Helping Gang Members Assimilate Back into Society

Created By: Jose Alvarez, Raul Contreras, Eddie Cordova, Amy Galvan, David Moreno.

Responsibilities

- Jose Alvarez – Need Statement
- Raul Contreras – Team Leader
- Eddie Cordova – Solution Statement
- Amy Galvan – Work Plan
- David Moreno – Team Interaction
Executive Summary

Raul Contreras

Project Goal

• Learn about and determine why gang members want to get out of a gang
• Discover the opportunities they have for assimilating back into society
### Step #1 – Create a Work plan (1)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Read Assignment #7</td>
<td>Read</td>
</tr>
<tr>
<td>2. Develop Topic, Goals/Objectives, People &amp; Org. for interviews and other sources</td>
<td>Work plan in Microsoft, Word table, flow chart, and bar chart</td>
</tr>
<tr>
<td>3. Create a document using “Reading and written exam #3”</td>
<td></td>
</tr>
<tr>
<td>4. Create topic statement</td>
<td>Topic statement</td>
</tr>
<tr>
<td>5. Develop goals and objectives for the proposal.</td>
<td>Goal &amp; Objectives</td>
</tr>
<tr>
<td>6. Create checkpoints for the project.</td>
<td>Check points</td>
</tr>
</tbody>
</table>

### Step #1 – Create a Work plan (2)

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Develop a work plan table in Microsoft Word.</td>
<td>Work plan table</td>
</tr>
<tr>
<td>8. Develop a bar chart</td>
<td>Bar Chart</td>
</tr>
<tr>
<td>9. Create a flow chart</td>
<td>Flow Chart</td>
</tr>
<tr>
<td>10. Develop a list of teammates their roles/responsibilities/activities and due dates</td>
<td>List</td>
</tr>
</tbody>
</table>
### Step #2 – Develop Research, Interview and Survey Questions

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Develop a list of research questions for the proposal research</td>
<td>Questions for the proposal.</td>
</tr>
<tr>
<td>2. Develop interview questions</td>
<td>Organization that team will interview.</td>
</tr>
<tr>
<td>3. Find 3 types of organizations that you want to collect info.</td>
<td>Organizations to collect info.</td>
</tr>
<tr>
<td>4. Develop a document to turn into Diego</td>
<td>Questionnaire to fill out.</td>
</tr>
</tbody>
</table>

### Step #3 – Conduct Interviews

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Review questions that are going to be asked, develop follow-on questions.</td>
<td>Follow-on questions for the interviewee.</td>
</tr>
<tr>
<td>2. Make the person that is being interviewed comfortable.</td>
<td>Question that make them feel comfortable.</td>
</tr>
<tr>
<td>3. Develop a plan.</td>
<td>Ask questions.</td>
</tr>
<tr>
<td>4. Take Notes of answers.</td>
<td>Important answers take good notes.</td>
</tr>
<tr>
<td>5. For each interview, team members compile one set of notes</td>
<td>Information for the proposal.</td>
</tr>
</tbody>
</table>
### Step #4 – Develop a solution

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Read Mim Carlson’s “Winning Grants” workbook, Ch.4 &amp; 5</td>
<td>Read “Winning Grants” workbook</td>
</tr>
<tr>
<td>2. Read solution Statement examples #1-3</td>
<td>Read Statement examples #1-3.</td>
</tr>
<tr>
<td>3. Read action plan examples #1-3</td>
<td>Read Actions example #1-3.</td>
</tr>
<tr>
<td>4. Fill out worksheet 4.1A</td>
<td>Completed Worksheet 4.1A</td>
</tr>
<tr>
<td>5. Fill out worksheet 5.1A</td>
<td>Completed Worksheet 5.1A</td>
</tr>
<tr>
<td>6. Review needs slide from assignment #5 and brainstorm two possible solutions</td>
<td>Two solutions</td>
</tr>
<tr>
<td>7. Define the method you used to determine which solution best meets the needs that you have selected.</td>
<td>Power point slides with two solutions to gang involvement.</td>
</tr>
</tbody>
</table>

### Assimilating Back to Society: The Need

By Jose Alvarez
Background

• Surveyed 131 people
  – 48% - Ex-Gang members
  – 37% - Current Gang members
  – 11% Families of gang members
  – 99% Latino - Gang or Ex-Gang members
  – 88% Male - Gang or Ex-Gang members
  – Most were single / not married
  – 78% have families with gang history

• Interviewed 6 people from:
  – Santa Cruz County Probation Department
  – Watsonville Police Department’s Gang unit
  – Si Se Puede – Residential Drug Treatment Program

What is the need?

• All ex-gangsters surveyed want to assimilate back into society.
  – 61 ex-gang members survey
  – 6 are in gang intervention programs

• 93% of gangsters surveyed indicated they don’t have good opportunities for the future
Why they are attending gang intervention programs?

– Don’t want to spend time in prison
– Probation record motivated them
– Family pressure

Why did they leave the gang?

• They wanted a better future
• Need to make $$$:
  – Felt they were not going anywhere; no job prospects
  – Having to sell drugs to make money
• Getting into too much trouble with the law
• They wanted an education
• They did it for their families: kids, parents, causing problems at home
Made right decision to leave the gang?

• 14 out of 15 (93%) ex-gangsters indicated they made the right decision to leave the gang

Why did they want to assimilate back into society?

• Realization
  – wake up call
• Opportunities
  – better life
  – more opportunities
• Family
  – better life for family
• Grew out of it
  – didn’t like it anymore
  – tired of gang life
What was it like when you got out?

- Difficult
  - name calling from peers
  - harassed
  - “bad experience, people would threaten me”
  - “violating my stuff (car, house, etc.)”

- Watch out!
  - Careful in different neighborhoods harassed
  - Couldn’t go to many places
  - Difficult

How would you help a family member to get out of the gang?

- Advice
  - Support them and tell them that gangs are no good.
  - Give them advice

- Programs
  - Group home
  - Get them into a program

- Don’t do anything
- Don’t know
When is the need evident?

- When they come out of jail.
- When people in the community begin to stereotype and judge them.
- When they get jumped or get into problems with other gang members.

Why does this need occur?

- They want to change their lifestyle.
- They want to work so that they don’t get into problems.
- They want to be back into society.
- They want to be successful.
Evidence of problem

What are the consequences of meeting the need?

- People might change.
- There would be programs to help them.
- People would understand that they want to change, and that they want to help others.
- Help transition gang members out of gangs
Consequences of not meeting the need.

• There would be more gangs.
• More crime.
• More drugs.

What do they need to do to assimilate?

From surveys with ex-gangster they indicated:
• Find new friends
• Change their living environment
  – Move to another neighborhood
• Change their appearance
  – Clothing
  – Tattoo removal
• Change themselves – the way they:
  – Think, talk and act in the world
  – Love myself
The Solution

Eddie Cordova

Assimilating Back into Society: Two Solutions

• Education
  – Change gang behaviors and appearance
  – Graduate from High School or go to Cabrillo (if 18 years old)
  – Prepare them for college-level performance

• Employment
  – Change gang behaviors and appearance
  – Find minimum-wage job
  – Find job training program
Criteria for Selecting Solution (1)

- Money in the short term
- Careers that have a future – money in the long-term
- Better jobs
- Health benefits
- Keep busy
- Contribution to society

Criteria for Selecting Solution (2)

- Opportunity to advance
- Profit sharing
- Better preparation for life
- Job security
- Physical problems from doing manual labor
- Level of knowledge obtained
Criteria Matrix (1)

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Immediate Employment</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Money in short term</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Career with future</td>
<td>x x x</td>
<td></td>
</tr>
<tr>
<td>Better Jobs</td>
<td>x x x</td>
<td></td>
</tr>
<tr>
<td>Health Benefits</td>
<td>x x</td>
<td></td>
</tr>
<tr>
<td>Keep Busy</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Contribution to Society</td>
<td>x</td>
<td>xx</td>
</tr>
</tbody>
</table>

Criteria Matrix (2)

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Immediate Employment</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity to Advance</td>
<td>x</td>
<td>x x x</td>
</tr>
<tr>
<td>Profit Sharing</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Better Prepared for life</td>
<td>x</td>
<td>x x</td>
</tr>
<tr>
<td>Job Security</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Physical Problems</td>
<td>x x</td>
<td></td>
</tr>
<tr>
<td>Knowledge</td>
<td></td>
<td>x x x</td>
</tr>
</tbody>
</table>
Chosen Solution

• Assimilating Back into Society through Education

Goal of Assimilation Program

• To develop a program that prepares ex-gang members to:
  – transition from their gang lifestyle,
  – succeed in college
  – obtain the skills for careers with a future
Assimilating through Education (1)

• Preparatory Step (transition from gang lifestyle):
  – Create motivation for change (because it will be difficult)
  – Put together a plan
    • Change appearance
    • Develop effective behaviors
    • Change mentality and attitudes
  – Counseling to support the changes they are trying to make
  – Help make decision to further their education
  – Refer them to a Bridge program

Assimilating through Education (2)

• Bridge to High School Diploma or GED
• Bridge to College:
  – Create motivation to succeed in college
  – Prepare them for college success
    • Develop their basic skills
    • Learn effective social interaction skills
    • Financial Aid
    • Counseling
  – Better jobs after college credential or degree(s)
Objectives

• Find City or County support for such a program
• Put together a plan for creating the program
• Implement the plan of action

The Work Plan

Amy Galvan
### Objective 1: Find City or County support for such a program

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
<th>Completion Date</th>
<th>Person(s) Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make a list of potential contacts</td>
<td>List of contacts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Find supportive persons</td>
<td>Identify person(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obtain commitment to a develop a plan of action</td>
<td>Commitment</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Objective 2: Put together a plan for creating the program

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
<th>Completion Date</th>
<th>Person(s) Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determine Collaborators</td>
<td>List of collaborators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meet with potential collaborators to develop action plan</td>
<td>Action plan and commitments</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Objective 3: Implement the plan of action

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deliverables</th>
<th>Completion Date</th>
<th>Person(s) Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage the implementation of the plan</td>
<td>Activities completed</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>