Ideal Roca Partnership with Police Department
Draft: 4/3/17

Please know we are very grateful for the time you have given us to date.

The following provides some preliminary thoughts of how a partnership between Roca and a Police Department might develop throughout Roca’s planning process and program implementation process in a city for replication. These are Roca’s preliminary thoughts and we look forward to discussing this with you and developing a comprehensive plan going forward.

In order to facilitate our partnership, Roca is committed to limiting the burden we place on the Police Department (PD) while at the same time ensuring that both Roca and the PD have the tools they need to engage in an effective partnership. As a result, to ensure the continued development of this partnership, Roca will:

• Include overtime for PD in pre-launch budget (funds we are seeking from private funding sources to support the work leading up to project launch) for training and meetings;
• Work with PD to ensure the availability of ongoing dollars for overtime and training costs for the implementation phase (to be included as part of Roca’s funding requests to private and government funders); and,
• Ensure that Roca and PD have a shared understanding and clarity about prevention, intervention, suppression and continued understanding about Roca and the role it can play within Baltimore.

Pre-Launch

Assuming replication of Roca’s services in Baltimore is deemed viable, Roca will spend an estimated six to nine months, prior to launch preparing to provide services in the new replication city. Pre-Launch activities as part of the partnership might include:

• **Data Sharing**
  o Assist in providing Roca with a deeper understanding of drug shops, gangs, and what is driving the violence.
  o Assess if the Department is open to risk assessment and analysis development if it is possible to set up? Roca would be interested in conducting some joint work around assessing the risk of reoffending for high risk youth.
  o Determine how Roca could get appropriate up to date and daily information for safety (e.g. similar to the relationship with the BRIC in Boston).
  o Develop any necessary data sharing agreements to make this work happen.

• **Referral Processes**
  o Work to define a process through which Roca can receive referrals directly from PD
Work with Roca, State, City, Probation, etc. on whether to start is specific neighborhoods or across the city

**Engagement with Roca Staff**
- Provide feedback on candidates for employment
- Relationship development with leadership at Roca and appropriate PD personnel
- Introduce Roca staff team prior to launch to appropriate PD personnel

**Provide feedback on safety for site selection**

**Meetings with key personnel**
- Roca (starting with Molly and Lili) would like to meet with key personnel in areas of the city, potential ride along, relationship development
- Identify key person in leadership with whom Roca can develop a comprehensive partnership and utilize as a lead contact with regard to data sharing, addressing crises and/or mitigating crises, and other issues of ongoing operations.
- Determine if there is anything that Roca can share that would be helpful during this phase. Examples might include information regarding brain development, behavior change, etc.
- Provide some short one time trainings for introduction as we get close to launch on Roca, the model and our work with other police. Length of time for each session could range from brief introductions to hour long or half day sessions to address specific issues, as appropriate.
- We would like to deliberately spend time with appropriate members of PD to both build relationships between the organizations and ensure that PD staff have a full understanding of the Roca model.
- Roca will host peacemaking circle training with staff before launch, if Police are open to participating in this, that would be great
  - All our police partners find this very helpful; also could be used for other things

**Additional visits in Massachusetts**
- If appropriate and helpful, Roca would be happy to host an additional visit to Massachusetts for additional PD officers who would likely engage with Roca over time. Roca could use pre-launch private dollars to support a potential visit.

**Implementation**

Once the site is launched, Roca and PD will continue the partnership, based on the work done during pre-launch. Implementation activities might include:

**Data sharing**
- Based upon progress made during the pre-launch period, Roca would like to continue our work on data sharing.
  - This depends on the city and size. Chelsea, eg. talk at least once a week of not more. If there is a critical issue we talk several times a day. Similar in small cities.
- Implement methodology for real time data sharing, as agreed upon. Ideally this would include at least weekly check-ins to get started. This might be more or less frequent as particular events unfold. Data sharing would include:
• In Boston, we have permission for the second level of the BRIC, which is critical for real time data. Also we can call and talk with our lead contact about a critical incident, clarify something on the street, etc.
  ▪ Real time data access and data sharing to ensure staff and participant safety;
  ▪ Processes for emergency response, when people have warrants, etc.; and,
  ▪ Processes for ongoing communications.
  o Work on risk analysis, as described above, if determined appropriate.

• Regular meetings
  o Key staff from Roca to meet key Police on regular basis. These meetings are designed to develop a shared understanding of the work and to ensure strong relationships between the Roca staff and the PD.
  ▪ Roca is completely open to how this might work.
  ▪ In one site we have a regular dinner with police.
  ▪ In other sites, officers go out on outreach with Roca staff.

• Trainings
  o PD would ideally participate in circle trainings with young people, staff and partners – Roca will host an average of 2 a year.
  o Roca could also offer additional trainings, as desired by the PD, around Intervention Work, Restorative Justice and other potential topics.
  o For Chelsea, Revere, Lynn, Springfield and Boston – engage police in the peacemaking circle trainings. Tremendous for relationships and understanding the work.
  o In the past have done trainings on the Roca model, 101, trainings on stages of behavior change, etc. We are working next on a training regarding brain development and young adults.
  o Have engaged police over the years in different trainings on leadership.

• Continued Partnership
  o Continue to build trust between Roca and the PD and work to build a joint intervention strategy that utilizes best practices from intervention work and policing over time. Some examples of this might include:
    ▪ Working together to address issues with respect to an individual young person;
    ▪ Having a member of the PD participate in a restorative justice circle addressing a specific young person; or
    ▪ Other possible strategies similar to those practiced currently in Chelsea (Roca working on door knocks with the PD, considering a focused pilot of HUB & COR model, etc.), Springfield and Boston, MA.
      • In Springfield we are hosting monthly dinners with police in Hampden County.
      • In Chelsea, we worked with police to learn about and launch HUB/COR and doing the same in Springfield.
      • We are working with Chelsea PD and hopefully a few other contiguous cities on disrupting gang development among Central American youth.
      • In Chelsea, police are doing door knocking to find young people and help them.
- Somerville Police Department has allowed Detective Slattery to spend Fridays working with Roca outreach team across all the cities in the area.
- Engage police in strategic discussions about how to help young people, i.e. very high risk young people who won’t show up.
- Have done joint interventions.

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