

Focus: Oakland's Reimagining Public Safety Initiative and a preview of Heartland Alliance's READI program in Chicago

Goal: Identify how these initiatives have gathered and used data, defined indicators, and lessons learned



KEY TAKEAWAYS ON OAKLAND

Oakland is running a data-informed process to reduce the police budget by 50% and invest in alternative programs, services, and infrastructure.

- Elements include community group consultations, advisory boards, an online survey, email, voicemail, and online listening sessions
- Very transparent: all data available on website
- Concerns:
 - Low response rates
 - Skepticism that community input will transfer to final recommendations implemented
 - History of failing to reform police despite federal monitoring and significant cost/efforts

Alternative bottom-up approach allows hyperlocal communities to define their own indicators.

- Serve to (1) inform and (2) assess policies based on daily experiences
 - E.g. sleeping with windows open; children playing outside
 - Adjusts measurement to level of intervention
- Unpacks idea of community to speak for itself
 - Simple, idiomatic, and local descriptions
- Challenges
 - Expensive and time-consuming to collect
 - Trained local students can reduce cost
 - Not always morally positive
 - E.g. idea of "safe" community may be exclusive
 - Difficult to aggregate and translate across areas, as highly locally specific by design

In creating indicators, broad stakeholder input is critical.

- Not symbolic but part of process
- Dangerous to measure only one side of equation as focus follows measurement
 - E.g. tracking number of arrests under stop & frisk but not community harm or outrage

Indicators are most useful when tied directly to policies: establish a baseline, measure progress, and then adjust policies based on the data.

- Further discussion needed on best means of channeling data into early policy discussions
 - E.g. policymakers, community groups



KEY TAKEAWAYS ON YOUTH VIOLENCE/GANGS

Research and interventions on youth violence and gangs suffer from poor definitions of "at-risk" and poor engagement with the most affected communities. We should:

- Motivate the stagnant fields of gun & gang violence research to innovate
- Build capacity amongst individuals who undertake this work, particularly those hired with lived experience
 - Work can be traumatizing and triggering
 - May need their own support systems based on weight of work

It is essential to create pathways for youths to give back and heal, even as they face additional challenges including

- Lack of housing
- Lack of education
- Misdiagnosis of mental health

Key elements of a successful long-term intervention include:

- Foundation of trusted people and/or support services
- Mentors with more advanced perspective and/or education levels
- Jobs
 - Also important to identity formation
- Sense of belonging
 - E.g. club or association memberships
 - Civic engagement and ways to give back



RECOMMENDED RESOURCES

- Oakland's [2018 Equity Indicators Report](#)
- *Reimagining Safety* by the City of Oakland
- *The Gang: A Study of 1,313 Gangs in Chicago* by Frederic M. Thrasher
- Works by Irving Spergel and John Hagedorn on the culture of gangs