

STRATEGIC PLAN

FOR THE

GANG REDUCTION

AND

INTERVENTION TASK FORCE

june 2021

**VISION**

Having a violence free community



**MISSION**

To create an innovative,

Collaborative and comprehensive plan

To address gang violence

In Yakima County

Through

Prevention and intervention programming.



**GRIT Steering Committee Members**

Yakima County Prosecutor—Love Project/Former Gang Member—Yakima City Council—Security Administrator YSD­—Juvenile Court—Yakima Police—Assistant to the City Manager **GRIT Organizational Structure**

**GANG REDUCTION AND INTERVENTION TASK FORCE**

**GRIT GOALS AND IMPLEMENTATION STRATEGIES**

**GRIT 1.0: TO PROVIDE DIRECTION TO CHARTER AGENCIES TO ACHIEVE BETTER OUTCOMES FOR YOUTH GRIT CHARTER GOAL**

**GOAL 1 WITH EMPHASIS ON YOUTH EMPOWERMENT & YOUTH ENGAGEMENT**

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| **PLAN****What actions will achieve the desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Identify and communicate to GRIT members strategies for avoiding gang influenceand gang membership.
 | * Steering Committee directs DRC staff and up to 3 cooperating GRIT agencies to create and post webpage information
* Produce GRIT brochure by June 30, 2021; distribute by December 2021; monitor use semi-annually through 2024
 | * Webpage information and brochures sent to all school districts in Yakima County, school counselors, and Village members.
* Webpages and brochures regarding how to avoid gang influence are used by 50% of Village members
 |
| * 1. Identify and communicate to GRIT members strategies which encourage people to think outside the box when it comes to gang intervention and gang prevention.
 | * 1 or 2 Village members assigned to each month March 2021 to March 2022.
* Monthly suggestions posted on website and communicated to all GRIT Village members and school district counselors
 | * 12-24 Village members submit “thinking outside the box” suggestions during an assigned month from March 2021 to March 2022.
* At least one suggestion posted monthly onto the website.
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**GRIT 2.0: DEVELOP A SUPPORT NETWORK OF PARTNER AGENCIES AND PROGRAMS GRIT CHARTER GOAL**

**Goal 2A: Repair, strengthen, and restore our youth**

**Goal 2B: Repair, strengthen, and restore community service providers**

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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Identify and communicate to GRIT members strategies which demonstrate how relationships are developed between clients/kids and adults.
 | * Steering Committee directs DRC staff and up to 5 GRIT Village agencies to work together to develop information on how to develop relationships between kids and adults.
* Initiate April 8, 2021; develop though April 2024; monitor semi-annually
 | * By January 2024, 50% of Village agencies use strategies for improving relationships between kids/clients and adults
* Information displayed on all GRIT Village member websites and published in brochures made available to school counselors and Village members. Posted on GRIT webpage.
 |
| * 1. Identify and communicate to GRIT members strategies which demonstrate how relationships are developed between clients/kids and organizations.
 | * Steering Committee directs DRC staff and specific members from a minimum of 3 GRIT Village agencies to design and disseminate information about how to develop relationships between kids and GRIT organizations.
* Initiate November 15, 2021; disseminate by November 14, 2022; monitor semi-annually –
 | * By January 2024, 50% of Village agencies use strategies for improving relationships between kids/clients and organizations.
* Information displayed on all GRIT Village member websites and published in brochures made available to school counselors and Village members. Posted on GRIT webpage.
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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Identify platforms—such as Snapchat—with which to communicate with at-risk youth, and stay up to date on new platforms as more apps are developed
 | * Steering Committee directs DRC to poll Village members, asking the best avenues and platforms with which to communicate between their agency’s staff/volunteers and clients
* Develop and employ survey by April 16, 2021.
* Summarize survey results by May 21, 2021.
* Share with Steering Committee and Village members by July 8, 2021
 | * GRIT Steering Committee and Village members are aware of and use the best communication strategies for communicating with 100% of all agencies.
 |
| * 1. Identify and communicate to GRIT members the names of people who have control of resources and making decisions, etc. vs. people kids relate to – family, people on the streets, peers, who is important in their lives; watch the kids’ community to learn how to develop trusting relationships.

Identify child’s insecurities  | * Steering Committee requests DRC to create and continuously update list of Village members, their service foci, and any additional resources available.
* Research and development team (Village members) with DRC help, meet to research and identify best 10-15 strategies for developing trusting relationships with youth; repeat (for updates)
* 5 Village agencies and DRC work together with 5 school counselors to develop strategies for relating to kids and those important to them
* Initiate by April 24, 2021; build capacity through December 1, 2021; monitor semi-annually through 2024.
 | * GRIT members’ foci posted on webpages with semi-annual updates (in process May 2020)
* Pamphlets made available to Village members and school counselors by December 1, 2021
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**GRIT 3.0: COORDINATE ADDITIONAL RESOURCES THROUGH CROSS-SECTOR COLLABORATION GRIT CHARTER GOAL**

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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Encourage joint grant writing
 | * Steering Committee requests DRC post monthly opportunities (In progress, April 2020)
 | * 33% of all Village members have submitted a grant with another village members
 |
| * 1. Identifying potential grant partner
 | * Village members submit their areas of grant interest to DRC no later than April 21, 2021
 | * At least 60% of Village members respond to survey indicating areas of grant interest
 |
| * 1. Identify agencies who can write letters of support
 | * DRC staff with the assist of Village members develop data base of issues and community supporters by April 22, 2021
 | * At least 20 specific topics and community supporters are identified; results disseminated to Village members
 |
| * 1. Participate in Village events/meetings
 | * Steering Committee requests that DRC host monthly meetings of GRIT Village members (in process, March 2020); assess strengths of meetings semi-annually; adjust as warranted
 | * At least 45% of Village members attend each Village meeting
 |
| * 1. Preserve ideas discussed at Village meetings (place notes/connection on the webpage)
 | * DRC records minutes of meetings and posts on GRIT webpage; review semi-annually for usefulness and modification (in progress, March 2020)
 | * 100% of Village meeting notes are posted following each Village meeting
 |
| * 1. Design user friendly web location(s) for sharing of resources
 | * DRC staff with Village member input (In progress, March 2020);
* review semi-annually through 2024
 | * Webpage is functional and used regularly by 80% of Village members
 |
| * 1. Encourage use of GRIT Steering Committee for grant design & components
 | * GRIT Steering Committee will communicate to Village members during the last week of February each year any annual priorities for grants; will assist in grant design and components as possible.
 | * 30% of Village members will interface with members of the Steering Committee each fiscal year.
 |
| * 1. Clearing house for grants needing statistics (Steering Committee)
 | * Steering Committee will recruit 3 agencies to collect and disseminate Yakima Valley statistics used in the preparation of grants.
* Select agencies: March 2021
* Disseminate statistics to members: April 21, 2021
* Reissue annually until 2025
 | * Beginning April 21, 2021, member agencies will have access to basic statistical data needed for submitting grants.
 |
| * 1. Create a directory of people who work on specific issues
 | * The DRC will create a webpage highlighting the work of each agency.
* The data will be entered as 1) “problem focus” (which agencies assist with this problem/issue) and 2) agency focused (what each agency does/forms of support).
* Established March, 2020
 | * People seeking help can access information through webpages
* Agencies can access specific types of help through webpages.
 |
| * 1. Identify a point person and contact information for each member agency
 | * DRC will maintain a list of GRIT partner agencies Establish referral process in correlation with 3.11
* Initiated: March 2020
* Maintained annually through 2025
 | * GRIT member agencies and designated contact person and information available on GRIT webpages.
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**GRIT 4.0 DEEPEN RELATIONSHIPS AMONG MEMBER ORGANIZATIONS; USING DATA TO INFORM MEMBERS**

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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| 4.1 Increase knowledge & effectiveness of member organizations1. What knowledge?
2. Specifically, what needs to increase?
3. How does our work fit into the needs of the people seeking service?
 | * The Steering Committee will prioritize what information GRIT agencies most need
* Will request DRC to research and provide this information to GRIT members by May 3, 2021
* Thereafter, the DRC will provide bi-monthly reports.
 | * GRIT agency members will receive a bi-monthly communication from the DRC highlighting
	+ new knowledge and resources for agencies
	+ new information focused on key (relevant, important at this time) knowledge
	+ information on the interface between agency goals and the needs of people seeking services in Yakima.
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| * 1. Develop and communicate strategies that will help Village members to know or tap into people who changed their lives.
 | * Two GRIT agencies convey a relevant and inspiring client story to the DRC each month.
* The DRC refines and publishes the story with a profile of the agency on its webpage.
* Initiate first story and publication by June 17, 2021.
 | * Beginning June 2021, one agency and client story will appear on the GRIT webpages each month until March 2025.
 |
| * 1. Develop and communicate to member organizations how best to talk with the kids at risk themselves.
 | * Steering Committee requests DRC to work once per year with 3-5 agencies to collect “best practices” for talking with at-risk clients
* Results published on webpages beginning November 12, 2021 and focus a Village meeting on the findings
 | * “Best Practices Strategies for working with At-Risk Clients” is continuously, and hold 1 Village meeting per year with that focus
 |
| * 1. Remind GRIT members to ask kids what they most need.
 | * Steering Committee will request DRC to maintain a yearly survey of what agency clients most need.
* Published on the GRIT webpages each September from 2021-2024
 | * Annual summary of agency clients’ greatest needs published annual from 2021-24 using GRIT webpages as dissemination tool.
 |
| * 1. Understanding local gangs and their members, stereotypes, and gang status, from multiple perspectives
 | * Each member organization provides Village members about how to understand LOCAL gang issues.
* DRC consolidates information annually and posts on webpages.
* Initiate first posting January 2022.
 | * DRC provides annual updates and updates webpages as need arises.
 |
| * 1. What are the strategies and experiences that create an understanding and adoption of an unbiased approach to gangs
 | * Steering Committee requests that DRC research and provide an annual seminar to all GRIT member groups beginning May 2021
 | * Experts identified and scheduled 2021-2024
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**GRIT 5.0: BUILD BRIDGES**

**Between nonprofits and key institutions**

**Between business, local government, philanthropy**

**Increase partnership and cooperation**

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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Help members identify people who have control of resources and making decisions, etc. (vs. people kids directly relate to – family, people on the streets, homies, who’s important in their lives).
 | * Steering Committee directs DRC, with cooperation of 5 GRIT agencies, identify key people in each GRIT agencies who are responsible agency goals and outcomes.
* Post on GRIT webpages
* In progress May 2020
* reviewed and updated annually.
 | * 90% of GRIT agencies enter and update key contact data annually.
 |
| * 1. Develop strategies to help GRIT members observe the kids’ communities to learn how to develop trusting relationships.
 | * Steering Committee directs DRC to sponsor seminar on how to develop trusting relationships with youth.
* Annually each January beginning in January 2022
 | * At least 20 GRIT agencies attend seminar each year.
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**GRIT 6.0: STRENGTHEN NON-PROFIT ENGAGEMENT**

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| **PLAN****What actions will achieve desired outcome** | **ACTION****Who will implement and by when** | **DESIRED OUTCOME****Measure of success** |
| * 1. Strengthen institutional engagement
 | * Steering Committee request that DRC, in cooperation with GRIT agencies, prepare materials to inform members of “who’s who among GRIT agencies”
* In progress, May 2020; ongoing
 | * 80% Agencies identify themselves as members of GRIT in their materials and webpages.
* Annually, increase the number of members actively identifying as GRIT members
 |
| * Prepare materials which names GRIT members at all levels of the infrastructure
* Completed, August 2020
* Disseminated by March 26, 2021
 | * Distribute Strategic Plan
* Ask members to comment on where they can be helpful in achieving GRIT goals
 |
| * Provide contact information (GRIT webpages)
* Information on how to understand the purpose of GRIT work, vision, mission. Completed: posted on GRIT webpages
* How to understand your own responsibilities and obligations through GRIT. Steering Committee asks DRC to use one Village meeting per year to review GRIT agency responsibilities and obligations.
* Initiate: April 2021; update annually thereafter
* Determine what is already going on related to the GRIT mission and vision in each organization (see survey profile): In progress.
* Current state of knowledge
* Survey Monkey asking Village members
	+ Who are you already working with?
	+ Who would you like to work with?
	+ Who would you like to know more about?
	+ What would you like others to know about your organization?
* DRC collaborates with GRIT agencies to expand website presence.
 | * Assess member involvement annually through comprehensive survey with at least 60% response rate.
 |