

The Boston PACT Program

Partnerships Advancing Communities Together

***Mayor Thomas Menino Unites City, State, and
Community Partners***

***Partnership Makes a 'PACT' to Significantly Reduce Violence
in Boston's Neighborhoods***



• PROBLEM STATEMENT

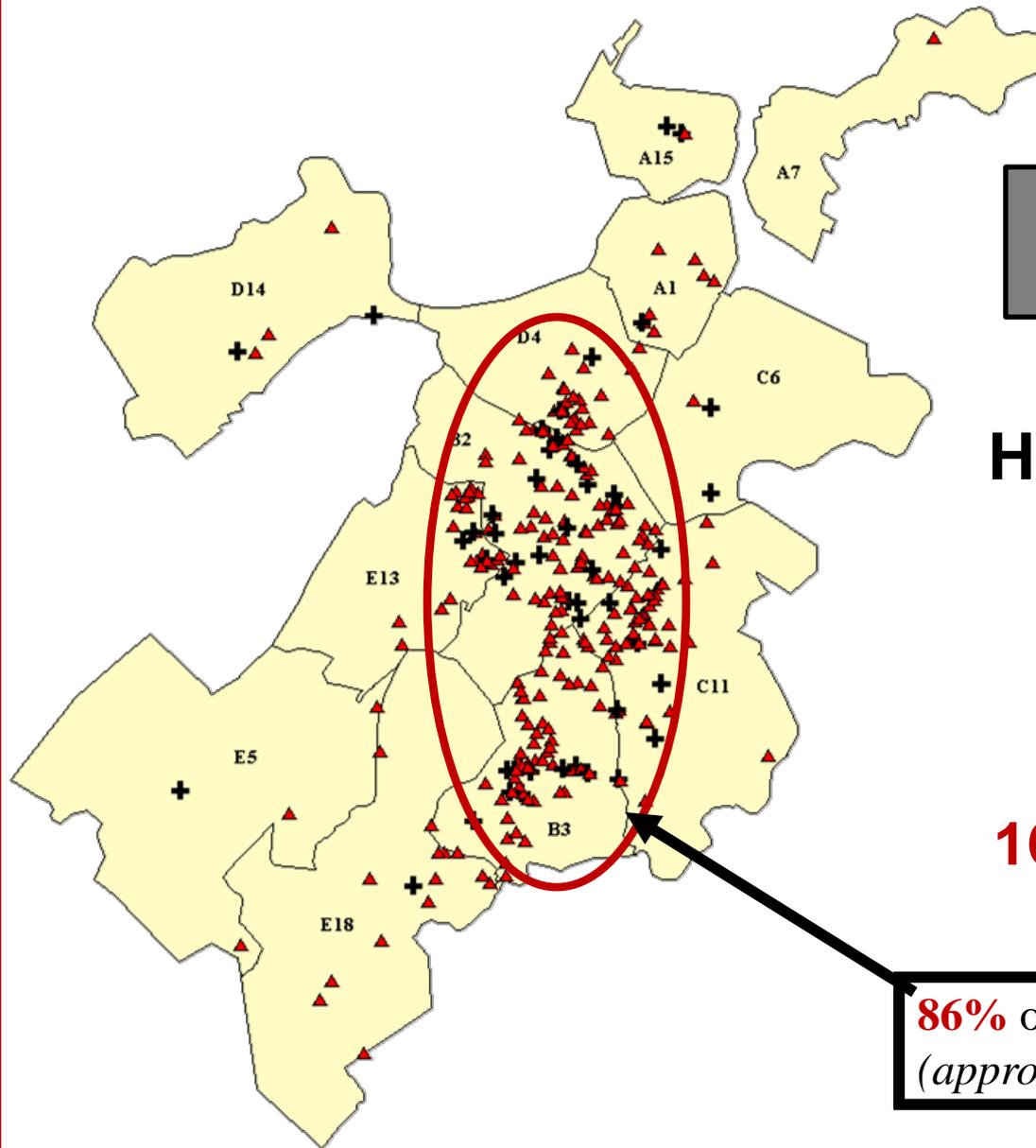
The chaotic and dysfunctional nature of the current gang culture, combined with a significant increase in the number of gangs and gang members.

• MISSION

Increase community safety in neighborhoods by developing a comprehensive strategy that improves collaboration and effectiveness among public safety agencies, city agencies, state agencies, social service agencies, and neighborhood institutions.

• GOALS

- Reduce violent crime in the neighborhoods
- Partner and collaborate so that law enforcement, city agencies, state agencies, social service providers, and neighborhood institutions make effective use of existing resources, adapt systems to current needs, and foster the creation of innovative responses to the complex issues of youth violence
- Create and implement a tailored, joint problem model
- Demonstrated mutual accountability by partners for their participation in the creation and implementation of strategies and tasks
- Design, structure, and document our processes in a manner which fosters mutual learning, the creation of a model which produces measurable outcomes and enables replication of the initiative



Citywide

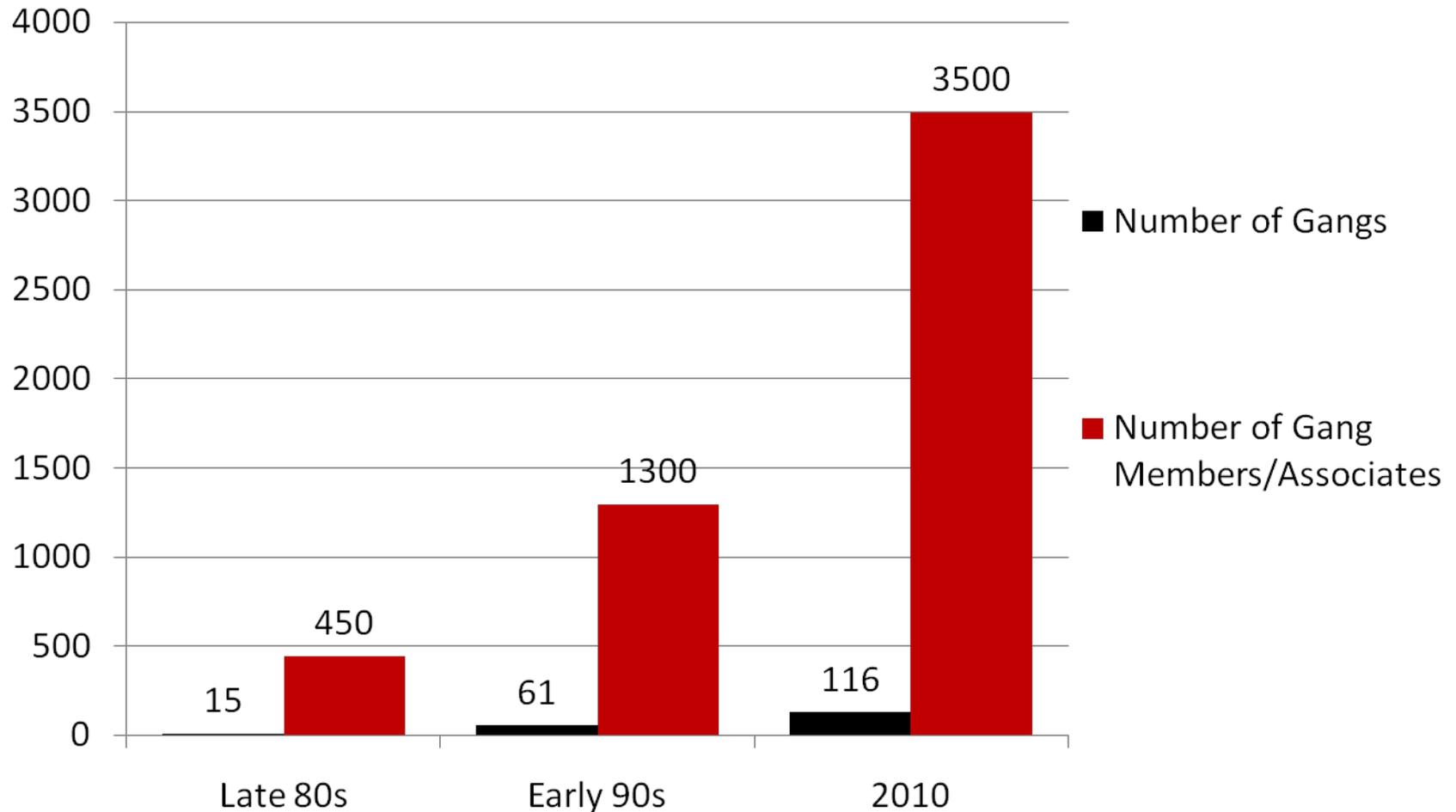
**Homicides (w/Gun)
& Non-Fatal
Shootings
(2005 –2010*)**

1658 Total Shootings

86% of shootings within **red circle**
(*approx. 1425 shootings*)

* 2010 = Jan 1 – June 6

Increase in Gang Members



**Today's figures represent estimates derived from data collection procedures that have existed since the 1990's . While it is difficult to specify the exact increase, the available numbers are rooted in consistent definitions of gangs over time.*

Current Gang Dynamics

- The picture of today's gang culture appears to have changed significantly from what it looked like in the 1990's.
- Traditional gang territories have become extremely fluid, blurred, and, in some cases, nonexistent.
- While gangs may have a comfort zone, they do not isolate themselves to one area that they consider to be safe.
- Gang structure and hierarchy are hard to determine and in many cases there is no discernable leadership.

Current Gang Dynamics

- Today current gang feuds and alliances can quickly change, therefore redefining the concepts of loyalty and rules that were so prevalent in the late 1980's and 1990's.
- Additionally, the reduction of the crack cocaine trade and open air drug markets has taken away a great deal of their motivation and purpose.
- In many cases, individuals appear to commit crimes to benefit themselves, not in furtherance of a gang mission.
- The easy access to firearms continues to play a critical role in initiating, sustaining, and promoting the youth violence we see in some neighborhoods and has become a symbol of respect, power, identity, manhood, and a tool of survival.

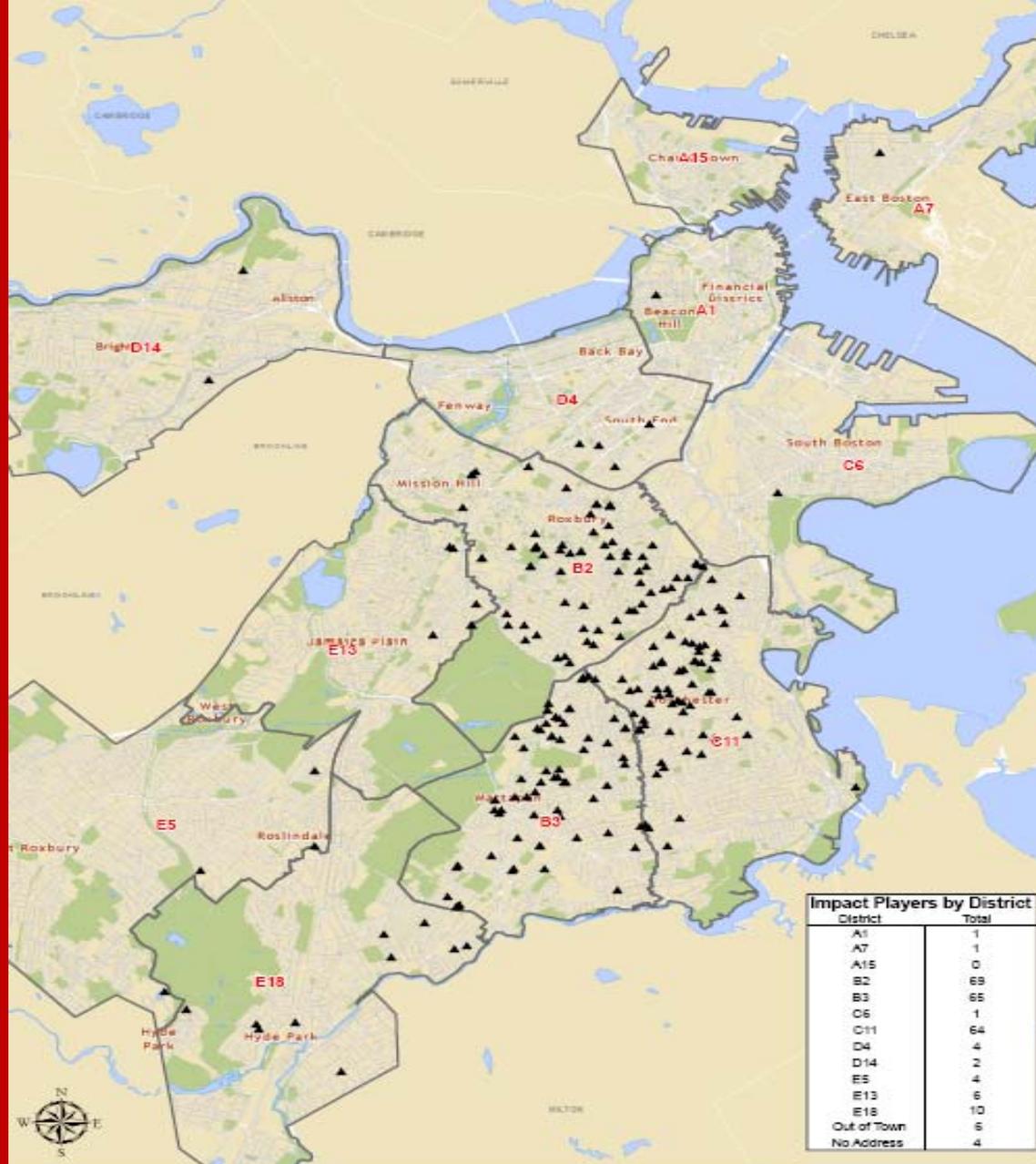
Current Gang Dynamics

- While the use of firearms can involve continuing gang feuds, they can also include personal conflicts ranging from a real or imagined insult, to a look, or even a slight bump on the street resulting in a more spontaneous and reckless type of violence.
- Due to the constantly changing dynamics, loose organizational structure, lack of traditional geographic territories, and unpredictability of many of the personalities involved, it is becoming increasingly more difficult to comprehend and predict violence in the City.

Partnerships Advancing Communities Together (PACT)

BRIC MEMORANDUM

1. As part of an overall city strategy to prevent violence, an effort was undertaken to identify individuals considered most likely to be involved in firearm violence.
2. The Boston Regional Intelligence Center was asked to compile this list, and has met with district and specialized unit personnel with first hand knowledge of the persons on their district that are responsible for driving the violence.
3. To aid in making this determination, we offered three questions for consideration when assessing each name:
 1. Is this person involved in activity that may result in them being targeted for violence by others?
 2. Is this person involved in activity that may result in them carrying out a violent act against others?
 3. Is this concern something that is current/ongoing now?
4. Individuals were chosen based upon those believed to be most actively driving firearm violence in the City. Each identified individual was discussed among the representatives in terms of their past firearm arrests, current access to firearms, and likelihood of being involved in future firearm-related incidents as a victim or suspect.



**PACT 200-300
Last Known
Address**

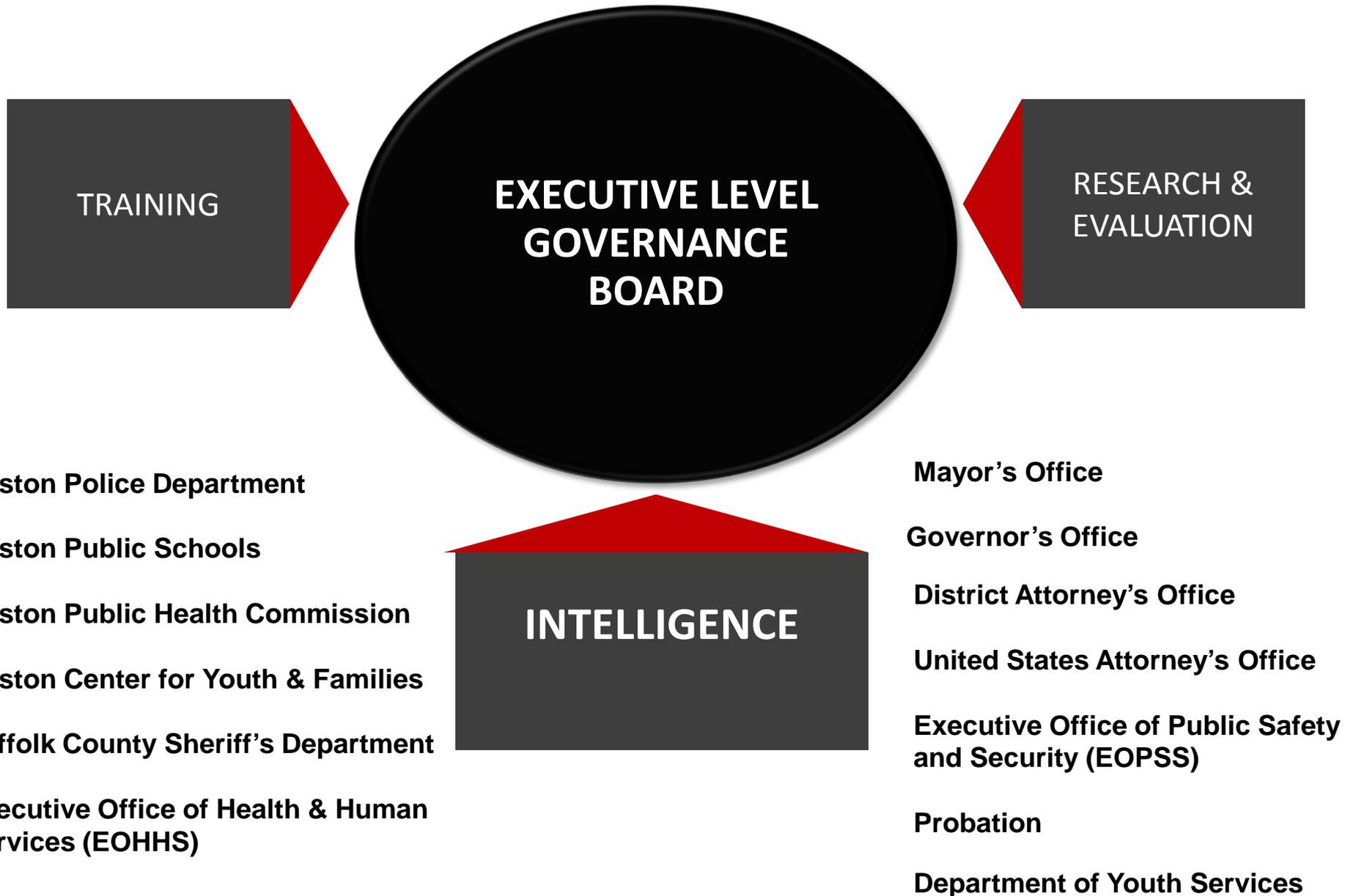
PACT - Impact Players

1 0.5 0 1 Miles

Legend

▲ Point locations based on Last Known Address information

THE BOSTON PACT PROGRAM



AREAS OF FOCUS

Community Policing

Family

Prosecution

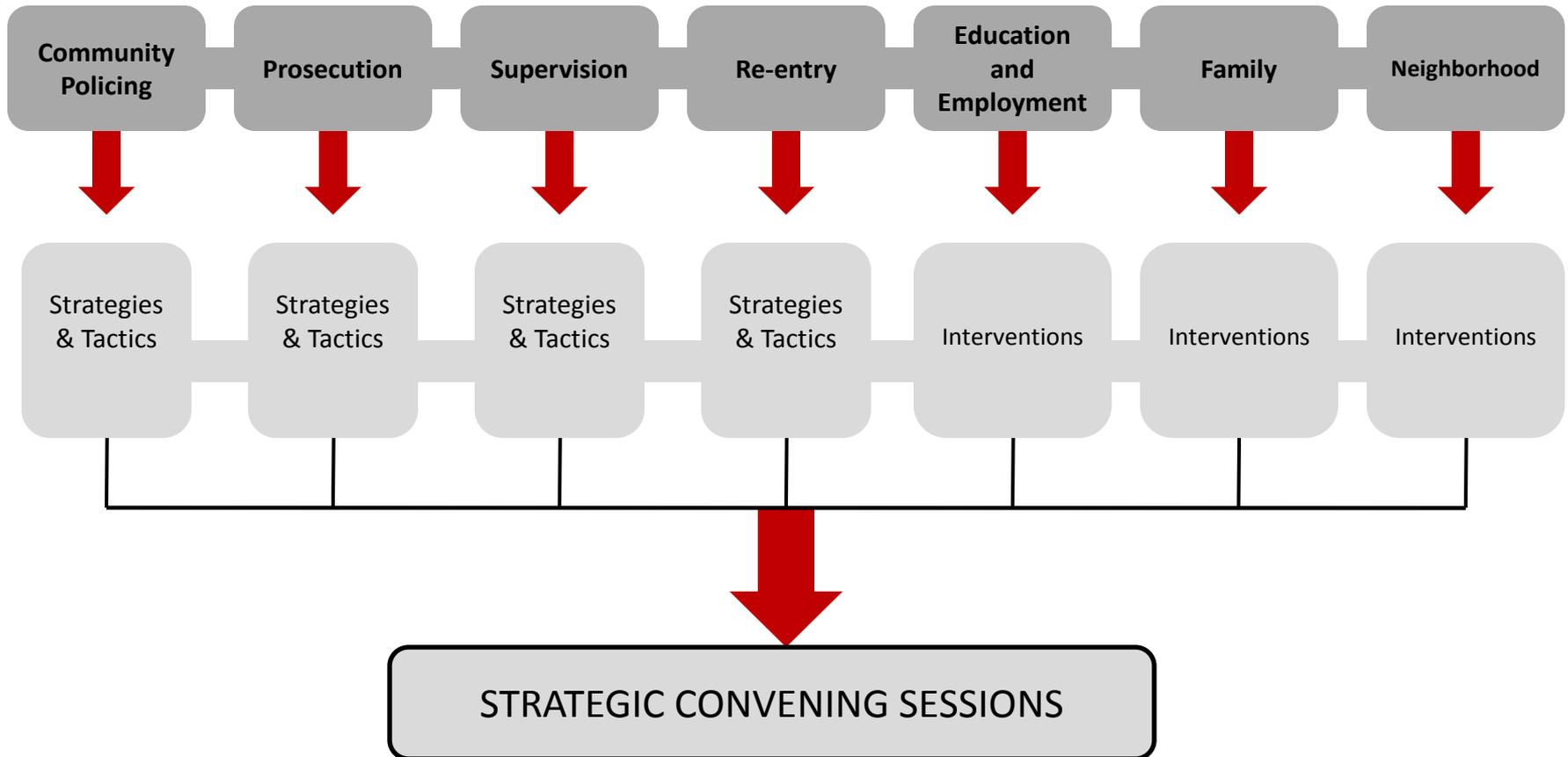
Education and
Employment

Supervision

Re-entry

Neighborhood

MID TO HIGH LEVEL MANAGERS as Points of Contact To Operationalize Strategies, Tactics & Interventions



PACT Evaluation Component

- **Short Term Performance Metrics:**
 - Law Enforcement – multiple categories of arrests and re-arrests, victimizations, subject of intelligence report, probation violations, DYS commitments, held without bail, probation conditions assigned.
 - Services/ Intervention – connections of the 240 to youth worker, employment, education, other. Connections/ services to family members (siblings, parents, children).
- **Long Term Outcomes:**
 - to determine if PACT is working
 - Did we reduce violent crime in targeted areas?
 - Did we stop violent crime by targeted impact players?
 - Did we improve well being of family members, neighbors and peers?
- **Continuous Learning Process:**
 - Efforts to determine what is working, how and why, including systems changes (changes in policy, process, resource allocation, etc.)
 - What worked, didn't work, was most effective/ efficient?
 - What improvements can be made to improve outcomes?
 - What did we learn, what can be replicated?

PACT Phase One

Accomplishments & Future Challenges

Law Enforcement Overview

Pact has been presented to 528 individuals since July 1, 2010.

- There have been 110 PACT related arrests resulting in over 200 charges.
- The BRIC/PACT Daily Bulletin
- COMPSTAT Process
- PACT Sharepoint System: A secure web-based platform focused on:
 - Facilitating Collaboration Across Agencies
 - Recording Key Information on Individuals
 - Encouraging Mutual Accountability
- PACT and the Boston Re-entry Initiative

Unprecedented Information Sharing Protocol between:

City

The City of Boston, **Mayor's** Office
Boston **Public Health** Commission
Boston **Police** Department
Boston **Centers for Youth and Families**
Boston Public **Schools**
Mayor's Office of **Jobs and Community Services**

County

Suffolk County **District Attorney's** Office
Suffolk County **Sheriff's** Department

State

MA Executive Office of **Health and Human Services**
MA Executive Office of **Public Safety** and Security
MA Department of **Youth Services**
MA Department of **Children and Families**

Judiciary

Office of the Commissioner of **Probation**

**Federal
Government**

US Attorney's Office

PACT Meeting/Information Sharing Structure

PACT leads
from (non-law enforcement)
City Departments meet
on regular basis:

- Street workers
- Public health
- Employment services
- Social workers
- Schools

Communication with others
allowed only when there is :
• **Release of information, or**
• **Authorized by statute or**
regulation

Law Enforcement/state agencies

- Child protective services
 - Juvenile justice
 - Probation
- District Attorney
 - Police
 - other

Neighborhood, Family and Youth Focus

Focus on:

- Services/support prioritized for high impact youth and their families
- Limited and targeted support offered for family members, including siblings
- Neighborhood strategy focused on “engagement and shared responsibility”

Work of the Neighborhood, Youth and Family Subcommittee (Work in Progress)

PRIME YOUTH	SIBLINGS	PARENTS/GUARDIAN	NEIGHBORHOOD
<ul style="list-style-type: none"> Youth worker (BCYF SW, YDS, YOU, VIAP, Youth Connects) 'assigned' to connect with young person and review current agency involvement (state/CBO/city) 	<ul style="list-style-type: none"> Principal contact assigned to family unit to review current agency involvement/services provided 	<ul style="list-style-type: none"> Principal contact assigned to family unit to review current agency involvement /services provided 	<ul style="list-style-type: none"> Strengthen VIP coalitions/support VIP work
<ul style="list-style-type: none"> Designated 'slots' at job training and educational programs/opportunities 	<ul style="list-style-type: none"> Connection to summer and after school programs 	<ul style="list-style-type: none"> Connection to peer parenting support/programs 	<ul style="list-style-type: none"> Support Clergy peace walks/visibility efforts
<ul style="list-style-type: none"> Assistance with housing 	<ul style="list-style-type: none"> Connection to school 	<ul style="list-style-type: none"> Connection to entitlement programs 	<ul style="list-style-type: none"> Support CBO efforts to engage residents in building peace
<ul style="list-style-type: none"> Connection to "fathering/parenting" programs where appropriate 			<ul style="list-style-type: none"> Support public safety neighborhood suppression and intervention efforts

Updates

- 90% of youth identified by BPD as most likely to be a victim or perpetrator of a violent crime are connected to a trained youth worker
- Targeted outreach focused on PACT youth who are attending an educational program, participating in job training or working.
- Initial efforts to identify and support younger siblings of PACT youth

The VIP Initiative

- Community mobilization
- 5 micro-neighborhoods of Boston
- Prevention strategy





Techniques and Resources for Resident Engagement

- Coalition Membership
- Coalition Meetings
- Resident Block Captains
- Door Knocks
- House Parties
- Violence Prevention Plans



Neighborhood Violence Prevention Plans

Each Coalition Violence Prevention Plan includes strategies to achieve the following goals:

- Increase access to afterschool, summer and employment opportunities
- Improve the neighborhood built environment
- Increase access to health services and social supports
- Develop community wide responses to violence that reinforce the notion that violence is not acceptable
- Identify other neighborhood goals

MassHousing

- **30K units of housing in Boston, multiple ownership models**
- **Resources: Networks and Personnel**
 - Property managers
 - Resident service coordinators
 - Youth coordinators
 - Security officers
 - Outreach workers (Grove Hall only)
- **Community Safety Task Forces**
 - Academy/Bromley/Egleston
 - Dudley Square
 - Grove Hall
 - South End
 - Washington Street Corridor
- **Other Resources:**
 - Housing
 - Training capability
 - Funds for programs and activities
 - Specialists / technical assistance

Boston PACT Program

**PACT 240
THEIR FAMILIES
AND
NEIGHBORHOODS**

BPD

DA

USAO

SCSD

PROBATION

DYS

EOPSS

BCYF

CDC'S

MAYOR'S OFFICE

BPHC

EOHHS

MASS HOUSING

CLERGY

COMMUNITY

JCS

BPS

GOVERNOR'S
OFFICE

COLLABORATION - COMMUNICATION - ACCOUNTABILITY