

**Day 1 - Tuesday, May 5, 2009**  
**USDOL/DYS –SCHOOL. COMMUNITY AND CITY-WIDE GANG**  
**STRATEGIES TRAINING**

**REFLECTIONS**

**Opening Activities**

Welcome, Participant/Trainer Introductions/Training Purpose/Agenda Review

**Warm up exercises** - steak, rolls and wine—by way of the 30,000 ft. view and then dropping down to lower levels to become more reality base.

**A prelude to the steak, rolls and wine exercise was looking at the number 8** and identifying the different visuals that you could obtain. In addition to the numbers 8 and 3, participants saw the infinity sign and the letters E, M & W. Also visible are the concepts of connectivity and on-going and the connectivity. If you take away one of the circles you have a zero.

**Comments from the Steak, Rolls and Wine Exercise**

**Steak**

1. How to engage the community
2. How to make the connection with youth and the community
3. Suggestions of strategies to transition youth from gang to non-gang environment
4. A template for establishing a comprehensive approach to address gang strategies—what are the choices?
5. Absorbing the expertise of the gang specialists and the participants
6. Effective outreach to families with children in gangs/what are some of the signs of demonstrating gang interests, gang dress, symbols and association
7. Reliable resources to transition youth from one environment to another
8. On the prevention side—how do you work with parents and younger children
9. How to leverage key learnings/outcomes and success to sustain the program once funding is gone
10. How to get inside gang member heads, their thinking and culture
11. Guidance to help kids stay on track once out of the gang
12. Specific gang prevention/intervention programs and models that work and can be adapted for local use

**Rolls**

1. Coordinate
2. Listen and Share
3. Collaborate
4. Be open

5. Implement
6. Take action
7. Network

### **Wine**

1. Continue the dialogue and conversation
2. Follow-through

### **Key Learnings**

1. Know what you know and don't know
2. Don't take something that you can't replace
3. Communication and teamwork start at the top
4. Validate the need to build and maintain relationships
5. Need to speak the same language and understand terminology used
6. Recognize that a person is a person
7. There is a need for more case based management
8. Need more customized approaches to what we do; cookie cutting is out and customizing is in
9. Need a champion, recognize talent in children even with negative behaviors and share the message with stakeholders so that they will invest in our initiatives
10. There is need to share challenges and opportunities
11. Need better connections and linkages at all levels of the organization
12. In changing a culture, there is a need to address and find ways to change
13. Must find ways to reengage and reconnect our youth who are transiting from gangs
14. Read wisdom into positives and negatives (need more incentives that are not financial)
15. Need mentors to help build confidence and inspire youth. We also need mentors to serve as a safety net, back-up and support
16. Must think about client vs infrastructure and how we can address it

### **Key Questions**

1. How do we track and quantify what we have accomplished and outcomes?
2. How do we use stakeholders in a more effective way?
3. How do we expand and diversity the stakeholder pool?
4. How do we establish ground rules for organizations to work together?
5. How do we come up with community wide solutions since education is community wide?

### **What Did We Forget?**

**NOTE:** PARTICIPANTS AND TRAINERS REVIEWED THE OJJDP'S GUIDE TO MOBILIZING COMMUNITIES TO ADDRESS GANG PROBLEMS. PARTICIPANTS BY TABLE LOCATIONS (4) THEN REPORTED OUT WHAT WAS MOST HELPFUL

HENRY PACHERO'S AND ANA BONILA'S PRESENTATIONS TO SET THE STAGE THROUGH GANG 101 AND SCHOOL-BASED INTERVENTIONS WERE WELL RECEIVED AND HELPED TO GENERATE THE ABOVE COMMENTS BY THE PARTICIPANTS.