Mayor Eric Garcetti
Office of Public Safety
Gang Reduction and Youth Development

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Los Angeles City Gang Profile

- Los Angeles has an estimated 400 gangs.
- Within L.A., there are ethnic neighborhood gangs (Latino and African American gangs are the largest and the smallest subgroups are Asian, White, Armenian, etc.).
- There are approximately 50,000 active gang members in the city of Los Angeles.
  - Sub-groups (gangs and tagging crews)
The Gang Reduction Youth Development Office (GRYD) was established in 2007 as a result of:

- Los Angeles City’s Ad Hoc Committee
- An Assessment by Urban Peace/Connie Rice formerly called Academic Advancement
- City’s Controller’s Audit by Laura Chick
- An uptick in gang violence

The Results of the Reports were:

- To establish an office to coordinate comprehensive efforts to reduce gang violence
- To target specific areas that had the most gang violence
- To combine all the City’s programs within the Mayor’s Office
- To develop strong partnerships with City Departments and community civic groups
What Makes GRYD Unique?

- GRYD is housed within the Mayor’s Office of Public Safety
- GRYD has multiple partners
- GRYD provides both Prevention and Intervention services
- GRYD has a centralized service plan (GRYD Comprehensive Strategy)
- GRYD serves targeted geographical GRYD Zones most impacted by gang violence
- GRYD responds to incidents of gang violence
- GRYD partners with other initiatives pertaining to youth, staff, and families
GRYD’s Mission and Goals

- GRYD’s mission is to strengthen youth/young adults, family, and community resilience to the influence of gangs by fostering public/private collaborations and supporting community-based prevention and intervention services.

- GRYD’s target goals are:
  - Reducing gang joining among youth at high risk for gang membership;
  - Reducing gang involvement among young people who have already joined a gang;
  - Providing proactive peace-making and responses to incidents of violence; and
  - Improving communication and collaboration within and across government agencies, community-based organizations, and community residents.
OVERVIEW OF THE GRYD COMPREHENSIVE STRATEGY

MISSION: GRYD’s mission is to strengthen youth/young adults, family, and community resilience to the influence of gangs by fostering public/private collaborations and supporting community-based prevention and intervention services.

COMMUNITY ENGAGEMENT
- Pop-Up Events
- Gun Buy-Back
- Community Education Campaign
- Public/Private Partnerships

Educate the Community

GANG PREVENTION
- Gang Prevention Services for At-Risk Youth & their Families

Increase Protective Factors among At-Risk Youth

GANG INTERVENTION
- Gang Intervention Services for Gang Involved Young Adults & their Families
- GRYD/Probation Juvenile Reentry Partnership

Increase Prosocial Connections among Gang Involved Young Adults

VIOLENCE INTERRUPTION
- Incident Response Proactive Peacemaking LAVITA

Facilitate communication & responses to gang violence

Summer Night Lights & Fall Friday Nights
Focusing on High Gang Crime Areas: GRYD Prevention and Intervention

Central L.A.
- Hollywood
- Northeast
- Olympic
- Rampart I
- Rampart II

South L.A.
- 77th I
- 77th II
- 77th III
- Harbor
- Newton I
- Newton II
- Southeast I
- Southeast II
- Southeast III
- Southwest I
- Southwest II

Valley
- Devonshire-Topanga
- Foothill
- Mission

East L.A.
- Hollenbeck I
- Hollenbeck II
- Hollenbeck III

West L.A.
- Pacific

23 GRYD Zones
GRYD Provider Selection Process
And GRYD Budget

Selection Process
- A competitive R.F.P Process (Open to community based groups that can preform the function of providing services according to our comprehensive strategy.)
- Contracts are for a three year period with renewal yearly according to performance.
- Contracts are for Prevention and Intervention services. Agencies can apply for both.
- Awards for Prevention can be up to $800,000 and Intervention can be up to $555,000 (Awards are based on City contract requirements and total client numbers.)
- GRYD has 30 community based contracted agencies.

GRYD Budget
- GRYD budget allocation is comprised of general, private, and grant funding.
- GRYD total budget is $28 million in City general funds with $2 million from grant funding.
- GRYD’s Summer Night Lights Program (SNL) budget is comprised of 3.2 million general funding and about 2.8 million private foundations and corporate sponsors funding.
Eligibility Criteria for Prevention and Intervention Services

Prevention:
- Age 10-15 and 3 months
- Reside in the GRYD Zone, or attend school that is considered in the zone, or have a significant presence in the zone.
- Must complete the Youth Services Eligibility Tool (YSET) will determine eligibility for services.

Intervention:
- Age 14 - 25
- Reside in the GRYD Zone, or attend school that is considered in the zone, or have a significant presence in the zone.
- Tagger or member/affiliate of a gang or crew (as determined by contractor)

Note: All GRYD Services are open to the youth/young adult and their family.
GRYD Prevention Service Goals

- GRYD Prevention Services:
  - Reduce risk factors pertaining to gang involvement
  - Interface with community youth and families to engage them in GRYD services
  - Connect youth and their families to community resources
  - Mainstream youth back into positive social groups and activities
  - Connect youth to educational attainment and jobs
  - Provide educational workshops in the form of enhancing skill development
  - Strengthen family relations (peer, familial, etc.)
GRYD Prevention Services
(What services are provided)

TO BE ELIGIBLE FOR GRYD PREVENTION SERVICES, REFERRALS MUST MEET THE FOLLOWING CRITERIA:
- BE BETWEEN 10 & 15 YEARS OLD
- HAVE A SIGNIFICANT PRESENCE IN A GRYD ZONE
- SCORE AT RISK FOR GANG MEMBERSHIP ON THE YOUTH SERVICES ELIGIBILITY TOOL (YSET)

GRYD GANG PREVENTION

REFERRAL

YOUTH SERVICES ELIGIBILITY TOOL (YSET)

Youth must reach a threshold of risk for gang membership on the Youth Services Eligibility Tool (YSET).

AT-RISK YOUTH + PARENTS/GUARDIAN

CLIENTS SERVED BY GRYD PREVENTION TEAM
- CASE MANAGER
- KEY STAKEHOLDERS (E.G., THERAPIST)

WHAT DO THE PREVENTION TEAMS DO FOR CLIENTS?
- MAKE REFERRALS TO SERVICES (E.G., MENTAL HEALTH, SUBSTANCE ABUSE, ETC.)
- DEVELOP STRENGTH-BASED GENOGRAMS
- PROVIDE YOUTH DEVELOPMENT ACTIVITIES
- USE PROBLEM-SOLVING STRATEGIES TO ADDRESS CHALLENGES AND STRENGTHEN THE FAMILY AND EXECUTIVE SUBSYSTEM

WHAT DOES GRYD HOPE TO ACHIEVE?
- INCREASE CONNECTIONS TO GENERATIONS/PERSONAL HISTORY
- INCREASE PARENTING
- INCREASE POSITIVE PEERS AND USE OF TIME
- DECREASE YSET RISK FACTORS
  - ANTISOCIAL TENDENCIES
  - WEAK PARENTAL SUPERVISION
  - CRITICAL LIFE EVENTS
  - IMPULSIVE RISK TAKING
  - NEUTRALIZATION
  - NEGATIVE PEER INFLUENCE
  - PEER DELINQUENCY
  - FAMILY GANG INFLUENCE
  - SELF REPORTED DELINQUENCY AND SUBSTANCE USE

IMPACT
- GANG MEMBERSHIP
- ALCOHOL & DRUG USE
- INVOLVEMENT IN CRIME
Nine Risk Factors

- Weak Parental Supervision
- Guilt Neutralization
- Impulsive Risk-Taking
- Anti-Social Tendencies
- Negative Peer Influence
- Self Reported Delinquency
- Family Gang Influence
- Critical Life Events
- Peer Delinquency

The Youth Services Eligibility Tool (YSET) will determine eligibility for Services:

- 4-9 risk factors – Secondary Prevention Services
- 0-3 risk factors – Primary Prevention Services
GRYD Intervention Service Goals

- GRYD Intervention Services:
  - Interface with community youth and families to engage them in GRYD services
  - Connect youth and their families to resources inside and outside of GRYD
  - Serve as a community conduit between neighborhood and Mayor’s Office
  - Disseminate accurate information
  - Mediate conflicts
  - Decrease tension in the community
  - Increase enrollment in services such as GRYD client services, Victims of Crime services, etc.
  - Reduce the potential for retaliation
GRYD Intervention Services
(What services are provided)

TO BE ELIGIBLE FOR GRYD GANG INTERVENTION SERVICES, REFERRALS MUST MEET THE FOLLOWING CRITERIA:

- BE BETWEEN 14 & 25 YEARS OLD
- HAVE A SIGNIFICANT PRESENCE IN A GRYD ZONE
- BE IDENTIFIED TAGGER/MEMBER/AFFILIATE OF A GANG OR CREW (DETERMINED BY PROVIDER)

**GRYD GANG INTERVENTION**

- **REFERRAL**
  - CIW OUTREACH & ENGAGEMENT
    - Social Embeddedness Tool (SET) to identify level of involvement in a gang.
    - GANG INVOLVED YOUNG PERSON + FAMILY (AS DERIVED BY YOUNG PERSON)

- **CLIENTS SERVED BY GRYD INTERVENTION TEAM**
  - CASE MANAGER
  - COMMUNITY INTERVENTION WORKER (CIW)
  - KEY STAKEHOLDERS (E.G., THERAPIST)

- **WHAT DO THE INTERVENTION TEAMS DO FOR CLIENTS?**
  - ASSIST WITH BASIC NEEDS
  - COACH/MENTOR
  - DEVELOP STRENGTH-BASED GENOMAP
  - CONNECT CLIENTS TO PROSOCIAL ACTIVITIES
  - REFER AND/OR PROVIDE SERVICES
  - BUILD/CONNECT POSITIVE SOCIAL NETWORKS

- **WHAT DOES GRYD HOPE TO ACHIEVE?**
  - OUTCOMES
    - INCREASE PROSOCIAL EMBEDDEDNESS
      - SELF (E.G., IMPULSIVE RISK TAKING, ACCUMULATION OF CRITICAL LIFE EVENTS)
      - FAMILY (E.G., TIME SPENT WITH FAMILY, FAMILY ORGANIZATION)
      - GROUP (E.G., POSITION IN GROUP, IDENTIFICATION WITH GROUP)
      - OTHER (E.G., IDENTIFICATION WITH OTHER GROUP, EMOTIONAL COMMITMENT TO OTHER GROUP)
  - REDUCE GANG EMBEDDEDNESS

- **IMPACT**
  - TRANSFER ATTACHMENTS FROM GANGS TO POSITIVE ACTIVITIES RESULTS IN:
    - GANG IDENTITY
    - INVOLVEMENT VIOLENCE

THE OFFICE OF GANG REDUCTION & YOUTH DEVELOPMENT

1/1/2017
GRYD’s Collaborative Efforts

- 30 contracted Community Based Organizations providing prevention and intervention services (some provide both services)
- Non GRYD contracted Community Based Organizations
- Law Enforcement (Los Angeles Police Department and Los Angeles County Sheriffs Department as well as surrounding city’s Law Enforcement Agencies)
- Elected political offices (City and County)
- Colleges and Universities (USC, UCLA, CSULA, L.A. Trade Technological Community College)
- Los Angeles Unified School District (LAUSD), Charter Schools, etc.
- Hospitals (Private and Public)
- Neighborhood Councils
- Chamber of Commerce
- Family Source Centers, Work Source Centers
- Los Angeles County Probation Department
- Homeboy Industries (Father Greg Boyle)
- Job Training Centers
- Religious Institutions
Triangular Protocol

GRYD Intervention, Partner Collaboration, Incident Response and Proactive Peacemaking
GYRD assigns 5 staff members per agency to provide 24 hour/7 days a week incident response to all gang related incidents within their geographical GYRD Zone.

- GYRD Mayor staff (Regional Program Coordinator/RPC) also provide 24 hour/7 days a week incident response

Incident Response Notification

When GYRD is notified of an incident, CIWs work along with GYRD Mayor staff (RPC) to:

- Deploy to incident locations, hospitals, and places within the community
- Engage with community members, victims, victim’s family and friends, etc.
- Coordinate responses with partners, including planning around fundraisers, vigils, marches, funerals, etc.
- Calm neighborhood tensions surrounding incident within the community
- Connect victims and/or families to services
GRYD As An Evidence-Based Program

- GRYD has a Comprehensive Strategy that is used throughout the entire program.
- The research and evaluation partners consist of USC, UCLA, CSULA, and Harder and Company.
  - Evaluate the GRYD Comprehensive Strategy using both qualitative and quantitative data.
  - Key goals for research and evaluation are:
    - To assess the impact of GRYD services and to create a “research to practice” feedback loop for continuous improvement of GRYD services.
- For further information regarding GRYD research and evaluation please go to: [http://juvenilejusticeresearch.com/projects/gryd](http://juvenilejusticeresearch.com/projects/gryd)
# GRYD Prevention Evaluation Findings

## Changes in Risk Factors over Time for GRYD Secondary Prevention Clients

<table>
<thead>
<tr>
<th></th>
<th>Weak Parental Supervision</th>
<th>Critical Life Events</th>
<th>Negative Peer Influence</th>
<th>Antisocial Tendencies</th>
<th>Impulsive Risk Taking</th>
<th>Guilt Neutralization</th>
<th>Peer Delinquency</th>
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</thead>
<tbody>
<tr>
<td><strong>Overall</strong></td>
<td>-30%</td>
<td>-29%</td>
<td>-24%</td>
<td>-23%</td>
<td>-22%</td>
<td>-20%</td>
<td>-15%</td>
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<tr>
<td><strong>Successful</strong></td>
<td>-36%</td>
<td>-33%</td>
<td>-27%</td>
<td>-28%</td>
<td>-26%</td>
<td>-24%</td>
<td>-19%</td>
</tr>
<tr>
<td><strong>Unsuccessful</strong></td>
<td>-25%</td>
<td>-25%</td>
<td>-20%</td>
<td>-20%</td>
<td>-20%</td>
<td>-17%</td>
<td>-13%</td>
</tr>
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</table>

*All items statistically significant at p<.001*
GRYD Intervention Evaluation Findings

OBSERVED CHANGES OVER TIME FOR GRYD INTERVENTION FCM CLIENTS

Behavioral Changes

Risk Factor Reduction

- 23% Self-reported position in gang
- 22% Non-violent criminal behavior
- 38% Gang cohesion
- 17% Violent criminal behavior
- 17% Gang emotional ties
THE COSTS OF GANG CRIME

10 homicides $88.8 million
185 fewer retaliations $110.2 million
175 assaults $21.3 million

one homicide costs society $8.98 million
one aggravated assault costs society $240,000
GRYD Incident Response Evaluation Findings

RETRIALATION BY CRIME TYPE IS LOWER WITH GRYD INCIDENT RESPONSE

LAPD-only

assault retaliation
46.3%

homicide retaliation
24.2%

LAPD + GRYD IR

10.3%

0.7%

South Los Angeles GRYD Zones Jan 1, 2014 to Dec 31, 2015
GRYD Incident Response Evaluation Findings

CONCLUSIONS

- GRYD IR is notified on average in 16.2% of gang crimes
- Notification of GRYD IR leads to -43.2% fewer retaliations
- Up to 83% of gang crimes are background
- GRYD IR prevented an estimated 185 gang retaliations city wide
- Direct and indirect savings of $110.2 m over two years city wide
GYRD Model Adherence

- GYRD provides ongoing trainings:
  - Model Fidelity
  - Los Angeles Violence Intervention Training Academy (LAVITA)
  - LAPD/Intervention Law Enforcement Training
  - Monthly Technical Assistance
  - Monthly Partnership Meetings
  - Efforts To Outcome (ETO) Database Training
  - Fiscal/Budget Training

- Specialized Trainings
  - Summer Night Lights Training
  - Community/Civic Workshops
  - Use Of Force Simulation Training
  - Trauma and Secondary Trauma Training Course through CSULA
  - Domestic Violence
  - Human Trafficking
  - Crisis Response Training (CRT)
  - Victim Services Training
Community Engagement

- GRYD provides additional community engagement initiatives to enhance the GRYD Model Services that are specialized during specific time periods throughout the calendar year.

  - **Summer Night Lights** - A violence reduction program which provides communities with free extended programming, a safe space to recreate, significant employment opportunities, and linkage to local resources.

  - **Fall Friday Nights** – A violence reduction program which extends GRYD’s summer engagement program into the Fall. It utilizes our relationship with Recreation and Parks Department by expanding the Teen Program prior to school starting.

  - **Gun Buy Back** – As a part of GRYD’s reduction in gang violence, Gun Buy Back is a call to action for individuals in Los Angeles communities to surrender their firearms anonymously to law enforcement, no questions asked.
Community Engagement (continued)

- **Juvenile Re-Entry** – A program in collaboration with LA County Probation that targets juvenile youth between the 14-21 and their families while in juvenile camp and helps youth make successful transition back into their communities through means of positive connections.

- **Proyecto Palabra** – An OJJDP funded project which reduces violence in a targeted Los Angeles community that will focus on two of the city’s most active gangs: MS-13 and 18th Street by providing case management and gang tattoo removal services to youth and families.
Community Engagement
Trauma Informed Care Projects

- **Trauma Informed Care Courses** – Assist GRYD contracted agencies in identifying Secondary Trauma, and recognizing Post Traumatic Stress reactions.

- **Community Restorative (CoRe) Healing Project** – An OJJDP funded *pilot project* which complements GRYD Model services and the Trauma Informed Care Courses by providing trauma services and indigenous healing practices as well as trainings to GRYD clients, staff, and communities.
  - Timeframe of project: until Sept. 2018
  - Location of project: Hollenbeck and Newton GRYD Zones (East and South L.A.)
  - Project partners: CSULA, intervention providers, and 2 trauma community providers
  - Project Strategy:
    - Continue to assess trauma informed care strategies in the community and implement both EBP strategies as well as indigenous healing practices;
    - Provide courses on trauma/secondary trauma to community members, CBO staff, GRYD staff, etc. within the community;
    - Incorporate youth well-being, including trauma (PTSD) into existing components of the GRYD Model.
Youth Development Activities

GRYD’s after school activities, hiking, field trips, creative groups, community events…
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