Questions for
Organizational Framework: Providing a Safe Environment

Effective Safety Protocols for Working with Gang-Exposed Youth

Each numbered question is followed by the approximate time code for the related content in the video.

1. Have you determined whether the location of your program is in neutral territory? Have you determined if you will be working with gang-exposed youth by virtue of the location of your program? (0:20)

2. If you have identified the area where you are located as one that is not neutral, have you developed an action plan that will address safety concerns and protocols? (1:07)

3. How do you—or will you—clearly establish that your program is a neutral territory? (2:27)
   a. Do students and staff understand your program’s “no gangbanging” policy?
   b. Do students and staff understand why gangbanging can jeopardize the safety of your program?

4. Are you and your staff prepared to explain to applicants what actions or behaviors demonstrate readiness for your program and, if necessary, why applicants may not be ready? (3:55)

5. Do you and staff know how to identify the subtle, nuanced mannerisms and actions that go along with gangbanging? (4:28)

6. Have you established the safety protocols needed for daily maintenance of establishing a peacefully run program? (5:21)
   a. What is the process to be followed by staff and students when conflict breaks out in the program?
   b. How will you respond to the participants involved in the conflict?

7. Have you evaluated the safety-related strengths and weaknesses of your facility? (6:50)
   a. What are the program protocols for guests entering the YouthBuild facility?

8. Have you assembled your program staff and student body to clarify and discuss how you’ve created and are maintaining a neutral environment within a gang-active area? Have you included in this conversation any spoken agreements you have developed with specific gangs in the area? (7:51)

9. What is your lockdown drill? When is it put into effect? What staff oversee this procedure? (8:26)

10. When you plan trips off-site, are your staff clear about practices and procedures? Prior to taking off-site trips, do you seek to establish team chemistry among staff members? How to you establish that chemistry? (9:36)

11. Does your staff have familiarity with looking for warning signs that young people are not feeling safe? What do these warning signs look like? (11:45)

12. Have you determined when and when not to involve law enforcement? Have you reached out and reviewed this policy with your local law enforcement? Have you developed one-one-one relationships with law enforcement agents? (12:27)

13. Are your partners aware of program philosophies and protocols around this issue? (13:55)

14. Follow-up discussion question: Are there other ways in which safety is integrated throughout the YouthBuild program components?