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Alternatives to Street Gangs: Urban Services Restoration Corps and Neighborhood Academies

Joint Committee on Organized Crime and Gang Violence

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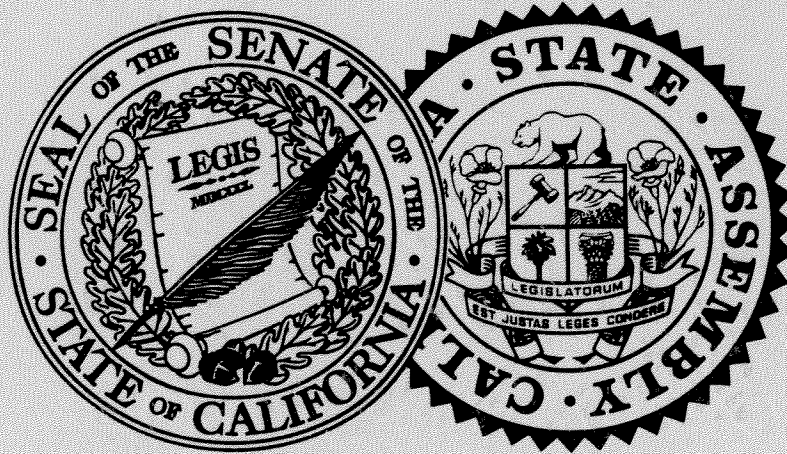
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CALIFORNIA LEGISLATURE
JOINT COMMITTEE ON
ORGANIZED CRIME AND GANG VIOLENCE
SENATOR WADIE P. DEDDEH, CHAIRMAN

**ALTERNATIVES TO STREET GANGS:
URBAN SERVICES RESTORATION CORPS
AND NEIGHBORHOOD ACADEMIES**



March 31, 1989
San Diego, California

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CALIFORNIA LEGISLATURE

JOINT COMMITTEE ON ORGANIZED CRIME
AND GANG VIOLENCE

Hearing

Alternatives to Street Gangs:
Urban Services Restoration Corps and
Neighborhood Academies

March 31, 1989
9:00 a.m.
County Administration Building
San Diego, California

CHAIRMAN: HONORABLE WADIE P. DEDDEH

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ASSEMBLYWOMAN LUCY KILLEA: Good morning, Ladies and Gentlemen. I'm Assemblywoman Lucy Killea and a member of this Joint Committee on Organized Crime and Gang Violence. And Senator Deddeh, who had another speaking engagement earlier in Mission Valley and is on his way over here as quickly as possible -- we have three or four other members who will be showing up. But in order not to delay those of you who came for this event and are on time, he asked, that if I got here before he did, to go ahead and get the meeting started. So I think it's important that we move along with this. And of course all of this is on the record so that those who might miss the first part of it will certainly be able to pick it up later. So the opening statement is actually Senator Deddeh's but we see eye to eye on this pretty much so I don't think there's any problem in that.

In opening this hearing, I should make two points. One is that fact that this hearing is a follow-up to our hearing at the Barrio Station last October. The second point is the more important one. By having this hearing, we are showing that we mean business, that we do not take the views and concerns of our constituents lightly.

I recall very well the testimony of Donnie, Eduardo, Steve, and Juice. Those young men were either gang members or former gang members. I also remember the testimony of Paul, Maria, and Willie, the gang counselors. All of their testimony was, indeed, compelling and it convinced me that the major problem was a lack of job opportunities and positive recreational outlets for our young people.

My staff and I decided that something must be done to remedy the problem. Therefore, with the support of other Committee Members and the assistance of certain individuals who are active in this community, we have drafted and introduced to the Legislature measures to address this problem. These measures are not yet set in concrete, so to speak. They can be modified or refined. Accordingly, we solicit your suggestions and ideas for the further development and refinement of these measures.

Just as we have followed up on the concerns presented at the previous hearing, we intend to give serious consideration to your testimony today. So I would like to then go ahead and proceed with our schedule.

Supervisor Leon Williams is unable to be here at this time so we would like to open with Councilman Wes Pratt whom I saw here. Would you come on up, please, and give us your testimony. Good morning.

COUNCILMAN WES PRATT: Good morning, Assemblywoman Killea. I'd like to thank you for the opportunity to address you today. And I'm, as you probably know, here to speak in support of Senator Deddeh's bill, 542, and to present more information about the Neighborhood Academy's concept.

Now many of the neighborhoods that I represent can be classified as "at-risk". They are at risk of being overwhelmed by drug abuse, at risk of being torn apart by gang violence, and at risk of sliding further into the spiral of poverty and hopelessness which so often begets both drug abuse and gang-related crime.

There is ample evidence showing a direct correlation between these problems and an undereducated population. We repeatedly hear that gang members would give up their criminal ways if they could get a decent job. Unfortunately, the jobs gang members describe are available only to those with educational levels much higher than their own.

We know that elementary school children who successfully receive basic skills training perform better throughout the rest of their school and adult lives. Those who never learn to read, or who are insecure with their reading ability, experience a higher incidence of problems at home and on the job.

In addition to the benefits of "hard" topics, like reading and math, other evidence supports a correlation between education in "civics", or cultural heritage, and proper socialization, being good neighbors and good citizens.

I have proposed a program for San Diego which would help to ensure that children and interested adults would gain and improve on the academic and cultural skills needed to improve their socioeconomic standards and thus help them to avoid the pitfalls of poverty and its attendant evils.

The Neighborhood Academy's pilot program will consist of extracurricular learning centers offering a menu of tutorial topics and academic lessons sensitive to the user's cultural heritage. We know that such a program is feasible. There are many programs throughout the country which have similar intent and serve similar populations. New York can boast of the great successes of the Children's Storefront in Harlem. The Martin Luther King Leadership Training Institute in Atlanta has inspired thousands of children and their parents. In San Diego, we're very proud of the growing success of the Community Preparatory School. Each of these efforts is geared toward children living in at-risk environments.

The Neighborhood Academy pilot program will fill a void left by traditional scholastic and privately operated educational programs. The Academy will serve as a community source point, a program for both students and parents, a place where community values, as well as the basic academic skills, can be taught and learned by neighbors. The foundation of this program is built on community pride, common sense, and the active participation of the citizens. It's time to roll up our sleeves and commit personal time and energy to saving our children.

When Issac Watts said that "For satan finds some mischief still for idle hands to do," he probably wasn't referring to the temptations faced by our children today. However, the expression is true, nonetheless, and applies to idle minds as well.

Children who are not supervised and properly encouraged during their free hours after school often find their way into more than simple mischief. For the student already having trouble with their school work, this free time is full of pressure to move farther and farther from academics. When this happens, the child begins to forfeit their right to a future. They join the others who have dropped out and turned on to the immediate gratifications of gangs, drugs, alcohol, crime, and

aberrant social behavior.

The Neighborhood Academy will fill this time between school and parental supervision. The Academy will provide tutorial help to students in those hours beyond regular after-school programs. The Academy will continue operation into evening hours to attract parents and children into a new education environment, an environment which will promote basic skills and reintroduce a sense of community responsibility to those involved.

The academies will also utilize existing community resources to begin their operation. The program can be run from city-operated Park and Recreational facilities, many of which are underutilized by the communities they serve, as well as neighborhood schools, meeting halls, or other available buildings. The curriculum for the program will be developed by educational professionals, such as Khalada Salaam-Alaji from the Community Preparatory School, and by community residents. The emphasis will be on basic skills but it will include elements of art, participatory drama, and other fields which will keep the program vibrant and attractive to students.

Materials for the program will be acquired through contributions from the private sector and the funding provided by Senator Deddeh's bill. The professional administrative staff will be augmented by older students, the brothers and sisters of those being taught, parents and community volunteers, senior citizens, and college students working in fields related to the curriculum offered.

The professional staff will be small, an executive director, perhaps, to oversee the political, administrative, and broader community relations functions of the operation, and a program development specialist who will be charged with recruitment of volunteers, tutors, students, and parents.

As the program develops, new roles for each participant could be established. The executive director position might be expanded to a full board of directors. The program development specialist will focus on fund raising and other development types of duties. The goal of growth is self-sufficiency beyond the whims of politics and public funding.

There are no other programs which currently address the time constraints of parents interested in becoming more involved in their children's education. There are no other programs which so substantially vest a community in the education of their children as a whole. There are certainly no other programs which will draw on the parents of those being taught as teachers. I believe this program will augment the many fine programs already in operation. I know this program will improve parental participation in the public school system.

The Neighborhood Academy Program is a very simple one. It relies on the community it serves for its success. It draws its strength from the creative support of educators, government officials, leaders of the private sector, and all those interested in our children.

The Academy will become self-sufficient and self-directed. By contributing our resources, our time, energy, and personal commitment, we can make the program become a labor of love to ensure our future, and the future of all those beautiful ones not yet born.

I would also like to comment on SB 267 and express my support for Senator Deddeh's Senate bill as well. I chair the local committee, formulating plans to establish the San Diego Urban

Conservation Corps. The San Diego Corps will take unemployed young men and women between the ages of 18 and 24 and train them for public service work. This work will include improvements to public lands, graffiti removal, support of recycling efforts, stream clearance, and erosion control.

Each of the Corps participants will be given four paid days and one unpaid training day per week. Any of the participants who have not graduated from high school will be required to work towards a diploma or a G.E.D. certificate. The educational component of the program will focus on basic skills, career development, safety, and first-aid practices, and conservation awareness.

We're currently conducting a search to find an executive director for our program and will have the first group of 20 UCC students in place by this July. By April of 1990, we'll have a full complement of eager young people ready to take the challenges we present them.

I believe that Senator Deddeh's bill can give our organization the flexibility it needs to make a real difference for our community. The provisions allowing work for public housing projects will benefit the low-income residents of our city. The provisions allowing restoration work on the same projects will improve the efforts of our local Housing Commission. The other provisions of the bill will give all Conservation Corps members throughout the state a chance to make an important contribution to their own neighborhoods.

I encourage everyone, particularly our elected representatives in Sacramento, to support both of these bills. Passage of each bill can only serve to improve the condition of our young people in the cities in which they live. I think you have -- there will be representatives from the San Diego Conservation Corps to speak as well. I think there is some concerns about overlapping and responsibilities and things of that nature. However, I basically feel that the problems that we face and the needs are so broad and I think that the San Diego Urban Conservation Corps -- the Urban Conservation Corps as proposed by Senator Deddeh -- and most certainly these Neighborhood Academies with an emphasis on basic skill development, skills enhancement, possibly vocational/educational efforts, and computerization for students, can work.

And I think what's interesting about the Neighborhood Academies is that it can be designed basically to fit the environment in which it's in. If you go into a situation where you've got a significant number of students who need tutorial remedial assistance, that can be provided. But there are also students who we know who are achieving and doing well in schools. They need to be stimulated to do even better and I think you can design the programs as well to enhance their abilities to function in an educational environment as well as competing in the job market. So I see the Neighborhood Academy's concept as one that is viable, that can work. And as I was in Sacramento (noise) ...

ASSEMBLYWOMAN KILLEA: That's no signal. That's not your signal (chuckle).

COUNCILMAN PRATT: I was in Sacramento, as you know, over the last couple of days. And I spoke with several people regarding the need to start to invest our resources and our time at the front end of the process. Here in San Diego, we have expended numerous resources. We've just recently established a strike task force to go out and to be on the streets at night and to try to minimize the negative impact of gangs and things in the community. Unfortunately, even though it's

been effective, deaths are still occurring. And I think, most recently, over the last two weeks, we've lost three young people to the gang violence.

So it's clear to me -- it's clear to people like Mayor Bradley in Los Angeles -- that even though we invest those resources in the law enforcement area, by the time we get to that particular stage, we're fighting a losing battle. I think the solution is to invest at the front end of the process, cut off the flow of young people going into that sort of activity, by giving them options. The Neighborhood Academy, in my opinion, will go a long ways in supporting and providing those particular options.

I'm able to respond to any questions, if you'd like.

ASSEMBLYWOMAN KILLEA: I do have a few, Wes.

COUNCILMAN PRATT: Certainly.

ASSEMBLYWOMAN KILLEA: If I may. I guess any program like this, to be successful, needs a very, very strong element of the participants, the potential participants, participating in the planning. In other words, a program offered on a silver platter is not appealing. It's simply somebody else's idea. So is there, in this Academy, is that part of the program, the parents and some of the young people, are they actually participating in the planning of it and what would be done and what they would like to see done in it?

COUNCILMAN PRATT: We're at the conceptual stage now. And, of course, we've got to have the parental involvement; we need to have the involvement of the students. So that can be worked into it ...

ASSEMBLYWOMAN KILLEA: I would really think you'd need them in the planning stage, would just be the only suggestion I have.

COUNCILMAN PRATT: I would agree with you because they know what they need or what they want. And I think too often, as you mentioned, we sort of give them, in our best judgment, give them what we think they want. And I think they have to be able to participate and then they also have the ownership of it. They have the responsibility of knowing that I contributed; this is my program; and therefore, they may even work harder at it. So I don't see that as a particular problem. I see that as something that will enhance the problem.

ASSEMBLYWOMAN KILLEA: One other question, what does -- does the City have some activities that would dovetail with this, that would support and interact with this program?

COUNCILMAN PRATT: We were able to -- well, I look at the Regional Employment Training Consortium, for instance, as being, and the Private Industry Council, as possibly being able to augment this. We were able to combine resources from the City and the Regional Employment Training Consortium to provide a high employment, High-Risk Youth Employment Training Program. So we can work those, sort of connections, and relationships to provide what we need to provide to deal with. So the City, we've demonstrated that last year. I think we can work on that this year as well.

And again, I think a primary role has to be the involvement of the private sector. And I've been talking with business community -- business leaders. As a matter of fact, I'm meeting with some business people this afternoon and talking about the role that they can play, not only in this program

but in a program that I want too, to work with providing jobs in the development industry. And they have to realize that they need to invest in these young people now because, if they don't, they're going to have -- I think they're going to lack the potential employment pool later but they're also going to be paying at the wrong end of the process, either for the criminal justice system or the welfare system. And if we don't work now, we are creating a permanent underclass and I think all of us are responsible for that. We're creating an underclass of young people who are going to be preying upon all of us. And we know from the -- talking -- discussions with the police and the incidence of gang violence, those individuals are mobile. And it's only a matter of time, when they get outside the Third District and the Fourth District, and we'll be driving down Market Street and doing some of the things that unfortunately are occurring in areas within my district and the Third District. So it's simply a matter of making an investment of the private sector, as well as government, as well as parents, and community leaders.

ASSEMBLYWOMAN KILLEA: Where do you see this taking place? In a recreation center, a school? And again, the relationship with the schools, I think, is very important to -- because that's where so much of your support has to come from.

COUNCILMAN PRATT: I agree. I've spoken with our school representative, Miss Shirley Weber, about the concept and she's very supportive of the concept as well as the group of parents who are involved in a community partnership in education. And the schools are a logical site, recreational centers within those communities. Some of our kids are bused out of our neighborhoods but they have to come back. And if they come back, maybe we could utilize those school sites to augment their educational experience, their desire for employment training, and things of that sort. So it has to involve all the components because it's a comprehensive effort.

ASSEMBLYWOMAN KILLEA: Yeah, that's, I think, really one of the important things, at least in the early stages, so you don't end up with some kind of disjointed program but -- because everybody has the same objective in mind but often we don't look at the -- we don't always have the same ways of getting there.

COUNCILMAN PRATT: Precisely. We have to combine the resources. And I think, if you read the paper this morning, you'll see where the dropout rates with Hispanics is 40 percent and with blacks it's 30 percent in the San Diego Unified School District. To me, that's totally unacceptable. But I realize the school district can't do it alone. But I'm willing to work with the school district and anyone that's willing to address this problem and hopefully minimize it or at least decrease the dropout rate in the process as well.

ASSEMBLYWOMAN KILLEA: Our Chairman has now arrived and we're delighted to turn it over to him.

COUNCILMAN PRATT: Chairman, good to see you.

CHAIRMAN WADIE P. DEDDEH: To the councilman and to the audience, I want to apologize for being late. That's not my habit. I had to give a welcoming speech to about 500 police officers who are here visiting us from Los Angeles and I want to assure the councilman -- I told them, "You're welcome to San Diego. We have a little bumper sticker that says 'Welcome to San Diego. Now you

can go back home."^m And so I, again, I apologize to you, Mr. Councilman. And I know that I can count on your cooperation and you've been wonderful in the last four or five hearings. And I want all your constituents to know that you're a tower of strength when it comes to that which we are dealing with.

I think for the audience, and I haven't -- I'm grateful to Ms. Killea for making my statement. You should know that I have two pieces of legislation moving. One will be amended next week to have money in it and we hope to start the peer counseling program, the Omega Boys Program in San Francisco, to bring it as a pilot program to about three or four areas. I intend to put about \$150,000 in that and we hope to move it. We have also the furlough legislation which got out of policy committee on consent, no debate, no opposition. So I am very excited about that and I'm going to count on every one of you sitting in this audience or who's within the hearing of my voice to help me and help Ms. Killea and the Committee.

So I want to thank you very much, Mr. Pratt, and I am very grateful for your presence, sir.

COUNCILMAN PRATT: Well, thank you, Senator, for your involvement and your commitment to the young people in this state. And I thank you, Assemblywoman Killea.

CHAIRMAN DEDDEH: Thank you.

COUNCILMAN PRATT: Thank you.

CHAIRMAN DEDDEH: My next witness is the Executive Director of San Diego Housing Commission, Evan Becker.

MR. EVAN BECKER: Chairman Deddeh, thank you very much for the opportunity to address you this morning.

By way of background, you've just heard from the Chairman of our Housing Commission here in San Diego, Councilman Wes Pratt. We are the City's principal housing agency. Our responsibilities are many-fold but include the management currently of over 1,300 units of public housing under both state and federal programs and the administration of over 6,500 vouchers and certificates providing rental assistance through the private market.

Given the orientation of bill 267, I'd like to just take my few minutes to address that bill primarily, given its relationship to the Public Housing Program.

The concept of the Urban Services and Restoration Corps, we're very supportive of. The concept has significant potential in regard to our programs basically because it can come at public housing and other assisted housing programs in two ways.

First, I think it should be made clear that our population, residing in assisted housing, is an at-risk population. We serve over 30,000 people in the City of San Diego who fall into that category. As such, this is a population that is an appropriate focus for training, counseling, day care, nursing, and the other program components of the bill.

Secondly, and just as important, our assisted housing is one of the most vital, physical assets that we have in the city and I think that's true of public housing throughout the country. And it's a very overlooked fact that this physical asset needs attention. As such, our public housing and other assisted housing in the City of San Diego needs maintenance; it needs rehabilitation and proper security to function properly.

I think the proposed legislation can be an effective marriage of those two things, both the service of the needs of our population in assisted housing as well as the service of the physical needs, the management and maintenance needs of the public housing that those residents occupy.

Councilman Pratt mentioned getting in at the front end of these problems. It wasn't long ago that public housing was envisioned and in fact operated as a stepping stone, provided a basis, or good base on which needy families could develop independence. Unfortunately, the situation that's evolved makes this no longer the case. And that's primarily due to the lack of opportunity that residents of assisted housing have. And when that lack of opportunity exists, that vacuum is filled very quickly by the influence of gangs, drugs, and crime.

In our business, we're the public housing business; we're upset because the housing we provide doesn't commit crimes; it doesn't do drugs. But without the other support, around our housing programs, it becomes the place where a lot of this happens. We're very supportive of the Urban Services and Restoration Corps concept. We'd suggest, as I think is clear to everyone, that a great deal of detailing needs to be done. To implement such a concept, we would suggest that the areas needing attention are appropriate selection and targeting of the eligible groups to be involved, developing proper training and supervision for those involved, and especially working closely with the public housing authorities, such as the San Diego Housing Commission, who have considerable experience on a lot of the areas touched on in this bill. We're involved in resident counseling. We're involved in model programs for resident, involving residents in management and maintenance and providing security in our communities. We're involved in day care programs. We're involved in drug education and diversion programs. And in that regard, I would also suggest, that since the bill looks primarily to the anti-drug public housing legislation that we've seen passed, that we press as necessary to see proper funding, proper appropriations through that legislation to support these programs.

Again, Senator, thank you very much for being able to address you. The San Diego Housing Commission, as a public housing authority, would be very happy to be involved further in the development of the concept and I'd be glad to answer any questions that you have.

CHAIRMAN DEDDEH: I'm very glad to hear you. I think I heard you correctly that you are in support of SB 267.

MR. BECKER: Very much so.

CHAIRMAN DEDDEH: Great, great. I have really no questions. I appreciate your support because we are going to need all the help we can get with my colleagues on both houses, both sides of the isle, to get my three-piece legislation moving. And I just want to publicly state that Assemblymember Lucy Killea has been a champion of that which we're trying to do, to save the future of our kids. I just wanted that publicly to be said, that going on the record.

MR. BECKER: Very good.

CHAIRMAN DEDDEH: Do you have a question?

ASSEMBLYWOMAN KILLEA: I don't know much about how the operation, the Anti-Drug Abuse Act, money is to be distributed. Does the City have a role in that? Would you have a part in trying

to get that money or how does it work?

MR. BECKER: I don't know a lot about it myself. But a comment I did want to make is I think one thing before us, I think, is the need to coordinate any effort through this legislation or at the state level to work for funds out of that legislation with the efforts of PHAs because I think you're going to find that local agencies such as ours are going to be looking to that bill as well for funding of programs.

ASSEMBLYWOMAN KILLEA: I guess that is my point, that any new program comes along and everybody and his brother is out to get it. Naturally, they're all needing requirements, I'm sure, strong requirements. But a real concerted effort, it seems to me, is going to be needed to get any of that diverted to this kind of program. So I assume that you're ready to, if this goes through, that you're ready to work with us, the State and Senator Deddeh, on that.

MR. BECKER: Very much so.

CHAIRMAN DEDDEH: Thank you very much, very much.

MR. BECKER: Thank you.

CHAIRMAN DEDDEH: Our witness is from the Division of Recycling, Susan Eddy.

MS. SUSAN EDDY: Good morning.

CHAIRMAN DEDDEH: Good morning.

MS. EDDY: I would like to thank the Committee for the opportunity to discuss the recycling program and the funding that is available for grants and contracts.

In 1986, the California Legislature passed the Beverage Container Recycling and Litter Reduction Act which established the Division of Recycling under the Department of Conservation and set in motion the Beverage Container Recycling Fund. The law, which was the result of a compromise between the beverage industries, grocers and retailers, recyclers, and environmentalists, what began as a traditional bottle bill evolved into a comprehensive recycling law. The program is funded entirely by a fee paid by the beverage industry of 1 cent per container for every container sold in California. At present, California consumers purchased over 12 billion containers a year which equates to over 120 million annually.

The purpose of the law is to promote recycling by ensuring a minimum value on recyclable materials. Currently, consumers are paid a minimum of 1 cent per each container they turn in for recycling. These centers pay the consumer and then sell the containers to certified processors. The State reimburses the processors. And as you know, not all containers sold in California are currently being recycled. So the money paid to the State by the beverage industry accumulates in the Beverage Container Recycling Fund. From this fund, the Division of Recycling pays the processors, covers operating expenses, and establishes a reserve for contingencies. The remaining funds make up the bonus account.

Presently, the law is fairly specific as to how the bonus account must be spent. The account is divided in the following manner: There's 10 percent for urban, rural, aquatic, and recreational litter abatement, and recycling activities, and for statewide recycling education and information. Three-fourths of this 10 percent is designated as grants for certified community conservation corps. The

remaining one-fourth is for contracts with local conservation organizations which includes cities and counties. Twenty-five percent is for convenience and set of payments to establish and maintain certified recycling centers. Five percent is for certified recycling centers for advertising and promotion. And the remainder of the account is for redemption bonuses which is an added incentive for consumers to recycle their containers.

To be eligible for a grant from the Division, community conservation corps must be certified by the State California Conservation Corps. In order to be certified, they must be designated by a city with a population of over 250,000 and have at least 50 corps members. Currently, five corps meet this criteria. It's the City of Los Angeles, East Bay, San Francisco, Sacramento, and San Jose. The cities of San Diego and Long Beach are currently in the implementation phase and they'll be eligible as soon as they reach 50 corps members.

These corps must submit proposals detailing proposed litter abatement and recycling projects for their communities. These proposals have been competitively evaluated to determine the grant awards. To date, we were awarded over 44 grant projects totaling \$5.8 million. Based on the three cycles of funding, we generally receive at least double the amount that we have available. We received proposals for at least double the amount we have available.

To be eligible for the contract funds, local conservation organizations, which we've defined as cities, counties, local conservation organizations, can submit proposals for litter abatement and recycling projects. To date, we've awarded contracts for 79 projects totaling approximately \$1.9 million. Generally, we've received at least triple the amount of proposals for the money we have available for these type of funds. To qualify for funds, for either the grants or contracts, the proposed project or program must perform, promote, or enhance recycling of beverage containers.

The proposed legislation before this Committee would set up neighborhood centers and Urban Services and Restoration Corps that would be an extension of the California Conservation Corps. Under the present law, these groups would not be eligible to receive grants or contracts from the Division. State agencies are not eligible to receive monies from the recycling funds since the funding is specifically designated for litter abatement and recycling projects or statewide recycling education or promotion.

There's no argument that the neighborhood centers and the new Urban Services and Restoration Corps will be of value to communities. However, the purpose of these programs are to combat gang violence and drug abuse. The purpose of the California Recycling Act is clearly to promote recycling. Therefore, it appears to be contrary to the intent of the Legislature to use the funds for anything but recycling education, information, litter abatement, and recycling. The Department suggests, however, that the Committee contact the beverage industry which pays the money into the funds, for their input for finding the support for these programs. In addition, you may want to get comments from the Coalition of Retailers, recyclers, environmentalists who actually developed it.

Finally, if the Division is successful, which we hope we are, in reaching its goals and recycling rates, the level of funds in the bonus account will be less every year. Eventually, there will not be funds for even the grants and contracts and therefore this is not really a dependable source of

funding.

I'd like to thank you. And if you have any questions ...

CHAIRMAN DEDDEH: Where would you suggest we get some source of funding?

MS. EDDY: Where would I suggest? I really don't know. It's tough out there right now.

CHAIRMAN DEDDEH: Do you think Proposition 99, the Tobacco Tax, which there is about \$150 million, that should be tapped for programs such as the one we're talking about here possibly?

MS. EDDY: I'm sure it's a possibility but I'm not really familiar with that area so I'd hate to speak to it.

CHAIRMAN DEDDEH: Assemblywoman Killea, a question?

ASSEMBLYWOMAN KILLEA: You pointed out the essential incompatibility of the two objectives. But there is a real point of congruence there when you have litter control as one of your objectives. And certainly along, with competing with everyone else, there's no reason why a group organized for this purpose couldn't bid on those contracts, is there?

MS. EDDY: No, if they can show that they can perform the actual projects, and they're nonprofit, they can apply for the funds.

ASSEMBLYWOMAN KILLEA: Fine. Thank you.

CHAIRMAN DEDDEH: Thank you very much.

MS. EDDY: Thank you.

CHAIRMAN DEDDEH: Our next witness is L.A. District Administrator, Employment Development Department, Al Dave.

MR. AL DAVE: Good morning --

CHAIRMAN DEDDEH: Mr. Dave.

MR. DAVE: -- Senator. On behalf of the Department, Employment Development Department, I would like to thank the Chairman and the Members of the Joint Committee for the opportunity to speak to you today.

I would like to take this opportunity to speak on the serious problem of gangs and discuss some of the things we in EDD are doing. As a member of the Los Angeles City Private Industry Council, and the Chair of the Youth and Young Adult Committee, I'm acutely aware of, as I am sure you are, that we must identify a variety of new, creative, and versatile solutions to effectively reduce and eliminate gangs. I believe that well-planned job training and placement activities are one key to diverting youth from gang activities.

Gangs, drugs, and associated crime and violence are among the most serious threats to our society today. This problem has many root causes: Declining economic structure and opportunities in the inner city, lack of job skills and education, deterioration of the family, drugs as a source of illegal income and the destroyer of young lives, insufficient community involvement, competition for limited government resources, continued dependency upon supplemental income programs, such as AFDC and General Assistance, the lack of opportunity and motivation to become a contributing member of our society, and last, but not least, the sheer scope of the problem for the law enforcement community and the courts.

Obviously, there is no single solution or "quick fix" to this problem. It will take time, and it will take the commitment of everyone involved. We are all affected. Turning the tide against the lure of gangs will require mobilization of resources on all fronts. It will require a partnership of economic development, job training, education, social services, community-based organizations, our police, our governments, parents, and their children. We must succeed. In that regard, we must have the fortitude to continue to respond to this problem for as long as necessary.

We believe that our Department is a part of these solutions, and we're committed to working together with you, other agencies, and the community to help erase gangs from our society. We must give our children a future that includes jobs, safety, and hope, rather than drugs, violence, and the loss of generations of our youth.

Although we are only a part, I would like to share with you some of the things the Department is doing to help.

I will first discuss the Job Service. The EDD Job Service offices operate year-round programs for youths, usually located at community outstations. These outstations have been located at city parks, adult vocational educational schools, high schools, campuses, junior colleges, and college campuses. When these locations are not available, this youth placement operation is operated in our field offices. However, the service remains separate from the regular Job Service operation to give the youth a customized location to be registered and placed in jobs. The participating youth have been placed in domestic labor, casual labor, and service industry jobs such as Taco Bells and McDonalds and et cetera. Youth are also placed in traditional jobs, oriented jobs, such as completing inventory at retail stores. Importantly, these jobs require only limited hours and duties to avoid conflict with schools and study hours.

The EDD Job Service Summer Youth Employment Program utilizes each Job Service office to conduct a summer youth job placement program, coordinating that activity with the Jobs Training Partnership Act, commonly referred to as JTPA, in conjunction with the Service Delivery Areas, commonly referred to as SDAs, and the Private Industry Councils, commonly referred to as PICs, the mayor's committees, employer groups, schools, and other agencies, as appropriate. EDD takes applications from youth job seekers, solicit job orders from employers, and refers youth to the job openings received.

Another project funded on a reimbursable basis by the California Youth Authority, with EDD, is the Parolee Placement Project. Currently, this EDD-administered project supports staff in 17 locations throughout the state to provide placement, job finding, and job retention services to California Youth Authority parolees. These services also include intensive job development and advocacy with the employer community for these clients.

CHAIRMAN DEDDEH: Mr. Dave, if you will excuse me on that point. How many of these young people are you placing? Can you tell me?

MR. DAVE: The Youth Authority?

CHAIRMAN DEDDEH: Yes.

MR. DAVE: I think the latest statistics I have, we've placed about 150 of the wards and we

carry caseloads anywhere from 25 to 35 and work in conjunction with the parole officers. And we're co-located in the parole facilities with access to our job order systems in our various field offices.

CHAIRMAN DEDDEH: Do you inform the employer that the youngster they're about to hire may have a prior and so on?

MR. DAVE: Yes. We deal with the employer and full disclosure because we're required to.

CHAIRMAN DEDDEH: And how was the cooperation between the employer and the several agencies or the Departments?

MR. DAVE: So far, it's been very good because, because of the disclosure, as well as the fact that we provide supportive services to the young person once they are placed with the employer. We do follow-up and stick with them and to provide some of the services, and we work in conjunction with the parole agent to ensure that the services that the Youth Authority are providing are not duplicative of other services that we're providing.

CHAIRMAN DEDDEH: Yes. Go ahead, sir. I'm sorry for interrupting you.

MR. DAVE: No problem.

CHAIRMAN DEDDEH: I wanted to ask a question on that point.

MR. DAVE: Okay. EDD coordinates with the Federal Stay-In-School Program that provides employment for needy students 16-years-old or older, allowing them to resume or continue their education when financial pressures would terminate their education and force them into gang environments. As you know, EDD uses Wagner Peyser funds for services to groups with special needs and to defray the extra costs of services and demonstration projects.

In state fiscal year 1988-89, the Department received \$7,138,000 in 10 percent funds. Of that total, \$3,676,000 is used in support of the GAIN Program -- that's the Greater Avenues for Independence -- to provide job services for AFDC-eligible clients. The remainder funds model projects. Approximately \$2,300,000 of Wagner Peyser funds are used for model youth projects including: The IMPACT Project which will serve 750 17- to 21-year-old inner-city clients by providing job training, job placement, military enlistment, or referral to other educational opportunities. The locations include: Oakland, San Jose, Modesto, Los Angeles, and Compton. Specific classroom training consists of basic academic skills, pre-employment, pre-military, and personal development skills. Military vocational training is provided for participants who choose a military career.

The Better Utilization of Individual's Lifestyle Development, a project called BUILD, is located in South Central Los Angeles. It includes a Job Preparation and Remediation component which is an assessment, referral, and placement program providing community support, job preparation services, for special short-term remediation classes in English, math, and vocational education. BUILD's target population is 16 to 40 years of age, while the greater percentage of the individuals served range from 19 to 26 years of age.

The Legislature -- that's the California Legislature -- and most notably, Assemblywoman Maxine Waters, have been strong supporters of this project. BUILD offers a unique but fundamental opportunity in that each site is located within public housing projects and staffed by local community

people. BUILD provides a series of four full-day job search workshops. The clients are then provided with either job search assistance, referral to training, or other supportive services conducted in various housing projects within the Watts area of Los Angeles. The same participants are also referred to General Education Development testing. The program contains a remedial education component for youth. It also anticipates developing a safe place for educational development at each housing community. BUILD is budgeted with \$367,000 from the current program year, 10 percent Wagner Peyser funds. The Job Preparation and Remediation component is budgeted with an additional \$200,000 from the current program year Wagner Peyser fund monies. To date, 2,300 people have been enrolled in the program and 2,333 have been enrolled in the job preparation portion of the program.

An important new demonstration project is the Youth Employment Opportunity Program. The planning phase is complete and the start-up phase is eminent. This program plans to provide up to 100 15- to 19-year-old high-risk youth the opportunity to be hired by EDD, and, through on-the-job training, to develop the skills needed to become Youth Employment Specialists, peer counselors, outreach persons, and placement interviewers under the guidance of mentors who will be the professional staff within EDD. They will in turn help, we project, approximately 4,000 to 5,000 young people and it is to be operated in approximately 20 to 25 of our EDD field offices in Los Angeles.

CHAIRMAN DEDDEH: Mr. Dave, I held about four or five hearings here, in Los Angeles, Oakland, Sacramento. The theme that went through the hearing from members, gang members, experts like you, and others, was that I am in this predicament because I had no job, I'm a dropout, no self-esteem, no real home to which to go, and therefore, belonging to a gang gave me a certain amount of self-respect, dignity, belonging, and so on. You have offered me so far -- and again, I'm sorry to interrupt you --

MR. DAVE: No problem.

CHAIRMAN DEDDEH: -- because you are very eloquent in your presentation. You have given us a lot of hope. But are you telling me at the same time, Mr. Dave, that we are containing the growth of gangs and gang violence and the criminal elements in our society in California or it's still expanding? What are you telling me, really?

MR. DAVE: I'm telling you that it's still expanding, that it's a serious problem. It's probably the most critical issue that's facing us today, that job preparation, job placement, in and of itself, is not the total answer. It is one of the elements that all agencies who are involved in the issues are going to have to give up some of their turf. They're going to have to work collectively together. And I think it's as simple as starting at home with the family but going as far as the White House, I mean if you really want me to tell you ...

CHAIRMAN DEDDEH: That's what I want to hear. That's what I want you to tell me, Mr. Dave ...

MR. DAVE: Okay.

CHAIRMAN DEDDEH: -- because without looking at your notes, if you were to tell me right now -- you're giving a speech to the Rotary Club or Kiwanis -- and say, all right, these are the things

we need to do -- A, B, C, D, E -- how would you define that? And what is it that we need to do?

MR. DAVE: Well, I think that, first of all, we need to deal with the systemic cause of the problem. And I think the systemic cause is the glimmer of hope for our young people is gone, that the deviant subculture that organized crime, drug, and violence creates does create a sense of esteem. It's an esteem that is not legitimate but it's an esteem that has a magnitude in the community in which those young people are involved and that there's one factor that I think that we all have to realize is that peer pressure plays a significant role in what young people do. Peer pressure plays a significant role in how young people dress. I mean the American dream of competitiveness in being, as I euphemistically used to say when I was working with kids 20 years ago in Colorado, being a part of the bunch, you know, wanting to be the banana, you know. It's realistic that you have to deal with the youth where they are. And you have to offer some alternatives but you cannot just purely say a job is the answer.

You know, I was involved in discussions after the summits in Los Angeles and, you know, it got a lot of press. But the realities were, and we have funded a program there for, you know, what's called Transition to Job Readiness, but it takes a long time and a lot of money to change young people who are involved in deviant behavior into positive, productive citizens. And one of the things that we believe, and particularly with the program that we hope be able to put on line, called the Youth Employment Opportunity Program, is that by using young people who understand the turf, who are part of the turf, they can carry the message that you and I cannot carry, you know. If they speak, you know, respectfully of something and they can show that they're being rewarded out of the system, then they will begin to pull others out of that plight.

CHAIRMAN DEDDEH: Mr. Dave, what message do you want me and Mr. Tucker and Mrs. Killea to carry with us to Sacramento where we can help? What message would you tell them?

MR. DAVE: Well, I would say that the main message, from a bureaucratic standpoint and a legislative standpoint, is that the efforts have to be linked together and coordinated in such a manner that we can begin to scratch beneath the surface. We have a way of fixing the problem. We have a way of Band-Aiding the problem, but we've got to get to the ...

CHAIRMAN DEDDEH: The causes?

MR. DAVE: The causes of the problem, as my introductory remarks indicated. I would say that the causes, and even though I offered eight or so, there's probably many more. And I applaud you for, when you spoke to the councilman here from San Diego, it's important to involve those whom you desire to help in the planning of that which you plan to help them with, and particularly the young people. I think it's important that they have input into not only the problem but also to the solution and not just as participants but as part of the planning and I think that's critical. And that is what the project BUILD does because it does involve individuals within the community, in the housing projects, who live there, who understand the problems, and who, in one voice, can speak and turn the tide one way or the other. And that certainly is the way I see it.

CHAIRMAN DEDDEH: Mr. Dave, I appreciate having you where you are in the state and local government, doing what you're doing. You are truly an expert witness and I appreciate that. I've

seen you've gone, well, we've gone, because of me, you've gone about five minutes over your time. I'd like to see if Mr. Tucker has a question or Ms. Killea. If not, I want to thank you very much, sir, and I would like to have your statement, if it's handed to the sergeant.

MR. DAVE: I left it with your person.

CHAIRMAN DEDDEH: Great. Thank you, sir, very much.

MR. DAVE: Thank you.

CHAIRMAN DEDDEH: Let me take this opportunity, before I have my next witness to introduce, a young gentleman who has just joined the Assembly in a special election that was held in Los Angeles; he succeeded his late distinguished father. And I know it will take some time because he will always be in the shadow of his very highly loved and respected father, the late Curtis Tucker. It's my privilege and high honor to introduce the newest of all Assemblymembers, the Honorable Curtis Tucker. Thank you. (Applause) It'll take you a long time, Curtis; it'll take you a long time. And I say that as a compliment because you had a great, great father, great father. I had the privilege of serving with him.

Now, since I could get emotional on your dad, let me ask Rudy Johnson to come before the Committee, Rudy Johnson of the Youth Services of the City of San Diego.

And Ladies and Gentlemen, I'm going to respectfully ask you to trim -- I'm guilty of asking too many questions but we had an excellent witness. And so trim to the extent that you can your testimony. Mr. Johnson.

MR. RUDY JOHNSON: Thank you, Senator Deddeh. I appreciate being invited to speak before you in the Committee today. I'm here representing the City Manager's office of San Diego. I think that Councilman Pratt, as far as the City's position, eloquently spoke to both of these measures. I'd like to say formally that we are in support of Senate Bill 542 and 267. I do have some concerns, however, as my role as a staff person, for our local conservation corps, as far as 267 is concerned. And those concerns primarily deal with turf area in terms of how we see ourselves. We see ourselves, the local corps, and we're one of five local corps that are presently being implemented here in the State of California. We see ourselves as being the urban area corps for San Diego. We're working very closely with our California Conservation Corps members here in San Diego as far as designing roles and talking about specific involvements, as far as fees-for-service contracts are concerned. I would hope and I am here today to encourage you, as this process starts and as it ends, that you talk very seriously to the various local corps in the major cities that this program will impact and that, in fact, there is some ongoing discussions between the local conservation corps, as far as the California Conservation Corps and the local corps, as far as area's concerned, and roles, I think that'd be very important. It would create a harmony as far as the programs are concerned and there won't be any unnecessary competition for funds or for services as far as the program is concerned. There's a lot of work out there to do. There's a lot of things to do in our urban areas and we can very definitely work together. We've already started the dialogue and I hope it continues. I'm here to answer questions, if you have them, but I want to make sure that ...

CHAIRMAN DEDDEH: I don't, Mr. Johnson. Let's see, Mr. Tucker or Ms. Killea?

MR. JOHNSON: All right. Thank you very much.

CHAIRMAN DEDDEH: Thank you very much, sir. And now, from the Building and Trades Council of California, Art Lujan. Art? See what Labor has to say.

MR. ART LUJAN: Thank you, Senator, and Committee Members. My name is Art Lujan. I'm the Business Manager of the Building Trades Council here in San Diego. On the agenda, Jerry Cremins of the State Building Trades was scheduled to speak, but unfortunately, he had business in Northern California and was unable to attend.

My comments today will be very brief. The Building Trades Council locally and on the state level is supportive of the measures that are before you today. In fact, I sit on the local interim steering committee for the San Diego Conservation Corps. So we, here, locally, are committed to the program. We do have a couple of concerns, as the previous speaker indicated they had some concerns.

We recognize that the intent of the program should be to provide opportunities for youth in urban areas to develop and refine the skills necessary for them to be competitive in today's job market, as well as to provide them with information on potential career paths through apprenticeship.

The three suggestions that I would make today is, number one, that any of the programs that are proposed for any of the local areas, that you include representatives from the Building Trades Council and any central labor bodies that may be available in the area. And Jerry Cremins has indicated that he appreciates the fact that you have requested for him to participate in the process and we would like to continue to do so in the future.

Number two, we would be interested in determining the size of what you refer to in the bill as maintenance projects. If the term "maintenance" becomes all-encompassing and you start tackling projects that are too big and you start displacing permanent workers at the expense of lesser skilled and lesser-paid corps members, we believe that that has the potential for creating some problems and I'm sure the guidelines can be worked out. We have no problem with working with private homeowners, with low-income homeowners. But when you start talking about apartment buildings and shops and stores and you start developing an arena where you take work away from contractors in the area, I think we have a potential for a problem.

And the third suggestion I would have is that in all of the committees that we, include members of the local joint apprenticeship committees so that they are funneled into the program in order to make people aware, that are involved with the programs of the potential; once the youth get through the initial programs, that there are viable programs in existence that can, if they're interested in plumbing or electricity or carpentry, that they be made aware of those apprenticeship programs and what it takes to get into them, in order to provide them with long-term goals and opportunities so that, so that you don't end up in a situation -- we've seen many, many programs that are dead-end type situations. You go through a program and you get training for three or four months and then you become a statistic, and all you do is pad the bureaucratic roles. We're not interested in seeing something like that, and that's the reason we developed our apprenticeship programs. We want to see the youth, when they make it through a program, that they have the opportunities to develop a

career.

And my comments are very short. We would like to continue to be involved with the process, Senator, and we make our resources available to the Committee.

CHAIRMAN DEDDEH: Mr. Lujan, we almost have a crisis in the State of California -- and I'm saying "almost". In fact, we do have a crisis, and a serious one. I sometimes wonder how much flexibility can organized labor -- that's very much concerned about our communities around the state. How much flexibility do you have or can you have to absorb some of these youngsters, to help them, even three or four months' training, and then they could at least get a \$5- \$6-an-hour job? Is there a possibility for something like that?

MR. LUJAN: Well, Senator, as I indicated, our programs are not designed to provide inflated figures for any bureaucracy.

CHAIRMAN DEDDEH: Sure.

MR. LUJAN: We are limited based on the nature of our industry, the number of people that we can let into the program. We let in enough in order to perpetuate the skilled labor pool that's going to be necessary for the future. And we will do everything we can and that's why I say it's really important to have members of the respective joint apprenticeship committees participating so that there is an opportunity there. There are presently, most organizations, apprenticeship committees, are out doing outreach to constantly recruit people to get into the program. We can't say, that if you give people, 500 youths this summer, minimal training, you know, there's a good possibility that we will not be able to absorb -- nobody in the industry will be able to absorb -- that many people. So we are limited because of the nature of the industry.

CHAIRMAN DEDDEH: Sure.

MR. LUJAN: But I think there's strong potential and there's a good economic outlook throughout California for the need for people to work in the construction industry.

CHAIRMAN DEDDEH: I'm delighted to hear you and see you here, Mr. Lujan. You're a labor leader and we respect you, especially when you convey to me and to this Committee that we're in this crisis, all of us, together. It's not just an exclusive, to a certain group of people. It's going to affect us all. And if we are going to solve it, it's going to take organized labor, business, government, education, name it. And we've got to do that because my view personally that every person out there who may have a problem is a precious part of our American society and we've got to save him or her from becoming a self-destructive individual. And we cannot afford that; the State just cannot afford that.

Nobody can ever accuse labor of not being always in the forefront for giving a helping hand to a person or people or a group of people that need it in the field of education, training, and so on. So I want to publicly commend you and thank you for being here.

Mr. Tucker, Mrs. Killea, a question? As usual, thank you very much.

MR. LUJAN: Thank you, Senator, Committee Members.

CHAIRMAN DEDDEH: From the California Conservation Corps, is Patty Dierdorf here?

MS. PATTY DIERDORF: I'm a little shorter. (Adjusting the microphone.)

CHAIRMAN DEDDEH: You can do that. That's all right.

MS. DIERDORF: Okay. Thank you for having me here. I'm Patty Dierdorf, Legislative Coordinator for the California Conservation Corps. Director Sheble regrets not being here and Deputy Director Ann Malcolm ended up with laryngitis, so here I am. Thank you for the opportunity to appear before your Committee to provide a brief explanation of the California Conservation Corps and how we assist young people in the state.

I think you'll be pleased to learn how the CCC already provides an alternative to gang membership for those willing to work hard and who meet our hiring criteria. As you may know, the CCC is modeled after the Civilian Conservation Corps of the 1930s. In July 1976, the CCC was created. And in 1983, Governor Deukmejian made it a permanent state department. It has a dual mission: The employment and development of young people and the conservation and enhancement of the state's natural resources. The CCC maintains an average corpsmember population of 2,000 and approximately 600 of these are nonresidential corpsmembers.

CHAIRMAN DEDDEH: 2,000 statewide or ...

MS. DIERDORF: This is statewide.

CHAIRMAN DEDDEH: Statewide.

MS. DIERDORF: We recruit only 18- to 23-year-old men and women who are not on probation or parole and who are willing to work hard. They sign on for one year and they may choose to go for a second year.

The funding for our program comes from the General Fund, the State General Fund, and from project sponsor reimbursements for some of our work. The CCC works for state, federal, county, city, and other local agencies, as well as nonprofit organizations. Typically, these sponsors ...

CHAIRMAN DEDDEH: Ms. Dierdorf, excuse me. When these young people are enrolled in the corps, the first year, whatever it is, do they get paid or just room and board?

MS. DIERDORF: They are paid the minimum wage. When they are a residential corps member and they live at our centers, they have \$185 taken out for room and board which is for their housing and their food. When they're nonresidential and they live at home and work from our job sites every day, then they receive their minimum wage fully. And they work 40 hours a week.

CHAIRMAN DEDDEH: Okay.

MS. DIERDORF: Typically, the sponsors initiate projects locally from our 17 base centers and 35 satellite operations and these are spread throughout the state. We also have approximately \$1.5 million of our services that we contract with the six nonprofit conservation corps programs. These programs are located in the cities of San Francisco, Oakland, San Jose, Sacramento, Visalia, and Los Angeles. As you know, newly formed conservation corps programs are being started this summer in Long Beach and right here in San Diego.

Typical rural projects that the CCC corpsmembers perform include planting trees, cutting trails, and clearing streams. Some rural projects -- some urban projects include building playgrounds, restoring historic buildings, and revitalizing downtown areas. Some examples right in urban areas in Los Angeles, we do graffiti removal; we have constructed office areas in the Watts Towers. And in

the Jordan Downs housing development, we're currently renovating recreational facilities for the L.A. Department of Parks and Rec. Also, we have our emergency response where corpsmembers, depending on the emergency, either sandbag levees, fight fires and mudslides, eradicate agricultural pests, or clean up after major earthquakes. Our motto is: "Hard work, low pay, miserable conditions ... and more." The "and more" refers to the education program which takes place after the work day, three nights a week.

The Committee requested that we comment on SB 267 which would establish a separate division within the CCC for an Urban Services Corps in areas hard hit by gang and drug activity, gang violence and drug activity. You also mentioned some amendments in your letter. I'm available to talk about SB 267 but I have not seen the amendments.

CHAIRMAN DEDDEH: Okay.

MS. DIERDORF: Corpsmembers come from everywhere in the state, in the CCC, including areas which gang activity occur. We make no special efforts to recruit gang members nor any other target group, but they do join the program. Usually, they come to us because they no longer want to associate with gangs. It may be that they are getting pressure from their court systems to straighten up. It may be that they're getting pressures from their peers that they're not going to work out on the streets, or for whatever reason. They need a place to go and they are willing to work so they join the CCC. Once they join, however, they are no longer a gang member. They are a former gang member. They must disassociate themselves from the gang and become a part of the CCC only. While the CCC does not keep statistics on the gang members, we do know that many of them do very well in the program. Some of them are fired and some of them leave on their own.

I understand that you have heard testimony that jobs are what is needed to help reduce gang membership. A program is proposed in SB 267 for an Urban Services Corps that could provide another alternative for those wanting to escape from gangs. We agree that programs that teach young people the values of avoiding gangs and drugs and that have rules and discipline could help to change the behavior of these people and could go a long way to accomplish this. In the CCC, behavioral rules are established and discipline is exercised so everyone learns to live together in our CCC communities. We have five strong rules in the CCC: No violence, no drugs, no alcohol, no destruction of property, and no refusal to work. If they do any of these activities, they are fired. Through the combination of work ...

CHAIRMAN DEDDEH: What is your attrition rate?

MS. DIERDORF: Pardon?

CHAIRMAN DEDDEH: What is your attrition -- how many people are fired?

MS. DIERDORF: The attrition rate is, is about in the 30 percent range. I know that those that stay a year are about 16 percent.

CHAIRMAN DEDDEH: 16 percent of the group stay and 30 percent leave or they're fired?

MS. DIERDORF: There's a flux. Some may leave before their year, so it's difficult -- it's almost easier to say that we know that 16 percent stay for a year. It's a high turnover.

CHAIRMAN DEDDEH: Sure.

MS. DIERDORF: But they're there because they choose to be and they have to comply with our rules.

Through this combination of work and personal development, corpsmembers do become productive citizens and they are no longer associated with gangs.

We do have some concerns with the concept of creating a new division within the CCC, as written in SB 267. Our major concern is the incorrect negative perception that would be created about the CCC. An increased role on the part of the CCC to target gang members and those associated with drugs would adversely impact our recruitment efforts of our current program, especially among women. It would also create incorrectly a public perception that the CCC was a gang diversion or correctional program, and we already have that perception to deal with now.

There are some strengths in the CCC that have helped to make the program a success among the young people that may be difficult to duplicate in this program, in this bill. For instance, the CCC does not target any specific population or individual socioeconomic group. The work projects are accomplished in crews, not individual work assignments, and the corpsmembers must be willing to work hard. Combined with the education program, these strengths contribute to making significant changes in the lives of corpsmembers and benefit the state through the work that they do.

As written, however, SB 267 creates a program that would target gang and drug areas; little diversity among participants could be achieved. This is the opposite to what the CCC does, which has been regarded as one of the strongest elements of the program.

CHAIRMAN DEDDEH: What would you suggest we do in 267 to achieve our objective?

MS. DIERDORF: Not to change the CCC or to create a perception that another program is the CCC.

CHAIRMAN DEDDEH: So you would not want to see 267 become law or modified in such a way, to become law at all?

MS. DIERDORF: No, that's not true. I can't say that. I think the targeting element is the most critical to the CCC because we've been able to achieve diversity and assist those gang members that have been around without having to target and we feel very strongly about that.

CHAIRMAN DEDDEH: Would your Department in Sacramento send us some recommendation, amendments, proposals? Would you carry the message and see what kind of proposals they have to make, some kind of accommodation?

MS. DIERDORF: Sure.

CHAIRMAN DEDDEH: I see Mr. Tucker wishes to ask a question.

ASSEMBLYMAN CURTIS R. TUCKER, JR.: Yes. You had said that CCC currently has 2,000 corpsmembers statewide.

MS. DIERDORF: Yes.

ASSEMBLYMAN TUCKER: How many of those are basically your at-risk youth?

MS. DIERDORF: The statistic isn't in front of me but I would say probably 80 percent, 70 percent.

ASSEMBLYMAN TUCKER: And how many of those are minorities?

MS. DIERDORF: Probably 90 percent.

ASSEMBLYMAN TUCKER: 90 percent? So you have a very ...

MS. DIERDORF: Yes, we are serving at-risk youth without announcing that it is. The CCC doesn't put a label on anybody.

ASSEMBLYMAN TUCKER: No, no. But I'm talking about, generally speaking, CCC has attained a, shall we say, a perception, not necessarily of being a gang diversion program -- well, at least not in the areas that I come from -- CCC is not looked at as a gang diversion program as much as it is like a junior-forestry-type program. And there is no real tie-in between the minority community and the CCC. And I come from a minority-based community. We gave, two years ago, we gave a job training program to try to bring high school kids into, into different areas of employment and CCC was kind enough to show up. But we attracted absolutely no one to their ranks. And I was wondering what type of outreach CCC had in the minority communities.

MS. DIERDORF: We have recruitment teams at all of our centers up and down the state. We focus in Los Angeles because that's where the majority of our population comes from. We do public service announcements and we do most of our recruitment from word of mouth, I think, from what we've done in little surveys of other corpsmembers -- where did you learn about the CCC? They either read it -- we do -- what is it? -- job announcements in the paper -- in the job ads. So there's a variety of methods that we reach out. We go to schools even though we don't ever want to attract someone who's already in school.

I don't know the situation you were talking about. I mean it's nice to hear that you don't think the perception is a negative one out there and I personally believe that also. But what we hear from those coming in is -- or casually someone will say, "Oh, I thought the bad kids went into your program." And we like our open enrollment policy. It is a real strong link, especially for the women.

ASSEMBLYMAN TUCKER: Thank you.

CHAIRMAN DEDDEH: Anything else?

MS. DIERDORF: Well, I wanted to mention that, concerning the work projects --

CHAIRMAN DEDDEH: Sure.

MS. DIERDORF: -- in that they were more vocationally oriented. The crew concept may be difficult to retain. It may get watered down in the projects that are recommended in this bill, not that we would be opposed to human service sort of projects. I think that our director is very supportive of that. But we're also very supportive of keeping the crew concept together because that's the family that the corpsmembers feel close to and they get very -- they get very concerned if there's any change in their crew.

CHAIRMAN DEDDEH: Yeah.

MS. DIERDORF: And that has been something they've actually brought up to us.

CHAIRMAN DEDDEH: How extensive is your urban program? Is it only in L.A. or it also -- extends to other areas in the state?

MS. DIERDORF: We have urban programs statewide. About 600 of the 2,000 are the nonresidential urban programs. We have it in Fresno, in San Francisco ...

CHAIRMAN DEDDEH: Do you have one in San Diego?

MS. DIERDORF: Yes, we have one in San Diego. There's about three separate conservation corps here. We have our Escondido center, which is residential. Then we have a nonresidential in the city. And then the city is going to try their nonprofit.

CHAIRMAN DEDDEH: I would like to have your, the director, get in touch with us and see if he has some proposals that we can work out with him, okay?

MS. DIERDORF: Sure.

CHAIRMAN DEDDEH: Thank you very much.

MS. DIERDORF: Thank you.

CHAIRMAN DEDDEH: Thank you very much.

Our next witness is from the State Department of Education. Is Kathy Yeates here? No? All right. Our next witness then is the Director of the Barrio Station, Project Star, Rachel Ortiz. Ms. Ortiz?

MS. RACHEL ORTIZ: Good morning.

CHAIRMAN DEDDEH: Welcome.

MS. ORTIZ: Thank you. I wanted to say thank you for inviting us again. I want to thank you for communicating with our office. Aubrey has been just wonderful and so has Kristen. And the kids wanted me to say thank you to you for having pizza with them at the Barrio Station and they said, "That guy wasn't even afraid of us." You played pool with them and that was really nice. They really liked that.

CHAIRMAN DEDDEH: I even shot pool with them.

MS. ORTIZ: I know you did. I know you did.

CHAIRMAN DEDDEH: And they say, "Yeah, he's cool." That's what they said, I was cool. That's what they said.

MS. ORTIZ: (Chuckle) They liked that.

CHAIRMAN DEDDEH: And I appreciate that. I take that as a compliment.

MS. ORTIZ: That was fierce, man; that was fierce.

CHAIRMAN DEDDEH: Yeah, you bet.

MS. ORTIZ: All right. I wanted to just say also that after all the years of testimony that we've given up and down the state and all that that we feel that this Committee's been real responsive, you know. Your office stays in touch with us. And coming back with these bills, proposed bills, that means that you're listening and that you care and I feel really good. Remember the last time I spoke? I said nobody listens and so I feel really good about it so thank you very much.

I want to talk first just a little bit about the, the Urban Services project. All of that is really, it's really important, anything that we can -- as we said before, any kind of jobs that we can get for the kids is very important. Just listening to the last speaker, I was kind of concerned that they don't want to -- the feeling I got is they don't want to be mandated to do a gang-type program and they may have their reasons. So, you know, I'm not going to really push that part of it. Here in San Diego, they're really good with us in terms of taking on the kids that we recommend to them and putting up

with them and then they cut them loose and then they give them another chance; and they cut them loose and give them another chance, you know. So they've been pretty good in San Diego and then they use one of our, the ranch we have, they use it as a spike, one of the training spikes for them. And we feed them real good and treat them real good. And they do work very, very hard. So San Diego's been really good to the kids here. So this additional division of CCC would be great.

I was disappointed -- I was surprised -- to hear that there's no money for it (chuckle) or this is not the kind of programs they're going fund. You know, I beg of you to find the money somewhere. If this recycling thing is not where it's going to come from, find the money somewhere because it is important. You know, last time you were down here, all these kids testified.

CHAIRMAN DEDDEH: Ms. Ortiz, don't be surprised if all our dreams will go down in flames because of the serious fiscal constraints on the budget, very serious.

MS. ORTIZ: I know.

CHAIRMAN DEDDEH: A lot of folks out there assume that we have a budget of about \$47 billion, \$48 billion -- and what's a hundred million or what's a million dollars? But it's very, very tight, very tight.

MS. ORTIZ: I know.

CHAIRMAN DEDDEH: And so be aware of that, all of you, if we did absolutely nothing, because of the money. It's not because we didn't try or we don't want to because that's where we are right not.

MS. ORTIZ: I know.

CHAIRMAN DEDDEH: And I see Mr. Tucker nodding his head in the affirmative because he knows what I'm talking about and he's been here long enough now to have heard my speech many times. Go ahead.

MS. ORTIZ: Okay. I don't want to be repetitious of all the things everyone else has said. So it is needed. You evidently were listening when the kids spoke last time and our youth workers. So, but I did want to just say that we still need year-round, after-school, as well as full-time, 100 percent, subsidized jobs for gang youth. So this thing, if it doesn't happen, I beg you to please keep pursuing, trying to find some way -- if we have to take money from Corrections, let's do it. (Chuckle)

CHAIRMAN DEDDEH: Well, we're ...

MS. ORTIZ: If we're finished building our security housing units up and down the state, let's take some of that money. Let's find somewhere that we can have this. It's really important. There are local programs, youth employment programs, that have criteria that alienate a lot of kids, that alienate a lot. They're not based on reducing gang violence, impacting this poor community that's terrorized by these gangsters. They're geared at just a particular income level. And so it screens out a lot of kids, if their parents make \$5 too much or less one kid in the household or something. And so they're very unrealistic with our goals, our goals, those of us who work the streets, that work the gangs and we've been doing this for years and years and years. And, you know, like I said, we have tons of counseling programs, community education programs, recreation programs. But everybody is stuck, every youth worker is stuck, whether they're in rec. or counseling. They're stuck because the

kids need a job. And it will really make a lot of difference and it will break a link in that family where the parents are dope fiends, the parents deal, the parents go in and out of the joint, the kids are all part of a gang. You know, it will really help to break that. We've got to do that. We have to have a substantial impact on this problem. So it's not just so much this poor kid that we love and we worry about him but we worry about the community, the whole community.

CHAIRMAN DEDDEH: The last Tuesday or Wednesday, we had a hearing in Sacramento. It was impressive. And I've never seen seven Senators and two Assemblymembers attend the hearing because they're all concerned; we're all concerned.

What impressed me the most, and I wish you were there, Rachel, was four youngsters -- the average age is about 18 -- who are so sold on the peer counseling and peer pressure and peer counseling and so on. And I wish you would comment on that. I do have a bill that I am going to put some money in it. And almost every member of that Committee attending there wanted to be a coauthor, both sides of the isle. And it was very impressive of Senator Nielsen, the former minority leader of the Senate, wanted to help.

And so do you think that would help if we were to have peer counseling and kids talking to kids and trying to show them why every one of us is a precious part of our society and we cannot destroy our future and our life and wind up either with a bullet in our head or behind bars forever, you see? How much do you think that will impact what we're talking about?

MS. ORTIZ: I want to be very honest. I don't think a whole lot because, see, a job gives a kid an excuse to not be hanging out and gang banging and killing somebody. He has an excuse. If he has a job, he has an excuse to be away from the mob. But this peer counseling thing is voluntary. You might be called a sissy, you know, any of those things. And it does keep some of the hard core out that really want to get out. So it's my honest response to you, okay? I'd rather see them get these, and unfortunately, requesting 100 percent subsidized jobs, so we can get them started.

We have a lot of concepts, you know, about the private industry participating. It's a bunch of bullshit sometimes, you know. They just don't want to; they're afraid. And they're going to pay somebody a certain wage, so they'd rather just pay somebody who hasn't been in trouble. It's really a big problem. So I still beg of you to try and pursue something in 100 percent subsidizing for the major cities where you're having some problems. San Diego, like we said before, is salvageable. We have a real good chance here in San Diego.

CHAIRMAN DEDDEH: Are you experiencing the same thing that those four in Sacramento testified? They said that: We don't want to be told what kind of a job we ought to have, that we ought to have some flexibility ourselves. In other words, they want alternatives for the jobs.

MS. ORTIZ: Well, I think you need certain criteria so that private industry doesn't exploit these kids, okay? I think it has to be either public or nonprofit. So maybe they could work for the trash collection department, the cities. You know, we can work out -- we used to do it before. We used to work out contracts with the City of San Diego where they take so many of our kids and put them in Litter Control; they put them in the Fire Department, Police Department, different agencies, you know.

CHAIRMAN DEDDEH: No fast-food stores.

MS. ORTIZ: Parks and Rec.

CHAIRMAN DEDDEH: That's what they don't want to do, the fast-food store. They don't think that that ...

MS. ORTIZ: Well, it's not so much that they don't want to do it. I don't think that some rich man should make money off of these kids when they're being paid by the State.

CHAIRMAN DEDDEH: Well, I agree. I agree with you. I agree with you.

MS. ORTIZ: I'm still talking 100 percent subsidized jobs. I don't want anybody exploiting these kids in any way.

CHAIRMAN DEDDEH: Sure.

MS. ORTIZ: In any at all.

CHAIRMAN DEDDEH: Sure.

MS. ORTIZ: Shape or form. So I would ask you to continue, you know, pursuing something. Maybe we can steal some money from the Department of Corrections.

CHAIRMAN DEDDEH: It's illegal to steal but we'll see what we can do. (Chuckle)

MS. ORTIZ: I got away with a few. I'll tell you about that later. Strike that from the minutes, okay?.

The next thing, just real quickly, the Neighborhood Academy, the concept is beautiful, it's wonderful. San Diego can use it. I think that -- I had committed Project Star. As you know, we have seven sites. I had committed all of our resources to the Neighborhood Academy, anything we can do, our workers. We have multi-ethnic workers. We have the bus, vans; we have a ranch. I can go on and on. Anything that we have to make that project work is great. And I think that the San Diego Preparatory School in San Diego, it's already a great example. I wish you could visit it and see it. The mechanism is set up where you save on administration. You don't go into launching a whole new organization, launching a whole new system where the money finally, after ten years, gets down to some meaningful salaries or something. Right now, we could plug right in. We would be very happy to help with that. And what else did I want to say here? That's about it. Thank you very much.

CHAIRMAN DEDDEH: I want to thank you, Rachel. You almost remind me -- and please take that as a compliment -- you are the Mother Teresa of San Diego.

MS. ORTIZ: Hey, thank you. Our personal behavior is a little different but thanks a lot (chuckle).

CHAIRMAN DEDDEH: Thank you very much. Thank you very much.

I don't see Herman Collins. Is Herman here from the Urban League? He's not here. Anybody from the Urban League, representing the Urban League? Nobody. I don't see Phil del Campo here. Is Phil del Campo here? Phil del Campo is not here. Anybody representing the Juvenile Justice Commission? All right. State Department of Vocational Rehab., Cecil Bell. Is Cecil Bell here? Would you proceed, sir.

MR. CECIL BELL: Thank you very much. I'm the Rehabilitation Counselor with the State

Department of Rehab. And I'm in support of 267 and 542.

It's my understanding, from reading the information sent out on this hearing, that an area of concern is the level of deprivation of inner-city youth who may be involved in the Urban Service Corps. Excuse me. I'm little nervous, as I haven't done this. In other words, you seem to be looking for a basis to establish a selection process. In my capacity as vocational rehab. counselor, I have worked with vocationally limited persons for about 20 years or more. However, you have to keep in mind that they were not all young people and not everyone was from the inner city. Nevertheless, I have worked with a large enough number of inner-city young people to know that there are certain indicators which might prove helpful in developing selection standards. On one level, there are indications which tell what kind of people you want to avoid. And basically, I'm involved in placing individuals with various disabilities. The last ten years has been drug abuse and alcoholism. I worked with the Department of Corrections, Probation, Youth Authority, and all the local drug treatment programs and mental health programs.

CHAIRMAN DEDDEH: Mr. Bell, where are you stationed in work?

MR. BELL: Oakland.

CHAIRMAN DEDDEH: Oakland.

MR. BELL: And some of the things I've noticed over the years, when we try to avoid individuals that want you to guarantee them a job, they want you to say they're going to earn a lot of money, if you do say they're going to get a job. It's difficult to work with individuals that are not completely drug free and are not in a drug treatment program. It just doesn't seem to work out. And a lot of individuals want you to make it -- they don't know what they want to do so they want you to make a career decision for them. That's impossible too. So ...

CHAIRMAN DEDDEH: How do you balance between a young man or a young woman who is selling drugs and making good money and trying to convince that person to take a job for \$4 or \$5 an hour? How do you get them out of that rut?

MR. BELL: You can't do anything about that. It's a certain population, and I've always felt like that. But I'm pretty certain, from my 20 years of experience ...

CHAIRMAN DEDDEH: Could you speak into the mike, Mr. Bell, please.

MR. BELL: Oh, I'm sorry. They have to get it out of their system. They're either going to have to be arrested or become addicted, and, you know, go to jail, serve the time, get probation or parole. But you can't give up on those individuals because sooner or later, they're going to make a decision that they're through with it, you know, because they're trying to achieve all the monetary things, the material things, that the money from drugs will buy. But if they don't have the education or -- you know, you can only go to a certain level and that's it.

CHAIRMAN DEDDEH: Yeah. Mr. Tucker, do you have a question, sir?

ASSEMBLYMAN TUCKER: So in your estimation, Mr. Bell, the only way that those people will come back into society or be productive citizens is when they hit their bottom? We can't, saying that we're going to, we're going to dry up the drug, drug availability, or take the profits out of the drug trade, that's not going to do it, right? They have to go through it; they have to run their course,

whatever their course is? And then the ones we can save after that, we save; the ones that die, die; and the ones that -- is that what you're saying?

MR. BELL: Well, hopefully, they don't die. But yeah, you know -- and I hate to say it, but ...

ASSEMBLYMAN TUCKER: Now isn't that a rather fatalistic view, that we just have to sit back and --

MR. BELL: You don't sit back.

ASSEMBLYMAN TUCKER: -- let everybody fall?

MR. BELL: There's so many people out there that can benefit from what you have to offer. And these are the people -- and I mean you can't look at a person and decide who's dealing drugs and who's not or who's just telling you. These people are very articulate; they are very smart. They can read the system. Their age and they're -- they're like 18, 13, and, you know -- they start from 13; they go on up. And they are really -- they don't really know what they want to do. All they know is that I see a lot of money being made. And in terms of work, I'm not really ready to do that. They're not going to work in McDonald's for \$5 an hour, you know. But these are -- I've seen the same individuals come back to me in ten years and say, hey, I'm ready -- I'm ready to do something. I want to work or get some vocational training and -- because you cannot force a person to learn anything.

ASSEMBLYMAN TUCKER: Right. So it's your estimation that, no matter what type of entry-level job pool we have out there, until these kids, until these young adults, are ready to pursue gainful employment, that they will be involved in the drug trade and in gangs?

MR. BELL: Not necessarily drugs, but, you know, they will be in illegal activities, or whatever.

ASSEMBLYMAN TUCKER: Okay.

MR. BELL: But I think the thing, something that I've seen here is like I think we're all aware that the resources that are available, we all have to continue to provide whatever. And if they take advantage of it, fine, you know, as well. If they don't, we have to give them another chance later because that same individual, like now, might not want it. But five years from today, they'll say, "Okay, I'm ready," and that's when we have to help them.

CHAIRMAN DEDDEH: Do you, Mr. Bell, see, and Mr. Tucker, do you see in your experience two categories of young people, one category who would be selling drugs and they may not use it and they may recruit, helping people and so on; and the other category, who uses drugs and at the same time to satisfy their habit, they push it themselves and they're addicted, and they've got to get money and so they would do just about whatever it takes to raise money; do you find that in your experience?

MR. BELL: Yes. When I was, first started working with -- you know, I used to work as a peer counselor, and that works, by the way, but only in certain situations, at the Skills Center, which was a federally funded Manpower Program. Heroin was the main, you know, and amphetamines, that was the drug. But it's a completely different situation today because of the crack cocaine. It's something -- it does more damage in six months than four years of heroin use was doing. And the users have emotional problems in conjunction with the addiction. So they need counseling to deal with that. And most inner-city people are not going to really deal with emotional counseling,

psychiatric counseling.

CHAIRMAN DEDDEH: All right.

MR. BELL: So that's about all.

CHAIRMAN DEDDEH: Well, thank you very much, Mr. Bell.

MR. BELL: Okay. Thank you for having me.

MR. AUBREY LaBRIE: Mr. Bell.

MR. BELL: Yes, sir.

MR. LaBRIE: You also, in talking with you -- preliminary to coming to this hearing, you were saying that you have had some experience, at least some observations, with regard to the old Job Corps and that you are acquainted with one of their outstanding success stories.

MR. BELL: Oh, in '67 and '68, I had a -- well, I was -- I came to work for the -- I started work for the State. I was interviewing for a job at Camp Parks as a counselor there and I met George Foreman, and over the years we kind of stayed in touch. At that time, nobody knew he was going to be a champion of the world. But when he became champion, I was asking him about what his feelings were, you know, about Job Corps. And he was saying if it hadn't been for that program, he would not -- he would have probably been in Houston, you know, in a gang, dead, or on drugs, and illiterate and unable, you know, to find decent employment. So he's a real strong -- he's a good example of what a training program can do and moving a person from their environment too. It will give him a chance to take that peer pressure off of him, I think.

MR. LaBRIE: What did that program consist of; you know?

MR. BELL: As I recall, that program was sort of like you were in dorms and it was vocational training, and I think they did a lot of testing, vocational interest aptitude testing. And, see, you have to find out what individuals want and I think they were searching to find out if they were good at electronics or construction work because everybody's different. And a lot of young people, they don't know anything about work. They don't know what's involved in certain jobs and I think they were -- prevocational type of things. That's what they were doing.

MR. LaBRIE: Okay. One final question. You just mentioned that one part of that program was to remove the candidates that are prospects from their community, from the environments that they were in, where they were exposed to the criminal activities, the gang activities, or what have you, into another environment, a more positive environment.

Now on the other hand, I've heard people say at some of our other hearings that it's a good idea to start some of the kids off in their own environment where they are familiar with what goes on, with the people there, with the conditions there, and establish a program in that context. What's your opinion with regard to those two kinds of considerations?

MR. BELL: In my opinion -- see, George, and people like George -- there are strong individuals and there are sort of followers. And if you are a strong person, a leader like, people look up to you. So you're constantly doing things to, you know, keep them involved with looking at you in a higher, you know, image. But, so that type of person needs to get out of that environment so he doesn't have that pressure on him. Now the people that are not really strong personalities can kind of go, could be

worked with in their own environment, I think. That's one of the things I found at the Skill Center in working with individuals.

CHAIRMAN DEDDEH: Thank you very much, Mr. Bell.

MR. BELL: Okay. Thank you.

CHAIRMAN DEDDEH: We are about ten minutes ahead of our time. And if there's anybody in the audience that wishes to make any comment or contribution to the hearing, we would invite you to do so. If not, the lady in the back. Just for the -- excuse me -- for the record, would you please state your name and address. And if you represent any organization, tell us about it.

MS. KHALADA SALAAM-ALAJI: Yes, sir. My name is Khalada Salaam-Alaji and I'm with the Community Preparatory School, 325 Dewey Street.

I just want to say that I really want to support your bill. It's a very positive bill. It's something that -- you hear about all the statistics about the drugs, the gangs, and all that. But this is putting money where we don't have a problem yet and I really believe that we can work with our young children to steer them away from negative behavior and put them in a positive light that they're important to their community; they're important to their families; and they are important to society. And I really support that. It's very, very positive, your bill, so that's all I have to say.

CHAIRMAN DEDDEH: Well, thank you very much.

MS. SALAAM-ALAJI: Thank you.

MR. LaBRIE: Could you give us your name again and spell it for us, please, for the record.

MS. SALAAM-ALAJI: Okay. It's Khalada, K-h-a-l-a-d-a.

CHAIRMAN DEDDEH: Khalada.

MS. SALAAM-ALAJI: Salaam, S-a-l-a-a-m.

MR. LaBRIE: And you're affiliated with ...

MS. SALAAM-ALAJI: The Community Preparatory School.

MR. LaBRIE: Thanks very much.

MS. SALAAM-ALAJI: Okay. Thank you.

CHAIRMAN DEDDEH: All right. Yes, sir? Again, would you state your name and address and any organization that you're representing or you belong to.

MR. RON HICKS: My name is Ron Hicks. I'm with Project Star of the Barrio Station. I'd like to, first of all, thank you, Senator, and Councilman (sic) Tucker, for being here this afternoon and addressing us. Thank you for being on the front line of something that's real important to me as a black person.

As you know, Senator, I work in a high-risk neighborhood with the gangs. We've talked this morning about ways of allocating money and funds to certain areas of helping these youth. I'd also like to just make a statement to say that not only locally, Senator, but I think that something needs to be done on a national level to let our young people know that people like yourself really care about them. Now in the area that I work at and work with, I talk to a lot of youth and we are, and my colleagues and I, we're all front-line workers.

CHAIRMAN DEDDEH: You work in the Barrio Station with Rachel Ortiz?

MR. HICKS: Yes, sir, I do.

CHAIRMAN DEDDEH: Okay. Okay.

MR. HICKS: And like I was saying, my colleagues and I, we're all front-line workers and we're dealing with the elements every day. We're out there and we're hearing the questions and the statements. A lot of things that I'm hearing, Senator, from a lot of the young people that I'm working with, is that Councilman Pratt alluded to a little bit this morning, that the hope has been diminishing in the communities. We need to restore that. One way of restoring that is by having our leaders, locally, who are from the communities, to come back and to be more visible in the community. I don't know at what level it would be visible, not in the sense of being at a board meeting, but to be out in the community with our youth and talking with them directly, not through the media or through the newspaper.

Our youth don't really believe that our leaders have their interests at heart. And we're out there every day busting it with them to try to let them know that there is a way out of that. I like your bill, Senator, because anything that has to do with educating our youth, they need that, no matter what they say. They need to know that it's okay to go to school, okay? Okay.

CHAIRMAN DEDDEH: Let me ask you a question.

MR. HICKS: Yes, sir.

CHAIRMAN DEDDEH: As you're deal with these youngsters at the Barrio Station, do you come across, or do you not as you talk to them, to let them know how they're really destroying their lives? Are they aware of the fact that they could be destroying their life, that they could have a bullet in their head, that they -- a policeman could be looking over their shoulder, they can wind up behind bars for the rest of their life? I mean I want to convey the message to them, that in spite of their indiscretion or whatever they've done, they're still a precious part of our society, a very important element of our country. They have a future to live -- they're only 17, 18, 19, 20. They've got 70 to 80 years to come. And I don't want to have them spend 50, 60, or 70 years behind bars because that's where they can wind up, because, you know, society, as compassionate as it is, is just as tough. And when you break our rules, brother, we're going to put you behind bars because we don't want you to be, you know, causing trouble for us.

So what is their reaction? I would be very much interested in you telling me. What is their reaction when you tell them that?

MR. HICKS: Okay. Senator, if I may be candid.

CHAIRMAN DEDDEH: Please be.

MR. HICKS: First of all, you hit it right on the head, Senator. Our youth, they understand what they're doing on the street corner. They know that that's illegal. I had a young man, if I may tell the story really shortly, 16-year-old young man, who owns two crack homes and lives with a young lady who's 29- or 30-years-old or about my age. And he came to me and he wanted out, and he realized that he was climbing up a rough mountain. And being 16-years-old, he hasn't really experienced a lot of the things that our adolescent teenagers experience at the age of 14 or 15 because he's out dealing crack and cocaine. They understand that.

A lot of the youth, I've tried to reach them. And by portraying the career of myself going to college, being an athlete, coming out of the drug-infested communities and letting them realize that there's a better way out, Senator, I don't understand. I don't know how we can do it. They're making so much money -- I almost was going to use a street term -- they're clocking so many dollars on the street corner. You talked about the jobs. You talked about the training.

Councilman Tucker, you jumped on the point about the work and everyone here has mentioned it. These young people, a lot of them in my area -- I left one area, high-risk area, and went to another area and worked with a different element of our community. One segment of the community, they come from backgrounds where mainly there's a single parent in the home and there's -- the brothers and sisters are not being fed and clothed. So that leaves them out to sell the dope and to be involved with the gangs.

Another element of the group or the society of the group of guys that I'm working with now, they come from, I say upper -- not upper-middle class but mothers and fathers both work. They don't really have an excuse of being out on the street dealing dope. But I do believe, Senator, that they are aware of the fact that their world could end at any moment. I don't think it really bothers them as much, Senator, as far as ...

CHAIRMAN DEDDEH: You know, not to disagree with you, but I also share with you something that troubles me. I think we're living in a society that we are becoming the victim of our own adoration of the dollar, both husband and wife are working -- that's tagged one category -- because they want to have two or three cars and two or three garages. They want to live in a \$200,000, \$300,000 home. And they are not devoting enough time for their kids. You know, they're left to someone else to look after them. That's one group.

The other group of your society, our society, is that it's a broken home. The kid comes home and he sees even his mom now into crack.

MR. HICKS: Yes, sir.

CHAIRMAN DEDDEH: Mom was the one towards whom he or she looked as a leader, as a model; they don't have anybody to look up to anymore. So where do they go?

MR. HICKS: Yes, sir.

CHAIRMAN DEDDEH: It's open there. I'm not a preacher and I'm not a sociologist. But it troubles me that this country of ours, if, God forbid, if it's going to have any trouble at all, it's from within. It's from our own making that we are destroying our society because we want to worship the dollar. We're ignoring our kids.

MR. HICKS: Yes, sir.

CHAIRMAN DEDDEH: You see, and that's what's happening. Can you afford to buy a house anymore in America? No, sir. No, sir. So we have robbed you, this country, this society, not the country, this society, has robbed you from the big dream that every American -- black, white, Hispanic, whatever color -- to have a chunk of America, of the real estate. You can't afford it. You can't afford it. If you made \$40,000, you couldn't afford it. And I don't think too many of us are making \$40,000. Listen, you and I could open a whole church and do some preaching somewhere

but ...

MR. HICKS: But I just want to also just add in closing, thank you for being someone who's crying in the wilderness. I hope and pray that the colleagues in the Senate in Sacramento -- and I also hope that you can also take the message not only to stop in Sacramento but to our federal leaders in Washington, D.C. I think our U.S. Senators and our Congressmen and Congresswomen need to be aware that it's not inner-city kids only who are spending \$150 billion on drugs every year. They need to realize that and it hasn't been really brought home yet to the fact that it's just not inner-city kids spending this kind of money on drugs, that there are people sitting up in high-rise corporate buildings, helping launder this money to keep the supply of drugs on the street.

And, Senator, as long as you offer a young kid, 16-, 17-years-old, \$10,000 to be a lookout on a street corner to the fact of going to school and getting a high school education, I don't have to tell you what that 16-, 17-year-old kid is going to do. He's going to take the \$10,000 and be a watchman on the street.

So I'm just someone that's also like you, Senator, way down on the bottom of the totem pole, so to speak, in trying to make a statement and a point.

CHAIRMAN DEDDEH: I am with you there so don't feel lonely. I'm with you there.

MR. HICKS: So --

CHAIRMAN DEDDEH: All right.

MR. HICKS: -- I just wanted to thank you.

CHAIRMAN DEDDEH: I appreciate having people like you in the neighborhood. I appreciate that. I appreciate it and I commend you for it.

MR. HICKS: Thank you very much.

CHAIRMAN DEDDEH: Now I see our witness is here, Dr. Phil del Campo.

MR. HICKS: Thank you, Senator.

CHAIRMAN DEDDEH: We sort of tried to kill time to get you in. But I am intrigued by the two witnesses we had.

DR. PHIL del CAMPO: Senator Deddeh, Members of the Committee, Ladies and Gentlemen, Caballeros, brothers and sisters, I'm here representing Sir Cecil Steppe as the Chairman of the Juvenile Justice Commission and I'm here to speak ...

CHAIRMAN DEDDEH: Let me interrupt. I want to recognize the presence of our supervisor, Leon Williams, in whose district we are now. And Leon, welcome, welcome.

SUPERVISOR LEON WILLIAMS: Thank you.

CHAIRMAN DEDDEH: Go ahead. I'm sorry.

DR. del CAMPO: Here to testify in favor of 542, the Neighborhood Youth Centers, and I would like to state that there's no question in my mind that the various projects that are in force today are excellent projects; however, they do not go far enough. There are many youngsters that are not being served out in the community. And this 542, the Neighborhood Youth Center bill, is really hitting the heart of an educator, also written by one. However, this would provide for the centers to operate, one, during school hours; and secondly, the Deddeh bill would also provide for things that are sorely,

sorely needed -- tutorial services, cultural programs, job training classes -- close to my heart -- counseling services which then would involve parent participation and recreational programs. I would totally agree, and as I've stated in the memo I've handed you, that this bill that passed will directly impact the growing drug and gang problems in our major urban areas. It calls for a traditional approach to dealing with youth problems, such as providing after-school activities and jobs for at-risk youth. When we talk about the traditional approach, that's not to snare or raise our nose at it because it works.

The various projects that we know about in the city that are in effect -- and I don't want to mention one because I should mention all, however -- are doing a fine job and they are getting the youngsters and then working with the school district would add a great amount of strength to that program. So I'm totally in favor of that and I'm speaking for the Chairman of the Juvenile Justice Commission.

The other is the -- do you have any questions or comments on that one?

CHAIRMAN DEDDEH: Why should I ask questions when you're supporting my legislation? (Laughter) The old saying around Sacramento: If you've got the votes, don't ask questions. Just take the votes and run.

DR. del CAMPO: I forgot. And the other is SB 267, the California Conservation Corps, the Urban Services and Restoration. And this, of course, is to add a separate division called the Urban Services and Restoration. And having been very close to the California Conservation Corps while serving as President to San Diego Community Colleges, I know what a fine job that does and I know that this could be expanded to bring in youth that could work as, to manage public housing, which is expanding, not enough but it's expanding, and to provide maintenance, security, and social and youth services. And they would also provide -- again, the important things -- counseling services, day care, and nurses for public housing residents -- so they could also be working by cleaning up the buildings, doing the maintenance, and these types of things. I think this is also an excellent bill and I would certainly urge all the support that we can possibly give it.

CHAIRMAN DEDDEH: Well, thank you very much --

DR. del CAMPO: Sure.

CHAIRMAN DEDDEH: -- Dr. del Campo. I'm delighted to hear that. Obviously, this is in the record. And in my presentation of the bills before the proper committees, I will, with your permission, state categorically that you and your department and your agency is in support?

DR. del CAMPO: Yes, sir.

CHAIRMAN DEDDEH: And so I appreciate that. I appreciate it very much.

Mr. Curtis, do you have a question?

ASSEMBLYMAN TUCKER: No.

CHAIRMAN DEDDEH: Phil and I go way back. We're both educators by profession. He went to better and bigger things and I'm still languishing in the Legislature.

DR. del CAMPO: I hope so because I'm retired. (Laughter) Thank you very much.

CHAIRMAN DEDDEH: All right. Thank you. Well, I am sorry that Herman Collins is not here.

Oh, Herman is here. All right. All right. There he is. I was going to right a nasty letter to the Urban League, Herman. You don't want me to do that.

MR. HERMAN COLLINS: My name is Herman Collins. I am the Acting Director of Youth Employment Programs with the Urban League of San Diego.

Senator Deddeh and Committee, I want to apologize, for one, me being on time and you being ahead of schedule. I was given a time of 11:30 to be here.

CHAIRMAN DEDDEH: You were fine.

MR. COLLINS: It's 11:18.

CHAIRMAN DEDDEH: You're fine.

MR. COLLINS: So I just wanted to let you know I'm trying to do the best that I can today.

I think before you -- you are considering two very important legislative acts that will really add some teeth to what we've been trying to do. And what I mean by "we've been trying to do", I think there's a whole audience of individuals out here who've been actively involved in dealing with gangs and gang members and gang participation throughout San Diego County.

Myself, I've been on the street for the last four-and-a-half years as a gang intervention counselor. I'm now running a diversion program and a jobs training program with the Urban League of San Diego that works with kids 13- to 21-years-old.

Let me tell you that one of the things that I've found while I've done this work is I've started to admire who and what has been successful in dealing with these kids. And one of the programs that I've tried to model our efforts after, at the Urban League, is premised upon what I've seen Rachel Ortiz do at Barrio Station. Rachel runs a very important program. And when I read what you have here in your Senate Bill, the Neighborhood Youth Center, she has those type of things available to her program and that's why it is catered to her success. There's a gymnasium, a boxing ring, karate is being taught. When you go there after school, you can find anywhere from 150 to 200 kids actively involved at watching videos, receiving educational tutorial services from district teachers that volunteer and put their time in. Kids learn classical guitar. They have a chance to work with pottery, to study cultural dance. It's very important to these kids.

The thing is, is that what we have to do to deal with gang activities is realized that the allure and glamour that's on the street is very important. Would, if you may, think of it as a very elite social club. It's a club that is premised upon gold chains, upon long cars, upon fast money, upon a big life. How do you counteract that when basically what we teach in this society is capitalism? Be the best you can; get all you can get at whatever the risks are.

To counteract that, you've got to be able to establish anti-gang activities that are very positive in nature. Rachel's been very successful with her Logan Home Boys and her Loganettes group. Basically, these are groups that start initially within the Youth Center concept. I consider them clubs -- anti-gang clubs, very positive efforts, because what she's done, there's no difference between the kids that are outside our program and the kids that are inside our program. But she has taken an activity, a club, a social club, if you will, and created some elitism. Kids want to join that club, they want to be a part of it. She there is able to provide positive, useful direction that keeps these kids on

focus.

You see, you cannot destroy or get rid of the street gang. They've been there for a long time. What you have to do is be able to redirect the gang. Unless you can have some type of outreach center that offers the activities that these kids can get involved in, it's very difficult to reach them.

Originally, when I talked to Senator Deddeh's office, they were talking about a program that they were really highlighted on, the Omega Boys Club, that operates out of Oakland, California. At first, I said, "What is the Omega Boys Club?" I happened to be involved in a national conference back in West Palm Beach, Florida, that was sponsored by the National Urban League. And lo and behold on the agenda was a discussion of the Omega Boys Club. The Omega Boys Club basically helps to empower African-American men in getting and dealing with the conscience about themselves. It teaches cultural history. It also has become a youth center. What they've done is they've gone into the schools. They've identified leaders, African men leaders. They've taught them; they've nurtured them; they've empowered them; and they've used them as a focus now to get out and work with gangs, something positive, something the kids can say positive. Youth centers use some of the concepts much like the Omega Boys Club, much like we have here, with Rachel and her Barrio Station Program -- are what we need.

I urge that you look very carefully at how we can implement these programs. The piece of legislation that you have in front of here, coupled with Proposition 86 that was passed by the voters that calls for the creation of youth shelters and neighborhood centers, are very important to us. We need mechanisms by which to reach kids. Park and Recreation Centers provided by city and county municipalities are not enough. They're not active. They are basic passive type of programs. We need people, one, that understand kids. We need, two, programs that can reach kids. We need, three, programs that have an intent to redirect kids. There are plenty of practitioners out here that are spending long hours and a long time working with these individuals. But now what we're asking you for, please don't send us into a war where we are unarmed and unprepared and unready to deal with this.

The thing that I would also ask that you include probably in your Neighborhood Youth Center's concept is a tie, a link, with the educational system. See, I think there's a lot of things that we can do in after-school programs to educate and reinforce what is happening in a school day. We need resource centers where kids can go and study. We need tutors so that it can have that facility that's available to them after school that can help them with those study hours. You see, you can't always ask the parent and put everything on the parent when the parent is struggling. Many times in these families, two parents are working eight hours a day. And many of these parents are illiterate themselves. When they only have a functional 7th or 8th grade level, it's very hard to help Johnny at the 9th and 10 grade level who's in geometry and his reading homework. Resource centers would be very important and would fit very easily into the concept center that you have.

The Urban League of San Diego supports Senate Bill 542. We ask that you look at that very closely, include a linkage with our education department so that we have a good, cohesive, comprehensive neighborhood program.

In regard to Senate Bill 267, which basically is the Urban Youth Corps and Restoration Program, I think it's a very important program. Why not take kids and deal with housing authority projects? There are many examples that are available from the East Harlem Project on how kids have taken abandoned housing, restored that, and made that available for people who are homeless, people who are low income, people that need shelters. If you want to do something about housing authority projects, you don't want the tenement houses like you've seen in many Midwest and East Coast cities, get kids who actively live in those centers to take part at building and keeping those centers correct. It is a way to provide employment. It is a constructive way because it can train them for jobs in the private sector that are further down the road and it puts government in the position of being an enabler and not a provider. Government should train; government should help; government should educate. But government cannot provide employment on a long-term basis, only in a short-term aspect. And that's what this bill offers you. It offers you the opportunity to train individuals in skills that are available in today's work market and at the same time do constructive, meaningful work that needs to be done.

The Urban League is pleased today to speak before your group. We hope that you will take these bills, work very hard with your colleagues in the State Senate, and let's have some impact in this state where we start to get Los Angeles, San Diego, and Oakland for being identified as gang capitals and California as a state -- street youth gang capital of the world. We can't stand it anymore. We need help and the world is looking at us for how we're going to stop this whole problem. Thank you.

CHAIRMAN DEDDEH: Mr. Collins, that's why it was worth it for us to wait. I dragged my feet a little bit. I wanted to hear you and also I wanted Assemblyman Tucker to hear you, a new Assemblyman. You were not here when I introduced him. He was elected in a special election, succeeded his late father, a great man, with whom I had the privilege of serving in the Assembly.

And so it's delightful to hear you. You're always as articulate as ever. I hope, if I can find some money to bring you to Sacramento and testify before the Appropriation Committee, when my bill goes before Appropriation and Ways and Means, I have the backing of a lot of powerful men and women in the State Senate and the Assembly for my bills. And I hope to God that we can put something on the Governor's desk.

I want you to know that I'm committed to this program. I want you to know that I'm going to work with you, I'm going to fight with you, I'm going to go down in flames with you if it does not work. But if we went down, it's not because we didn't try as hard as we can. And so unless somebody feels very compelled to say something to this Committee -- and if you do, please don't --

MR. COLLINS: Thank you.

CHAIRMAN DEDDEH: -- I'm going to bring these proceedings to a close. The Committee is adjourned.

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