

COMMENTS FROM LEVI-HERRERA-LOPEZ: MANO A MANO

Please see next page

Greetings,

My apologies. I have a couple other commitments that are playing havoc with my schedule today. I'll do my best to join you in person close to the portion where the conversation on gangs is on the agenda.

I wanted to send in my written comments, just in case. (This is longer than what I would probably say in person):

- The gangs we know about in Marion County have their roots in the United States, not in Latin America. They originated in the SW United States. As gang affected youth and adults moved or were sent back to Latin America, they took their gang affiliations with them
 - personal statement: As I remember it, Mexican youth street gangs in the 80s looked more like the movie *The Warriors* than the Blood or Crip-influenced gangs of the United States. I did not see one single youth who looked like a Blood or a Crip in my time living in Mexico up until 1991.
- Gangs always remain a major concern among Latino families, even if they are not front-page news.
- The underlying causes for gang involvement, in our experience, are
 - Youth who are disconnected (or disengaged) from school, community, work, family, positive peers and adults, and even themselves (by this we mean, they are looking to define themselves and find a place in the world)
 - Gangs fill this void, in the absence of supportive relationships with peers and adults.
 - A small number of youth have an inclination for antisocial behavior, but even this is due to unhealthy environments from birth.
- Mano a Mano has a basic approach to engaging gang affected youth -- emphasize these culture elements as protective factors:
 - Utilize art and youth culture to draw in youth (visual, spoken, and musical), and help them build critical thinking skills -- example, we have a lesson plan on analyzing the text of popular hip hop songs, and conduct a critical analysis of the meaning behind the song (if any); another example, using street art as a means of building self-esteem and self-expression
 - Creating opportunities for youth to become leaders in small but meaningful ways. This begins by asserting that every youth has something valuable to contribute to the community -- even if they may not know it themselves. This is done by helping youth plan, organize and evaluate service learning projects.
 - Take the long way. Youth are drawn to gangs as a result of trauma experienced throughout their lives. It takes years, not months, for a youth to make the choice to walk away. No youth can be forced to walk away. They either hit rock bottom or they make that choice themselves, slowly, over a number of years. If we are not patient, they will walk away. We try to be an anchor or safe space where they can go when they need us.

Mano a Mano received a startup grant from the Oregon Youth Development Council to implement the Promotores Pathway for disconnected youth. This is a model for mentoring, resource navigation, and case management with disconnected Latino youth. This grant pays for 1 FTE Youth Promotor to work with up to 20 youth. Youth are now being referred through the Cavazos Project, a partnership with the Marion County Juvenile Department and Catholic Community Services -- in addition, to other youth being identified directly through Mano a Mano. This model was developed by the Washington, D.C. based Latin American Youth Center. An evaluation of their program found that youth with a promotor are more likely to stay in school, less likely to become teen parents, and less likely to experience homelessness. We are fundraising to expand the number of Youth Promotores available. Mano a Mano is certified replication partner for this model. This website provides additional background on this model:
<http://www.layc-dc.org/what-we-do/promotor-pathway-model/>

I also attached document with a detailed explanation of this model, for anyone who might be interested.

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Latin American Youth Center's **PROMOTOR PATHWAY®**



A New Model for Youth Development

LAYC's Promotores reconnect disconnected and disengaged youth to services that enable them to succeed academically, obtain long-term employment, and to live healthy and productive lives.



PROMOTOR PATHWAY®:

Addressing the needs of our most At-Risk Youth



Target Youth	<ul style="list-style-type: none">• Low-income youth, ages 14-24, who live in neighborhoods that are substantially Latino and African-American and exhibit a substantial combination of risk factors
Service Description	<ul style="list-style-type: none">• LAYC will match high-need youth with a “Promotor”• Promotores will focus on relationship building and will be expected to work with youth long term, approximately 4-6 years.• Promotores will be generalists, providing service coordination across various programs to address multiple needs
Expected Benefits	<ul style="list-style-type: none">• Achieve positive outcomes – across academics, employment, and healthy behaviors• A powerful model for other youth-serving organizations to learn from and replicate• Significant return on investment for government and other funders



PROMOTOR PATHWAY®:

Who We Serve

LAYC developed a measurement tool of 30 Yes or No questions to screen youth for risk factors

■ Primary risk factors for youth:

- No diploma/GED
- Housing issues or homeless
- Victim of violence
- Substance abuse issues
- Mental health issues
- Criminal justice involvement

Youth with these characteristics will definitely receive a Promotor

■ Secondary risk factors for youth:

- Held back a grade or failing classes
- Has recently been suspended
- Unemployed or existing job does not support self or family
- Ongoing childcare responsibilities within the family
- Close friend or family member convicted of a crime or in a gang
- Exhibits some mental health concerns (e.g. depression, anger)

Youth with these characteristics will likely receive a Promotor



PROMOTOR PATHWAY®:

What We Do - Short-term Goals

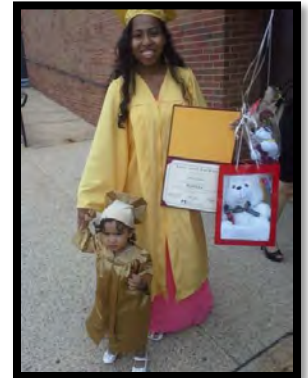




PROMOTOR PATHWAY®:

What We Do - Long-term Goals

- The Promotor Pathway supports youth in making a successful transition to adulthood. We focus on long-term goals including:
 - High School/GED Completion
 - Post-secondary enrollment
 - Vocational / Technical Training Completion
 - Employment Placement and Retention
 - Healthy Behaviors



Needs Assessment & Tracking includes a total of 12 non-academic Outcome Areas :

- | | |
|--|--|
| <input type="checkbox"/> Ready for Employment | <input type="checkbox"/> Mental Health |
| <input type="checkbox"/> Behavior & Communication | <input type="checkbox"/> Violence |
| <input type="checkbox"/> Risky Sexual Behavior | <input type="checkbox"/> Domestic Violence |
| <input type="checkbox"/> Substance Use | <input type="checkbox"/> Preventative Health |
| <input type="checkbox"/> Housing Status | <input type="checkbox"/> Legal/Court Involvement |
| <input type="checkbox"/> Ability to Access Community Resources | <input type="checkbox"/> Parenting |

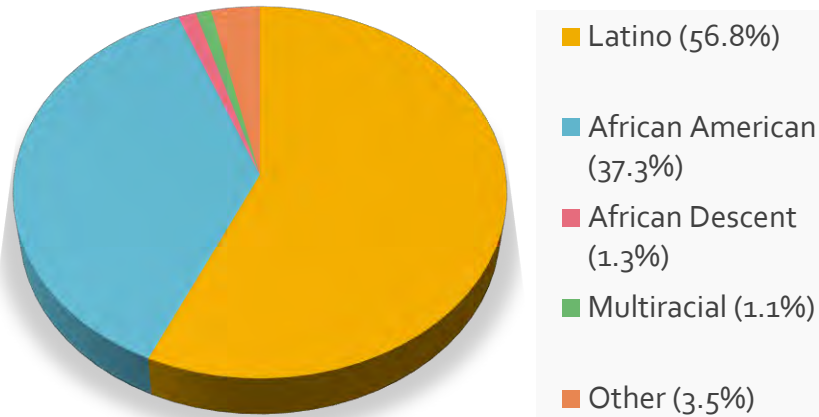


PROMOTOR PATHWAY®:

Five Year Outcomes - January 2011 - January 2016

456 youth served

RACE / ETHNICITY



GENDER

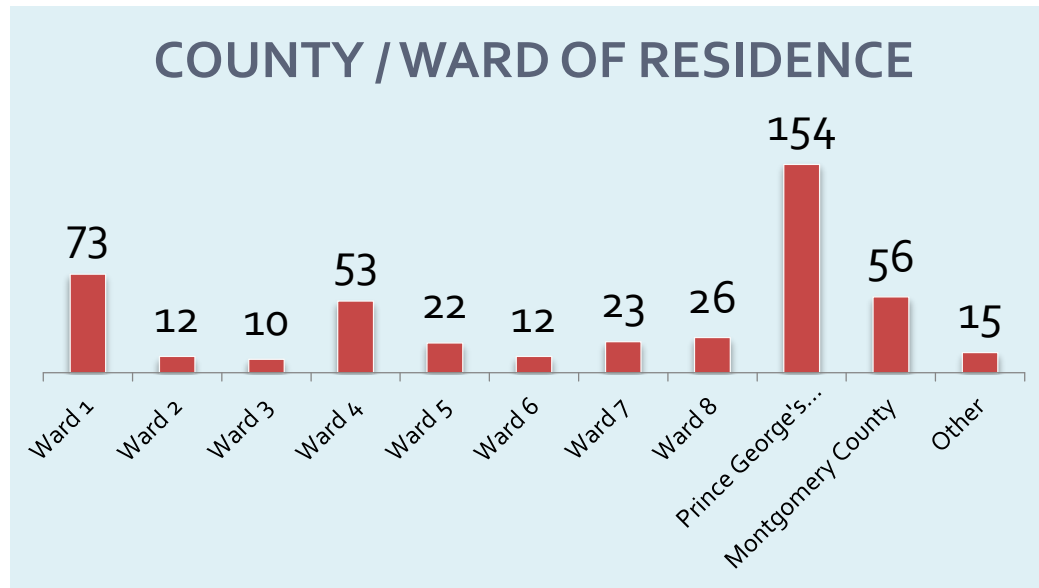




PROMOTOR PATHWAY®:

Five Year Outcomes - January, 2011 - January 2016

AGE	TOTAL	Percentage
10-14 yrs	2	0.4%
15-18 yrs	84	18.4%
19-24 yrs	302	66.2%
25-30 yrs	68	14.9%





PROMOTOR PATHWAY®:

Five Year Outcomes - January 2011 - January 2016

EDUCATION



- **54% of Youth Re-engaged in Education**
 - *79 out of 147 previously "out of school" youth are working towards their High School Diplomas and have been enrolled in charter schools, night schools, and GED programs.*
 - *Of those 79 youth (52%) have persisted and remain enrolled.*



- **43% of Youth Obtained a High School Diploma**
 - *Of the 262 youth currently working towards a high school credential, 113 have either obtained their GED or graduated from High School.*



- **58% of Youth Enrolled in Post-Secondary**
 - *Of the 164 youth eligible for post secondary, 95 youth enrolled and completed some post-secondary coursework, and 38 of those 95 have persisted and remain currently enrolled.*

PROMOTOR PATHWAY®:

Five Year Outcomes - January, 2011 - January 2016



EMPLOYMENT



- **79% of Youth Increased their Job Readiness Skills**
 - Of the 378 youth interested in employment, 299 have updated resumes, practiced interviewing skills and completed job applications.



- **69% of Youth Obtained Employment**
 - 262 youth were hired and placed in either full-time or part-time jobs or paid internships.

PROMOTOR PATHWAY®:

Five Year Outcomes - January 2011 - January 2016



HEALTHY BEHAVIORS



- **57% of Youth Maintaining High Preventative Healthcare**
 - *172 youth have improved their preventative health status by attending doctor visits, applying and obtaining health insurance, and being compliant with all medical recommendations and treatments.*



- **87% of Youth Improved their Housing Status**
 - *Of the 342 youth dealing with unstable or substandard housing, 297 have either maintained or obtained a safe space, housing program, or permanent housing.*



- **63% of Youth Practice Safe Sex**
 - *216 sexually active youth report consistently engaging in safe sex practices, such as using birth control, condoms, and minimal partners.*