



COUNTY OF SAN MATEO
Inter-Departmental Correspondence

Board of Supervisors

DATE: February 9, 2005
BOARD MEETING DATE: February 15, 2005
SPECIAL NOTICE/HEARING: None
VOTE REQUIRED: Majority

TO: Honorable Board of Supervisors
FROM: Supervisor Rose Jacobs Gibson *RJG*
SUBJECT: East Palo Alto Crime Reduction Task Force

Recommendation

Accept the final report of the East Palo Alto Crime Reduction Task Force.

Vision Alignment

Commitment:

- Responsive, effective and collaborative government.
- Leaders work together across boundaries to preserve and enhance our quality of life.
- Realize the potential of our diverse population.

Goal #22: County and local governments effectively communicate, collaborate and develop strategic approaches to issues affecting the entire County.

Goal #24: Residents accept individual responsibility for contributing to the quality of life of the county as a whole.

Goal #1: Our diverse population works well together to build strong communities, effective government and a prosperous economy.

Background

At the December 13, 2004 board meeting, I made a presentation on the work of the East Palo Alto Crime Reduction Task Force, which I initiated in May 2004. As promised during that meeting, I have attached the final report that was presented to the community at a public presentation/press conference at East Palo Alto City Hall on January 31, 2005. The work of the task force is the beginning of a process that will include community participation and feedback. One East Palo Alto, a task force

member and non-profit organization that works on community safety issues, among others, has agreed to convene follow up meetings to check in on the status of the recommendations.

Discussion

In the spring of 2004, crime and violence began to escalate in the City of East Palo Alto. Community leaders and members became increasingly concerned that the city was returning to the days of the early 1990s, when East Palo Alto was known as the murder capital of the United States per capita. In response to the community's concerns, I convened a meeting of city, county, and community leaders to discuss collaborative action steps to reduce crime. The hope was that with better communication and coordination among decision makers, the situation in East Palo Alto could be improved to benefit the community. On May 3, 2004, I chaired the first meeting of the group that named itself the East Palo Alto Crime Reduction Task Force (EPACRTF).

The overall desired outcome of the task force was to reduce crime and build a safer, stronger East Palo Alto. Through this collaborative initiative, the task force established recommendations for reducing crime in the community that extend beyond law enforcement issues. The task force recognized that a partnership between community, law enforcement, and government to reduce crime required significant attention to prevention and alternatives for youth and adults, a key component to finding a long-term solution to reducing crime.

Participants at the five EPACRTF meetings included representatives from the following organizations and agencies: College Track, Community Development Institute, East Palo Alto City Council, East Palo Alto City Manager's Office, East Palo Alto Community Services Department, East Palo Alto Housing Services Department, East Palo Alto Police Department, Little League, Menlo Atherton High School, Ministers Action Outreach, Office of San Mateo County Supervisor Rose Jacobs Gibson, One East Palo Alto, Ravenswood City School District, San Mateo County District Attorney's Office, San Mateo County Sheriff's Office, San Mateo County Probation Department, and State of California Department of Corrections Redwood City Parole Office.

Fiscal Impact

There is no fiscal impact associated with this report.

**East Palo Alto
Crime Reduction Task Force
Report**

**Organized by the Office of Supervisor Rose Jacobs Gibson
400 County Center, Redwood City, CA 94063**

January 31, 2005

Nothing more bolstered the work of the East Palo Alto Crime Reduction Task Force and summarized the need to do more in the area of crime reduction than the following poem written by an East Palo Alto youth. The hope is that with continued collaboration, perseverance and commitment to reducing crime and building community, no young person in East Palo Alto will ever have to feel this way again.

NEVER TOO YOUNG

*I am from trouble and pain
Where it rains and can't feel it
I'm from teenagers on probation
And I may be one
I'm from where you live life
Like there is no heaven
I've had a couple close friends
And I lost almost seven
I'm from where you say I love you
Just in case you don't wake up
From where quality time is special
Feels like you haven't had enough
I'm from where hard times are regular
It's on a daily basis
From where we never get together
And funerals are the only special occasions
That's the time we stick together
And separate when it's done
I'm from EAST PALO ALTO
And the only thing popping is a gun*

By Derrick Stamper aka Lil DJ

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Executive Summary

Introduction

In the spring of 2004, crime and violence began to escalate in the City of East Palo Alto. Community leaders and members became increasingly concerned that the city was returning to the days of the early 1990s, when East Palo Alto was known as the murder capital of the United States per capita. In response to the community's concerns, Supervisor Rose Jacobs Gibson, former Mayor of East Palo Alto and San Mateo County Supervisor for the Fourth District, convened a meeting of city, county, and community leaders to discuss collaborative action steps to reduce crime. The hope was that with better communication and coordination among decision makers, the situation in East Palo Alto could be improved to benefit the community. On May 3, 2004, Supervisor Jacobs Gibson chaired the first meeting of the group that named itself the East Palo Alto Crime Reduction Task Force (EPACRTF).

The overall desired outcome of the task force was to reduce crime and build a safer, stronger East Palo Alto. Through this collaborative initiative, the task force established recommendations for reducing crime in the community that extend beyond law enforcement issues. The task force recognized that a partnership between community, law enforcement, and government to reduce crime required significant attention to prevention and alternatives for youth and adults, a key component to finding a long-term solution to reducing crime.

Participants at the five EPACRTF meetings included representatives from the following organizations and agencies (See Appendix B): College Track, Community Development Institute, East Palo Alto City Council, East Palo Alto City Manager's Office, East Palo Alto Community Services Department, East Palo Alto Housing Services Department, East Palo Alto Police Department, Little League, Menlo Atherton High School, Ministers Action Outreach, Office of San Mateo County Supervisor Rose Jacobs Gibson, One East Palo Alto, Ravenswood City School District, San Mateo County District Attorney's Office, San Mateo County Sheriff's Office, San Mateo County Probation Department, and State of California Department of Corrections Redwood City Parole Office.

Task Force Committees & Recommendations

The task force established four committees (See Appendix C) that would focus on addressing the primary themes that emerged from discussion at the May 3rd meeting: 1) Community Safety, 2) Community Values and Standards, 3) Prevention and Alternatives, 4) Research and Analysis. In addition to the task force meetings, committees met separately to develop the recommendations that are outlined below (See Appendix D):

Community Safety Committee:

Purpose: To address community safety issues that primarily involve law enforcement, such as addressing current gang activity, preventing future gang activity, parolee issues, and community involvement.

Recommendation 1: Continue and expand upon the highly functioning, well-established law enforcement collaborative effort to reduce crime, violence, drug sales and gang activity.

Recommendation 2: Develop a citywide group of resources that will offer pro-social alternatives to our youth in lieu of gang and criminal activities.

Recommendation 3: Establish an Intensive Supervision Program. The goal of this program will be to target the most violent offenders in the community.

Community Values and Standards Committee:

Purpose: To articulate community values and formalize standards for community which address the environment that residents desire, code enforcement and consequences of violation, and resources that are available.

Recommendation 1: Expand membership of the Values Committee and establish a meeting schedule to follow through with recommendations.

Recommendation 2: Assemble all existing documents addressing value issues and build on existing efforts to identify, change or build upon existing community values.

Recommendation 3: Convene focus groups to continue the dialogue about the community's values and publish a report representing a systematic research on community values.

Recommendation 4: Establish a comprehensive initiative that would encourage positive behavior in learning, life skills/living, relationships, leadership, and family/community balance.

Prevention and Alternatives Committee:

Purpose: To address crime prevention and pro-social alternatives for youth and adults, such as youth activities, employment, and training.

Recommendation 1: Initiate a process to identify East Palo Alto community leaders, nonprofit, public sector and faith-based organizational partners and stakeholders who are in a position to assess the current situation and provide ideas and suggestions to improve the current situation.

Recommendation 2: Convene community-based organizations, local stakeholders, and residents in a community vision planning process to generate ideas about crime prevention alternatives. Produce written record of the community visioning process and disseminating it widely to existing youth-serving agencies, institutions, and clients to elicit additional input.

Recommendation 3: Create a working group of interested participants whose charge would be to formulate an action or implementation plan from the content generated by the visioning process.

Recommendation 4: Assign working group participants with the task of conducting outreach to individuals and groups already engaged in youth-focused crime prevention alternative work to leverage existing efforts and facilitate collaboration.

Research and Analysis Committee:

Purpose: To research and bring forth best practices in other cities/counties/states. To provide research and analysis on crime reduction issues being addressed by all committees.

Recommendation: The Research and Analysis Committee recommended several areas that require additional research that will be helpful to the three committees. This includes more data and research in the subjects of gangs, parolees, jobs/skills match in the community and best practices.

As a long-term recommendation, conduct a citywide survey folded into community values and standards, community perceptions, and crime trends.

Next Steps

The work of EPACRTF is the first step of a planning phase. Some of the work that the task force is engaging in will not require extra funding, but rather, more communication, coordination and effort. Task force members will work with existing resources to implement those recommendations that will not require additional funds.

After identifying recommended action steps, increasing partnerships, and receiving community feedback and participation, the task force can take the next step in working together to apply for funding that would allow for implementation of the plans that require additional funds.

The task force will have periodic meetings in the future to monitor the status of progress on recommendations.

Community Safety Committee

Purpose

The Community Safety Committee focused on safety issues that primarily involve law enforcement, such as issues surrounding current gang activity, preventing future gang activity, parolee issues, and community involvement. There are two primary recommendations that were developed by the committee to commence immediately and a third recommendation to be implemented after collaborative discussions.

Problem

There are several compelling issues that face this community. Violence, particularly among the youth, is a serious concern. The prevalence of guns and the accessibility of guns correspond with the violence. An increase in gang activity among all cultures is another problem. Youth being attracted to gangs and the active recruitment of youth into gangs is another issue of paramount importance. The release of more parolees to this community from the Department of Corrections is an area that also needs to be addressed on several levels.

Recommendations

- 1. Continue and expand upon the highly functioning, well-established collaborative law enforcement effort to reduce crime, violence, drug sales and gang activity.**

This collaborative effort will include East Palo Alto Police Department, the Sheriff's Department, the San Mateo County Probation Department, both Adult and Juvenile Division, State Parole, California Youth Authority (CYA) Parole, neighboring police departments, and other state and federal law enforcement officers as needed. This will be a multifaceted approach that will be modified as specific needs are identified. The initial phase of this plan has already been initiated.

Phase I:

Twice Monthly Details involving Multiple Agencies. One day will focus on Probation Searches and street contacts. The other day will focus on "hot-spots", markets, large apartment complexes, and specific police beats.

There have been two details already. The first involved EPAPD, Probation and the Sheriff's Departments and led to many street contacts and probation searches. The second involved probation officers working the funeral service of a gang member in Mountain View with their newly formed gang unit. The suspect in this case is reportedly from East Palo Alto. We have invited the Mountain View officers to join us on one of our details.

Phase II:

Assess Phase I and make adjustments according to need and the intelligence gathered. Begin working with community groups such as Dr. Faye McNair-Knox and Stewart Hyland of One East Palo Alto to cover specific neighborhoods. Mr. Hyland will provide us with lists of the block leaders who will be contacted so that we can address the needs of their block.

The goal of this phase will be to put more officers on foot in the neighborhoods and support the citizens.

2. **Partner with Prevention and Alternative Committee that will work to establish a citywide group of resources that will offer pro-social alternatives to our youth in lieu of gang and criminal activities.**

This will serve as a model that will later be developed into a south county and then countywide group of resources.

This will be the most challenging and time consuming task we face. All other efforts to reduce the impact of crime and gangs will be futile, without incorporating this model. It will need to include the community, our schools, our churches, the private sector, the County and City departments, political and community leaders and youth in the community. We are not looking for a "quick fix", but for a sustainable approach to realizing our commitment to the youth of this city.

In this area we have begun opening our communication with community groups. The Probation Department has already made a presentation on gangs at the Fellowship of Faith Luncheon. Members of One East Palo Alto also made a presentation at the same venue.

The work of the Prevention and Alternatives Committee will be critical to the success of this citywide group.

3. **Establish an Intensive Supervision Program: The goal of this program will be to target the most violent offenders in the community.**

There will be two components to the program:

There will be either a Juvenile Team and a separate Adult Team or a combined Juvenile and Adult Team. The team(s) will target the 25-50 most violent offenders in the community. The team will visit them weekly, test them for drugs, randomly search, and monitor their attendance at work and at treatment programs. The violent offenders will be on either probation or parole.

Probation/Parole Street Team. This will be an additional team that will target specific areas and subjects who are "hanging out"/ loitering in the areas. The team will have Probation, Parole, East Palo Alto Ppolicy Department, San Mateo County Sheriff's Office, Menlo Park Police Department and the Narcotics Task Force when available.

Criminal Analyst Position. With concerns on budget and overtime issues to work these special details – spending time efficiently will be a priority. To accomplish this the goal will be to utilize a Criminal Analyst. It is anticipated this position in the East Palo Alto Police Department of San Mateo County Sheriff's Office will help with the overall structuring of the details and provide recommendations for all agencies involved to operate at an optimum level.

Community Values and Standards Committee

Purpose

The Community Values Committee focused on identifying existing values in the community that may have direct causal relationship with crime and developed some suggested strategies that would change such values and consequently impact the level of crime. The committee acknowledges the work of activists, educators, community and faith-based agencies within East Palo Alto that have exemplified positive values: cross-cultural sharing, respect for life, life-long learning, strong parenting, and promoting leadership and risk-taking in community problem solving. The perception of values currently held, may seem purely anecdotal, but there have been efforts to facilitate residents in identifying at least the positive values as the basis of an overall strategy to identify and improve the quality of life, including public safety, in East Palo Alto.

Problem

Little has been done to bring together constituencies systematically to identify the negative values, so that we can subsequently develop strategies to change them. That positive values are not commonly held and acted upon throughout our diverse community is reflected in a large percentage of EPA high school dropouts and disproportionate confinement of East Palo Alto youth in the San Mateo County juvenile justice system. 2003 ended as the most violent year in East Palo Alto in nearly a decade, Ravenswood students continue to rank near the bottom in reading scores, and as you read in the executive summary many of our young people have accepted as fact that their lives will be short-lived.

In addition to the recommendations below, refer to Appendix E for a matrix of specific goals, activities and proposed partnerships.

Recommendations

1. Expand membership of the Values Committee and establish a meeting schedule.

Pre Phase 1: Ending December 31, 2004

- Recruit a member from the Sequoia High School District.
- Recruit a representative from the Ravenswood City School District
- Recruit, Principal of Menlo Atherton, Mr. Norman Estrada to join the committee.
- Get a representative from the Ministers in Action Outreach.
- Develop a list of dominant values impacting crime behavior in the community.
- Establish a six-month meeting schedule.

Due Date: End of December 2004

2. Assemble all existing documents addressing value issues and to build on existing efforts to identify, change or build upon existing community values.

Phase 1: January 1- February 28, 2005

- Identify individuals and organizations that have done some work in this area and collect any reports that have been completed.

- Develop a working list of anecdotal community values both negative and positive but with particular emphasis on those that might impact criminal activity in the community.
- Identify potential partners that could assist in the various aspects of this task.

Due Date: February 28, 2005

Phase 2: Ending April 30, 2005

3. Convene focus groups to continue the dialogue about the community's values and publish a report representing a systematic research on community values.

- Identify facilitators and review exiting reports.
- Identify costs of convening groups, facilitating, and producing a final report.
- Identify existing groups that can be the focus groups to discuss community values. In identifying such groups, ensure that the various cultures are acknowledged and respected. Groups should acknowledge ethnicity, gender, age, etc.
- Identify community partners as well as resources that can help in this effort.
- Publish a report on the community's values.

Due Date: All focus groups should have met by Mid April and a report on community values should be available by April 30, 2005.

Phase 2/3: Ongoing April 30, 2005

4. Establish a comprehensive initiative that would encourage positive behavior in learning, life skills/living, relationships, leadership, and family/community balance through efforts that would ensure that:

- The community would generally value education, and life long learning and that young people would attend and stay in school.
- Individuals would resolve problems in a non-violent manner in their families as well as in the community.
- Youth would aspire to be educated octogenarians able to still live and work in East Palo Alto.
- Neighbors would work together across barriers of age, gender and ethnicity.
- The concept that "it takes a village to raise a child" is rekindled.
- Residents, agencies and government practice community service and volunteerism.
- Residents, government and community agencies practice risk taking particularly in community problem solving.
- Sustained leadership would be manifest in all efforts.
- Elected officials would visit neighborhoods throughout their office tenure.
- Parents would be actively involved in the raising of children.
- Parents would maintain a healthy balance between parenting and community involvement.
- Every child would have a two parent home biological or foster.
- Teen parenting would be a thing of the past.
- Promiscuous behavior discouraged and reduced.
- Teen parenting would actively be prevented.

Activities to achieve these goals would include:

1. Identifying partners that can assist in this effort.

2. Creating signage (yard signs, bill boards) with catchy statements valuing learning.
3. Making the school experience more interesting.
4. Getting the community more involved in schools. E.g. Kiwanis clubs starting service clubs in schools.
5. Getting schools to support community service projects in East Palo Alto.
6. Providing conflict resolution training sessions in schools, churches, and community centers.
7. Celebrating successful youngsters.
8. Providing all youngsters with mentoring, guidance.
9. Celebrating senior citizens.
10. Bringing the community together through block parties, neighborhood clean-up days, street fairs etc.
11. Creating "space" for the community to review and "drive" task force recommendations.
12. Instituting "Mayor for a Day" and "City Manager for a Day" programs.
13. Having Teen pregnancy prevention programs in schools.
14. Having Teen Parenting classes for both young men and young women.
15. Having Parent classes for adults as well as seniors.
16. Recruitment of local foster parents.
17. Establishing a Truancy Center and enforcing truancy programs.
18. Creating Neighborhood Block patrols.
19. Working with existing safe sex programs within East Palo Alto.
20. Establishing anti-promiscuity campaigns.
21. Establishing or supporting family violence preventions programs.

Prevention and Alternatives Committee

Purpose

The Prevention and Alternatives Committee sought to address crime prevention and pro-social alternatives for youth and adults, such as youth activities, employment, and training. With agreement from the other three committees, the Prevention and Alternatives Committee recognized that a long-term solution to crime reduction in East Palo Alto would require having positive alternatives for youth and adults.

Problem

The need for positive alternatives for youth and adults and resources for prevention is great, yet this is an area that is often given less attention and funding. Without prevention and alternatives, crime reduction will be an even more challenging task.

Recommendations

In order to develop an effective plan for addressing prevention and alternatives, the Prevention Alternatives Committee recommends the following primary activities:

1. **Initiate a process to identify East Palo Alto community leaders, nonprofit, public sector and faith-based organizational partners and stakeholders who are in a position to assess the current situation and provide ideas and suggestions to improve the current situation.**
 - a) Stakeholders may include school administrators/teachers, faith-based leaders/parishioners, sports coaches, social workers who cover EPA (such as San Mateo County Human Services Agency), community based organizations, San Mateo County Sheriff's Office (diversion staff), and San Mateo County Probation Department staff.
 - b) The EPA Crime Reduction Task Force might be able to identify specific organizations to invite to a planning meeting.
2. **Convene community-based organizations, local stakeholders, and residents in a community vision planning process to generate ideas about crime prevention alternatives.**

Produce written record of the community visioning process and disseminating it widely to existing youth-serving agencies, institutions, and clients to elicit additional input.
3. **Create a working group of interested participants whose charge would be to formulate an action or implementation plan from the content generated by the visioning process**
4. **Assign working group participants with the task of conducting outreach to individuals and groups already engaged in youth-focused crime prevention alternative work to leverage existing efforts and facilitate collaboration**

Initiate a process to identify East Palo Alto community leaders, nonprofit, public sector and faith-based organizational partners and stakeholders who are in a position to assess the current situation and provide ideas and suggestions to improve the current situation.

- a) Stakeholders may include school administrators/teachers, faith-based leaders/parishioners, sports coaches, social workers who cover EPA (such as San Mateo County Human Services Agency), community based organizations, San Mateo County Sheriff's Office (diversion staff), and San Mateo County Probation Department staff.
 - b) The EPA Crime Reduction Task Force might be able to identify specific organizations to invite to a planning meeting.
5. **Seek funding and other resources to support increased efforts to establish collaborative projects that address the goals, objectives, and priorities identified through the visioning process.**

Research and Analysis Committee

Purpose

The Research and Analysis Committee sought to address the research needs and best practices in other cities, counties and state that might help all the other three committees. To provide research and analysis on crime reduction issues being addressed by all committees.

Problem

Data and resource information helps inform communities on their current situation and how they might be able to improve. With respect to crime reduction, there are many innovative best practices that are occurring in other jurisdictions, yet this information is not readily available for community, city, and county leaders to access.

Recommendations

The Research and Analysis Committee recommended several areas that require additional research that will be helpful to the three committees.

Short term:

- 1) Gang issues (work with EPA police dept., Sheriff, parole and Nonprofits)
- 2) Inventory of youth services providers, who and what they provide, where are the gaps
- 3) Parole/Probation: Look at probation, police department, Free at Last, Sheriff Dept. State Parole and determine what services are provided vs. needed.
- 4) Skills/Jobs: CDI, EDD, OICW, Schools
- 5) Drugs (Free at Last)

Long term:

Conduct a citywide survey folded into community values and standards, community perceptions, and crime trends.

Conclusion

The hope of the task force is that the work that we have begun is a starting point for more collaboration and communication to reduce crime and improve the quality of life for East Palo Alto residents. It is clear that the success of these efforts will depend on community input and participation. Addressing community values and standards is a key component to addressing public safety issues and determining the kind of environment that needs to be created to reduce crime.

With a united, collaborative approach towards reducing crime, East Palo Alto will continue to become a stronger, healthier community.

Appendix

Appendix A: Letter of Support from San Mateo County Board of Supervisors

December 22, 2004

The Honorable Rose Jacobs Gibson, Chair
East Palo Alto Crime Reduction Task Force
c/o One East Palo Alto
2135 Clarke Avenue
East Palo Alto, CA 94303

Dear Supervisor Jacobs Gibson and Task Force Members:

On behalf of the San Mateo County Board of Supervisors, it is my pleasure to express our support for the East Palo Alto Crime Reduction Task Force's efforts to reduce crime in East Palo Alto through a collaborative effort between city officials, community leaders, city and county elected officials, and city and county law enforcement agencies.

The Task Force's approach to reducing crime by forming committees to address community safety, prevention and alternatives, community values and standards, and research and analysis will help the City of East Palo Alto in its effort to build a healthier, safer community.

We wish you all the best as you complete the final report and we look forward to seeing the task force's work result in crime reduction and community building.

Sincerely,

SIGNED

Mark Church, President
Board of Supervisors

MC: kr

Appendix B: EPACRTF Membership

NAME	ORGANIZATION	TITLE
Rose Jacobs Gibson	San Mateo County Board of Supervisors	Supervisor
Anne Im (staff)	San Mateo County Board of Supervisors	Legislative Aide
Alejandra Herrera	Community Development Institute Empowerment Research!	Director (Former)
Alvin James	City of East Palo Alto	City Manager
Betsy Yañez	One East Palo Alto	Chair, Board of Directors
Cassilda Gabbadon	California State Parole	Unit Supervisor
David Woods	East Palo Alto City Council	Mayor
Don Horsley	San Mateo County Sheriff's Office	Sheriff
Faye McNair-Knox	One East Palo Alto	Executive Director
Goro Mitchell	Community Development Institute	Executive Director
Joseph Cannon	San Mateo County District Attorney's Office	Deputy District Attorney
Julio Garcia	One East Palo Alto	LEARN Program Director
Loren Buddress	San Mateo County Probation Department	Chief Probation Officer
Lynne Anderson	CA Dept. of Corrections	Parole Agent
Donna Rutherford	East Palo Alto City Council	Council Member
Meda Okelo	East Palo Alto Community Services	Director
Norman Estrada	Menlo Atherton High School	Principal
Rahn Sibley	East Palo Alto Police Department	Special Operations
Reverend Bob Hartley	Ministers in Action Outreach	
Rick Yearman	San Mateo County Sheriff's Office	EPA Detective Supervisor
Sharifa Wilson	College Track	Director of College Affairs
Sheralynn Freitas	San Mateo County Probation Department	Assistant Chief
Steven Belcher	East Palo Alto Police Department	Interim Chief of Police
Stewart Hyland	One East Palo Alto	SAFE Program Director
Stuart J. Forrest	San Mateo County Probation Department	Deputy Chief
Tim Gatto	San Mateo County Probation Department	Probation Services Manager for EPA
Tom Gallagher	San Mateo County Sheriff's Office	Crime Suppression Unit
Tommy Roberts	Little League	Coordinator
Wes Bowling	East Palo Alto Police Department	Retired Chief of Police
Wilbert Lee	City of East Palo Alto Housing Services Department	Interim Housing Director
Will Mollard	One East Palo Alto	EARN Program Director
Vera Clark	Ravenswood City School District	Director of Special Projects & Compliance

Appendix C: EPACRTF Committee Structure

- 1) **Community Safety Committee (A,D,H**)**
Co-Chairs: Loren Buddress, Steve Belcher

To address community safety issues that primarily involve law enforcement, such as addressing current gang activity, preventing future gang activity, parolee issues, and community involvement.

- 2) **Prevention and Alternatives Committee (B, F, G, E)**
Co-Chairs: Stuart Forrest, Faye McNair-Knox

To address crime prevention and pro-social alternatives for youth and adults, such as youth activities, employment, and training.

- 3) **Community Values & Standards Committee (C, I)**
Co-Chairs: Stewart Hyland, Meda Okelo

To articulate community values and formalize standards for community that address the environment that residents desire, code enforcement and consequences of violation, and resources that are available.

- 4) **Research and Analysis Committee**
Co-Chairs: Sharifa Wilson, Wilbert Lee

To research and bring forth best practices in other cities/counties/states. To provide research and analysis on crime reduction issues that are being addressed by all committees.

* There will be some overlap between the work of the committees.

**The letters after each committee name refer to the notes from the first meeting (May 3), page 1, "Issues that we need to address."

Appendix D: EPACRTF Agenda & Minutes

**East Palo Alto Crime Reduction Meeting
Notes from Discussion**

Meeting No. 1

**Monday, May 3, 2004
10:00am-12:00pm**

East Palo Alto City Hall, Community Room
2415 University Avenue, East Palo Alto

* Indicates that the issue was mentioned again by a discussion group

IV. Report Out from Gap Analysis Discussion

Questions for Discussion:

1. **What are the issues that we need to address?**
 - a. Gangs (getting worse) *
 - i. Drug-related
 - ii. Non-drug-related
 - b. Preventative measures
 - i. Healthy activities that are pro-social
 - c. Community at large and community values *
 - d. Drugs *
 - e. Businesses (retention in EPA)
 - f. Economic issues: Jobs
 - g. Poor educational outcomes
 - h. Parolees returning to the community
 - i. Lack of programs, housing, and alternatives
 - i. Community unaware of what is going on
 - i. Misperceptions
 - ii. Ownership of issues

2. **Where are our strengths?**
 - a. One East Palo Alto (OEPA) Block Clubs
 - b. Collaboration **
 - c. Growing grassroots response
 - d. Parolee initiatives
 - i. EDD jobs for parolees
 - ii. Free at Last
 - iii. Citizens Academy
 - e. History of success
 - f. Community support

Where are our weaknesses? The gaps?

- a. Dissemination of information to schools, parents groups, law enforcement
- b. Safety mechanisms
- c. Law enforcement resources
- d. Funding at the county and city level *
- e. Crisis prevention
- f. Alternatives
- g. No high school
- h. Lack of understanding of gang culture
- i. Using resources strategically

3. How can we better collaborate and support each other's efforts?

- a. Clearinghouse for information and dissemination (email, paper, parolee, EPA) *
- b. Present Parole Initiatives at Roll Call and to community groups
- c. Understanding roles and responsibilities of those at this meeting
- d. Work with community-based organizations

Who should be at the table, that is not currently?

- a. District Attorney
- b. County Manager
- c. Mothers Against Violence
- d. School districts
- e. Daytop
- f. Jericho
- g. Free at Last
- h. Senior Center
- i. Youth from the community (survivors)
- j. Philanthropic community
- k. Others who have experiences similar issues to present best practices
- l. Each of the major ethnic groups in EPA (ex. Asian Pacific Islander)
- m. San Mateo County Mental Health Department

4. What resources do we have?

- a. Everyone at this meeting
- b. Phone lines to call in
- c. Grant-maker to connect nonprofits and churches to the internet
- d. People power: Engaged organizations
 - i. Use OEPA as outreach
- e. Media assistance as a resources
 - i. Channel 14 has already volunteered
- f. Philanthropic community in San Mateo County

5. What target populations do we serve?

- a. General public * (already targeting churches, community members)
- b. Parents (need to serve)
- c. Schools
 - i. Elementary schools: we need to start early

V. Report Out from Action Steps Discussion

1. What are the next steps that we should consider?

- a. Clearinghouse for information * (email list)

- i. Database to track information (city, in house)
- b. Mentoring program for elementary school students
- c. Law enforcement speaking engagement to groups (ex. Churches)
- d. Job opportunities for youth (ex. Job fair with IKEA)
- e. Resources from city, county, and private sector
- f. Parent involvement in after school programs
 - i. Seamless after school programming
- j. Enforce and research first source hiring, ordinance and development agreements
- k. Programs where employers commit to hiring youth
- l. Enforce parolee conditions
- m. Information dissemination for those at risk
- n. Collaboration with other counties/cities on best practices (ex. Sister Initiative, Tri City)
- o. Facilitate a community plan process
- p. Parent advocacy groups
- q. Work with Chambers of Commerce
- r. Alternatives for undocumented youth
- s. Address truant youth issues

2. What is the unified message that we want to send?

- a. Enjoy EPA, maximize life *, raise the positive not the negative
- b. This group (at this meeting) is trying to make a difference and taking the initiative
- c. Need Pacific Islander group support
- d. Know that there are gang/drug problems
- e. This is business, not as usual: the drug store is closed.
- f. Create a mission statement: "Build a better community..."
- g. It's our problem

How are we going to communicate it?

- a. Bumper stickers, billboards, "Welcome to EPA" sign with the logos of community organizations
- b. Newspaper, media, internet, youth summits, community meetings with translation
- c. Support OEPA's efforts
- d. Ownership from groups
- e. Long-term view
- f. Law enforcement half-hour show on drugs, gangs, etc. using Community Access show and/or the internet
- g. Community cable channels, develop relationships with media and reporters

How can we get more community members involved?

- a. Block clubs and parties
- b. Code enforcement
- c. Positive media press conference on all of the positive activities going on in EPA
- d. Meet with school site councils, churches

3. What steps can you, your organization/department take to reduce crime and build community?

- a. Continue tracking crime statistics (Sheriff's office)

- b. Speak with churches, apartment groups (Sheriff's office)
- c. Continue to build and support OEPA block clubs
- d. Continue documentation of community issues (Community Development Institute)
- e. Support Parolee programming, housing
- f. Support educational outcomes (OEPA)
- g. Little League recruitment for staffing for older students
- h. Probation working with Sheriff's office, getting individuals in counseling
- i. Monitor overcrowding of housing
- j. Encourage neighborhood associations and citizens academies
- k. More fireside chats and community meetings
- l. Partnership with ministers and the cities
- m. Outreach and education on property management
- n. African American Leadership Summit is organizing community forums

Next Steps

- 1. Have this group meet again
- 2. Inform and involve the community
- 3. School districts should be at the table
- 4. Include input from youth
- 5. Email notes from today's meeting to participants
- 6. Create a matrix summarizing what each agency is doing
- 7. Create a roster of participants at today's meeting
- 8. Report back on progress of action steps
- 9. Determine other resources available
- 10. Create subcommittee(s) to conduct follow-up

Volunteers for subcommittee(s) to follow up on today's meeting:

- 1. Stewart Hyland, OEPA
- 2. Chief Probation Officer Loren Buddress, San Mateo County Probation Department
- 3. Reverend Bob Hartley, Ministers Action Outreach
- 4. Dr. Faye McNair-Knox, OEPA
- 5. Mayor Donna Rutherford, City of East Palo Alto
- 6. Sharifa Wilson, African American Leadership Summit
- 7. Meda Okelo, City of East Palo Alto
- 8. Sheriff Don Horsley, San Mateo County Sheriff's Office
- 9. Chief Wes Bowling, City of East Palo Alto Police Department
- 10. Wilbert Lee, City of East Palo Alto
- 11. Tom Gallagher, San Mateo County Sheriff's Office

**East Palo Alto
Crime Reduction Task Force**

Notes -- Meeting No. 2

**Thursday, July 8, 2004
3:00-5:00 pm**

East Palo Alto City Hall, Community Room
2415 University Avenue, East Palo Alto

Members Present: Rose Jacobs Gibson (Chair), Joe Cannon, Faye McNair-Knox, Meda Okelo, Tim Gatto, Sharifa Wilson, Goro Mitchell, Don Horsley, Cassilda Gabbadon, Norman Estrada, Wes Bowling, Sal Morales, Christopher Soto, Rahn Sibley, Alvin James, Stuart Forrest, Anne Im (staff)

I. Welcome and Introductions

- a. **First time attendees** were introduced: Norman Estrada, new principal at Menlo-Atherton High School; Sal Morales, Jericho Project Recovery Program; Christopher Soto, Jericho Project Recovery Program; Joe Cannon, Deputy District Attorney, Office of District Attorney, San Mateo County
- b. Jeff Carroll no longer works for the city; Chief Bowling will look for another EPA employee to serve as Co-chair for the Prevention & Alternatives Committee.

II. Discussion of Working Group Meeting and Proposal

- a. On June 9, a small working group of individuals who volunteered from the first meeting met to discuss next steps. They reviewed the notes from the May meeting and grouped the main issues to address described by the task force into four committees. Supervisor Jacobs Gibson **proposed the four committees** that the working group recommended and provided committee descriptions on the issues that each would cover. At the working group meeting, individuals volunteered to serve as committee co-chairs to facilitate discussion and progress:
 1. Community Safety Committee
Co-Chairs: Wes Bowling, Loren Buddress
 2. Prevention and Alternatives Committee
Co-Chairs: Stuart Forrest
 3. Community Values & Standards Committee
Co-Chairs: Stewart Hyland, Meda Okelo
 4. Research and Analysis Committee
Co-Chairs: Sharifa Wilson, Wilbert Lee
- b. The overall goal proposed by the chair is to reduce crime (violence, drug activity, and other) through the committee work.

- c. The task force did not have any recommendations to change the committee structure/content proposed by the working group.
- d. There was a suggestion to include youth participation and feedback. One idea was to have focus groups at the schools or other venues to get young people involved. The Sheriff's office has had dialogues in the past between the Deputies and the youth through the CARON project. The youth were paid to participate and the dialogues were successful. Representatives from this group can get involved in reaching out to the schools, such as Menlo-Atherton High School. To engage the youth, the task force may want to get School Resource officers involved, the Recreation Supervisor at EPA City level, and the new Ravenswood Superintendent.

III. Subcommittee Discussion

- a. The four subcommittees broke out into small groups to discuss next steps. Guidelines for planning were also distributed.

IV. Subcommittee Report Out

- a. Community Values & Standards Committee:
 - i. The committee reported out on a list of "values" compiled by the co-chairs. The sheet had a list of negative values, such as poor acceptance of death at a young age, possession of weapons, poor dress, prison as a rite of passage (the complete list was handed out).
 - ii. They want to address the negative values and focus on the positive values such as, EPA as a community that values education and compassion.
- b. Research & Analysis Committee:
 - i. Research Process: Research Questions→Specific Issues→Best Practices.
 - ii. Some of the issues that the committee discussed regarding future research issues: gang issues, community values survey (information will be helpful), drugs, first-source hiring information, skills/jobs match, business continuum (ex. Chamber of Commerce), educational data, parolees, inventory of service providers, community awareness (how the community perceives what is going on), citywide survey.
- c. Community Safety Committee:
 - i. The committee addressed issues such as gangs, drugs, and parolees.
 - ii. Gangs:
 - 1. Short-term: We need better identification of who the gang members are. A database and training to fill out the appropriate forms for data would be helpful. The capability exists but the process needs to start. We need to take a regional approach to this issue. Other information to obtain include gang protocol ID, photos of gang ID location, training data. School and parent involvement is key; schools can also assist in filling out forms on gang members.
 - 2. Long-term: Interruption and prevention of gang activity and providing alternatives for them.
 - iii. Drugs:
 - 1. Short-term: Enforcement of probationers and parolees, educational programs in schools and churches.

2. Long-term: More enforcement has helped and can be successful (as EPA did in 1996, 1997, 1998)
- iv. Parolees:
 1. Short-term: Identify community resources for housing, training, employment.
 2. Long-term: Coordinate with State Parole to get them involved in the system.
- d. Prevention & Alternatives Committee:
 - i. Short-term: Mobile presentation to present information that is available (ie. Community-based directory). Members from this group could go out to the schools to present alternatives.
 - ii. Long-term: Community fair with representation of alternatives; expand existing resource center; consider other resources such as the Jericho model.

V. Discussion of Next Steps and Future Meeting Dates

- a. Supervisor Jacobs Gibson indicated that when the group is ready and the time is right (after more planning), the task force can propose its ideas and plan to the community and media. Since the task force just started meeting, it can begin with the committee work and then determine a strategy for rolling out its ideas.
- b. Future meeting dates will be proposed via email.
- c. Members were asked to complete the contact information sheet and to provide feedback on the proposed survey for the directory that Meda Okelo and Stewart Hyland are compiling.
- d. Anne Im will follow up and email the final survey draft for members to complete and return. The roster will also be distributed via email.

**East Palo Alto
Crime Reduction Task Force**

Notes – Meeting No. 3

**Tuesday, September 21, 2004
3:00-5:00 pm**

Family Support Center
1798B Bay Road, East Palo Alto

Members Present: Rose Jacobs Gibson (Chair), Rahn Sibley, Faye McNair-Knox, Tom Gallagher, Sheralynn Freitas, Loren Buddress, Tim Gatto, Don Horsley, Norman Estrada, Yumi Sagi (public allies fellow with OEPA), Betsy Yanez, Stewart Hyland, Meda Okelo, Donna Rutherford, Sharifa Wilson, Goro Mitchell, Anne Im (staff)

II. Discussion of Task Force Report

The Chair presented a proposed structure and content for the report to the community (handouts: 1. timeline matrix, 2. final report proposed structure and content). The goal is to have the final task force meeting on Oct. 28, at which time any final revisions to the report will take place. In addition, during the final meeting, we will discuss how we will share this information with the community.

Committees will finalize their proposed recommendations and email them to Anne by Oct. 18. Anne will incorporate each committee's recommendations into the final report. The draft final report will be emailed to committee members before the Oct. 28 meeting for feedback. A solid final draft will be presented at the meeting, for last minute edits (minor).

VI. Committee Report Out

The large group discussed the issue of values:

- o There is no value for life.
- o Suicide, self mutilation among high school students (ex. Copy cat suicides and high school).
- o We need to consider what larger society values influence the youth.
- o We need to give a holistic, healthy perspective on life and not make it look so dismal for youth.
- o 1 percent of the kids are in trouble, the rest are ok.
- o Teenagers are developing self-hate, which is prevalent in black history.
- o There is no campaign to fight the negative, no positive programs for youth.

1. Research & Analysis:

Sharifa Wilson, Betsy Yanez, Goro Mitchell

Short term:

6) Gang issues (work with EPA police dept., Sheriff, parole and Nonprofits)

- 7) Inventory of youth services providers, who and what they provide, where are the gaps
- 8) Parolees: Look at probation, police department, Free at Last, Sheriff Dept. State Parole. Look at what services provided vs. need.
- 9) Skills/Jobs: CDI, EDD, OICW, Schools
- 10) Drugs (Free at Last)

Long term:

- 1) Citywide survey folded into community values and standards

2. Community Values and Standards:

Meda Okelo, Stewart Hyland, Norman Estrada

- 1) Drafted a chart, added to it.
- 2) Projects, goals, activities:
 - a. Cull from all services to assess and write values.
 - b. Quality of life is broad and feeds into motivation of criminals but goes deeper
 - c. Do we teach kids how to mediate, be peacekeepers in school?
 - d. Values must boil down to something you see everyday (ex. Don't be on street cause you want to see your kid grow up)
 - e. Have focus group in community in 6-9 months
 - i. Rec: Meda
 - ii. LTA: Donna
 - iii. Wildflowers work: Norm
 1. Seniors work on wildflowers: Stewart (A leadership development institute to draw on own experience of leadership in your community.)

3. Prevention and Alternatives:

Faye McNair-Knox, Sheralynn Freitas

- 1) Discussed schooling process, where do we begin to pitch our tent?
- 2) Agreed on approaches to facilitate bringing out the best in young people.
 - a. Exposure to opportunities is valuable to help youth identify different approaches to bring meaning to their lives.
 - b. Owned and led by young people or any age group.
- 3) Partnership between services providers and law enforcement (ex. Educators and probation).
 - a. Mix up role so it's all one seamless safety net that conveys the same message.
 - b. Sometimes you change behavior before you change the attitude.
 - c. Need for professional development for services providers staff.
 - d. Meda has info for this committee and may want to join.
 - e. Have to deal with parenting issues and family issues.
 - i. EPA PD does parenting project but driven by funding. If we don't have money, we can't help.
 - ii. Agencies need to recognize advocates for youth.
 - iii. How do we address the youth who need to not go to juvenile hall? Can we do a better job with partnerships? To strengthen them?
 - iv. We want to lift up the family as well.

4. **Community Safety:**

Loren Buddress, Don Horsley, Tom Gallagher, Tim Gatto, Steven Belcher

Short term:

- 1) Develop process to reduce drug use, gang violence, and criminal activity.
 - a. Assess what we're doing now.
 - b. What has proven to have worked in the past.
 - c. Commit to work together.
 - d. Look for more funding.
 - i. May need to rearrange funds?
 - e. Already doing some good stuff, maybe need to formalize it.
 - f. Multifaceted approach on crime suppression
 - i. Identify 25, 50 of worst violent offenders that we have. They may be responsible for most crime. Put more attention here.
 1. Look at neighborhood issues.
 2. Crack house, few are offenders.
 3. Work exterior and interior.
 - ii. Target
 - iii. Formal commitment:
 1. Sheriff, Probation department, and EPA Police Department on certain days each week, we will target high crime offenders, juveniles, and offenders. Do whatever necessary and get those individuals off the streets.
 - a. This was done in SF and Boston and was effective.
 - b. When word spread about this, crime was reduced.
 - c. Jail overcrowding task force recently started discussions. If we started to increase numbers in jails, this would have budget impact on county jails.
 2. Advertise this with press release.
 - a. Talk with judge about it.
 - b. Bring people into court
 3. Do this on a 3-month renewal plan.
 - iv. Need to bring nonprofits and service providers in the loop, together.
 1. Give them alternatives
 2. Issue: Boys and Girls club is closed on Saturdays.
 3. Schools need to be aware of this plan as well.
 - v. Need to not lose sight of prisons release.
 1. More research is necessary.

Long term:

- 1) If crime reduction is effective it has to be broader than law enforcement.
- 2) Opportunities and alternatives is the long term goal and answer to giving youth an alternative
 - a. Need to work with Prevention and Alternatives committee.

**East Palo Alto
Crime Reduction Task Force**

Meeting No. 4

**Thursday, October 28, 2004
3:00pm-5:00pm**

2415 University Avenue, East Palo Alto
East Palo Alto City Hall Community Room

Members Present: Rose Jacobs Gibson (Chair); Vera Clark, Ravenswood City School District; Stuart Forrest, Faye McNair-Knox; Loren Buddress; Stewart Hyland; Tom Gallagher; Tim Gatto; Steve Belcher; Meda Okelo; Rahn Sibley; Yumi Saiki; Betsy Yanez, Anne Im (Staff)

I. Welcome & Introductions

Supervisor Rose Jacobs Gibson

- Rose spoke with Superintendent LaDawn Law of the Ravenswood City School District and Dr. Law asked Vera Clark from her staff to attend the EPA Crime Reduction Task Force meeting.

II. Discussion of Draft Report

All

- We discussed the proposed format and asked each committee to make necessary edits so that there is uniformity in the report structure.
Committee chairs will email Anne the revised document in the following format:
 - Focus/purpose of committee (identification of compelling issues).
 - Problem statement identification (call to action)
 - Recommendations for next steps.

III. Discussion of Public Presentation

All

TIMING

- Late January (maybe Jan. 25?) is the proposed timing of a public presentation and press conference.
 - The date is still to be determined. Anne will look into potential conflicts with other events happening in EPA and task force members will let her know if there are any dates that are not good dates.
- The public presentation will be framed as a 2005 Initiative, as we start the new year.
 - *Palo Alto Weekly* has an interest in doing a comprehensive story on the task force and report.
- Suggestions for bringing in partners, supporters, before the public presentation included:

- Ask the School Board, EPA City Council, and Board of Supervisors to pass a resolution supporting the task force's work in concept before the public presentation.
 - The report needs to be completed in advance to give time to present some concrete information to these bodies for support. School board meets once in December (this year Dec. 9), usually ever 2nd and 4th Thursday of the month.
- Gathering letters of support from potential partners listed in recommendations; it may be one letter with many signatures at the end. Ask them to attend the press conference as well.
- Make the report available on EPA.net
- School newsletters may also be an avenue to talk about the report and task force's work.
- Host a "town hall meeting" with the community after the press conference to get input on the action plan recommendations with translation in Spanish and Tongan.
- Additional suggestions for a week of activities that coincide with the roll out of this report. Maybe a block party event? One public safety event and one community-based event?

OTHER ISSUES

- Rose spoke with One East Palo Alto about carrying out the community piece and facilitating the follow through with the action plan implementation. They are in a good position to do this since they have a community safety initiative, the block clubs, etc. and OEPA has agreed to take on this role.
- Members discussed the need to create a name for this initiative:
 - Crime Reduction Initiative?
 - Community Building Initiative?
 - Community Enhancement Initiative?
 - Celebrating Community Involvement?
 - EMAIL suggestions to Anne.
- We may need to establish a smaller planning committee to work on more details for the January events.

DEADLINE for committees to email revised committee report to Anne Im:

November 19, 2004

**East Palo Alto
Crime Reduction Task Force**

Meeting No. 5

**Thursday, October 28, 2004
3:00pm-5:00pm**

2415 University Avenue, East Palo Alto
East Palo Alto City Hall Community Room

Members Present: Rose Jacobs Gibson (Chair); Nina Maiden, Ravenswood City School District; Stuart Forrest, Loren Buddress; Stewart Hyland; Tim Gatto; Steve Belcher; Meda Okelo; Rahn Sibley, Anne Im (Staff)

Task Force Discussed Plans for January presentation and press conference to unveil report.

East Palo Alto
Crime Reduction Task Force

Working Group – Meeting No. 1

Notes from Discussion
June 9, 2004

EPA City Hall, Conference Room B

Members Present: Loren Buddress, Tim Gatto, Wes Bowling, Meda Okelo, Sharifa Wilson, Stewart Hyland, Wilbert Lee, Tom Gallagher, Jeff Carroll, Stuart Forrest, Rose Jacobs Gibson, Anne Im

Review of Themes from the May 3 Meeting:

- Increased communication among working group, proposal for a clearinghouse
- Collaboration and inclusion of other groups
- Community and school safety also as they relate to gangs and drugs. How do we make the community safer?
- Youth and young adult focus
- Gangs, dealing with those who are heavily entrenched in the community and preventing others to not get involved with gangs.
- Changing community values, communicating that certain types of behavior are unacceptable (we communicate either through silence or by not cooperating with law enforcement).
- This speaks to the need for a unified message or community standards.

Discussion of Specific Action Items to Consider:

- End goals desired: commitment from stakeholders, not a 3-month undertaking, but an ongoing process that is not short term.
- The need for a possible coalition? It's a countywide issue.
- We need to be on top of these issues now. We are 7-10 years behind other parts of CA. Amazingly, our gang problem is less than other part of CA, such as Modesto and Stanislaus Counties, but it will increase if we don't work on this.
- We have to look at alternatives to gangs, and create an environment where kids have pro-social activities.
- The strategy should be on prevention activities.
- Part of the solution is look at how we respond to intelligence of parolees that return to the community. There should be clear intervention on an individual and group basis.
- We should look at the Police and Corrections Team in Alameda County and see if their program has been successful in finding jobs for parolees.
- SF has Operation Ceasefire, which was similar. Adult and juvenile courts would be at the intersection
- We should build a coalition, be strategic and use resources, and establish values for the community
- We want EPA SMC to be the kind of environment that allows everyone to have the best quality of life. If you behave in a certain way, that is not acceptable. Law enforcement and community have standards. We could have a welcome booklet or something that talk about

community standards (the kind of environment, behavior that is acceptable to community), codes that speak to consequences, and resources available to the residents.

- Young people are tired of talking and want a program that will provide life skills training.
- We should provide training on dressing for success, how to put a resume together, how to do interview, etc.
- Jobs should be a focus, but we have to be aware of the economy. Through College Track, there are after school programs available for students, but nobody has money for jobs/internships.
- We should look at what kind of preparation we give to parolees and youth. You have to start somewhere and help people plan for their lives. Is there a way that we can get the Chambers involved?
- In Deshutes County, Illinois, Denny Maloney has worked with juveniles in providing alternatives for them, but it comes with money. They give community agencies money (that would be for incarceration) to provide services so kids don't end up in jail.

Establishment of Committees:

- 1) **Community Safety (A,D,H)**
Co-Chairs: Wes Bowling, Loren Buddress
- 2) **Prevention and Alternatives (B, F, G, E)**
Co-Chairs: Jeff Carroll, Stuart Forrest
- 3) **Community Values & Standards (C, I)**
Co-Chairs: Stewart Hyland, Meda Okelo
- 4) **Research and Analysis**
Co-Chairs: Sharifa Wilson, Wilbert Lee

- We can break people down into one of the four committees, then break down even further if necessary.
- We need to focus on the areas where we can be most productive. We also need to clarify expectations and definitions of each committee.
- We need short and long-term goals for this work.
- This work group from today can help administer the four committees.

Follow-up Items:

- 1) Current activities/organizations: What are others currently doing? (Meda and Stewart will work on putting this together and build upon what they already have)
- 2) Roster of task force: Contact information for everyone involved in these meetings (Anne will compile and distribute)
- 3) Framework for developing action plan: To distribute at next large group meeting as a guideline for committee work. (Anne and Stewart will work on putting this together).
- 4) Invitation to others: Members will follow up on inviting others to the table.
 - Jericho (TimG)
 - Schools (RJG)

- County Mental Health (Jeff)
- Daytop
- Free at Last (Sharifa)
- Courts
- Youth in the 18-24 year old group (Jeff)
- DA's office
- OICW
- Ravenswood Clinic
- Chambers

5) Short definitions of committees: To distribute to committees at the next meeting. (Anne)

Next meeting for the entire group scheduled for:

- **Thursday, July 8, 3:00-5:00pm, EPA City Hall Community Room**

Appendix E: Community Values & Standards Committee Action Plan

Co-Chairs: Stewart Hyland and Meda Okelo

Members: Norman Estrada, Donna Rutherford, Yumi Saiki

PROJECT	GOALS	ACTIVITIES	PARTNERS	DUE DATES
1. Assemble existing documents addressing value issues in East Palo Alto.	<ul style="list-style-type: none"> Research & build on existing efforts to identify community values Identify value differences within community i.e.- senior vs. teen, etc. 	<ul style="list-style-type: none"> Talk to Ben Ahmad & Luis Avelar regarding the work Wildflower Institute has done in East Palo Alto. 	<ul style="list-style-type: none"> LTA YUCA Block Clubs (OEPA Safe) Wildflower Institute 	Compile report by early Jan 2005
2. Convene new focus groups to begin dialogue about existing values. (The Stamper Letter)	<ul style="list-style-type: none"> Identify facilitators & review compiled report with facilitators Identify focus groups. Dialogue sessions will revitalize values sharing between divided residents & agencies. Develop resident & organizational constituencies with shared values that respect individual rights and the law. Establish opportunities for resident input to act upon their community values for changes that are visible in daily life. 	<ul style="list-style-type: none"> Convene focus groups Consider the need for some focus group sessions to take place in the groups first language Later focus group sessions should be cross-cultural i.e.- English speakers / Spanish speakers, Senior / Teen, Teen / Police, Previously Incarcerated / Never Incarcerated, etc. 	<ul style="list-style-type: none"> Peninsula Conflict Resolution Center CDI NCDI Community Services OEPA 	Complete final focus group by April 30, 2005, so it won't conflict with annual College Day.
3. Values Sub-Committee	<ul style="list-style-type: none"> At least 2 new members added to the committee. A six-month meeting schedule developed. 	<ul style="list-style-type: none"> Contact Mr. Estrada Principal of Menlo Atherton High School. Contact Rev. Hartley Contact a representative from the Ravenswood City School District. Contact someone from the Sequoia Union High School District. 		

PROJECT	GOALS	ACTIVITIES	PARTNERS	DUE DATES
<p>4. Active Encouragement of Positive values.</p>	<p>LEARNING:</p> <ul style="list-style-type: none"> • Ensure that the community generally values education and life long learning. • Encourage young people to stay in school and love it. 	<ul style="list-style-type: none"> • Signage, yard signs, bill boards made with statements valuing learning. • School experience made more interesting. • Community involved in schools. • School service projects in East Palo Alto. 	<ul style="list-style-type: none"> • City depts. • Ravenswood City School District. • Sequoia Union High School District. • Schools • Churches • Kiwanis, Rotary • Businesses. 	
	<p>LIFE SKILLS/LIVING</p> <ul style="list-style-type: none"> • Encourage community to resolve problems non-violently. • Convince youth to aspire to be educated octogenarians able to still live and work in East Palo Alto 	<ul style="list-style-type: none"> • Conflict resolution training sessions held in school, churches, community centers. • Successful youngsters are celebrated and feted community-wide. • All youngsters are helped, guided, mentored and directed. • Senior Citizens are feted and celebrated. 	<ul style="list-style-type: none"> • Peninsula conflict resolution Ctr. • City Depts. • CBO's • School Dists. • Schools • Kiwanis Club • Rotary Club • Churches. • Palo Alto Weekly • San Jose Mercury. • Palo Alto Daily 	
	<p>RELATIONSHIPS</p> <ul style="list-style-type: none"> • Encourage neighbors to work together across age, gender and ethnicity. • Rekindle the concept of "It takes a village to raise a child" 	<ul style="list-style-type: none"> • Block parties. • Neighborhood clean-up days. • Street fairs. • Community Bridge Building activities. • Create "space" for the community to review task force recommendations. 	<ul style="list-style-type: none"> • Schools. • Churches. • City depts. • City Councils • Neighborhood Block Clubs • CBO's • One East Palo Alto. 	

PROJECT	GOALS	ACTIVITIES	PARTNERS	DUE DATES
			<ul style="list-style-type: none"> • Wildflower Inst. 	
	<p>LEADERSHIP</p> <ul style="list-style-type: none"> • Encourage the practice of community service and volunteerism. • Encourage community risk taking particularly in community problem solving. • Sustained leadership in all initiatives. • Encourage a strong work ethic • Encourage council members to visit neighborhoods and organizations. 	<ul style="list-style-type: none"> • "Mayor for a day" programs. • Continuation of EPA Crime Task Force. • Neighborhoods organize their own block parties. • "City Manager" for a day. • Neighborhood "Mayor" and councils to mirror city structure. 	<ul style="list-style-type: none"> • City Depts. • City Council. • CBO's 	
	<p>PARENTING [FAMILY/COMMUNITY BALANCE]</p> <ul style="list-style-type: none"> • Encourage all parents to be actively involved in the raising of their children. • Encourage parents to maintain a healthy balance between parenting and community involvement. • Encourage local foster parenting. 	<ul style="list-style-type: none"> • Teen pregnancy prevention. • Teen parenting classes. • Parenting Classes for adults. • Parenting classes for grandparents. • Recruitment of locals as foster parents. 	<ul style="list-style-type: none"> • County dept of Health. • County Human Service Agency. • Kin Ship Project. • Youth Family Service. • Churches. 	
<p>5. Active Discouragement of negative values and standards.</p>	<p>LEARNING</p> <ul style="list-style-type: none"> • Discourage truancy 	<ul style="list-style-type: none"> • Truancy programs enforced • Truancy Center established. 	<ul style="list-style-type: none"> • School Districts. • City Depts. • CBO's • Churches. • Neighborhood Block Clubs 	

PROJECT	GOALS	ACTIVITIES	PARTNERS	DUE DATES
	LIFE SKILLS/LIVING <ul style="list-style-type: none"> • Discourage "hanging out" in parks and street corners. • Discourage drug dealing and consumption. 	<ul style="list-style-type: none"> • Neighborhood block patrols. • 	<ul style="list-style-type: none"> • 	
	PARENTING <ul style="list-style-type: none"> • Discourage violence in families. • Discourage promiscuity. • Discourage child abandonment by parents. 	<ul style="list-style-type: none"> • Family Violence Prevention. • Anti-promiscuity campaigns. 	<ul style="list-style-type: none"> • Churches • City Depts. • CBO's 	