

**Day 2 - Tuesday, May 6, 2009**  
**USDOL/DYS –SCHOOL. COMMUNITY AND CITY-WIDE GANG**  
**STRATEGIES TRAINING**

**REFLECTIONS**

**Opening Activities**

Welcome, Review of Day 1 Reflections, Housekeeping including logistics for Site Visit to Reengagement Center, Room Change to Rittenhouse Room for Day 2

**Introduction of Richard Ramos**

Two segments emphasizing parents as the first line of prevention and the role of faith-based organizations in gang prevention and interventions. Ramos also addressed the questions and comments made by participants at yesterday's sessions. (Referenced power point presentations)

**Site Visit to Reengagement Center**

Most training participants attended. (The exception was the Philadelphia representatives and the FPO. The SDA coordinator and former director participate although not shown in the photograph)

**Community-Based Mentoring**

WEST and the Coaches addressed community-based mentoring including a model that works without mentors (The ISUS Program of Dayton). See the WEST Power Point Presentation

**Key Learnings**

1. Steven Covey's 7 Habits of Highly Effective People works well in considering support needed by our youth. Mentors and others need to be
  - Proactive
  - First Things First
  - Begin with the End in Mind
  - Think Win, Win
  - Seek First to Understand then: to be understood
  - Synergize
  - Sharpen the saw
2. Peer Mediation is an important approach that can be used as a gang strategy
3. Triage is an important concept as we attempt to connect our youth to the most effective resources to first stabilize and then transition youth to success
4. Building relationships/trust are key factors in reaching youth
5. Shed rigidity and become more open and flexible in dealing with at risk youth, who are in a different place when they first come in contact with an interventionist

6. There is need to distinguish between treatment and training services for youth
7. Progress must be carefully defined in measuring progress made by at risk youth as we use various interventions to meet them
8. Need more innovative incentives to build confidence and worth of at risk youth. Incentives need not be money. Incentives to motivate at risk youth to change their behaviors may include simply saying thank you to students for a job well done; calling the parents home and saying thank you to the student and the parent; celebrating a success no matter how small or large
9. Refrain from being so negative about at risk youth before interventions are used to assist the youth
10. Remember key expressions that the problem is an angry heart and everyone has a secret heart
11. Use a restorative justice program a gang intervention strategy
12. Take into account the following comments/considerations in revisiting gang plans and strategies
  - o Plan must be flexible and adaptable so that it covers challenges and opportunities not present at time of development
  - o Must include a vision for a mentoring experience for youth
  - o Alternative approaches to work with youth must be addressed; yesterday's approaches are less relevant in certain instances as factors change that impact youth as do the environments in which the youth interacts
  - o Must find ways to better understand the population that are in need of services and be less judgmental before treatment event begins
  - o An assessment approach that takes into account progress during intervention (the amount of time and the type of progress made should not be used alone to measure progress. Frequently, it takes a year just to get the student to return to school and attend regularly
  - o Training, evaluation and follow-up goals are must have in a plan
  - o Provide for the design and implementation of treatment programs that align with the youth's circumstances
  - o Emphasize POM and Farming Concepts of Ramos
  - o Set realistic goals and expectations for the youth and the programs

**Key Message...**The Power of One (It only takes one person to change positively the life of an at risk youth)

**NOTE: PARTICIPANTS IN GROUP IDENTIFIED APPROACHES THAT WOULD BE TAKEN TO ADDRESS TWO TROUBLED YOUTH (SEE WEST PRESENTATION). MORE DETAIL ABOUT PROCEEDINGS IN FOLLOW-UP REPORT**