period from September 1, 2010 through March 31, 2011 and includes a report on the following goals and objectives:

1. Recruit additional partners for local violence prevention and intervention.
2. Keep partners informed of meetings and other convenings.
3. Convene and facilitate meetings no less than once monthly.
4. Identify a key priority or gap in violence prevention / intervention services each quarter.
5. Develop and implement an action plan for each priority.
6. Support improved coordination, communication, collaboration and increased capacity among partners to resolve gaps in service and to prevent duplication of efforts.
7. Continue to convene, monitor, support and develop ongoing efforts.

As the Institutional Home, the Flintridge Center has been convening, coordinating and facilitating the collaborative of a broad coalition of local providers addressing violence prevention and intervention in the community with a particular focus on high-risk, high-need youth and young adults.

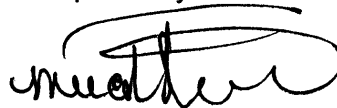
COUNCIL POLICY CONSIDERATION:

This action supports the City Council's strategic plan goals to support and promote the quality of life and local economy, and ensure public safety.

FISCAL IMPACT:

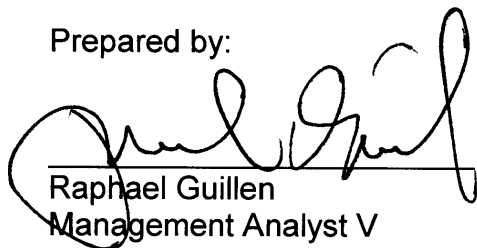
There are no fiscal impacts associated with this status report. Funding to support the Flintridge Center as the Institutional Home is included in the Human Services & Recreation Department Fiscal 2012 operating budget.

Respectfully submitted,



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Director
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Attachments:

Attachment A – Flintridge Center Institutional Home Report #3

ATTACHMENT A

VISION 20/20

AN ORGANIZATIONAL OVERVIEW

Edited 6/24/2011 - JLMoseley

CORE GROUP

Large, diverse group of community members from nonprofit organizations, faith organizations, neighborhood associations, institutions, city and public school departments, city commissions, together with individuals not necessarily affiliated with particular organizations or groups. What everyone has in common is a passionate concern about community safety. 128 members are currently on the email distribution list. Their participation changes as interests and priorities evolve and shift.

Role/Purpose: The Core Group meets monthly. Meetings are used to provide status reports, inform members, invite participation and request input on priorities. Meetings are also used to increase the skills, awareness and collaborative involvement of members.

ORGANIZING TEAM

15 to 25 members at any given time. Members self-select, usually based on interest in a priority that is under discussion or development. Members may remain on the Organizing Team or move on to Work Groups as priorities develop. Some members have broad interests; others want to be focused on specific priorities.

Role/Purpose: To identify and follow up on priorities; develop plans and strategies.

WORK GROUPS

Groups that develop and implement priorities. Each work group has a Fact Sheet that describes the need being addressed, the goals/purpose of the response, population served, program/project description and details, accomplishments, and community partners. The purpose of the Fact Sheet is to provide a clear vision for the work group and a written summary, which is used to share information with the Core Group and other community stakeholders.

Some projects are launched by a single agency that takes primary responsibility for the effort, with support from partners in the community. Or, two or three agencies may take primary responsibility, with support from other partners in the community. Or, projects may be launched by multiple members who share leadership and responsibility.

Current work groups and projects/programs include the following:

PASADENA/ALTADENA APPRENTICESHIP PREPARATION PROGRAM

A tuition-free, 240-hour course that provides unemployed or underemployed young adults with the information, skills and experience they need to prepare for apprenticeships with construction trade unions. The goal is to assist participants in developing careers.

Primary responsibility: Flintridge Center and Pasadena City College, and City of Pasadena, with dozens of community partners and trade unions participating.

PASADENA/ALTADENA COMMUNITY VIOLENCE INTERVENTION/PREVENTION INSTITUTE & NETWORK

A tuition-free, 36-hour course focused on community violence intervention-prevention and community outreach. The course is intended for community volunteers and service providers who are involved in serving gang-impacted youth, young adults and their families. The goal is to enhance each graduate's ability to participate in the prevention of community violence.

Primary responsibility: Founded with the leadership and technical assistance of Tony Massengale of the Los Angeles County Human Relations Commission. Shared leadership.

PASADENA/ALTADENA REINTEGRATION COUNCIL

A coalition of community-based, faith-based, philanthropic, business, civic and educational organizations is working to provide a safety net of effective and comprehensive services and resources to community members returning from incarceration. The goal is to reduce the rate of recidivism by community members who are being released from state and county correctional facilities.

Primary responsibility: Flintridge Center and Pasadena Police Department, with over two dozen community partners participating.

SKILLZ SUMMER SCHOOL

In an environment of love, support, understanding and high expectations, the SKILLZ Collaborative provides students with the opportunity to earn elective credit for morning life-skills programming, followed by afternoon credit recovery classes in algebra and English. A pre-algebra class is also offered during the afternoon sessions. School begins this year on July 6 and concludes August 5. The goal is to reduce drop-out rates and increase graduation rates.

Primary responsibility: Day One, Lake Avenue Community Foundation and Flintridge Center, with participation from dozens of community partners.

CLERGY COMMUNITY INTERVENTION TEAM (NEW)

When we experience incidents of community violence, an immediate priority is calming the community and preventing acts of retaliation. Properly trained and respected pastors are ideal "first responders", paving the way for skilled interventionists who will manage on-going intervention efforts.

Primary responsibility: Community Clergy Coalition, Flintridge Center and Pasadena Health Department, with dozens of churches participating.

ICU PASADENA (NEW)

A civic engagement model that will include education about local history, cross-group dialogue, volunteer hands-on projects and cultural celebration. The goal is to reduce racial tensions and build understanding and trust between African American and Latino high school students at John Muir High School and their families.

Primary responsibility: David Campt, Flintridge Center, IDEPSCA and Translations 4 All, and Western Justice Center, with participation of several other community partners.

INSTITUTIONAL HOME REPORT #3

SEPTEMBER 1, 2010 THROUGH MARCH 31, 2011

INTRODUCTION

In its role as the City's Institutional Home for community violence prevention and intervention efforts, Flintridge Center is pleased to submit its third report. Since our second report was not presented to the Public Safety Committee and City Council, this report will cover the previous period and the current period: September 1, 2010 through March 31, 2011.

Pasadena can be a safe, healthy and beneficial community for all of its residents because we are committing ourselves as an entire community to understanding and addressing the conditions that create violence. Flintridge Center is honored to play a leadership role in this vital work.

BACKGROUND

The important community-wide focus on addressing violence began with a call-to-action:

"The violence, inter-ethnic conflict, youth issues, and safety in our neighborhoods are not simply a District 1 problem, nor should they be referred to as an African American, Latino, poor or rich person's problems. These are community-wide problems that require all of our commitment to solve. I'm calling on people of faith and people of goodwill to join together to transform our community, making it safe, healthy and beneficial to all of our residents, especially our young people. The Pasadena Mayor and City Council are deeply concerned and strongly committed to addressing these issues in the days ahead."

Pasadena District 1 Councilmember Jacque Robinson, September 2007

Community Response

In response to this call-to-action, individual community members and community- and faith-based organizations and institutions (the Vision 20/20 Coalition) convened with Councilmember Robinson to develop a shared vision and mission:

Vision: A transformed community built through collaborative action to one that is safe, healthy and beneficial to all of our residents, especially to our youth and young adults.

Mission: To stop violence by working with the highest risk, highest need and gang-impacted youth, young adults and families, with the goal of creating or supporting solution strategies that prevent and reduce community, gang and other forms of violence.

This coalition was supported with critical technical assistance from the Los Angeles County Commission on Human Relations.

Council Action

After convening and coordinating a multi-jurisdictional Committee on Youth Development and Violence Prevention in 2007, the Pasadena City Council created the Youth, Families and Neighborhoods Ad Hoc City Council Committee in April 2008, to succeed the multi-jurisdictional Committee. The new ad hoc committee contracted with Harder and Company to identify gaps in service and make recommendations to improve the overall effectiveness of efforts to prevent and reduce violence.

Harder and Company prepared a Gap Analysis & Recommendations report, dated June 2009. To reinforce continuity with activities that were occurring through the Vision 20/20 Coalition, the report recommended:

- (1) Council leadership for policy, funding and accountability;
- (2) support for a community-based Institutional Home with strong ties to both city government and grassroots organizations;
- (3) building the capacity of youth-serving grassroots organizations and other programs to address issues of violence;
- (4) centrally guided, staffed collaborations among programs and institutions;
- (5) coordinated service roles for the City and key initiative agencies;
- (6) realistic benchmarks to identify progress.

During December 2009, the City issued a Request for Proposal (RFP) for an Institutional Home to convene, facilitate, support and guide collaborative efforts among programs and institutions involved in eliminating community violence.

At the urging of 28 Vision 20/20 partners working to eliminate community violence, Flintridge Center responded to the City's RFP for an Institutional Home on January 14, 2010.

On March 8, 2010, City Council approved the selection of Flintridge Center as Institutional Home and approved funding 33% (\$50,000) of the project budget (\$152,600), with the remainder to be raised by Flintridge Center.

INSTITUTIONAL HOME ROLE

Convene, coordinate and facilitate the collaborative work of a broad coalition of local providers addressing violence prevention and intervention in the local community, with a particular focus on high-risk, high-need youth and young adults.

INSTITUTIONAL HOME OBJECTIVES

1. Recruit additional partners for local violence prevention and intervention efforts.
2. Keep partners informed of meetings and other convenings.
3. Convene and facilitate meetings no less than monthly.

4. Identify a key priority/gap in violence prevention/intervention services each quarter.
5. For each key priority, develop a plan for action (the need, population to be served, goals/purpose, partners and partner roles, action to be taken).
6. Implement the plan.
7. Support improved coordination, collaboration, communication and increased capacity among partners to resolve gaps in service and to prevent duplication of efforts.
8. Continue to monitor ongoing efforts from previous quarters.

REPORT FOR THE PERIOD SEPTEMBER 1, 2010 THROUGH MARCH 31, 2011

1. RECRUIT ADDITIONAL PARTNERS FOR LOCAL VIOLENCE PREVENTION AND INTERVENTION.

- Under-represented groups identified for recruitment:

- Business
- City commissions
- Faith community
- Housing NPOs/Developers
- Latino participants
- School district
- Young adults
- Seniors

- New partners:

During the period September through December 2010, a diverse group of 19 community members were recruited/joined Vision 20/20; including:

- 4 African American participants
- 1 City commissioner
- 8 Latino participants
- 1 Media
- 8 Nonprofit organizations
- 3 PPD representatives
- 1 PUSD representative
- 3 Young adults

(Note: Some new partners represented multiple categories.)

During the first three months of 2011, an additional 6 community members were recruited by/joined Vision 20/20, including:

- 4 African American participants
- 1 City commissioner
- 1 Housing developer
- 2 Nonprofit organizations
- 2 Latino participants
- 1 Senior from Villa Gardens
- 2 Sheriff representatives

(Note: Some new partners represented multiple categories.)

- Commissions/Institutions:

Flintridge has been meeting with chairs of key commissions and other advisory groups whose work intersects with community safety, to request appointment of liaisons to participate in Vision 20/20. Notable official appointments made to date:

- Terrie Allen, Human Relations Commission
- Jason Anderson, Human Services Commission
- Karen Evans, Northwest Commission
- Sonia Rodarte, Pasadena Unified School District
- Commander Lisa Rosales, Pasadena Police Department
- Rita Gail Turner, Commission on the Status of Women

2. KEEP PARTNERS INFORMED OF MEETINGS AND OTHER CONVENINGS.

During this period, Flintridge maintained email distribution lists and notified partners of meetings and followed up with meeting notes and status reports. For community partners who do not have email, Flintridge provided notification and follow-up via phone and hand-delivery.

Teams/groups involved in this communication included:

- Organizing Team
- Core Group
- NOW Advisory Team
- Pasadena/Altadena Community Violence Intervention/Prevention Institute & Network
- Pasadena/Altadena Reintegration Council
- Pasadena ICU (formerly Crossing Borders) Steering Committee
- SKILLZ Planning Team

3. CONVENE AND FACILITATE MEETINGS NO LESS THAN ONCE MONTHLY.

• **ORGANIZING TEAM**

Role/Purpose:

Identify and follow up on priorities; develop plans and strategies.

Participation during this period:

Sonya Amos, Human Relations Commission
Brian Biery, Flintridge Center
Myra Martin Booker, Ph.D.
David Campt, Ph.D., Western Justice Center
Xiomara Corpeno, CHIRLA
Jarvis Emerson, City of Pasadena, Jackie Robinson Center
Porfirio Frausto, Outward Bound Adventures
Omar Gonzalez, IDEPSCA
Pastor Eric Johnson, Lake Avenue Community Foundation
Sara Moran, IDEPSCA
Jaylene Moseley, Flintridge Center
Yuny Parada, Latino Forum
Ricky Pickens, Flintridge Center
Tarik Ross, Amer-I-Can
Fernando Serrano, PCC Student
Abraham Valencia, CHIRLA
Charlotte Van Fleet, Harambee Christian Family Center
Tina Williams, Councilmember Robinson's Office
Lisa Wilson, Flintridge Center
Horace Wormely, City of Pasadena
Christy Zamani, Day One

11 Meetings: 9/7, 9/21, 10/5, 10/19, 11/2, 11/23, 1/4, 2/15, 3/14, 4/14, 4/20

• **CORE GROUP**

Role/Purpose:

All Vision 20/20 participants belong to the Core Group; meetings are used to provide status reports, inform members, invite participation and request input on initiative priorities. Meetings are also used to increase the skills, awareness and collaborative involvement of members.

Participation:

128 community members form the Core Group. Participation varies depending on current priority projects and individual member interest and availability.

8 Meetings:

9/21 – Coalition for Humane Immigrant Rights (CHIRLA) presented its civic engagement work in Pasadena.

10/12 – The Core Group met for a presentation by the Crossing Borders Strategy Team.

Outcome: The Core Group approved (1) proceeding with the proposed dialogue campaign and (2) forming a steering committee to develop and implement the campaign.

11/9 – The Core Group met with Captain Steven McLean to provide an overview of the work of Vision 20/20. The goal is to develop a partnership with the Sheriff's station.

- Myra Martin Booker, Ph.D. provided an overview of the Institutional Home.
- Jarvis Emerson described the purpose and achievements of the City's NOW Program.
- Tarik Ross covered the purpose, achievements and priorities of the Community Violence Intervention-Prevention Institute & Network.
- Brian Biery provided overviews of the Apprenticeship Preparation Program and the Reintegration Council.
- Christy Zamani described SKILLZ, a summer school developed and implemented by nonprofit organizations.

Note: A second meeting with Captain McLean will be planned so that the community may engage in dialogue with the Captain regarding specific issues of concern.

12/16 – The Core Group met for a stimulating and informative presentation by Dr. Eric Walsh, Director of the Pasadena Public Health Department.

Dr. Walsh presented the public health model as a conceptual framework for understanding violence as a disease, thus focusing on prevention and intervention, rather than on suppression and enforcement.

Increasingly, children and youth have been involved both as victims and witnesses of community violence, including child abuse and neglect, fights, stabbings and shootings. Studies show that children and youth who live in inner-city areas where violence is common are more likely to be involved in future acts of violence, either as perpetrators or victims. These children and youths have greater stress in their lives. They are less able to focus on educational attainment. They may overreact to situations in which they feel disrespected or threatened. They may feel that they need weapons or gangs to protect themselves. They may suffer from posttraumatic stress disorder (PTSD). They are less healthy overall than children and youth without violence exposures.

Using the public health framework – treating violence as an epidemic – Dr. Walsh described interventions that are needed to prevent violence before it occurs and responses that are essential to violence after it occurs.

1/18 – The Core Group met for a second time with Captain McLean and Lt. Roosevelt Johnson to continue the conversation started on 11/9. The conversation was helpful in developing an understanding the Captain's goals, understanding key policies and procedures of the Sheriff's station, conveying concerns and being assured of accountability, and promoting a working relationship.

Captain McLean announced that he plans to personally attend the monthly Core Group meetings.

2/8 – The Core Group met for a presentation by Professor Peter Dreier on the results of the 2009 Census. Key trends that Professor Dreier presented included the following:

- Pasadena is one of the five cities in California with the greatest disparity in wealth between rich and poor. (The other cities are San Francisco, Oakland, Glendale and Los Angeles).
- People moving to Pasadena are increasingly those with high incomes, while those with low and modest incomes are leaving the City.

- Approximately half of all Pasadena residents rent their homes, and there is a tremendous shortage of affordable housing in Pasadena.
- California is the seventh wealthiest state in the county (per capita), but it ranks 46th in per student spending (\$8,164 compared with the national average of \$10,557), and it rates 42nd in the number of students per teacher.

2/15 – The Core Group met to debrief regarding the sessions with Captain McLean and Professor Dreier.

The group has continuing concerns about gang sweeps. Captain McLean has assured us that when officers from other jurisdictions are brought in to assist the local Sheriff's office, Captain McLean will let them know about his expectation that they will treat all citizens with respect.

The Organizing Team should meet with Housing Director William Huang and Planner Bill Trimble to learn more about the City's housing goals and current programs and developments. Note: This subsequently occurred.

3/8 – The Core Group met for a presentation by Dean Rick Hodge, Pasadena City College Continuing Education Center, on The Parent Project. This parent training is designed to provide prevention, identification and interventions strategies for parents whose youth are involved in outwardly destructive and self-destructive behaviors.

- **NOW Advisory Team**

Role/Purpose:

Collaborate with City staff on the design and implementation of the OJJDP-funded and City-funded program components of the NOW Program.

Note: This team had its last meeting in January. Outreach workers and their supervisors will meet monthly, starting in May, with the Steering Committee of the Intervention Institute. Sonya Amos is coordinating those meetings.

3 Meetings with City: 10/19, 11/2, 11/23, 1/11

• **Pasadena/Altadena Reintegration Council**

Role/Purpose:

Reduce the rate of recidivism by community members who are being released from state and county correctional facilities to our community.

Brian Biery at Flintridge Center convenes and coordinates Council meetings.

Partners:

AIDS Service Center
Altadena Alono Club
Altadena Sheriff
California Drug Counseling
Casa de las Amigas
Center for Health Justice
Child Support Services Department
The Daniel Foundation
Department of Rehab
Flintridge Center
Foothill Family Service
Foothill Workforce Investment Board
Friends Outside
Fuller School of Psychology
Human Potential Consultant
I AM Foundation
Impact Treatment
Jubilee Homes
Lake Avenue Community Foundation
Law Office of Dr. Bill Latour
Law Office of Bill Latour
Learning Works! Charter School
Bill Moore Clinic
National Appraisal Institute
NOBLE
Oasis Church
Parole Office/CDCR
Pasadena Church
Pasadena Mental Health Center
Pasadena Parole Office
Pasadena Police Department
Pasadena Public Health Department
Phoenix House

Santa Anita Family Service
SASCA – Substance Abuse Services Coordinating Agency
Socorro-Cri-Help
St. Barnabas Church
University of Phoenix
Veterans Administration
Victory Resource Center of El Sereno
VIP Mentors
Walter Hoving Home
Western Justice Center
Young & Healthy

7 Meetings: 9/16, 10/21, 11/18, 12/16, 1/20, 2/17, 3/17

• **ICU Pasadena (formerly Crossing Borders) Steering Committee**

Role/Purpose:

Improve relations among African American and Latino students in public high schools.

Partners:

Jason Alexander, Human Services Commission
Sonya Amos, Human Relations Commission
Terrie Ann Allen, Human Relations Commission
Greg Apodaca, Mountain Top Strategies
Charel Bailey, Pasadena Unified School District
Brian Biery, Flintridge Center
David Campt, Ph.D., Western Justice Center
Omar Gonzalez, IDEPSCA
Ariel Kirkland, Flintridge Center
Jaylene Moseley, Flintridge Center
Yuny Parada, Latino Forum
Ricky Pickens, Flintridge Center
Isabel Ramirez, IDEPSCA
Christa Reiff, Fuller Theological Seminary
Alex Rivero, Translations 4 All
Lucy Rivero, Translations 4 All
Abraham Valencia, CHIRLA
Christy Zamani, Day One

9 Meetings: 10/19, 11/9, 12/16, 1/13, 1/27, 2/10, 2/24, 3/10, 3/24

- **SKILLZ** Planning Team

Role/Purpose:

Plan 2011 SKILLZ Summer School for 9th and 10th grade students who are at high risk of dropping out of school.

Planning Team:

Flintridge Center, Lead Agency
Day One
Lake Avenue Community Foundation

Note: Over 30 agencies will be involved in the collaborative implementation of the program.

4 Meetings: 2/1, 2/7, 2/14, 2/21,

- 4-7. IDENTIFY A KEY PRIORITY OR GAP IN VIOLENCE PREVENTION/INTERVENTION SERVICES EACH QUARTER. DEVELOP AND IMPLEMENT AN ACTION PLAN FOR EACH PRIORITY. SUPPORT IMPROVED COORDINATION, COMMUNICATION, COLLABORATION AND INCREASED CAPACITY AMONG PARTNERS TO RESOLVE GAPS IN SERVICE AND TO PREVENT DUPLICATION OF EFFORTS.**

Three key priorities during this period have been planning summer school for up to 250 youth most at risk of dropping out of school; developing a successful reintegration strategy for community members returning from incarceration; and embracing the faith community in a meaningful way in violence intervention planning.

- **PLAN AND IMPLEMENT SKILLZ SUMMER SCHOOL FOR UP TO 250 9TH AND 10TH GRADE STUDENTS WHO ARE AT RISK OF DROPPING OUT OF SCHOOL.**

Situation: Under the leadership of Superintendent Edwin Diaz, Sonia Rodarte and Terri Jenkins, PUSD has launched a comprehensive collaborative effort with the community to reduce student drop-out rates and to increase graduation rates. Vision 20/20's SKILLZ Collaborative will support the District's effort with this year's SKILLZ Summer School.

Plan: In an environment of love, support, understanding and high expectations, the SKILLZ Collaborative will provide students with the opportunity to earn elective credit for morning life-skills programming, followed by afternoon credit recovery classes in algebra and English. A pre-algebra class and an art class will also be offered during the afternoons. School begins July 6 and concludes August 5.

Lake Avenue Church is offering its beautiful campus for SKILLZ programming; Day One is coordinating morning sessions, and Flintridge Center is coordinating afternoon sessions. PUSD is providing elective and academic credit, and the PPD is providing assistance with security. Over 30 partners are participating in the implementation of the program – all with their existing budgets and no new funding, except for \$10,000 raised by Flintridge to cover some costs of Day One and Lake Avenue Community Foundation.

- **DEVELOP A SUCCESSFUL REINTEGRATION STRATEGY FOR COMMUNITY MEMBERS RETURNING FROM INCARCERATION.**

The PPD and Flintridge Center partnered to form the Pasadena/Altadena Reintegration Council. The Council has been meeting for nearly a year. It is a coalition of community-based, faith-based, philanthropic, business, civic and educational organizations working to reduce the rate of people returning to state and county correctional facilities from our community. The goal of this broad-based grassroots collaborative is to develop and implement solutions for providing effective and comprehensive services and resources to formerly incarcerated individuals in order to help them to successfully reintegrate back into the community.

Status: The Council meets monthly after the Parole Office's PACT Orientation meetings for 60-80 community members who have been released from incarceration within the previous 30 days. The Council conducted a SWOT analysis, which has helped the Council identify strengths (we have many service providers) and gaps (we lack some services, such as tattoo removal and dental care). A key finding was the need for case management that would assist community members in making successful transitions back into the community.

The Council identified Friends Outside as an ideal partner to provide case management, but the agency lacked funding. The County of Los Angeles (through the Sheriff's office) provided a grant that is supporting case management for up to 24 Altadena residents. Flintridge applied for and received funds from The Ahmanson Foundation that will support 45 Pasadena residents. With technical assistance from the Violence Prevention Coalition of Greater Los Angeles, we are currently developing an evaluation plan so that case management will be tracked and evaluated. If case management shows successful results, Flintridge will work with the City and County to identify government funding to support a larger case management effort.

- **DEVELOP A MEANINGFUL ROLE FOR FAITH LEADERS IN VIOLENCE INTERVENTION EFFORTS.**

Introduction: When we experience incidents of community violence, an immediate priority is calming the community and preventing acts of retaliation.

Properly trained and respected pastors are ideal "first responders", paving the way for skilled interventionists who will manage on-going intervention efforts.

Plan: Ricky Pickens of Flintridge Center and Dr. Eric Walsh of the Public Health Department, working closely with Pastor Jean Burch, President of the Community Clergy Coalition, have planned and launched a training program for faith leaders, and have formed what is known as the Clergy Community Intervention Team (CCIT).

Clergy Training: On April 4, Ricky Pickens and Dr. Eric Walsh presented the first clergy intervention training, with the participation of Chief Philip Sanchez and Captain Steven McLean. This was a full-day session that covered the following topics:

- Violence from a Public Health Perspective
- Definition of L.T.O. (license to operate)
- Understanding Rumor Control
- Brief History of Gangs/Gang Culture
- Local Gang Dynamics
- Definition of Gangs, Gang Banging, Tag Banging
- Safety: Do's and Don'ts of Intervention

A second training is planned for the first week of June and will include several Altadena, as well as additional Pasadena, pastors.

Status: The CCIT currently consists of a diverse group of pastors and faith leaders in Pasadena/Altadena. Ricky Pickens coordinates the team. Members of the team have agreed to:

- Be available during a crisis or incident of violence.
- Respond to the incident at the designated location within one hour after notification.
- Work with local government, law enforcement, and other interventionists.
- Be neutral during a crisis.

Partners:

- Community Clergy Coalition
- Flintridge Center (Lead Agency)
- Los Angeles County Sheriff (Altadena Station)
- Moms on the Move
- Pasadena/Altadena Vision 20/20 Institute Steering Committee
- Pasadena Police Department
- Pasadena Public Health Department

8. CONTINUE TO CONVENE, MONITOR, SUPPORT, DEVELOP ONGOING EFFORTS.

COMMUNITY ADVISORY TEAM TO THE CITY'S NOW PROGRAM

Role: Form a community advisory team and work with city staff to develop both the adult and youth components of the City's NOW Program.

Situation: The Federal Government awarded \$250,000 to the City for a new youth component to the NOW Program (to be effective approximately October 2010), and City Council awarded \$50,000 for a continuing adult component to the NOW Program. Interventionists are urging that the program components be well integrated, and community members have requested volunteer opportunities to support both the program and the gang-impacted youth and young adults who are served.

Background: Previously, the NOW Program's workers were all adults who provided outreach services to both adults and youth. The new focus on youth workers will require significant planning, particularly if the youth and adult components are to be integrated. Evidence-based methods and practices are required if funding for the program is to be sustained by multiple funding sources.

Plan: Identify and secure the participation of several community advisors with outreach/intervention expertise and/or previous experience volunteering with the NOW Program. Invite the City to use the advisors to help in designing and implementing both program components. Flintridge will convene and facilitate sessions.

Status: The Advisory Team and City staff met regularly over several months. The January 11 meeting was the final meeting. Future meetings will involve the outreach workers and their supervisors meeting with the Steering Committee of the Community Violence Intervention/Prevention Institute & Network. Sonya Amos of the Human Relations Commission is coordinating these meetings.

ICU PASADENA (FORMERLY CROSSING BORDERS CAMPAIGN): Many community members are concerned about tensions among the African American and Latino communities of Pasadena and Altadena. School administrators, instructors and students report tensions among some African American and Latino students. Interventionists report that some gang violence is racialized, reflecting a tension among African American and Latino gang members. As a result, the Vision 20/20 coalition is planning a strategy to address racial tensions, beginning with our public high schools.

The strategy involves a dialogue campaign, which will be based at least in part on a curriculum developed by David Campt, Ph.D., and will be adapted for the Pasadena and Altadena communities. The campaign will start with students at John Muir High School who have been involved in racialized conflict. The plan is

to develop and implement a model, which will then be used at other public high schools and eventually carried into the community at large. Follow-up will include building the skills of students to intervene in and stop racialized conflict.

The initial focus will be on relations among African American and Latino students, and the focus will be expanded over time to include other groups that experience discrimination, including gay, lesbian, bisexual and transgender community members; Armenians; and others.

Partners

Sonya Amos, Pasadena Human Relations Commission
Greg Apodaca, Mountain Top Strategies
Charel Bailey, PUSD
Brian Biery, Flintridge Center
David Campt, Western Justice Center
Samantha Contreras, CHIRLA
Karen Evans, Five Acres
Omar Gonzalez, IDEPSCA
Pastor Eric Johnson, Lake Avenue Community Foundation
Ariel Kirkland, Flintridge Center
Yuny Parada, Latino Forum
Isabel Ramirez, IDEPSCA
Alex Rivero, Translations 4 All
Lucy Rivero, Translations 4 All
Juliana Serrano, All Saints Church
Charlotte Van Fleet, Harambee Christian Family Center
LaWayne Williams, Flintridge Center
Tina Williams, Councilmember Robinson's Office
Christy Zamani, Day One
Susana Zamorano, IDEPSCA

PASADENA/ALTADENA APPRENTICESHIP PREPARATION PROGRAM: a tuition-free, 240-hour course that provides unemployed or underemployed young adults with the information, skills and experience they need to prepare for apprenticeships with construction trade unions.

The course is offered three times a year at community centers provided by the City of Pasadena, with an approximate enrollment of 50 students per session. Each course is taught by a certified instructor from Pasadena City College's Community Education Center. Case management services, designed especially for individuals with inconsistent work histories, are provided by Pasadena Mental Health Center under contract with Flintridge. In addition, Flintridge provides community outreach, student recruitment services, all course materials (books, calculators, journals, etc.), site visit coordination and transportation, schedule coordination, course administration and collaboration among all partner organizations.

Partners with Flintridge Center and Pasadena City College:

Alta/Pasa Community Improvement Center
City of Pasadena
Five Acres/Pasadena Mental Health Center
Women at Work
Brickmasons Apprenticeship Training Trust
Carpenters Training Center
Cement Masons Union Local 600
Heat & Frost Insulators & Allied Workers Training Facility Local 5
IBEW/NECA
Ironworkers Local Union 416
Labor Management Trust, UA Locals
Laborers International Union of North America Local 300
Laborers Training Center
National Elevator Industry Education Program Local 18
Operating Engineers Training Trust Local 12
Painters & Allied Trades District Council 36 - Floorlayers
Plasterers Local 200
Sheet Metal Workers Local 105 Apprenticeship & Training Center
S. California Plumbing & Piping Industry Compton Training Center
Tile Marble Terrazzo Local 18

PASADENA/ALTADENA COMMUNITY VIOLENCE INTERVENTION/PREVENTION INSTITUTE & NETWORK: The Institute, founded with leadership and technical assistance from Tony Massengale of the Los Angeles County Human Relations Commission, completed its fifth class. A sixth is being planned now. In addition, the development of a graduate outreach network is continuing so that there will be a coordinated and effective response to future acts of gang violence. The Los Angeles County Human Relations Commission is researching funding sources in order to sustain the work of the Institute in the future.

Partners:

Sonya Amos, Pasadena Human Relations Commission
Brian Biery, Flintridge Center
Prentice Deadrick
Chris Finney
Porfirio Frausto, Outward Bound Adventures
Florence Haraway, Harambee Christian Family Center
Cheryl Hubbard
Tony Massengale, Los Angeles County
Yvette McDowell
Gary Moody, Five Acres
Ricky Pickens, Flintridge Center
Tim Rhambo, Asian Youth Center

Tarik Ross, Amer-I-Can
Katrina Taylor
Wynne D. Thompson

INSTITUTIONAL HOME COMMENTS

Each of us here at Flintridge Center feels honored to play a leadership role with Vision 20/20. We believe deeply in the importance of this work. We respect and admire the untiring commitment and contributions of our community partners. We are grateful for community leaders who are committed to ensuring a safe and healthy community for all residents. And, we honor the families who are working diligently every day to build nurturing and resilient neighborhoods under difficult and challenging circumstances.

Jaylene Moseley
President

Brian Biery
Director of Community Organizing

Ricky Pickens
Director of Prevention and Intervention Services