

AN OVERVIEW OF GRYD RESEARCH & EVALUATION

GRYD RESEARCH & EVALUATION

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The purpose of the GRYD Research Brief Series is to capture GRYD programmatic experiences and research findings in a way that is straight-forward and translatable to others working in this area. The inaugural brief lays the foundation for future briefs by outlining the GRYD Comprehensive Strategy and its related programming. Forthcoming briefs in this series will summarize findings related to a research question or a GRYD-sponsored initiative, highlight the lessons learned, and apply those lessons to practice and policy recommendations.



GRYD Research Brief No. 1

GRYD COMPREHENSIVE STRATEGY

PURPOSE OF THE RESEARCH BRIEF

The City of Los Angeles Mayor's Office of Gang Reduction and Youth Development (GRYD) was established in 2007 to coordinate city-funded gang prevention and intervention programming using a comprehensive strategy. The GRYD Comprehensive Strategy is the foundation for developing and delivering programming in communities most impacted by gang violence (i.e., GRYD Zones) and is currently delivered in 23 GRYD Zones. Additionally, GRYD hosts the Summer Night Lights Program every summer in 32 parks across the city. The purpose of this brief is to outline the mission and goals of the GRYD Comprehensive Strategy and to describe its related programming and support systems.

FINDINGS AND CONCLUSIONS

The GRYD Comprehensive Strategy addresses violence by delivering services that are community-based, culturally proficient, family-centered, and data-informed.

The fundamental structure of the GRYD Comprehensive Strategy is drawn from the Spergel Model and the OJJDP Gang Comprehensive Strategy, but it is unique in at least two respects. First, GRYD includes community engagement as a primary component of its strategy, and second, it does not include suppression. Instead, suppression efforts are led by the Los Angeles Police Department (LAPD), and GRYD works collaboratively with the LAPD to provide the resources to communities following suppression operations. Specifically, GRYD's work in communities is guided by four foundational approaches: community engagement, gang prevention, gang intervention, and violence interruption.

Using the GRYD Comprehensive Strategy, the GRYD Office has institutionalized a public health approach to violence reduction as evidenced through the following:

- Research and evaluation are formally integrated into the development and the delivery of GRYD services through a robust database used by all parties involved in delivering GRYD services.
- Relationships with the Los Angeles Police Department have grown and improved over time, and formal partnerships have replaced historically difficult relationships between law enforcement and gang intervention workers.
- Most importantly, GRYD's work incorporates community voice and has created systems, policies and procedure, and relationships that promote the delivery of consistent and effective services in the communities that most need them.

DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%201_GRYD%20Comprehensive%20Strategy_6.2020.pdf

FOR MORE INFORMATION ON OTHER GRYD RESEARCH BRIEFS:

<https://www.juvenilejusticeresearch.com/projects/gryd/briefs>

GRYD Research Brief No. 2

THE IMPACT OF THE GRYD INCIDENT RESPONSE PROGRAM ON GANG RETALIATIONS

PURPOSE OF THE RESEARCH BRIEF

The central premise behind the GRYD Incident Response (IR) Program is that rapid, coordinated and targeted response to community needs by the GRYD Triangle Partnership reduces the risk of retaliation. The GRYD IR Program Triangle Partnership forges connections and relationships between GRYD Community Intervention Workers (CIWs; i.e. a mix of community members and former gang members who are able to influence gangs in the GRYD Zones); GRYD Regional Program Coordinators (RPCs); and the Los Angeles Police Department (LAPD).

To assess whether the GRYD IR Triangle Partnership interventions worked to reduce retaliations, the risk of retaliation associated with crimes responded to by GRYD IR was compared to the risk of retaliation associated with crimes not responded to by GRYD IR.

FINDINGS AND CONCLUSIONS

GRYD Incident Response Program Triangle Partnership cut gang-related retaliations by 41% and improved public safety in communities historically impacted by high levels of gang violence.

- The analysis suggests that there were 109 fewer gang-related retaliatory homicides over the four-year period and 349 fewer gang-related retaliatory assaults. When the GRYD IR Program Triangle Partnership took any action, it reduced gang-related retaliations by 41.2%.
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- On an annual basis, approximately 27 retaliatory gang homicides and 87 retaliatory gang aggravated assaults were prevented per year.

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DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%20_The%20Impact%20of%20the%20GRYD%20IR%20Program_6.2020.pdf

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GRYD Research Brief No. 3

THE GRYD INCIDENT RESPONSE PROGRAM: UNDERSTANDING THE IMPACT OF THE GRYD TRIANGLE PARTNERSHIP

PURPOSE OF THE RESEARCH BRIEF

The GRYD Triangle Partnership is a core component of the GRYD Incident Response Program. The Partnership formally connects the Los Angeles Police Department, GRYD Community Intervention Workers (CIWs; i.e., gang interventionists) and GRYD Regional Program Coordinators (RPCs) following a violent incident in order to reduce the likelihood of retaliation.

To date, no other violence intervention program has outlined and supported a structured partnership between street outreach workers, law enforcement, and a third, neutral entity. The current study attempted to explore the "black box" of the GRYD Triangle Partnership to better understand why this formal partnership may be a valuable and necessary part of gang reduction strategies.

FINDINGS AND CONCLUSIONS

The GRYD Triangle Partnership reduces violence by building effective communication and trust between GRYD Regional Program Coordinators, the Los Angeles Police Department, GRYD Community Intervention Workers, and communities.

Analysis of data collected through interviews, focus groups and observations yielded ten themes depicting the dynamics of the GRYD Triangle Partnership and how it contributes to the reduction of violence across the City of Los Angeles:

- The GRYD Triangle Partnership is formalized by and anchored to official notifications of incidents
- Multiple communication methods and strategies help maintain relationships across GRYD Triangle Partners
- GRYD Training supports a professional identify for CIWs
- GRYD RPCs play a key role as mediators in the GRYD Triangle Partnership
- GRYD RPCs help CIWs maintain credibility and trust with the community

- The GRYD Triangle Partnership helps build community competence and relationships
- The GRYD Triangle Partnership listens to the community in responding to violence
- Strong community relationships foster collective efficacy and public safety
- Fidelity to the GRYD IR Program is critical to the program's success
- Institutionalization of the GRYD IR Program changes internal cultures

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https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%203_Understanding%20the%20GRYD%20IR%20Triangle%20Partnership_6.2020.pdf

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GRYD Research Brief No. 4

EXPLORING THE ROLE OF CASE MANAGEMENT WITHIN GRYD PREVENTION AND INTERVENTION SERVICES

PURPOSE OF THE RESEARCH BRIEF

An important component for both GRYD Prevention and FCM services is the connection of participants and their families to a GRYD case manager and for FCM participants, a GRYD Community Intervention Worker (CIW). GRYD case managers work closely with participants, navigating them through GRYD's programming stages and supporting their development as an individual, as part of a family unit, and as a positive force in the community. The purpose of this Research Brief is to explore this question using interviews with program participants and their families to better understand the role GRYD case managers and CIWs play in supporting successful outcomes.

FINDINGS AND CONCLUSIONS

GRYD case managers and Community Intervention Workers (CIWs) play a critical role in supporting successful outcomes for youth, young adults, and families participating in GRYD Prevention and GRYD Intervention Family Case Management (FCM) services.

Specifically, analysis of interviews with GRYD Prevention and Intervention Family Case Management (FCM) participants demonstrated how relationships with GRYD case managers and Community Intervention Workers (CIWs) contributed to the overall success of participants and their families.

- GRYD case managers and CIWs provide critical support
- GRYD case managers and CIWs facilitate better family communication
- GRYD case managers and CIWs helped participant's develop positive coping behaviors

- GRYD case managers and CIWs contributed to educational success
- GRYD case managers and CIWs help strengthen employment skills for GRYD FCM participants
- Participation in GRYD Prevention and FCM services impacted community engagement
- Family-centered services are critical to supporting transformation for the participant and those closest to him/her.

DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%204_Exploring%20case%20management%20within%20GRYD%20services_6.2020.pdf

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GRYD Research Brief No. 5

BUILDING CAPACITY FOR TRAUMA-INFORMED CARE WITHIN GRYD INTERVENTION FAMILY CASE MANAGEMENT SERVICES

PURPOSE OF THE RESEARCH BRIEF

A core principle of the GRYD Comprehensive Strategy is to embody a trauma-informed, healing-centered, and resilience-informed approach in the delivery of its services. To this end, the GRYD Office partnered with experts in trauma and trauma-informed systems to begin building capacity for trauma-informed care within GRYD's Intervention Family Case Management (FCM) Program. GRYD supported three projects to explore how trauma-informed care could be integrated into GRYD FCM services:

- the Trauma-Informed Care Needs Assessment
- the delivery of trauma training courses for GRYD FCM case managers and Community Intervention Workers (CIWs) and
- the implementation of the Community Restorative Healing (CORE) Project.

The purpose of this research brief is to briefly describe each of these projects, highlight their key findings, and discuss their implications for building capacity for trauma-informed care across all GRYD Zones.

FINDINGS AND CONCLUSIONS

GRYD trauma initiatives helped to identify a framework that can be used to support trauma-informed gang intervention programming.

A trauma-informed gang intervention framework:

- Integrates trauma-informed care principles into the mission of the program and ensures that practices, policies, and programming reflect these principles
- Promotes well-being and resilience among gang intervention workers in a culturally responsive manner
- Builds capacity among gang intervention agencies to implement culturally relevant, trauma-informed practices and

- Increases the availability and use of culturally relevant, evidence-based services for trauma with gang-involved youth and families.

DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%205_Trauma-Informed%20Care%20within%20GRYD%20FCM%20services_6.2020.pdf

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GRYD Research Brief No. 6

ACHIEVING INTENTIONAL YOUTH DEVELOPMENT

THE USE OF THE ACTIVATING INTENTIONAL YOUTH DEVELOPMENT APPROACH (AIYDA) IN GRYD PREVENTION PROGRAMMING

PURPOSE OF THE RESEARCH BRIEF

GRYD Prevention services are delivered to youth between the ages of 10 and 15 who experience high levels of risk for gang joining and are intended to increase youth and family resiliency while reducing the impact of those risks. Youth development activities play a central role in GRYD Prevention services, with the delivery of 36,126 activities between January 1, 2017 and December 31, 2019. While the level of GRYD youth development "dosage" is impressive, it raises the question of what is being learned during these activities.

To address this issue, GRYD adopted the Activating Intentional Youth Development Approach (AIYDA™). AIYDA provides a common language and a standardized process to develop and deliver purposeful youth development activities by integrating the core elements of the Positive Youth Development approach (PYD), the Social Emotional Learning (SEL) approach, and the Sequenced, Active, Focused, Explicit (SAFE) Framework. This approach, in turn, creates a valuable tool to deliver youth development in a meaningful and consistent way. The purpose of this GRYD Research Brief is to provide a detailed description of AIYDA and summarize feedback from the first AIYDA training for GRYD prevention providers.

FINDINGS AND CONCLUSIONS

The Activating Intentional Youth Development Approach (AIYDA™) is a valuable and effective tool for helping GRYD Prevention providers deliver intentional youth development activities to participants.

AIYDA introduces and trains providers to utilize the following three-fold intentionality framework for building and delivering youth development activities:

1. Designing purposeful youth development activities linked to SEL skill competencies
2. Structuring content in a fixed format to ensure the consistency of delivery
3. Using the "Tell-Show-Do-Encourage-Reflect" approach to engage all learning styles

AIYDA helps practitioners deliver youth development programming that is intentional towards youth learning the skills empirically correlated with productive lives and optimum life quality. Without intentionally targeting skill development, it is unlikely that learning will occur or be sustained through behavior change beyond the activity itself. AIYDA's framework for purposeful planning increases critical SEL competencies while reducing risk and creating a foundation to assess quality assurance and effectiveness.

DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2020-08/GRYD%20Brief%206_Achieving%20Intentional%20Youth%20Development_7.2020.pdf

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GRYD Research Brief No. 7

GRYD DATA FEEDBACK LOOP TRAINING: USING A COMMUNITY-BASED, PARTICIPATORY, ACTION RESEARCH APPROACH TO BUILDING DATA-INFORMED PRACTICE

PURPOSE OF THE RESEARCH BRIEF

Bridging research and practice is a core value of the Los Angeles City Mayor's Office Gang Reduction and Youth Development Office (GRYD) Comprehensive Strategy. In particular, GRYD is committed to delivering effective gang prevention and intervention services to youth, families, and communities using data-informed practice. To better connect providers to their data and directly link agency results to practices in an informative way, the GRYD Office launched Data Feedback Loop Training.

The GRYD Data Feedback Loop Training pulls from the principles of Community-Based Participatory Action Research (CBPAR) to ensure GRYD providers are involved throughout the process. As a CBPAR-based program, the GRYD Data Feedback Loop Training is:

1. **community-based** in that it is grounded in the needs, issues, concerns, and strategies of communities and community-based organizations that serve them;
2. **participatory** because it directly engages communities and community knowledge in the research process and its outcomes; and
3. **action-oriented** by supporting programmatic transformation through strategic action.

The purpose of this brief is to describe how the GRYD Data Feedback Loop Training was developed for GRYD Prevention and Intervention FCM Programs, highlight the accomplishments and challenges of this approach, and summarize the lessons learned from the first year of implementation.

FINDINGS AND CONCLUSIONS

The GRYD Data Feedback Loop promotes ongoing improvement in GRYD Prevention and Intervention Family Case Management (FCM) service delivery by empowering GRYD providers to build innovative programming solutions based on program data and their experiences.

Bridging research to practice through data feedback loops is incredibly valuable, but it is an approach that takes time, patience, and commitment to a problem-solving process. Everyone involved must be willing to see the "story" produced by provider data and use the information to identify the strengths and gaps in current programming. The process is challenging, but the rewards are significant. Key benefits of connecting research to practice in this way include:

- Establishing a platform to review and discuss data together in a meaningful way.
- Building team cohesion to reach a common goal.
- Creating specific interventions to address gaps in service delivery.

DOWNLOAD THE FULL VERSION OF THIS BRIEF AT:

https://www.juvenilejusticeresearch.com/sites/default/files/2021-06/GRYD%20Brief%207_GRYD%20Data%20Feedback%20Loop%20Training_5.2021.pdf

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Upcoming Areas for GRYD Research Briefs in 2021:

AN OVERVIEW AND ASSESSMENT OF THE GRYD INTERVENTION FAMILY CASE MANAGEMENT PROGRAM

AN OVERVIEW AND ASSESSMENT OF THE GRYD PREVENTION PROGRAM

This research was conducted as part of the California State University, Los Angeles GRYD Research & Evaluation Team led by Denise C. Herz, Ph.D and Molly Kraus, MPL; Co-Research Directors. Permission to use these data was provided by the City of Los Angeles Mayor's Office of Gang Reduction and Youth Development (GRYD). Any opinions, findings, conclusions or recommendations expressed in this study, however, are those of the author(s) and do not necessarily reflect the views of the GRYD Office. This research was funded by the City of Los Angeles contract number C-132202 with Cal State L.A. The GRYD Comprehensive Strategy, and all components therein, was created by the City of Los Angeles Mayor's Office of Gang Reduction and Youth Development and is the copyright of the City of Los Angeles. These materials may not be reproduced, modified, displayed, published, or otherwise distributed in any form or by any means without the prior written consent of the City of Los Angeles. © 2021 City of Los Angeles. All rights Reserved.