Safety Impact Table

Year 1 Recommendations

Youth Ventures Joint Powers Authority

February 21, 2019
Leadership

**Chair:** Wendy Still, Chief Probation Officer, Alameda County Probation Department

**Deputy Chair:** Esa Ehmen-Krause, Assistant Chief Probation Officer, Alameda County Probation Department

**Senior Community Liaison:** Teiahsha Bankhead, Executive Director, Restorative Justice for Oakland Youth

**Project Manager:** Jenny Linchey
Participants

Alameda County District Attorney’s Office
Alameda County Family Justice Center
Alameda County Probation Department
Bay Area Urban Debate League
Building Opportunities for Self-Sufficiency
Center for Employment Opportunities
Family Violence Law Center
Home of Chicken and Waffles
Kaiser Permanente

Oakland City Council, District 3
Oakland Unified School District
Oakland Unite
Oakland Workforce Development Board
Peralta Community College District
Restorative Justice for Oakland Youth
Word Assembly
Youth ALIVE!
Youth UpRising
## Indicators: Violent Crime

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Total</th>
<th>Change from prior year</th>
<th>Trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homicides</td>
<td>68</td>
<td>▼ 71</td>
<td>PROGRESS</td>
</tr>
<tr>
<td>Shootings with injury</td>
<td>277</td>
<td>▼ 281</td>
<td>PROGRESS</td>
</tr>
<tr>
<td>Incidents of domestic violence</td>
<td>3,407</td>
<td>▼ 3,591</td>
<td>PROGRESS</td>
</tr>
</tbody>
</table>
## Indicators: Justice System

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Total</th>
<th>Change from prior year</th>
<th>Trend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Juvenile arrests</td>
<td>480</td>
<td>▼653</td>
<td>PROGRESS</td>
</tr>
<tr>
<td>Suspensions in OUSD</td>
<td>1,534</td>
<td>▲1,413</td>
<td>CHALLENGES</td>
</tr>
</tbody>
</table>
## Community Listening Sessions

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Population</th>
<th># People</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nov 30, 2017</td>
<td>Castlemont High School</td>
<td>High school youth</td>
<td>30</td>
</tr>
<tr>
<td>Jan 25, 2018</td>
<td>East Oakland PRIDE</td>
<td>All community members</td>
<td>22</td>
</tr>
<tr>
<td>Feb 6, 2018</td>
<td>East Oakland PRIDE</td>
<td>5th grade students</td>
<td>22</td>
</tr>
<tr>
<td>Feb 8, 2018</td>
<td>Elmhurst Community Prep</td>
<td>All community members</td>
<td>29</td>
</tr>
<tr>
<td>Feb 21, 2018</td>
<td>Camp Sweeney</td>
<td>Youth in juvenile detention</td>
<td>13</td>
</tr>
<tr>
<td>Feb 28, 2018</td>
<td>East Oakland Boys &amp; Girls Club</td>
<td>All community members</td>
<td>17</td>
</tr>
</tbody>
</table>
Community Listening Sessions

Root causes of community violence among youth and young adults:

- Lack of opportunities to **make money** in the **legal economy**
- Lack of **safe spaces** where neighbors can interact, socialize, & heal
- Pervasive community **trauma and PTSD**
- Lack of **extracurricular activities** to keep individuals occupied during evenings and weekends
- Lack of positive **role models**
- Over **suspension** of youth in school
- Exposure to **violence in the home**
Employment support for violence-impacted individuals

Safe outdoor spaces

Positive alternatives during high-crime hours

Alternatives to suspension

Domestic violence training and resources
Employment support for violence-impacted individuals

- Safe outdoor spaces
- Positive alternatives during high-crime hours
- Alternatives to suspension
- Domestic violence training and resources
Employment Support: Data

- Building Opportunities for Self-Sufficiency (BOSS) is an employment provider for Oakland Unite, the City of Oakland’s violence prevention service arm

- From Jan 2017 – Jan 2019, BOSS enrolled 754 individuals in subsidized transitional work
  - 57% did not return to the program after 80 hours of subsidized work expired
  - 100% fell below the federal poverty level
  - Over 50% were homeless
  - 60% had at least one child
Employment Support: Recommendation

**Problem**
Individuals at high risk for being victims or perpetrators of violent crime require opportunities to develop career skills and obtain employment. However, most employment training, pre-apprenticeship, and career & technical education (CTE) programs are unpaid, and high-risk individuals need money to survive.

**Need**
Opportunities for **high-risk** individuals to receive a monthly stipend to pay for living expenses while participating in employment training, pre-apprenticeship, and CTE programs.

**Strategy**
Establish a conditional cash transfer program that would provide **high-risk** individuals with up to $1,000 each month while they participate in employment training, pre-apprenticeship, and/or CTE programs.
Employment Support: Research

Conditional cash transfer (CCT) programs have been implemented in the developing world for many years to incentivize poor families to access health and educational resources

- A meta-analysis conducted by the RAND Corporation found that across 42 programs in 15 countries, CCT programs significantly improved school enrollment, attendance, and dropout rates

  → Larger cash transfer amounts were associated with more positive outcomes

- A systematic review found that CCT programs significantly increased the use of preventive health care services in 10 rigorous studies

Employment Support: Example

- The City of Richmond’s Operation Peacemaker Fellowship provides **individuals involved in gun violence** with opportunities for personal, educational, and vocational growth while paying them **up to $1,000 a month for 9 months**

- The City of Stockton is piloting a program that gives $500 per month to people living in poverty (universal basic income)

- Kamala Harris is proposing the LIFT for the Middle Class Act, which would provide $250 per month to individuals making below $50,000 per year
Employment support for violence-impacted individuals

Safe outdoor spaces

Positive alternatives during high-crime hours

Alternatives to suspension

Domestic violence training and resources
Safe Outdoor Spaces: Data

Homicides (red) and shootings (black) in Oakland in 2016
Safe Outdoor Spaces: Recommendation

Problem
Community members lack safe spaces to socialize, play, exercise, and heal in community. Also, parks in East and West Oakland are underutilized due to their poor condition.

Need
Park renovations that are community led, involve partnerships with CBOs to deliver services and programming in parks, and pay at risk young adults (e.g. youth on probation) to maintain park facilities.

Strategy
Use funding from Measure HH and Proposition 68 to conduct community-led renovations of parks in high-crime neighborhoods of East and West Oakland.
Safe Outdoor Spaces: Research

- Randomized-controlled trial (RCT) led by University of Pennsylvania researchers
- Intervention: Cleaning and greening of vacant lots in low-income neighborhoods of Philadelphia
- Results: Reductions in:
  - Perceptions of crime (−36.8%)
  - Vandalism (−39.3%)
  - Safety concerns when going outside their homes (−57.8%)
  - Gun violence (−2.7%)
  - Burglary (−6.3%)
  - Nuisances (−12.8%)

The City of Philadelphia’s Project Rebuild is investing hundreds of millions of dollars in improving community facilities. Through its projects, Rebuild will:

- **Make physical improvements** to parks, recreation centers, and libraries.

- **Engage with community members** to leverage their knowledge, power, and expertise. Community feedback will inform the improvements that are made to facilities.
Safe Outdoor Spaces: Example

Homicides (red) and shootings (black) in Oakland in 2016

Holly Mini Park
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2018</td>
<td>Partnered with the Beat 32X Neighborhood Crime Prevention Council, Oakland Parks and Recreation Foundation, &amp; the City of Oakland’s Department of Parks and Recreation</td>
</tr>
<tr>
<td>May 2018</td>
<td>Took a field trip to Pogo Park in Richmond to learn from their successes</td>
</tr>
<tr>
<td>June 2018</td>
<td>Held a community brainstorming session to get feedback from neighbors about what they wanted to see at Holly Mini Park</td>
</tr>
<tr>
<td>August 2018</td>
<td>Held event at Holly Mini Park for National Night Out</td>
</tr>
<tr>
<td>November 2018</td>
<td>Held an event at Holly Mini Park to obtain input on design plans for the renovation</td>
</tr>
<tr>
<td>November 2018</td>
<td>Walked the neighborhood and asked residents to complete surveys regarding feedback on design plans</td>
</tr>
</tbody>
</table>
Safe Outdoor Spaces: Example

- Rubber surfacing, remove all
- Existing swings
- Benches - remove all
- Engineered wood fiber, remove
- Picnic tables - remove all
- Concrete planter - remove all
- (2) lights - preserve
- Irrigation backflow preventer
- Remove all concrete planters within concrete paving
- Existing mulch area
- Existing play equipments
- Concrete curb
- Chain link fence - remove all
Safe Outdoor Spaces: Example
Safe Outdoor Spaces: Example

(2) Picnic table with double BBQ grill

Existing sidewalk and sloped pathway into park

Grass

(3) Curved benches

Backflow preventer

Age 5 to 12 play equipment

3' tall fence, no gates, set in 12" concrete band park sign and artwork to be installed on fence

Patch the planter holes

Solar lights

(5) Benches

Undersized basketball court with backboard

Grass

Pod swing

Pour-in-place rubber surfacing

(3) Raised garden beds

Shade trees with shrubs and wood mulch underneath

6' tall chain link perimeter fence
Employment support for violence-impacted individuals

Safe outdoor spaces

Positive alternatives during high-crime hours

Alternatives to suspension

Domestic violence training and resources
Who Are the Victims?
Juvenile Arrests

Positive Alternatives: Data
Positive Alternatives: Data

Who Are the Victims?
Shootings with Injury

<table>
<thead>
<tr>
<th>Year</th>
<th>Other females</th>
<th>Other males</th>
<th>Latino females</th>
<th>Latino males</th>
<th>Black females</th>
<th>Black males</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>6%</td>
<td>7%</td>
<td>14%</td>
<td>26%</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>2015</td>
<td>6%</td>
<td>5%</td>
<td>16%</td>
<td>22%</td>
<td>6%</td>
<td>15%</td>
</tr>
<tr>
<td>2016</td>
<td>6%</td>
<td>5%</td>
<td>15%</td>
<td>22%</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>2017</td>
<td>3%</td>
<td>2%</td>
<td>15%</td>
<td>23%</td>
<td>3%</td>
<td>13%</td>
</tr>
</tbody>
</table>
Who Are the Victims?

**Homicides**

<table>
<thead>
<tr>
<th>Year</th>
<th>Other females</th>
<th>Other males</th>
<th>Latino females</th>
<th>Latino males</th>
<th>Black females</th>
<th>Black males</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>8%</td>
<td>3%</td>
<td>4%</td>
<td>9%</td>
<td>13%</td>
<td>64%</td>
</tr>
<tr>
<td>2015</td>
<td>11%</td>
<td>4%</td>
<td>5%</td>
<td>16%</td>
<td>22%</td>
<td>65%</td>
</tr>
<tr>
<td>2016</td>
<td>4%</td>
<td>7%</td>
<td>2%</td>
<td>9%</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>2017</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>8%</td>
<td>17%</td>
</tr>
</tbody>
</table>
When do these crimes occur?

Shootings with injury

Average: 14%
Positive Alternatives: Data

When do these crimes occur?
Shootings with injury

Average: 17%
**Positive Alternatives: Recommendation**

**Problem**
Gun violence and juvenile arrests primarily affect African American males in Oakland, and they increase during weekend evenings.

**Need**
Positive, engaging activities for youth year-round on weekend evenings. Every youth should have a safe and enticing place to go on a Friday or Saturday night.

**Strategy**
Establish partnerships between City/County agencies, law enforcement, and CBOs to provide robust positive alternatives for youth and young adults, similar to the Oakland Midnight Basketball League or Los Angeles’ Summer Night Lights.
Positive Alternatives: Research

- Los Angeles’ Summer Night Lights Program, which provides positive alternatives for community members during evening hours throughout the summer, saw a 43% reduction in gang-related crimes on program nights.

- Study of midnight basketball conducted by Hartmann and Depro
  - Design: Crime rates in 29 cities that were early adopters of midnight basketball from 1990 to 1994 compared to all other US cities with a population over 100,000.
  - Results: Cities that adopted midnight basketball programs saw greater declines in violent crime (90 offenses per 100,000) and property crime (390 offenses per 100,000) compared to comparison cities.

SNL creates safe environments during peak times for gang-related violence
- Free meals
- Extended programming and sports leagues
- Safe spaces for recreation, community engagement, employment opportunities, and linkages to local resources
Positive Alternatives: Example

NOLA FOR LIFE

MIDNIGHT BASKETBALL SEASON 15

$1,000 GRAND PRIZE FOR THE TEAM THAT WINS THE MOST TOURNAMENTS

Registration @ 7 PM • Ages 16+ • Free 5-on-5 Tournament
Sponsored prizes each week

TOURNAMENT DATES: 7/22 8/5 8/19 9/9
7/29 8/12 8/26 9/16

8PM TO MIDNIGHT

The Memphis Grizzlies

IN PARTNERSHIP WITH MEMPHIS GRIZZLIES AND MEMPHIS ATHLETIC MINISTRIES PRESENT:

MIDNIGHT BASKETBALL

DOUBLE ELIMINATION 5 ON 5 TOURNAMENT MALES 16-20

GRIZZLIES CENTER
2107 BALL RD.

SIGN-IN STARTS AT 6:30PM
ALL TEAMS/PLAYERS MUST BE PRESENT BY 6:45PM

WHO’S NEXT?

REGISTER TODAY AT MEMPHISGUNDOWN.ORG
OR AT THE MEMPHIS GRIZZLIES CENTER ON GAME NIGHTS
Positive Alternatives: Example
Positive Alternatives: Example

- Games held on Friday nights from 8:00pm-1:00am for 8 weeks
- Players required to participate in 1-hour life-skills workshops before their games each week
- Food provided free of charge to all players and attendees
- Served 189 youth and young adults as players
  - Primarily African American males
  - Roughly half had been arrested previously
- Served over 300 unique community members as attendees
Positive Alternatives: Example

Midnight Basketball League

June 29 - Aug 17

Fridays 8pm-1am - LANEY COLLEGE Weeks 1-6 - JAMTOWN Weeks 7-8

Interested in playing?
www.oaklandmidnightbasketball.com
Positive Alternatives: Example
Positive Alternatives: Example
# Positive Alternatives: Example

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 League</th>
<th>2019 League</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of players</strong></td>
<td>10 teams of 10 players (100 total)</td>
<td>16 teams of 10 players (160 total)</td>
</tr>
<tr>
<td><strong>Focus of league</strong></td>
<td>Prevention</td>
<td>Intervention</td>
</tr>
<tr>
<td><strong>Activities in community</strong></td>
<td>None</td>
<td>4 weeks of recruitment events with food &amp; music &amp; weekly practices</td>
</tr>
<tr>
<td><strong>Evaluation</strong></td>
<td>Simple participant survey</td>
<td>More rigorous evaluation with UC Berkeley partner</td>
</tr>
<tr>
<td><strong>Performances by community groups</strong></td>
<td>None</td>
<td>Performances between games &amp; during halftimes</td>
</tr>
<tr>
<td><strong>Budget</strong></td>
<td>$150,000</td>
<td>$170,000</td>
</tr>
</tbody>
</table>
Employment support for violence-impacted individuals

Safe outdoor spaces

Positive alternatives during high-crime hours

Alternatives to suspension

Domestic violence training and resources
Alternatives to Suspension: Data

First 2 Months of 2018-2019 School Year

<table>
<thead>
<tr>
<th>Category</th>
<th>TK-5th</th>
<th>6th-8th</th>
<th>9th-12th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drugs</td>
<td>0</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Harrassment</td>
<td>1</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Obscenity</td>
<td>2</td>
<td>9</td>
<td>18</td>
</tr>
<tr>
<td>Weapon</td>
<td>1</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Violence</td>
<td>88</td>
<td>162</td>
<td>129</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>14</td>
<td>8</td>
</tr>
</tbody>
</table>
Alternatives to Suspension: Recommendation

Problem
Suspensions in OUSD disproportionately impact African American students, and the vast majority of suspensions across all grade levels are for violence. Suspended students are more likely to drop out of school and become involved in the justice system.

Need
1. Responses to violent behavior in schools that reduce the likelihood of future offenses while keeping students in school and avoiding suspension.
2. Opportunities to develop strong connections to others and to community, thus reducing likelihood of delinquency

Strategy
1. Increase training for OUSD school administrators and teachers in restorative justice community-building and conflict circle practices
2. Implement a cross-age mentoring program for high school and middle school youth at risk of suspension
Alternatives to Suspension: Research

Restorative Justice Practices

- A randomized controlled trial (RCT) of restorative justice practices in the Pittsburg Public School District produced the following significant outcomes in intervention schools:
  - Improved overall school climate, as reported by teachers
  - Reduced average suspension rate
  - Reduced disparities in suspensions for African American students and students from low-income families

Alternatives to Suspension: Research

Graduation rates (HS) | SRI reading level (Grade 9) | Chronic absence (MS) | Four-year drop out

RJ schools | Non-RJ schools

60% | 62% | 125% | 128% | 11% | 7% | -24% | -17% | -56%

Alternatives to Suspension: Research

Cross-Age Mentoring Program (CAMP)

- At-risk high school students mentor at-risk middle school students for 2 hours per week using a structured curriculum & with oversight from trained staff.

- A randomized controlled trial (RCT) found that mentees who receive CAMP have increased feelings of connectedness to school and parents, and mentors have increased academic connectedness and self-esteem.

Alternatives to Suspension: Example

Implementation of CAMP in OUSD: 2019-2020 School Year

- **Schools:** Westlake Middle & Roosevelt Middle; Oakland High
- **Characteristics of mentors & mentees:**
  - African American
  - Reading below grade level
  - High number of historic F grades
  - High number of disciplinary events
  - Repetition of a grade
- Mentoring will take place for 2 hours per week during African American Male Achievement classes

- **Successful adult credible messengers**
- **At-risk high school students**
- **At-risk middle school students**
## Indicators: Violent Crime

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Total in 2017</th>
<th>Change from 2016</th>
<th>Trend</th>
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</thead>
<tbody>
<tr>
<td>Homicides</td>
<td>72</td>
<td>▼ 85</td>
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<td>277</td>
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<td>Incidents of domestic violence</td>
<td>3,407</td>
<td>▼ 3,591</td>
<td>PROGRESS</td>
</tr>
</tbody>
</table>
Domestic Violence: Data

<table>
<thead>
<tr>
<th>Year</th>
<th>Black</th>
<th>Hispanic</th>
<th>White</th>
<th>Asian</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>58%</td>
<td>11%</td>
<td>4%</td>
<td>4%</td>
<td>23%</td>
</tr>
<tr>
<td>2016</td>
<td>59%</td>
<td>11%</td>
<td>4%</td>
<td>4%</td>
<td>22%</td>
</tr>
<tr>
<td>2017</td>
<td>54%</td>
<td>12%</td>
<td>5%</td>
<td>4%</td>
<td>26%</td>
</tr>
</tbody>
</table>
Domestic Violence: Data

<table>
<thead>
<tr>
<th>Year</th>
<th>Victims</th>
<th>Arrestees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>79%</td>
<td>25%</td>
</tr>
<tr>
<td>2016</td>
<td>78%</td>
<td>25%</td>
</tr>
<tr>
<td>2017</td>
<td>78%</td>
<td>27%</td>
</tr>
</tbody>
</table>

Percent female:
- Victims
- Arrestees
Domestic Violence: Recommendation

Problem

Domestic violence is extremely common in Oakland, affecting thousands of residents each year and disproportionately impacting women. Many JPA-agency staff who interact with high-risk populations are not aware of existing services and supports for victims.

Need

Increased knowledge among public-agency staff who interact with high-risk populations regularly about signs of DV and available resources and supports in Oakland.

Strategy

Establish strong connections between OUSD community school managers (CSMs) and DV resource providers. CSMs can refer families to resources and coordinate on-site visits of resource providers. Additionally, train Oakland Unite violence interrupters, OHA staff members, and OPD officers regarding signs of DV and available resources.
Domestic Violence: Example

Violence interruption workers in Chicago have participated in trainings, delivered by partner CBOs, on identifying and mediating domestic violence.

A [violence interrupter]...said that she found the instruction useful in connecting domestic violence with other forms of street violence. A real-life timeline spanning 8 months showed the escalation of domestic violence—a woman slapped by her ex-boyfriend—into a gang shoot-out and three deaths.

Thank you!