

Planning Template for DJJ Realignment Subcommittee Topic Areas

Topic Area: Cultural Responsivity/Racial Equity (In General with a focus on Black and AAPI Communities) _____

Target Population: Young people in San Francisco who have petitions sustained for 707(b) offenses.ⁱ

This group of young people are most frequently ordered by the court to three distinct dispositions:

- 1) **formal probation in the community:** under the supervision of the court and Juvenile Probation; living at home with parent or guardian if under 18; must abide by certain conditions imposed by the court
- 2) **out of home placement:** ordered by the court to reside in a foster care placement (could be with a resource family or in a group home/STRTP); must abide by certain conditions imposed by the court; ordered not to leave placement to live anywhere else
- 3) **secure youth treatment facility:** a locked residential facility where the young person is not free to leave

Plan Development: To aide in the creation of SF's DJJ Realignment Planⁱⁱ, **please fill out the table on the next page** that asks what currently exists, what doesn't, and may be needed for this particular topic area across the continuum of possible dispositions for the target population.

When filling out the table, please keep the following in mind:

- The DJJ realignment subcommittee adopted the following as its guiding values. How are these values reflected in this topic area?
 - Healing-Centered Models
 - Family- Centered Models
 - Community Involvement
 - Culturally Responsive Models
- Have the voices of young people and directly impacted people been included in these ideas?
- At each stage of the continuum, what is needed to prevent deeper system involvement?
- What does integration of services, programs, or resources look like for this topic area across continuum and/or as a young person is stepped down from a more restrictive setting?
- What does this topic area look like for young people under 18 vs. over 18?

Topic:	Formal Probation in the Community	Out of Home Placement	Secure Youth Treatment Facility
<ul style="list-style-type: none"> What resources and services currently exist in San Francisco and are working well for the target population? 	<p>There are a rich array of community based resources that are culturally responsive, including, but not limited to the black and AAPI communities:</p> <p>B' Magic Black to the Future Boys and Girls Club (Nate Ford) CJCJ Community Youth Center Mo' Magic Anti-Recidivism Coalition United Playaz Omega Boys Club Samoan Community Development Center San Francisco Recreation and Parks Seneca SF CASA Southeast Asian Community Development Center Success Centers Sunset Youth Services WrapAround Project/UCSF YMCA Young Women's Freedom Center</p>	<p>Only group home described is Catholic Charities Boy's Home (33rd)</p> <ul style="list-style-type: none"> ➤ Positive reviews from lawyers <p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <ul style="list-style-type: none"> ➤ Placement in the city was good. ➤ Therapists were able to relate to my background because they work with kids from his background. Staff were from SF and understood. ➤ "They understood the racial profiling problems, the discrimination, the stereotyping, the always suspecting" ➤ Good job with mental health evaluations and diagnosis. Recognized trauma and symptoms of trauma. 	<p>Only secure setting in SF is the juvenile hall</p> <ul style="list-style-type: none"> ➤ Some staff are from or have lived experience with impacted communities and can ease the harm of incarceration; They care about the youth and play an important role in their mentorship and development. They are important voices in the conversation. ➤ Youth have access to some community-based services provided by community agencies that are trauma informed and working with racial equity in mind. Ex: Omega Boys Club and Sunset Youth Services ➤ Mental/medical health care available ➤ JH school and liaison to the district care and make progress with the youth.

	<p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <ul style="list-style-type: none"> ➤ Anger Management/ART class held conference room at JH. Helpful to learn triggers. Diverse group presenting. ➤ Mentor – Part of SENECA – helpful. Treated him fairly, could relate to his life experience. Had a black case manager. ➤ Therapy through SENECA – “White lady but she treated me fairly.” She did not understand my experiences and couldn’t relate. She had a different background. Not too many people with his background who make it to be a therapist so I had to take what I could get. ➤ They came to my house which was helpful. 		<p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <ul style="list-style-type: none"> ➤ good to have black staff, people that understood his experience so that helped. It would improve engagement. ➤ Has been in three different juvenile halls and SF juvenile hall is relatively better. Does not know how to reimagine something different.
<ul style="list-style-type: none"> • What are the service & resource gaps? • What program elements are missing? 	<p>Programs need to diversify their staff and programming so it is culturally responsive, reflective of, and relates to our affected communities (Seneca and YMCA specifically named but not the only ones)</p> <p>The youth must choose to connect with the service provider and their choice around that matters. You</p>	<p>Need additional out of home placements in the city that are culturally responsive so the Courts have options and do not have to resort to incarceration.</p> <p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <ul style="list-style-type: none"> ➤ Placement in SF was good but heard negative things 	<ul style="list-style-type: none"> ➤ “If we were building a secure setting and system for my kids, what would it look like? I guarantee you it would be different” ➤ The setting needs to change. Secure doesn’t have to be isolative or carceral.

	<p>can't tell kids "I know what you've been through" The relationship must be organic and not forced. The service provider must be authentic.</p> <p>Need additional:</p> <ul style="list-style-type: none"> ➤ educational supports/advocacy ➤ interventions that reduce and prevent poverty ➤ interventions to prevent displacement. ➤ supports and interventions that heal the whole family vs just the child. ➤ follow up, real constant on top of you mentoring ➤ reintegration and follow up after incarceration. <p>Trust is lacking with law enforcement and government agencies so community programs should maintain sufficient independence to maintain efficacy and credibility.</p> <p>Some programs look great on paper and state a desire to help the affected community but they don't follow through.</p> <p>Too many "white" service providers</p>	<p>from other black youth about other placements outside the city. Doesn't remember specifics of what was bad.</p> <ul style="list-style-type: none"> ➤ Too much turnover with therapists. ➤ Finding way for youth of all ages to earn money and build employment skills even when they are fewer than 14. Didn't get job application skills because under 16. But it's okay to start teaching kids these skills earlier. ➤ Points system is problematic ➤ Mental health care needs improvement 	<ul style="list-style-type: none"> ➤ Youth are deprived of sufficient parental caretaking. Relationships that are protective are disrupted. ➤ Some service providers are not well suited to serve the affected population. ➤ JH detention is not working well for the target population from a racial equity perspective. ➤ Unclear whether the medical/mental health staff is culturally responsive or reflects cultural and racial experiences into their treatment and diagnosis. Ex – Diagnosis adhd or conduct disorder when those symptoms only reflect generational trauma. ➤ The conventional system is biased towards detention for this 707(b) youth. If the community is involved in evaluating the need for detention in 707 cases, there may be solutions that achieve safety without requiring lock-up. ➤ CJCJ study shows that 707 youth who are released by the court into the community
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	<p>Too many service providers are not well suited to serve this population.</p> <p>Problem is with how we connect youth to community based resources. Currently intake is driven by probation. This should not be left with law enforcement because the law enforcement model is the police model</p> <ul style="list-style-type: none"> ➤ not systemically built for healing and restoration ➤ presents issues of trust that compromise treatment and positive youth development, ➤ routinely uses the detention model in a manner that is not healing centered, family centered, or culturally responsive. <p>Coalition of Community Safety and Justice is only now stepping into the role of addressing racial tension in the community, building racial solidarity. The members are part of the RJ Collaborative developed by the DAs office last year, seeking to implement tools within the RJ model to improve race relations in the city.</p>		<p>have a lower recidivism rate than 707 youth who are detained on the recommendations of the probation department. 2 studies 20 years apart show the same impact.</p> <p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <p>“Being locked up was bad. Having more freedom and a better environment would prevent kids from wanting to run off.”</p> <p>We need more than aesthetic change, we need structural and foundational change to secure settings including the rules that govern the setting, the way behavior is addressed, the systems...</p> <p>Domination Behavior Control model is bad – example is the lock down of all because of the act of 1. This breaks down trust and disrupts positive trajectory of the youth</p> <p>Dehumanizing experience (timed showers, very uncomfortable environment)</p>
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	<p><u>Formerly Incarcerated and System Involved Youth Voices</u></p> <ul style="list-style-type: none"> ➤ Does not know what the problems are but knows that Covid was a disruption. ➤ Finding ways for youth of all ages to earn money and build employment skills even when they are fewer than 14. Didn't get employment application skills. ➤ "Keep the youth occupied so they don't have time to get in trouble." ➤ "Jobs, events, sports." ➤ Use Credible Messengers 		<p>"It doesn't matter if you call yourself a counselor, we still know you are a guard"</p> <p>"It doesn't matter if you call it a room, we still know it's a cell"</p>
<ul style="list-style-type: none"> ➤ Issue: we start with the behavior that led to their system involvement. ➤ Issue: we ask "what is wrong with you?" ➤ Expectations for perfection set youth up for failure; Points systems are problematic because they are punitive and demoralizing. ➤ Mental health services are not adequate. These youth have complex or unique needs; they need to have access to the best trained and most experienced mental health care ➤ Care is disrupted, continuity of care is lacking, too much turn over ➤ Not enough diversity, lived experience, and training for staff/providers ➤ Not enough diversity, access, and opportunity with education, career development and employment. ➤ Unidentified educational needs or inadequate IEPs. ➤ Model minority myth has harmed the AAPI community. Many believe that AAPIs are White adjacent, socioeconomically well-off and don't require community support. This ignores the wealth gap within our community and the fact that we are not a monolith. This myth has also been used as a tool to dismiss the struggles faced by other races. ➤ Within the AAPI community, we have families living in poverty. We have colorism within our community. We have refugees who suffer from intergenerational trauma. ➤ Same myths and facts are true for Middle Eastern and Arab communities as for the AAPI community. 			

➤ Same myths and facts are true for religious communities.

<ul style="list-style-type: none"> • How can we fill these gaps? • What ideas or models should be implemented? • Are there experts or models, including those outside of SF, that can help us? 	<p>Create safe spaces for seeking help around difficult generational issues like alcoholism, substance abuse, abuse, neglect and abandonment, prostitution.</p> <p>We need programs and services that wrap and persist with the youth and family as partners.</p> <p>Collaborate and share resources and training across community based organizations to increase cultural responsivity and racial equity.</p> <p>Build Youth and Family Tailored Wrap Teams; Participate in CFTs; Be Coordinated</p>	<p>Increase placement options</p> <ul style="list-style-type: none"> ➤ Life Learning Academy on Treasure Island ➤ Housing options that are tied to programming ➤ Include out of county options specifically <ol style="list-style-type: none"> 1. when they are needed to help youth be away from local threats. 2. when it is requested or agreed to by the youth and family. 	<p>Home like setting with outdoor spaces and if possible, with multiple buildings or sites for varied experiences and activities. Something like a small high school or college campus that allows youth to experience</p> <ul style="list-style-type: none"> > positive development in a realistic environment > with an emphasis on education and career development > with greater access to their village—parents, family members, treatment providers, teachers, select friends. <p>Reduce the punitive nature of the environment and increase the rehabilitative/restorative nature of the environment.</p> <p>Incorporate trusted JH staff in the design and restorative plan.</p>
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			<p>commitment on their 18th birthday</p> <ul style="list-style-type: none"> • Explore making ask of HSH for use of Prop C money specifically for this population • Multi Service Centers can work with young person until 24 y/o so every young person in this population should be paired with a CO for housing support • Family Programming in SYTF that includes more than just parents and opens up definition of family
<ul style="list-style-type: none"> ➤ Intake system needs to change so it is driven by community agencies. CARC should be the central intake system for arrested youth that are not diverted. This addresses racial equity because it provides a direct link to resources in the community, brings a treatment focus vs a detention focus at the system entry point ➤ The plans, programs and settings must model what we want the youth to become. The goal should be self sustainability– programs should foster life-long and self-motivated appropriate behaviors and decision making. Draw from the village model and from indigenous models. We “raise” youth. The word “raise” means “raise”. ➤ Incorporate Credible Messengers ➤ Give youth and families agency in their treatment/case plan. ➤ Develop a mental health care fund/collaborative that allows youth to access private and the best mental health services available ➤ Youth should work directly with treatment providers, including credible messengers and social workers that have sufficient independence from law enforcement/law enforcement functions. Preserve youth privacy so they can fully engage in and benefit from treatment. Law enforcement and law enforcement functions where required should remain at a distance from community services and treatment and only step in to address genuine safety or reinforcement issues. ➤ Find ways to include law enforcement and probation as mentors where they are not a “guard” or “cop” role. Do not wear more than one hat. ➤ Change the way we develop better decision making and youth accountability. Healing centered approaches. ➤ Social Workers and Credible Messengers should be racially informed and seek to develop an organic, sincere, and relatable relationship with the youth. Social workers and Credible Messengers should have a 1:1 ratio with this population. 			

- Provide and require access to counsel at arrest and at every juncture where a signature or waiver is requested
This includes requests for signatures from persons whose signature would impact youth rights, duties, and privileges (parent, guardian, or another responsible adult.) This improves trust, transparency, and efficacy.
- Invest in and fund existing organizations sufficiently to stop turn over and improve the training and experience of their workforce.
Strings must be centered on building independent, confidential and evidence based treatment and care and include, where authorized, objective reporting of attendance, engagement and progress to the judiciary without compromising content confidentiality.
- Support data tracking and reporting that demonstrates actual follow through and performance.
- Support input from the customer or client regarding the efficacy of programming, track it and report on it.
- Incorporate access to religious and faith based programming and mentors

ⁱ **WIC 707(b)** This subdivision is applicable to any case in which a minor is alleged to be a person described in Section 602 by reason of the violation of one of the following offenses:

- (1) Murder.
- (2) Arson, as provided in subdivision (a) or (b) of Section 451 of the Penal Code
- (3) Robbery.
- (4) Rape with force, violence, or threat of great bodily harm.
- (5) Sodomy by force, violence, duress, menace, or threat of great bodily harm.
- (6) A lewd or lascivious act as provided in subdivision (b) of Section 288 of the Penal Code.
- (7) Oral copulation by force, violence, duress, menace, or threat of great bodily harm.
- (8) An offense specified in subdivision (a) of Section 289 of the Penal Code.
- (9) Kidnapping for ransom.
- (10) Kidnapping for purposes of robbery.
- (11) Kidnapping with bodily harm.
- (12) Attempted murder.
- (13) Assault with a firearm or destructive device.
- (14) Assault by any means of force likely to produce great bodily injury.
- (15) Discharge of a firearm into an inhabited or occupied building.
- (16) An offense described in Section 1203.09 of the Penal Code.
- (17) An offense described in Section 12022.5 or 12022.53 of the Penal Code.
- (18) A felony offense in which the minor personally used a weapon described in any provision listed in Section 16590 of the Penal Code.
- (19) A felony offense described in Section 136.1 or 137 of the Penal Code.
- (20) Manufacturing, compounding, or selling one-half ounce or more of a salt or solution of a controlled substance specified in subdivision (e) of Section 11055 of the Health and Safety Code.

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- (21) A violent felony, as defined in subdivision (c) of Section 667.5 of the Penal Code, which also would constitute a felony violation of subdivision (b) of Section 186.22 of the Penal Code.
 - (22) Escape, by the use of force or violence, from a county juvenile hall, home, ranch, camp, or forestry camp in violation of subdivision (b) of Section 871 if great bodily injury is intentionally inflicted upon an employee of the juvenile facility during the commission of the escape.
 - (23) Torture as described in Sections 206 and 206.1 of the Penal Code.
 - (24) Aggravated mayhem, as described in Section 205 of the Penal Code.
 - (25) Carjacking, as described in Section 215 of the Penal Code, while armed with a dangerous or deadly weapon.
 - (26) Kidnapping for purposes of sexual assault, as punishable in subdivision (b) of Section 209 of the Penal Code.
 - (27) Kidnapping as punishable in Section 209.5 of the Penal Code.
 - (28) The offense described in subdivision (c) of Section 26100 of the Penal Code.
 - (29) The offense described in Section 18745 of the Penal Code.
 - (30) Voluntary manslaughter, as described in subdivision (a) of Section 192 of the Penal Code.

ii **1995.** (a) To be eligible for funding described in Section 1991, a county shall create a subcommittee of the multiagency juvenile justice coordinating council, as described in Section 749.22, to develop a plan describing the facilities, programs, placements, services, supervision and reentry strategies that are needed to provide appropriate rehabilitation and supervision services for the population described in subdivision (b) of Section 1990.

(b) The subcommittee shall be composed of the chief probation officer, as chair, and one representative each from the district attorney's office, the public defender's office, the department of social services, the department of mental health, the county office of education or a school district, and a representative from the court. The subcommittee shall also include no fewer than three community members who shall be defined as individuals who have experience providing community-based youth services, youth justice advocates with expertise and knowledge of the juvenile justice system, or have been directly involved in the juvenile justice system.

(c) The plan described in subdivision (a) shall include all of the following elements:

(1) A description of the realignment target population in the county that is to be supported or served by allocations from the block grant program, including the numbers of youth served, disaggregated by factors including their ages, offense and offense histories, gender, race or ethnicity, and other characteristics, and by the programs, placements, or facilities to which they are referred.

(2) A description of the facilities, programs, placements, services and service providers, supervision, and other responses that will be provided to the target population.

(3) A description of how grant funds will be applied to address each of the following areas of need or development for realigned youth:

(A) Mental health, sex offender treatment, or related behavioral or trauma-based needs.

(B) Support programs or services that promote the healthy adolescent development.

(C) Family engagement in programs.

(D) Reentry, including planning and linkages to support employment, housing, and continuing education.

(E) Evidence-based, promising, trauma-informed, and culturally responsive.

(F) Whether and how the plan will include services or programs for realigned youth that are provided by nongovernmental or community-based providers.

(4) A detailed facility plan indicating which facilities will be used to house or confine realigned youth at varying levels of offense severity and treatment need, and improvements to accommodate long-term commitments. This element of the plan shall also include information on how the facilities will ensure the safety and protection of youth having different ages, genders, special needs, and other relevant characteristics.

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- (5) A description of how the plan will incentivize or facilitate the retention of realigned youth within the jurisdiction and rehabilitative foundation of the juvenile justice system in lieu of transfers of realigned youth into the adult criminal justice system.
- (6) A description of any regional agreements or arrangements to be supported by the block grant allocation pursuant to this chapter.
- (7) A description of how data will be collected on the youth served and outcomes for youth served by the block grant program, including a description the outcome measures that will be utilized to measure or determine the results of programs and interventions supported by blockgrant funds.
- (e) In order to receive 2022-2023 funding pursuant to Section 1991, a plan shall be filed with the Office of Youth and Community Restoration by January 1, 2022. In order to continue receiving funding, the subcommittee shall convene to consider the plan every third year, but at a minimum submit the most recent plan regardless of changes. The plan shall be submitted to the Office of Youth and Community Restoration by May 1 of each year.
- (f) The Office of Youth and Community Restoration shall review the plan to ensure that the plan contains the all elements described in this section and may return the plan to the county for revision as necessary prior to final acceptance of the plan.
- (g) The Office of Youth and Community Restoration shall prepare and make available to the public on its internet website a summary and a copy of the annual county plans submitted pursuant to this section.