

**CHARTER
OF THE
GANG REDUCTION AND INTERVENTION TASK FORCE**

I. PURPOSE AND GOALS

The purpose of the Gang Reduction and Intervention Task Force (GRIT) is to provide ongoing direction to a partnership of agencies working together towards achieving better outcomes for youth, with a special emphasis on youth empowerment and engagement, and avoiding gang influence and membership.

Goals and objectives of the GRIT program are to develop and support a network of partner agencies and programs; repair, strengthen and restore our youth, families, community and service providers; and coordinate additional resources for agencies through cross-sector collaboration.

II. OVERVIEW

GRIT seeks to leverage existing and yet-to-be-identified resources and to increase the capacity of partnership agencies and community non-profit organizations. Initially, thanks to a grant from the Governor's Office, the City will be assigned the role of convener and capacity builder. GRIT will start as a pilot program that develops, connects and supports a network of local, regional and statewide partners that have proven records of reducing gang involvement. GRIT builds directly from the Gang Reduction Initiative of Denver program in its structure and operational model, but may expand or deviate from that model over time to meet the specific needs of our community.

An initial GRIT Coordinator will be chosen to serve as a connector between community and faith based partners so that target populations can access services and activities already provided by community partners. The Coordinator will also work on the GRIT Pilot Program, coordinate communication, policies and MOUs for said program, and generally coordinate activities associated with GRIT.

III. THEORY OF CHANGE

GRIT is based on the theory that young people who are connected and are a part of an accepting village of community services, providers, and mentors, will build stronger protective attributes that will keep them away from gang involvement or will enable them to resist recidivism into gang activities and violence.

IV. STEERING COMMITTEE

a. PURPOSE

The purpose of the Steering Committee is to provide oversight and accountability, as well as to look at matters involving gang reduction and intervention strategically. Further, the Steering Committee should create and maintain interagency and community relationships that facilitate the development of the GRIT program. The Steering Committee shall also serve as the body to approve various requests of the City, as the convener; to create and initiate the proposed pilot program; as well as create the structure, goals and strategies for the ongoing GRIT program(s).

b. MEMBERSHIP

There shall initially be a minimum of nine (9) members of the Steering Committee falling into the following groups:

- i. 3 City of Yakima elected officials or designees. These seats are filled by the Yakima City Council.
- ii. 1 Representative of the Yakima School District, chosen by the Yakima School District.
- iii. 1 Representative from the juvenile justice system.
- iv. 1 Representative from Yakima County, preferably its prosecuting attorney or a judge.
- v. 1 Representative with mental health treatment or public health experience.
- vi. 1 Representative from the Yakima Police Department who is familiar with gang activity, violence, intervention and/or prevention.
- vii. 1 person who is a former gang member or was formerly affiliated with a gang.

Additional members may be added by consensus vote of the Steering Committee. The Steering Committee should be made up of members with relevant sectors, including, but not limited to: family support and case management; mental health and public health; independent living skills; employment training and retention; school district and education; probation and police; and faith and youth development.

Members should be committed to the cause, have a strong ability to communicate with others about the topic areas under consideration, have a desire to develop and lead others in improvement opportunities, have knowledge of barriers associated with keeping youth away from gang involvement, be interested in the topic and be able to bring creative solutions to challenging issues.

c. MEETINGS

The Steering Committee should meet at least once every two months. Meetings will be called by the City of Yakima, or upon request of any two Steering Committee members.

d. BYLAWS

The Steering Committee may adopt Bylaws, policies or procedures.

e. CHAIR, VICE-CHAIR AND BASIC PROCEDURE

The GRIT Steering Committee will be led by the City of Yakima staff designee for the program and the GRIT Coordinator. If the Steering Committee chooses, it may appoint a Chair and Vice-Chair from its membership. Meetings are meant to be collaborative, but will follow Robert's Rules of Order with regards to decision-making. Decisions of the Steering Committee shall be by the majority vote of the members present. A majority of the seated members of the Steering Committee shall constitute a quorum.

f. PRIORITIES

The following items are priorities for the Steering Committee. The list is not exclusive, and represents some core concepts that the Steering Committee will concentrate on during the pilot program term. It

is anticipated that there will be other issues that may arise that are either short-term or long-term issues.

1. Raise our awareness of the barriers and challenges to reducing gang violence in Yakima.

Since Steering Committee members are involved in various aspects of the community which encounter the effects of gang involvement, the Steering Committee will serve, in part, as an opportunity to raise awareness among its members and member agencies as to barriers and challenges to reducing gang violence in Yakima.

2. Create an ongoing dialogue with leadership. It is anticipated that Steering Committee members will be leaders in their fields. As such, membership and Committee meetings will create an ongoing dialogue about gangs, gang influence, gang violence and keeping youth away from gangs, among community leaders.

3. Set strategies and action plans; measure and report results. The GRIT program involves collaboration among service providers, local non-profit agencies, the schools and medical professionals. The Steering Committee is tasked with setting strategies for how best to coordinate approaches to lessening gang involvement and violence in the parameters of the current grant award. One of those strategies is to convene a Village of interested parties to start a community-wide conversation about services for youth. Another is the GRIT pilot program—a youth leadership program which will occur within middle schools with the goal of getting youth and their families the services they need to help avoid gang involvement. The Steering Committee will be charged with evaluating those strategies and reporting the results to their respective organizations, and the community as appropriate.

4. Determine the best way forward. The GRIT pilot program is funded through June 30, 2019, and the program in the middle schools funded through the grant creating the GRIT pilot program will be completed at that time. The Steering Committee will be tasked with forward-thinking about the program, as well as how to continue the conversation at the Village and with the community as a whole in the future. This strategic thinking about the future of a community-wide effort will be important in determining the logistics and responsibility of the program moving forward. This includes an evaluation of the geographic execution of effective strategies, other agencies and groups that should be directly involved, and determining the structure of the post-pilot program.

g. REPORTING

The Steering Committee will report to the City Council. Such reporting will be done through the City Council members of the Committee, or, when requested, a report from the entire Steering Committee to the City Council.

V. THE VILLAGE

a. PURPOSE

The purpose of the Village is to bring together a wide range of sectors, agencies and organizations that can provide services to youth and their families, with the ultimate hope that such services will steer youth away from gang involvement. The Village should also raise awareness of the barriers and

challenges to reducing gang violence, collaborate on community-wide activities and programming for youth with the goal of keeping youth out of gangs, and to educate its members, and the community on the services and opportunities available to youth and families in Yakima.

b. MEMBERSHIP

Any agency, non-profit corporation, faith-based organization, community group, or other interested party or organization may participate in the Village meetings. There is no official "membership" in the Village, but it is limited to those who can provide useful feedback, can collaborate to provide services, or can provide educational information to members of the Village regarding youth programming or gang affiliation or violence prevention.

c. MEETINGS

The Village may meet quarterly, or however often it is deemed appropriate by the GRIT Coordinator. The GRIT Coordinator shall determine the time, date and location of each meeting, as well as the agenda and program. The GRIT Coordinator should reach out to interested parties and seek advice as to what topics are of general interest to Village members prior to the agenda. Meetings should involve opportunities to network, collaborate and share ideas.

d. OVERSIGHT

The GRIT Coordinator should oversee the Village meetings and provide reports to the Steering Committee as necessary. Further, Steering Committee members should be invited to all Village meetings.

VI. TERMINATION

The Gang Reduction and Intervention Task Force may be terminated by a majority vote of the Yakima City Council.