



MEMORANDUM – CITY OF PASADENA
Human Services and Recreation Department

DATE: July 14, 2014

TO: Honorable Mayor and City Council Members *ms*

FROM: Mercy Santoro, Director - Human Services & Recreation

SUBJECT: PRESENTATION BY FLINTRIDGE CENTER PROVIDING AN UPDATE ON THE VISION 20/20 YOUTH VIOLENCE PREVENTION PROGRAM AND HIGHLIGHTING KEY PROGRAMMING PRIORITIES

On March 8, 2010, City Council approved Flintridge Center to serve as the Community's Institutional Home to convene stakeholder groups and work collaboratively on violence prevention, known as Vision 20/20. For the first 3 years of their work in convening local groups, the City provided \$50,000 annually to support these efforts. In fiscal year 2013-14, the City Council allocated an additional \$25,000 to Vision 20/20, bringing the total City contract with the Flintridge Center to \$75,000 annually.

As part of the contract terms, Flintridge is to provide bi-annual updates to the City Council Public Safety Committee. The most recent report was provided on January 27, 2014. At this meeting, Vice Mayor Jacque Robinson requested that an update on Vision 20/20 along with program highlights be brought to the City Council. In addition to this information, community members will share, via oral presentations, their personal transformative experiences as result of their participation in: The Apprenticeship Program, Intervention Institute, Reintegration Council, and Youth of Promise Mentoring.

In subsequent reports, Flintridge Center will provide reports that focus on program/project outcomes, status on recommendations detailed in the Gap Analysis Report as well as on future strategic planning efforts.

Attachments: A-Vision 20/20 Priorities
B-2014-15 Reporting to Council

07/14/2014

Item 21



FLINTRIDGE CENTER

February 2014

VISION 20/20

Vision 20/20 is an initiative to reduce community violence. The initiative was launched by Councilmember Jacque Robinson in 2007, with support from the Los Angeles County Commission on Human Relations and the Western Justice Center.

On March 8, 2010, Pasadena City Council approved the recommendation of 28 agencies participating in Vision 20/20 and selected Flintridge Center to function as the Institutional Home. Flintridge Center's role as Institutional Home is to convene stakeholders and coordinate efforts to reduce community violence and promote positive youth development.

Flintridge Center uses Vision 20/20 as the foundation for its work with community stakeholders.

MISSION

The Vision 20/20 mission is 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 strategies that prevent and reduce community, gang and other forms of violence.

VISION

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

OVERVIEW

Vision 20/20, working closely with the Public Health Department, recognizes community violence as a public health issue and treats it as an epidemic. This means that we seek to: (1) interrupt transmission; (2) identify and change the thinking of highest potential transmitters; (3) change the social norms.

Our strategies, developed in partnership with the community, follow.

KEY STRATEGIES

1. Develop career paths and training for community members who are leaving gangs and/or have been previously incarcerated.

• 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. Flintridge Center provides case management for one year to assist graduates in securing employment and/or construction trade apprenticeships.

Who is involved: Flintridge Center, Pasadena City College (PCC), the City of Pasadena, dozens of community partners and 16 construction trade unions.

CURRENT PRIORITIES

1. Develop relationships with contractors.
2. Form relationships with local businesses.
3. Develop the relationship with Local Hire.
4. Deepen evaluation.
5. Expand instruction content and experience.
6. Secure improved classroom space.
7. Improve outreach coordination.
8. Improve retention.
9. Raise funds for initiation fees and dues.
10. Participate in fund development planning and implementation.
11. Form an Advisory Panel.

Annual Budget: \$429,000

PCC donates \$168,000 in-kind (instructors and classrooms).

Flintridge Center is responsible for raising \$261,000 (outreach and recruitment; life skills trainings; case management; transportation to union training centers and construction sites; text books and program supplies; financial assistance with union dues, boots, etc.; graduation ceremony for graduates and their families; program administration and evaluation).

2. Prepare community members and community agencies to provide effective assistance to members of the community who are in the highest-need, highest-risk circumstances.

• **Pasadena/Altadena Community Violence Intervention Prevention Institute & Network**

The Institute provides 36 hours of community violence intervention-prevention education and community outreach training. Participants are community volunteers and service providers who are involved in serving gang-impacted youth, young adults and their families. The course provides a public health approach to violence and a broad overview of its root causes.

Who is involved: Founded with the leadership and technical assistance of Tony Massengale of the Los Angeles County Human Relations Commission, the program is currently convened by Sonia Amos of the Pasadena Human Relations Commission. Other partners share leadership: Amer-I-Can, Crown Cities Community Development Corporation, Flintridge Center, Hop2e, Harambee Christian Family Center, and Moms on the Move.

CURRENT PRIORITIES

1. Conduct two sessions during 2014.
2. Conduct one advanced session during 2014.
3. Develop the alumni network.

Annual Budget

Steering Committee members all donate personally to provide breakfasts at each class and to provide a graduation celebration.

Flintridge Center provides its Retreat Center for classes and for Steering Committee meetings.

3. Assist community members returning from incarceration so that they may rejoin the community and contribute positively.

• **PASADENA/ALTADENA REINTEGRATION COUNCIL**

A coalition of 47 community-based, faith-based, philanthropic, business, civic and educational organizations 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 released from state and county correctional facilities.

Who is involved: Flintridge Center, the Pasadena Police Department, Friends Outside, with 47 community organizations participating.

CURRENT PRIORITIES

1. Improve and expand outreach.
2. Establish L.A. County Jail inreach.
3. Develop meaningful connection to the Sheriff's MERIT Program.
4. Improve participation of Reintegration Council members.
5. Improve case management/systems navigation.
6. Improve evaluation techniques.
7. Connect to the 20/20 Intervention Institute.
8. Develop employer participation.
9. Participate in fund development planning and implementation.

Annual Budget: \$255,642

Each community partner raises its own budget to provide the services it offers.

Lake Avenue Community Foundation provides in-kind \$6,000 (space for Resource Fairs at 500 East Villa Street).

CSUN provides \$10,400 in-kind (MSW Intern , supervised by Flintridge).

Flintridge Center is responsible for raising \$239,242 (outreach and recruitment, including jail in-reach; case management; over-all coordination and communication for Reintegration meetings and activities; evaluation).

4. Provide relevant, appropriate services to youth in the highest-risk, highest-need circumstances.

• **SKILLZ SUMMER SCHOOL**

In an environment of love, support, understanding and high expectations, the SKILLZ Collaborative provides students in high-risk, high-need circumstances with the opportunity to earn elective units for life-skills programming in the morning, and academic units for credit recovery classes in algebra and English during the afternoons. Pre-algebra classes are also offered during the afternoon sessions to prepare incoming 9th grade students to be successful in algebra. SKILLZ begins on June 18 and ends on July 19. The goal is to provide a safe, nurturing alternative for youth during the summer, while reducing drop-out rates and increasing graduation rates with credit recovery.

Who is involved: Flintridge Center (Lead Agency), Day One, Lake Avenue Community Foundation, Pasadena Unified School District, Pasadena

Health Department, Pasadena LEARNs, Pasadena Police Department, and over a dozen other community partners.

CURRENT PRIORITIES

1. Plan 5th year of SKILLZ.
2. Improve first day sign-in; develop policy for waiting list.
3. Improve discipline for morning sessions.
4. Ensure accurate tracking of absences and tardies during morning sessions.
5. Think through the approach to algebra; too many students were not ready for algebra; only 57% passed.
6. Determine how to avoid tagging.
7. Provide student files for mental health professionals; deliver to site first day.
8. Develop consistent narrative to be delivered by Leadership Team.
9. Develop strategies to deal with open campus issues.
10. Participate in fund development planning and implementation.

Annual Budget

Each community partner raises its own budget to provide the services it offers.

• KNOW YOUR RIGHTS WORKSHOPS

When youth and young adults have encounters with law enforcement, what are their rights? How should they conduct themselves? What questions should they ask? What responses should they provide? How should they respond to requests to search? At Know Your Rights Workshops, volunteer attorneys provide important information, advice and guidance.

Who is involved: Flintridge Center (coordinates), ACLU, and numerous volunteer attorneys.

CURRENT PRIORITIES

1. Increase number of workshops to at least one per month for youth and young adults.
2. Expand number of volunteer attorneys.
3. Conduct attorney training.
4. Work closely with PUSD to identify workshop opportunities.
5. Evaluate impact.
6. Participate in fund development planning and implementation.

Annual Budget

Each community partner raises its own budget to provide the services it offers.

• **YOUTH OF PROMISE MENTORING**

Washington Middle School students in high-need, high-risk circumstances are paired with volunteer mentors from Pasadena Police, Fire and City Departments. We focus on youth with grade point averages well below 2.0, high truancy and absentee rates, youth who disrupt class and have multiple discipline reports, and youth who are gang-impacted. Parents and caregivers of mentees participate in support groups led by MSW interns. Mentors provide support and guidance and serve as positive role models, connecting weekly with youth, either one-on-one or in small groups. Prior to being matched, mentors attend a mentor training designed specifically for Youth of Promise, and Flintridge provides ongoing sessions in mentoring best practices throughout the year.

Who is involved: Flintridge Center (Lead Agency), California State University Northridge, Pasadena Police Department, Pasadena Fire Department, Pasadena Human Services and Recreation Department.

CURRENT PRIORITIES

1. Support 60 mentee/mentor matches, using evidence-based practices.
2. Connect each mentee to services and resources, including afterschool activities, tutoring and career opportunities.
3. Strengthen parental involvement.
4. Provide on-going training/peer support for parents and mentors.
5. Prioritize improving grades.
6. Improve recruitment strategies.
7. Launch e-mentoring pilot.
8. Deepen evaluation.
9. Participate in fund development planning and implementation.

Annual Budget: \$236,000

CSUN provides \$43,200 in-kind (three MSW Interns who provide case management services – equivalent to 1.2 FTE).

Flintridge Center is responsible for raising \$190,500 (mentor recruitment; mentor trainings; coordination with schools; coordination and follow up with parents, mentees and mentors; financial assistance for emergency situations; funding for a community partner; evaluation).

• **PASADENA MENTORING PARTNERS**

Flintridge Center has convened monthly meetings of mentoring agencies in Pasadena and Altadena for five years now. The purpose of the collaborative is to increase the number of mentoring relationships and mentoring programs in Pasadena/Altadena and to ensure the quality and safety of programs.

CURRENT PRIORITIES

1. Promote awareness of mentoring as a key strategy for youth development.
2. Increase awareness and practice of mentoring standards throughout the community.
3. Prioritize service delivery to youth who are identified as highest-need, highest risk.
4. Increase collaboration and leverage resources across mentoring organizations.
5. Raise the discussion level by highlighting data collection and evaluation.

ADDITIONAL PRIORITIES FOR FLINTRIDGE CENTER

1. Provide capacity building support to mentoring partners.
2. Coordinate training and networking opportunities for mentors.
3. Serve as the liaison to Pasadena Unified School District to develop data collection support for mentoring agencies.

Annual Budget

Each community partner raises its own budget to provide the services it offers.

5. Involve our diverse faith community in efforts to reduce violence.

• **CLERGY COMMUNITY INTERVENTION TEAM**

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" to help interrupt violence and restore peace to the community.

Who is involved: Community Clergy Coalition, Flintridge Center and Pasadena Health Department, with dozens of churches participating.

CURRENT PRIORITIES

1. Convene team twice during 2014.

2. Discuss current gang dynamics, including trends, hot spots and intervention strategies.
3. Conduct updated training.
4. Review roles/responsibilities and framework.
5. Recruit additional pastors.

Annual Budget

Each community partner raises its own budget to provide the services it offers.

6. Focus on changing local public policy regarding employment for previously incarcerated community members.

CURRENT PRIORITY:

Using research conducted during 2013, advocate for changes that result in a local business community that (1) does not inquire about previous incarceration on employment applications, (2) delays background checks until conditional offers of employment are made, and (3) only rescinds such offers when previous offenses are relevant to the respective positions.

Who is involved: Flintridge Center and others as strategies are developed.

7. Continue community convenings

Flintridge Center will continue to convene work groups and planning groups, as appropriate, for the following purposes:

1. Discuss current issues related to violence prevention and intervention.
2. Develop strategies to address the root causes of community violence.
3. Monitor and evaluate the work of work groups.
4. Learn about and adopt evidence-based models and best practices.
5. Meet with adjacent communities to discuss current prevention and intervention priorities and ways to cooperate and collaborate.
6. Learn from experts in such areas as immigration law, media coverage of violence, trends in youth culture, public health model for community violence, services available for community members in highest-need, highest-risk circumstances, realignment and reintegration trends, and others as identified by community partners.

Jaylene Moseley
President
Flintridge Center

June 2014

Council Meeting Docket:

- Update summary, including 7 key strategies, project/program that responds to each strategy, and 2014-15 priorities for each project/program.

Presentation to Council:

- Community members will report to Council their personal transformative experiences as a result of their participation in:
 - Apprenticeship Preparation Program
 - Intervention Institute
 - Reintegration Council
 - Youth of Promise Mentoring
- Respond to questions that Council may have on written report or presentation.

November 2014

Council Meeting Docket:

- Written report on status of priorities and program/project outcomes.
- Written status report on implementation of recommendations in Gap Analysis Report.

Presentation to Council:

- Powerpoint presentation on Vision 20/20 impact.

June 2015

Council Meeting Docket:

- Strategic Plan

- Schedule to implement Strategic Plan
- Budget to implement Strategic Plan
- Plan for Evaluation

Presentation to Council:

- Powerpoint presentation of highlights of Strategic Plan