



FLINTRIDGE CENTER

March 2015

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. As the coalition identifies gaps in services, work groups take responsibility for developing and implementing programs and services to address the gaps. For the most part, Flintridge Center has been responsible for raising the budgets and coordinating these new efforts.

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 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.

Institutional Home for Violence Prevention/Intervention and Positive Youth Development
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Item 15

Our strategies, priorities and the results achieved in five years of 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.

- **FLINTRIDGE CENTER'S APPRENTICESHIP PREPARATION PROGRAM (APP)**

The purpose of the APP is to assist community members who have been gang-involved and/or incarcerated develop career paths in the construction trades. Career paths with the trade unions provide our community members with living wages, health benefits, retirement options, opportunities for advancement and a boost to self-esteem and accomplishment.

The APP starts with a tuition-free, 240-hour course, which includes field trips to construction sites and union training centers, hand-on experience with tools, guest speakers from the construction industry, and a 16-hour life-skills component. The course is accompanied by case management and job development services, which continue for up to a full year beyond graduation. So, the duration of the program for each participant ranges from 6 to 18 months, depending on the progress of each participant.

Who is involved? Flintridge Center is the lead agency. Community partners include Pasadena City College (PCC), Parsons Corporation, the City of Pasadena, dozens of other community partners, multiple contractors and 16 construction trade unions.

Annual Budget: \$383,140

Graduates: 100 to 125

Cost per Graduate: \$3,065 to \$3,706

Flintridge Center is responsible for raising the full budget (outreach and recruitment; life-skills trainings; case management; job developer; 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). PCC provides in-kind support, consisting of instructors, the classroom and tools for the class component of the program.

Statistics:

The number of graduates each year ranges from 100 to 125. We provide three sessions per year. The current class of 43 will join former graduates to become part of the 463 alumni of the Apprenticeship Preparation Program.

Approximately 84% of our graduates are from Pasadena and Altadena.

Approximately 86% are males, and 14% are females.

Approximately 80% of our graduates are African American and Latino; 3% are Chinese, Vietnamese and Filipino, 7% are Caucasian, and 10% identified themselves as "other race".

Impact:

We track graduates for a full year after graduation. **70%** of the most recent year's graduates demonstrated improvements in career planning, housing/money management, social relationships and work life. **90%** of graduates indicated increased confidence in obtaining future employment. **86% of the last full year's cohort were accepted into unions, employed, and/or enrolled in higher education within one year of graduation.**

The average starting pay rate for graduates obtaining employment is \$16 per hour – well above the state minimum wage of \$9 per hour. Union apprenticeships and employment, combined with the supportive network built during the case management phase, help APP graduates develop careers and leave poverty for good.

2. WORK COLLABORATIVELY TO PREVENT GANG AND COMMUNITY VIOLENCE.**• 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. The instruction and discussions enhance each graduate's ability to participate in the prevention of community violence.

Who is involved? The Institute is a collaborative effort that is planned and coordinated by a Steering Committee. Formation of the Institute was inspired by Councilmember Jacque Robinson's Vision 20/20 Initiative and developed in partnership with the Los Angeles County Commission on

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

Annual Budget: Each community partner raises the funds for its participation. Flintridge Center convenes the group and provides intervention training.

Statistics: 30 clergy have gone through Flintridge Center's intervention training, including clergy from Altadena, Pasadena, Monrovia and Duarte; 8 pastors have been actively involved in intervention activities.

6. FOCUS ON CHANGING LOCAL PUBLIC POLICY REGARDING EMPLOYMENT AND HOUSING FOR PREVIOUSLY INCARCERATED COMMUNITY MEMBERS.

• CURRENT PRIORITY

Using research conducted during 2013 and 2014, 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. CONVENE STAKEHOLDERS.

Flintridge Center convenes 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, with focus on gaps in services in Pasadena/Altadena.
3. Monitor and evaluate the work of work groups.

4. Learn about and adopt evidence-based models and best practices. Build competencies.
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

The **MAJOR FUNDERS** (\$1,000 or more) who have invested in our work over the last five years and made it possible . . .

Susan and Michael Addison (Santa Barbara) – greatest need

Tessa Addison (New York City) – ongoing support for greatest need

Michael Browning (Encino) – Apprenticeship Preparation Program and youth programming

Ahmanson Foundation (Beverly Hills) – Apprenticeship Preparation Program and Flintridge Center's Re-entry Services

Angell Foundation (Los Angeles) – organizational development support

B & P Painting (Arcadia) – Apprenticeship Preparation Program

Myra Martin Booker, Ph.D., and Richard Booker (Pasadena) – ongoing support for Apprenticeship Preparation Program

Chris Burden (Topanga) – greatest need

Capital Group (Los Angeles) – ongoing support for Youth of Promise Mentoring

City of Pasadena – ongoing support for convening and coordinating the Vision 20/20 collaborative

Albert and Lydia D'Antonio (Arcadia) – ongoing support for greatest need

Lee Draper, Ph.D. and Tom Paiva (Santa Monica) – greatest need

Ann Erdman (Pasadena) – ongoing financial and in-kind communications support

Rowe and Gayle Giesen Trust – ongoing support for Art Works

Armando Gonzalez (Glendale) – ongoing support for greatest need

Goodwin Family Memorial Trust (Wells Fargo) – Youth of Promise mentoring

Debra Findlay (Dallas, TX) – ongoing support for greatest need

Lorna Fitzgerald (Pasadena) – ongoing support for greatest need

Bill and Brenda Galloway (Pasadena) – Youth of Promise Mentoring

Marcia Goodstein and Bill Gross (Pasadena) – ongoing support for greatest need

Mona Heinze (Newhall) – greatest need

Betty Ho (Pasadena) – ongoing support for greatest need

Huntington Hospital (Pasadena) – Youth of Promise Mentoring

G. L. Kaplan Construction Company (S. El Monte) – ongoing support for Apprenticeship Preparation Program

Deborah Lewis (Altadena) – greatest need

Mariposa Landscapes (Irwindale) – ongoing support for greatest need

Linda Vista-Annandale Association (Pasadena) – ongoing support for greatest need

Bernard and Nancy Melekian (Santa Barbara) – greatest need

Ernestine Moore (Pasadena) – ongoing support for greatest need

Morley Group Foundation (Santa Monica) – greatest need

Ann Morris (Lummi Island, WA) – greatest need

Brook and Donna Morris (Newport Beach) – Youth of Promise Mentoring

Alex Moseley (Pasadena) – ongoing support for highest need

Jaylene Moseley (Pasadena) – ongoing support for highest need

Neighborhood Church of Pasadena – Flintridge Center’s Re-entry Services

Kathleen and Michael O’Sullivan (South Pasadena) – greatest need

Kathleen and Donald Orth (La Crescenta) – ongoing support for greatest need

James G. Parker Insurance Associates (Valencia) – ongoing support for greatest need

Pasadena Child Health Foundation – Youth of Promise Mentoring

Pasadena City College – ongoing support of Apprenticeship Preparation Program (provides instructors, classroom space and tools)

Pasadena Community Foundation – Youth of Promise Mentoring

Pasadena Host Lions Club – Youth of Promise Mentoring

Pasadena Police Department – multiyear support of re-entry, job development and youth services (through CalGRIP)

Pasadena Rotary Foundation – Youth of Promise Mentoring

Pasadena Unified School District – Pasadena Mentoring Partners

Patron Saints Foundation (Pasadena) – ongoing support for Apprenticeship Preparation Program

Phantasos Foundation (Los Angeles) – Apprenticeship Preparation Program

The Philoptochos Society of St. Anthony Greek Orthodox Church (Pasadena) – greatest need

Public Works Group (Pasadena) – greatest need

The Rose Hills Foundation (Los Angeles) – ongoing support for Youth of Promise Mentoring

Karen and Michael Sharp (Pasadena) – Apprenticeship Preparation Program

Helen and Chase Stafford (Altadena) – greatest need

Student Philanthropists Advancing Real Change (Pasadena) – youth programming

George and Ruri Sugimoto (Arcadia) - ongoing support for greatest need

Dwight Stuart Youth Fund (Beverly Hills) – ongoing support for Youth of Promise Mentoring

S. Mark Taper Foundation (Los Angeles) – workshops to build capacity of community nonprofit organizations

Carol and Bill Thomson (Pasadena) – Youth of Promise Mentoring

Vance Wealth Group (Pasadena) – Flintridge Center's Re-entry Services

Yes, Virginia (Pasadena Community Foundation) – ongoing support for Youth of Promise

Yvonne and McKinley Taylor (Los Angeles) – ongoing support for greatest need

Weingart Foundation (Los Angeles) – greatest need

Wells Fargo Bank (Pasadena) – greatest need

WHH Foundation (San Marino) – ongoing support of the Apprenticeship Preparation Program

Mary Wilson (Arcadia) – ongoing financial and in-kind support for Apprenticeship Preparation Program

Harry and Martha Yohalem (Pasadena) – ongoing support for greatest need