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# Welcome to the National Training Conference for Criminal Justice and Community Leaders

Radissom Hotel and Conference Center

Green Bay, Wiscomsin

October 25 - 27, 2000

"Working Together to Serve Better"
Expanding Jurisdictional Partnerships

Conference Materials Coordinated by:
Fox Valley Technical College
Criminal Justice Grants & Contracts
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# **Street Sweeping Broadway Style**

The Green Bay, Wisconsin Police Department transformed Broadway Street into a booming business district through a multi-phased, 3-year process. This process enabled them to restore order and financial viability to a neglected, inner-city business district. This award winning presentation will show how the department was able to accomplish this, through presentation and the use of interactive video.

# Bill Bongle

Detective Green Bay Police Department Green Bay, WI

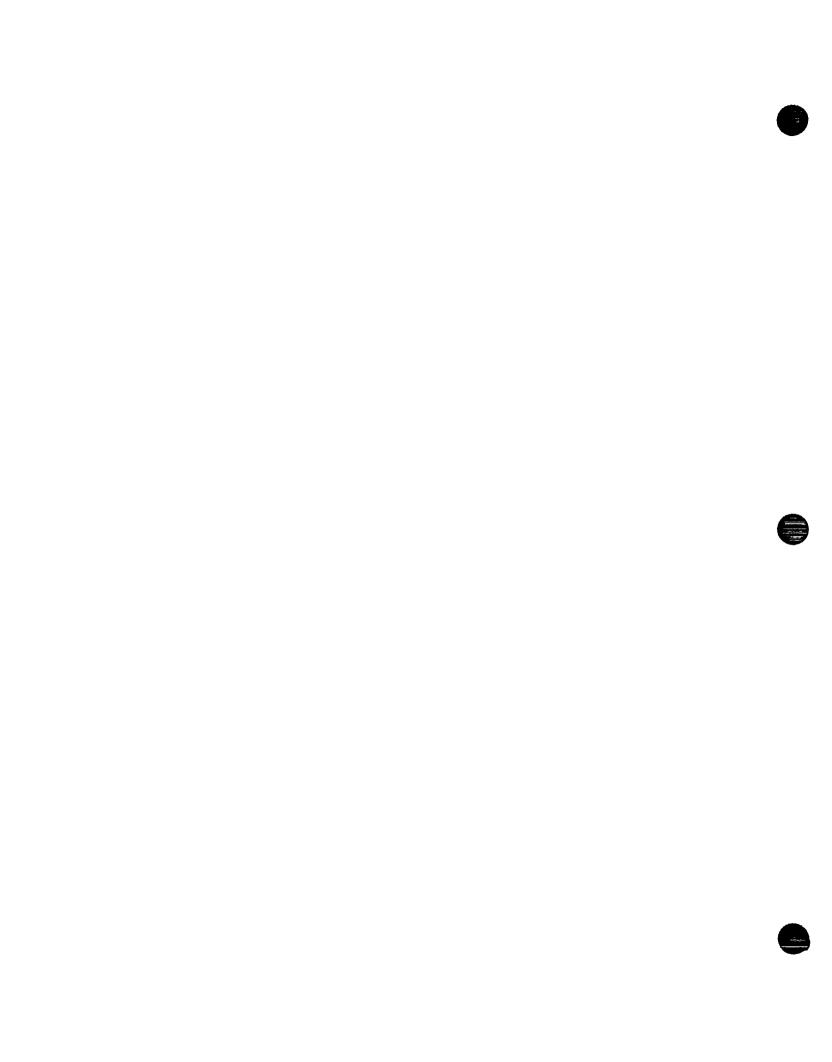
# Steve Scully

Community Police Officer Green Bay Police Department Green Bay, WI

10/25/2000 10:00 AM - 12:00 PM

National Training Conference for Criminal Justice and Community Leaders

> October 25 – 27, 2000 Green Bay, Wisconsin



# DRAFT



# Best Practices in Problem-Oriented Policing

Winners of the 1999 Herman Goldstein Award for Excellence in Problem-Oriented Policing

#### November 1999

Prepared for the Police Executive Research Forum's 10th Annual International Problem-Oriented Policing Conference November 13–16, 1999 San Diego, California

Jeremy Travis

Director. National Institute of Justice

COPS

Thomas C. Frazier
Director, Office of Community
Oriented Policing Services



Chuck Wexler
Executive Director
Police Executive Research Forum

# Street Sweeping, Broadway Style

# Revitalizing a Business District From the Inside Out Green Bay Police Department, Wisconsin, Fort Howard District

The Problem: Restoring order and financial viability to a neglected, inner-city

business district.

**Response:** Strongly enforcing public ordinances, increasing liquor license

regulation, mobilizing citizens to attend city council meetings, modifying the environmental design, using the court system to direct alcoholics to treatment, and gaining the cooperation of liquor store and tavern owners to decline alcohol to habitually

intoxicated people.

**Assessment:** In a multi-phased, 3-year process, Broadway Street was

transformed into a booming business district. From 1993 to 1998, the area experienced a 58-percent reduction in total police

calls, and from 1993 to 1997, it experienced a 70 percent decrease in the demand for rescue squad services. From 1995 to 1998, the Broadway business district has gained \$8.4 million in new public and private investment, 410 new jobs, and 33 new

businesses.

# Scanning

In the city of Green Bay, Wisconsin, Broadway Street had a seedy reputation. Transient alcoholics slept on park benches outside of neglected, decaying buildings. Liquor bottles littered the streets, and rowdy taverns went unchecked for decades. Law-abiding citizens avoided the area while businesses suffered financially.

Over the last 40 years, 16 to 18 taverns operated in Broadway's 3-block business district. Shootings, stabbings, and other violent crimes occurred in these taverns. Broadway became known as the "Wild West." Residents and business owners viewed Broadway as isolated and they felt abandoned by city government. Before 1995, there was little growth in the Broadway business district.

# **Analyzing the Problem**

In 1995, the Green Bay Police Department adopted the concept of community policing, assigning two officers to the Fort Howard district, which encompasses the Broadway business district. Green Bay's community policing officers (CPOs) focus on long-term problem solving and typically are not dispatched to calls for service.

The newly stationed CPOs interacted with neighborhood residents, schoolteachers, children, and business people. No longer insulated from the public by squad cars, they experienced neighborhood conditions first hand.

Within a short time of being assigned to the Fort Howard District, the officers observed the following about the Broadway district:

 A disproportionate demand for police and rescue services compared to the rest of the city.

- An unusually high concentration of crimes such as battery, disorderly conduct, retail theft, criminal damage to property, public urination, prostitution, and drug activity.
- Visibly intoxicated people engaged in inappropriate behavior near the elementary school and in city parks (sleeping on benches, vomiting, urinating, and defecating outdoors).

#### Transients and Taverns

Police department analyses revealed that approximately 20 individuals, mostly intoxicated people who lived on the streets and people who had mental illnesses, were involved in most of the neighborhood complaints. The homeless shelter had referred many of these individuals to the Brown County Mental Health Center's Alcohol and Other Drug Abuse outpatient counseling. Many chose not to accept these services and remained on the street, though they would have been permitted to stay at the shelter if they were sober.

Analysis showed most victims of serious crimes were patrons of the problem taverns. Repeat calls were made to the same licensed liquor establishments for fights and other alcohol-related problems. Persons who did not patronize area taverns rarely were victims. Rates of other crimes such as rape, muggings, and assaults were very low for citizens who did not patronize the taverns.

#### **Loosely Regulated Liquor Licenses**

The city's Protection Welfare Committee, which regulates liquor licenses, often approved and renewed licenses without question. Convicted drug dealers were granted bartender licenses. The progression of disciplinary action against the owner of a problem tavern began with a series of warning letters issued by the committee and culminated with issuance of a municipal citation by the police. Before 1995, no liquor license had been forcibly revoked since the late 1970's.

Patrol officers usually did not issue citations to bar owners if they were absent at the time of incidents. Loose bar management and regular owner absence enabled an environment that was tolerant of disorderly and illegal conduct. Unfortunately, under the existing system, it was difficult to hold bar owners accountable.

#### Police Enforcement Lacking

The police response to alcohol-related complaints in the Broadway business district rarely included enforcement action, partly due to a change in the local jail policy. In the early 1990's, the local jail began refusing to accept prisoners who had blood alcohol content levels higher than .30 percent, unless they had received medical clearances. This eliminated what was known as the "drunk tank" and left no other practical alternative for street patrol officers.

The consequences of the policy were that police would spend time transporting arrested individuals to a hospital emergency room to receive medical clearance and then transporting individuals to a jail or a mental health center. These facilities often released people to the community in 24 hours, where police officers would find them in the same condition soon after their release. Patrol officers viewed the 2 hours spent transporting arrestees from place to place as a waste of time and taxpayer dollars.<sup>1</sup>

The community police officers learned about the neighborhood's lack of faith in and reliance on the police through a cooperative relationship with the Fort Howard-Jefferson Family Neighborhood Resource Center, a bilingual, multicultural, grassroots organization with a commitment to strengthen the Broadway neighborhood. The community police officers listened to area business leaders and neighborhood residents at meetings sponsored by the Center. The community members said Broadway was viewed as a dumping ground by the rest of the city, including the police, and its business community had long ago lost faith in the police department's response. Citizens no longer called to report nonemergency problems to the police.

The Green Bay Police Department's analysis showed that officers also did not make sufficient use of other agencies, such as the revenue department, park department, city attorney's

office, building and health inspection departments, and mental health services, that were available to help them. Also, officers did not fully understand the different roles that municipal and circuit courts could play in resolving disorder problems—the latter court could require participation in treatment, the former could not—and did not refer offenders to the appropriate court.

#### **Environmental Design Flaws**

A review of building design in the Broadway area highlighted numerous deficiencies. Several taverns had dark alcoves and doorways facing alleys, permitting criminals discrete, easy access to the taverns. Drug users and sellers could quickly duck into taverns and get lost in the crowd, making it difficult for patrol officers to make arrests. Poorly designed landscaping created hiding places for people who were intoxicated and living on the streets. Dense undergrowth made detection of transients during routine surveillance difficult.

## Response

The Green Bay Police Department planned a fivephase response to do the following:

- Eliminate illegal activity from the neighborhood.
- Reduce the need for police and rescue services.
- Bring business to the neighborhood by improving the public's perception of the Broadway business district.
- Restore public faith in the police department by building a cooperative working relationship.

#### Phase 1: No-Serve List

The police targeted a core group of individuals who accounted for most of the problems in the area. Officers provided liquor store and tavern owners a list of people who were habitually intoxicated, accompanied by a letter requesting the licensees to decline service to these people. To

alleviate concerns of bar and liquor store owners who were reluctant to call the police when there was a disturbance, the police and business owners agreed that legitimate calls for assistance would not be used against the businesses.

The police department distributed a letter to license holders that was approved through the city attorney's office. To gain compliance with the noserve list, police educated liquor retailers and tavern owners on their responsibility to decline service to intoxicated people. The letter defined intoxication by physical characteristics.

The American Civil Liberties Union (ACLU) sent a letter to the police department expressing concern over distribution of the no-serve list, arguing that "Targeting some individuals to be denied legal goods and services causes a tangible change in the legal and social status of the affected individuals." The ACLU requested that the police department retrieve the lists from bar owners and issue a directive to prohibit the practice in the future. However, the Green Bay City Attorney reviewed the ACLU's complaint and advised the police department that the no-serve list was supported by Wisconsin statute 125.12(2)3, which prohibits distribution of alcohol to "known habitual drunkards." The police department continues the practice, which has turned out to be one of the most successful programs implemented by the Fort Howard district's CPOs.

#### Phase 2: Operation: "Hot Seat"

Patrol officers stepped up enforcement of ordinance violations in the neighborhood during phase 2. Citations and arrests were made where warnings had been given in the past. Offenders were diverted from municipal court to circuit court, which has the authority to order treatment.

#### Phase 3: Modifying Environmental Design

Police department analysis showed that no attention had been paid to environmental design in the areas experiencing problems. In phase 3, the police department and other city agencies made the following changes:

- Trimmed shrubs that concealed illegal activity.
- Modified park benches to prevent individuals from lying down.
- Eliminated access to an unsecured apartment building that transients used as a hiding place.
- Regularly maintained park grounds, eliminating buildup of litter and bedding generated by transients.
- Improved lighting and limited access to dark alcoves behind tayerns.

#### Phase 4: Operation: "Spotlight"

The police department proactively sought media attention because it realized that if it pitched the story to the media first, the media was more likely to present a more balanced story. The police department made it clear to the press that arrests, liquor license hearings, and crackdowns were part of the revitalization and improvement of the neighborhood. The department pointed out that random crimes, such as muggings, were rare.

# Phase 5: Increased Regulation of Liquor Licenses

Since most citizens were unaware of the license regulation for problem liquor establishments, the community-police response included educating the public about how they could influence the actions of the Protection and Welfare Committee, which regulated licenses. CPOs provided citizens with the following information:

- Dates and times of Protection and Welfare Committee meetings.
- The names and phone numbers of council members who sat on the committee.
- The proper procedure for addressing the committee.

Meetings once conducted in a small room in city hall were moved to city council chambers in 1996 to accommodate the increased number of citizens attending. The neighborhood's interest in the committee's actions had increased committee members' accountability to the public.

#### Bar Owners Liable

Working with the city attorney's office, the police department implemented changes to city ordinances. Police officers now can cite bar owners, even if they are not present during the time offenses are committed. The city attorney's office developed a system whereby points are assessed against the liquor license upon conviction of an alcohol-related offense. The police automatically can suspend a license and close a tavern for a designated period of time after 12 points have been accumulated.

### Assessment

During the past 4 years, the health of the Broadway business district continually has improved. Five taverns rife with criminal activity were closed as the result of the joint efforts of community police officers and citizens. Citizens played a key role in driving out these taverns by pressuring council members to take action. Community policing efforts drove out three other troublesome businesses—a pawnshop, a business where illicit drugs were sold, and an adult hookstore.

#### Improved Public Perception

Since 1995 the Broadway business district has experienced substantial growth in new businesses and jobs. On Broadway, a private, nonprofit organization that promotes investment in the Broadway business district, found the following in an analysis of investment in the neighborhood:

- \$8,364,808 in public and private investment.
- 410 new jobs.
- 33 new businesses.
- A \$1.8 million day care center under construction in 1999.

 \$3.1 million in streetscape, sidewalk, and lighting improvements from the city government.

# Reduced Need for Police and Emergency Services

Computer-aided dispatch system statistics show a remarkable decrease in the demand for police resources, including:

- a 58-percent reduction in total police calls from 1993 to 1998.
- a 70-percent decrease in the demand for rescue squad services from 1993 to 1997.
- a 69-percent reduction in disturbance calls from 1993 to 1997.

This significant reduction in the demand for police resources frees police officers to assist in other areas of the city.

#### Restored Public Faith in the Police

To educate and mobilize neighborhood residents, the Green Bay Police Department built a close, cooperative working relationship with the Fort Howard-Jefferson Family Neighborhood Resource Center, which sponsored neighborhood meetings and handled mass notification of city hearings. Through this relationship, the Green Bay Police Department has restored public faith in its ability to solve problems in the Broadway district.

Dale Smith, owner of Dale's Millenium Motors, a Broadway district business, notes, "Our neighborhood is easily 100 percent better because of the beat cops and their extra efforts." Tom Perry, associate editor of the Green Bay Press Gazette, wrote, "Forget the negative images, the news from Broadway is mostly positive and upbeat."

Broadway has become not a part of town that needs to be avoided, but rather "a great place to shop," according to Larry and Ben Frye, owners of the Broadway district's String Instrument Workshop.

#### Did Crime Relocate?

While some problem taverns chose to relocate to other areas of the city, they were not a problem once they and their problem patrons were no longer sharing the same neighborhood. The habitually intoxicated transients did move to areas of the city where enforcement was not as stringent. However, displacement had an unexpected side benefit: Other neighborhoods asked for and received community policing teams assigned to their districts.

The Broadway business district now is a thriving part of downtown Green Bay. The Green Bay Police responded to the same calls in the Broadway business district for decades with no change. Only when the police employed the assistance of the community did long-lasting changes take place.

#### Sidebar:

#### Resources That Helped Broadway Succeed

#### **Funding**

The Green Bay Police Department has been assisted by funds from the U.S. Department of Justice, Office of Community Oriented Policing Services. A grant enables the department to pay salaries for four community-policing officers for 3 years. Two of these officers are assigned to the Fort Howard District.

#### Training

The department developed its own problemsolving training by organizing meetings with other similarly assigned police officers from across the State. Herman Goldstein's book, "Problem Oriented Policing," helped the department develop problem-solving strategies.

#### **Donations**

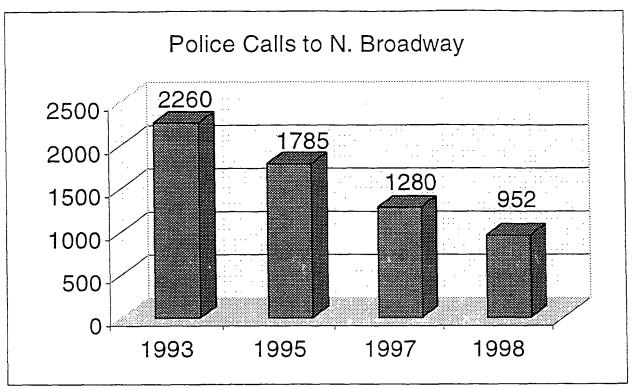
Community members donated equipment and office space for community policing officers. The officers' office space was provided free of charge in an elderly housing complex in the neighborhood. Area businesses donated a

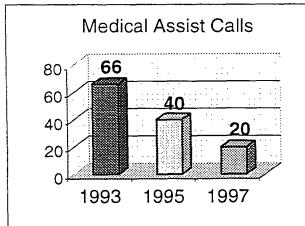
computer, cellular telephone, police bicycles, and office furniture.

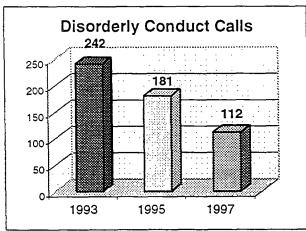
The Fort Howard neighborhood and area businesses conducted a fundraising campaign in 1998 to send the two community policing officers to the Police Executive Research Forum's Problem Oriented Policing conference in San Diego, California.

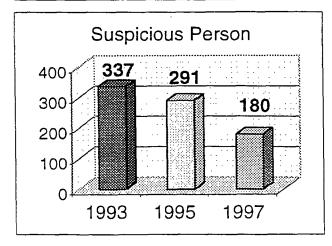
#### Notes

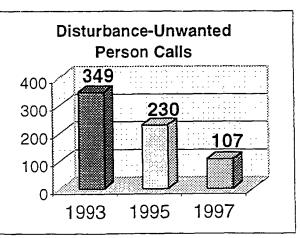
1. One individual, known as "Rooster," had been placed at the mental health center more than 80 times for intoxication. The Brown County Health Center estimates that the cost for an admission for detoxification is \$400 per day with an average stay of 2 days. St. Vincent's Hospital estimates that the hospital emergency room costs average \$300 to \$400 for this type of visit, and the police department's business manager estimates that it costs an average of between \$50 and \$100 depending on the man-hours required to handle the call. "Rooster's" 80 visits, then, amount to \$96,000 in taxpayer dollars.











# 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

# Session Notes

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# **Session Notes**

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# Media Relations

This session will acquaint the participants with new methods for dealing with the news media while conducting investigations of high profile incidents. Examples of law enforcement's and the news media's legal authority for taking certain actions will be presented. Information will be presented on new concepts for guaguing and forecasting crises during investigations. Participants will learn techniques for positive media attention during periods of critical investigative maneuvering.

# Hugh Mumm

Executive Assistant
South Carolina Law Enforcement Division
Columbia, SC

10/25/2000 1:00 PM - 2:45 PM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 2





# Crisis Media Relations

- I. Definitions
  - A Public domain
  - B. Public interest
  - C. Public right to know
  - D. Dissemination
- II. Review of Branzburg v. Hayes and Other Pertinent Legal Decisions
  - A. Applicability
  - B. Constitutional applications
  - C. The right to attend to "newsworthy events"
- III. Perception
  - A. The public's
  - B. The media's
  - C. The difference between perception and crisis
  - D. The perception triangle
- IV. Crisis Forecasting
  - A. Structure and development
  - B. Fink's Impact Scale
    - 1. Applicability
    - 2. How to use it

- V. Types of Cases That Get Media Attention
  - A. How to identify them
  - B. How to gauge the likelihood of media intervention
  - C. How to isolate those cases
  - D. Identifying the fallout
- VI. Two Philosophies for Dealing with the Media
  - A. Proactive v. reactive
  - B. Positioning

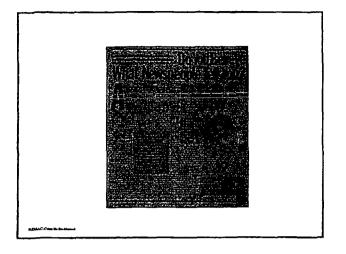
## VII. Case Study

A. The Susan Smith case (Union, S.C., 1994)

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# CRISIS MEDIA RELATIONS

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DO YOU TRUST THE NEWS?	

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# Branzburg vs. Hayes

DIAC CO 100-100-1

# QUICK LEGAL VIEW

- Houchins vs. KQED TV
- · Conneticut vs. Peruta
- · Minn. Tribune et. al. vs. United States
- · Certain Individuals vs. Pulitzer
- · Swate vs. Taylor



Public's perception forms in the the first few minutes or hours!





4C-Cres Made Manual

# CRISIS TRIANGLE Conflict What What People Happened Think Happened PERCEPTION The effect of what people think happened on what actually happened

# FINK'S 4 CRISIS STAGES

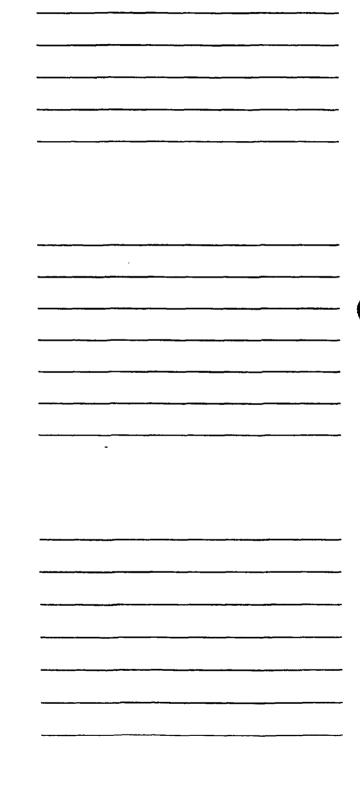
- Prodromal
- Acute
- Chronic
- Resolution

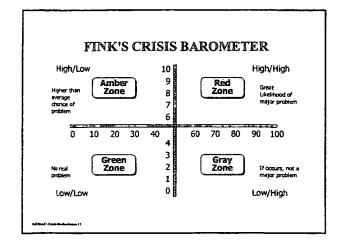
Name of Street and Advantages of the



- · Tugs at the heartstrings
- · Catchy or unusual
- Shocking or brutal
- Currently bothers public
- Contradicts authority
- Scandalous
- · Negatively consumer oriiented

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# Susam Smith Media Timelines Tuesday October 25 9:15 p.m. 10:57 p.m. 11:10 p.m. carjacking SLED PIO local media reported alerted alert issued

#### Susan Smith Media Timelines, con't Wednesday October 26 1:00 a.m. 8:00 a.m. 6:00 a.m. carjacker intensive air & SLED PIO asked to alert nat'l media composite ground search prepared mounted 9:00 a.m. 10:00 a.m. 12:00 noon Susan Smith first Smith's issue nat'l media confronted by appeal on nat'l alerted and 1st psychological group on scene profile agent

Thursday October 27				<del></del>
7:00 a.m. Smiths on Good Morning America, Today & CBS	8:00 a.m. air/ground search resumes	3:00 p.m. 1st radio talk show enlisted (Kansas City)		
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Sucan Smith	Media Timelines, o	con't		 
Friday October 28	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
8:00 a.m. air/ground search resumes	12:00 noon sheriff counseled to "stay focused"			 
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Susan Smith  Saturday October 29	Menia Imenies,			 

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Susan Smith Medi	a Timelines, c	con't	
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Susan Smith Medi	ia Timelines,	con't	
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Sheriff Wells So	usan Smith taken scene &	3rd radio talk show enlisted	
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#### Susan Smith Media Timelines, con't Thursday November 3 7:00 a.m. 12:00 noon 2:00 p.m. Smiths appear Susan Smith driven Susan Smith final time on local church & confesses ABC TV contronted re: new carjacking location; told area under drug scrutiny by police Susan Smith Media Timelines, con't Thursday November 3 5:00 p.m. 6:45 p.m. 6:15 p.m. car and children's News Media alerted by bodies found by conference major announcement announces divers Susan Smith's by law enforcement arrest FROM ENLISTING TO REGULATING THE MEDIA Day 1: Basic details released. Victim interviewed; a "focus" is established. Additional details released; law enforcement & missing persons experts identified and interviewed. Day 3: React to details; fill in the blank spots where possible; maintain "focus"; media seeks other "unofficial sources." Day 4-6: Leaks developed; some by police and others to pressure police. Media begin questioning efficiency or competency of police. Release additional information if available. Intensity increased by media; police start reacting to media instead of remaining focused on mission: \*Media play police agencies against each other. \*Media community against police. \*Mission forgotten; bad public perception rules.

# HOW TO ENTICE NATIONAL MEDIA ATTENTION Look for a "hook". 2. Contact local Associated Press office and ask that the information be made available to AP's national desk. 3. Contact local network affiliated TV stations and ask them to notify networks. 4. Contact CNN personality. 5. Find out if former local reporter is now at a TV network - then call that reporter. 6. EXPLAIN that your case is an emergency and is crossing state 7. Seek out radio talk shows; ask for out-of-state markets. LOGISTICS: DEALING WITH THE MEDIA 1. Establish times for media briefings and stick to them (no more than 2 per day). 2. Best times: 10 AM and 2:30 PM. 3. Establish location for briefings: -best held instide. -away from but near command center. 4. Media enjoy "creature comforts": -seek merchants help for refreshments. 5. Establish a separate location for interviewing witness/suspects: -out of site of media. 6. After a set time, move briefings away from site. 7. After a set time, reduce the number of briefings. 8. Discontinue briefings when it is clear there will be no further new information. HELPFUL PHONE NUMBERS USA TODAY: 703-276-5358 NBC NEWS: 212-664-4444 NBC TODAY: 212-725-0429 ABC NEWS: 212-456-2059 ABC'S GOOD MORNING AMERICA: 212-456-5990

CBS NEWS: 212-975-3247 CNN: 404-827-1642

ASSOCIATED PRESS: 212-621-1500

# 2000 National Training Conference for Criminal Justice and Community Leaders

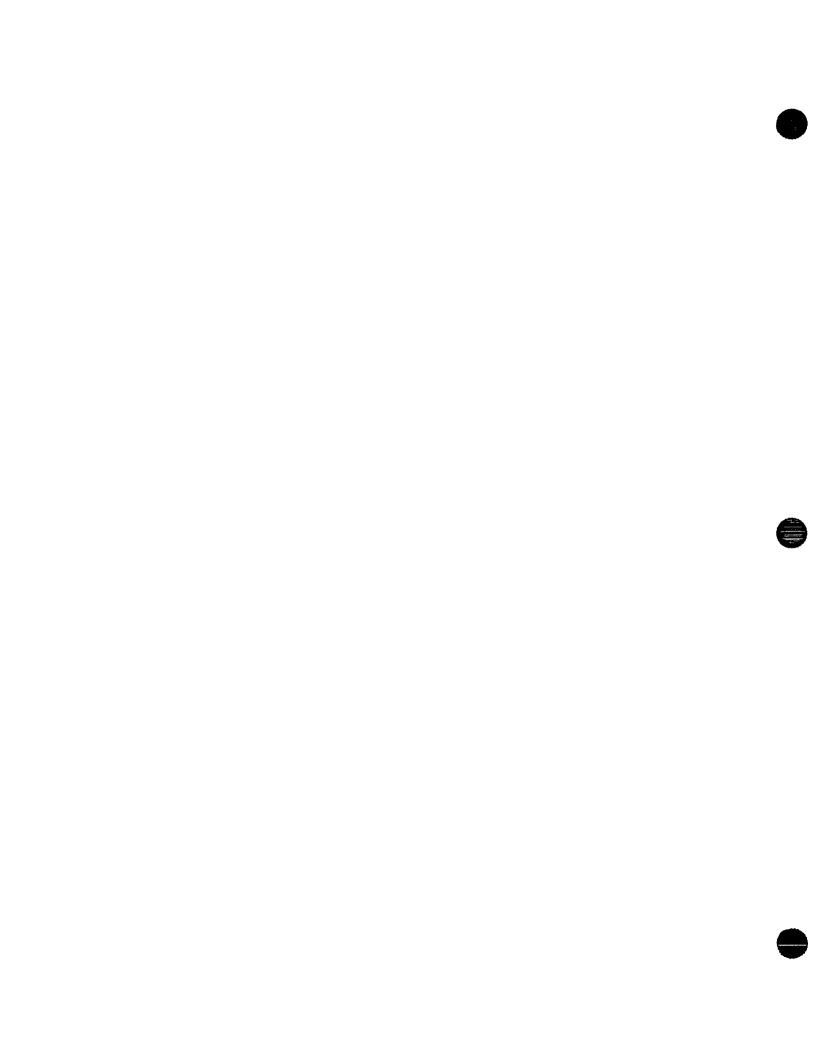
Green Bay, Wisconsin October 25 – 27, 2000

# **Session Notes**

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# 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

# Session Notes





# Bringing Youth as Resources to Indian Country

Join in on this dynamic workshop that will provide participants with an overview of the Youth As Resources (YAR) program philosophy and model. Emphasized is how youth and adults work in partnership to design and implement community service projects and form local governing boards. This is a model that has proven to have a big impact on a wide range of communitites, and can be just as successful in YOURS!

## Jeff Todd

Deputy Executive Director Center for Youth as Resources Washington, DC

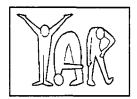
# Tara Perez

Consultant Center for Youth as Resources
Las Vegas, NV

10/25/2000 1:00 PM - 2:45 PM

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# Youth as Resources

#### A PROGRAM AND A PHILOSOPHY

outh as Resources (YAR) is a community-based program that provides small grants to young people to design and carry out service projects that address social problems and contribute to significant community change. YAR programs are governed by local boards of youth and adults responsible for grant-making. Through projects whose costs are affordable to any community, young people in classrooms, neighborhood centers, youth organizations, community foundations, and clubs tackle a range of social issues that concern them—from health, housing, education, and the environment to drug abuse, gangs, illiteracy, and crime.

Youth from all walks of life get involved. Some are experienced in community service; others may be new to volunteering. Some have troubled histories; some are honor roll students. Some live in inner cities; others live in suburban or rural areas. All want to make their communities better places for themselves and others.

You are important. You are part of us. And we can't solve community problems without you. This is YAR's message to young people. When youth get involved in YAR projects and serve on YAR boards, they begin to feel a sense of connection, civic responsibility, and self-worth as they see their own ideas and actions create positive change in social conditions.

☐ In communities across the country and abroad, youth who have never joined organized activities are taking leadership roles alongside experienced youth and adult leaders.

☐ In classrooms from kindergarten through university, young people are learning the values of working as part of a group to solve conflicts and other social problems.

In juvenile correctional settings, youth are taking responsibility, creating solutions, and gaining pride and a sense of connection to their communities.

Developed by the National Crime Prevention Council (NCPC) in 1987 with funding from the Lilly Endowment, Inc., the Youth as Resources (YAR) model proved so successful that in 1995 NCPC, again with support from the Lilly Endowment, established the Center for Youth as Resources (CYAR), a separately incorporated organization

#### YAR BENEFITS

Youth as Resources (YAR) represents an unprecedented union between youth development and community development. Everyone benefits. Communities gain from the hard work, services, and products youth provide. Young people change their own lives while improving the lives of others. And, adults begin to view youth in new ways—as partners they can trust and respect. All begin to see new hope and potential for the communities they live in and care about.

"The power of Youth as Resources seems to be that it touches a fundamental ache in all young people: the need to feel useful. The need to belong."

Reporter ABC World News Tonight American Agenda Youth Gain ...

- Leadership, planning, team work, and other life skills
- A sense of connection and accountability to community
- An ethic of service and a commitment to be involved
- A capacity to care and feel empathy for others
- A sense of pride and confidence in discovering unique talents
- New respect and acceptance from adults
- A sense of being needed and valued
- Power to affect personal change and improve the lives of others

"Youth as Resources is like a bright light in our neighborhood."

Youth Volunteer Robert Taylor Homes Chicago Public Housing

#### Communities Gain ...

- Resources and creativity to solve critical problems and provide needed community services
- Strong youth-adult partnerships
- Mutual understanding and increased trust between youth and adults
- New alliances among local agencies and organizations
- New perspectives brought to bear on local policy making, as youth gain a voice in governance and philanthropy

#### YAR PROGRAM STANDARDS

YAR programs model strong youth-adult partnerships by engaging young people as primary and equal actors in policy setting and decision making. All YAR programs embody a fundamental YAR philosophy—youth can and do make a difference in meeting critical community needs. They create and conduct community service projects. They partner with adults on local YAR boards to make program policy decisions. And, they act as grantmakers, evaluating project proposals from their peers and awarding grant dollars.

As YAR programs evolve according to unique local needs and resources, each site develops a history and flavor of its own. Yet all adhere to a common set of standards that constitute the mission and philosophy of Youth as Resources.

Since 1987, Youth as Resources programs have involved more than 200,000 youth in thousands of projects benefitting people in urban, suburban, and rural communities in the United States and abroad.

## All Youth as Resources Programs

- Provide grants for youth-planned, youth-led community service projects:
- Are governed by a local board including youth and partners in policy-making, grant-making, and governance:
- Fund and support service projects that help to ritical community needs; and
- Recognize and celebrate positive youth ions to the community.

Revised 3/00



# How Does YAR Work!

BY YOUTH · WITH ADULTS FOR THE COMMUNITY

hile the heart of Youth as Resources (YAR) is young people, wider community support is essential.

Concerned, committed adults serve as mentors to encourage youth action. A local board of directors composed of youth and adults develops a YAR structure and funding base and makes grant decisions. Local businesses, foundations, state and local agencies, and individual donors provide support.

# B U I L D I N G B L O C K S O F Y A R A local YAR program identity and host agency

Youth as Resources needs a home base and a clear identity in the community. They are often started as part of existing youth initiatives or community institutions, such as United Way, Boys & Girls Clubs, or youth service bureaus, and community foundations. Local YAR programs may also create their own nonprofit organizations.

#### A local board of youth and adults to award grants

Boards of young people and adults who reflect the diversity of their communities govern local YAR programs. Youth and adult board members review grant applications and select grantees. Together, they set program policy and determine criteria for grant applications. Adults support youth by modeling leadership, cooperation, and a strong service ethic.

#### A pool of grant money to support projects

Funders of local programs have included businesses, local and state government agencies, philanthropic foundations, and social service programs. The money needed varies depending on local needs and the number of youth the local program wishes to engage in community service.

#### A YAR director

A local YAR program director oversees daily operations, provides training and support to youth groups, conducts community outreach, raises and manages funds, monitors youth projects, and works closely with the board. Larger, more established programs require a full-time director and support staff, while smaller or newer programs can be well-served by a part-time director.

"Youth as Resources is changing the way communities engage their youthful citizens. Young people are proving to be valuable partners with adults in addressing local problems."

Marilyn Bassett Executive Director Center for Youth as Resources



"I've been in other youth/adult groups, but this organization is different. Youth aren't there just to be seen; people are actually hearing us and treating us as equals."

Youth Volunteer Baltimore, MD



Youth are responsible for:

- Identifying a social issue
- Deciding how to
  address it
- Designing a
   project and
   writing a
   proposal with a
   budget
- Presenting a project proposal to a YAR board or screening committee
- Receiving the grant money through their sponsor if their proposal meets board criteria
- Implementing the community service project
- Accounting for the progress and budget of the project

#### Young people who design and conduct projects

Young people, ages 5 to 21, of all socio-economic backgrounds are YAR volunteers. YAR's success has been in reaching all types of young people in all types of settings. Many are traditionally hard-to-reach youth not typically involved in volunteering. All youth are encouraged to participate through community outreach efforts conducted by the board and the program director.

#### Adult volunteers

Caring adults from all areas of community life step forward to support youth efforts to design and deliver projects. Every youth project has an adult volunteer who provides logistical support and guidance, while ensuring that young people have central roles in making decisions and leading projects.

#### Local project sponsors

Youth seeking to run a project need a sponsoring group to be the conduit for their YAR grant funds. YAR projects are sponsored by a range of nonprofit organizations, from those involved with youth (schools, 4-H clubs, group homes, and Girl Scouts) to community organizations such as religious insitutions, public housing authorities, nursing homes, park departments, police departments, and environmental groups.

#### Recognition of youth accomplishments

One key to YAR's success is community recognition of youth accomplishments. Local programs sponsor recognition events at the end of each round of projects—an awards dinner or other ceremony where the news media and local celebrities help celebrate and thank the young people involved in service. In addition, many programs host a kick-off event to announce awards. The press and the public are invited to meet youth awardees and learn about their projects.

## **2000 National Training Conference** for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## **Session Notes**

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## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## Session Notes

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# Correctional Adult Gangs

Learn more about gang identification and gang management in the jail setting.

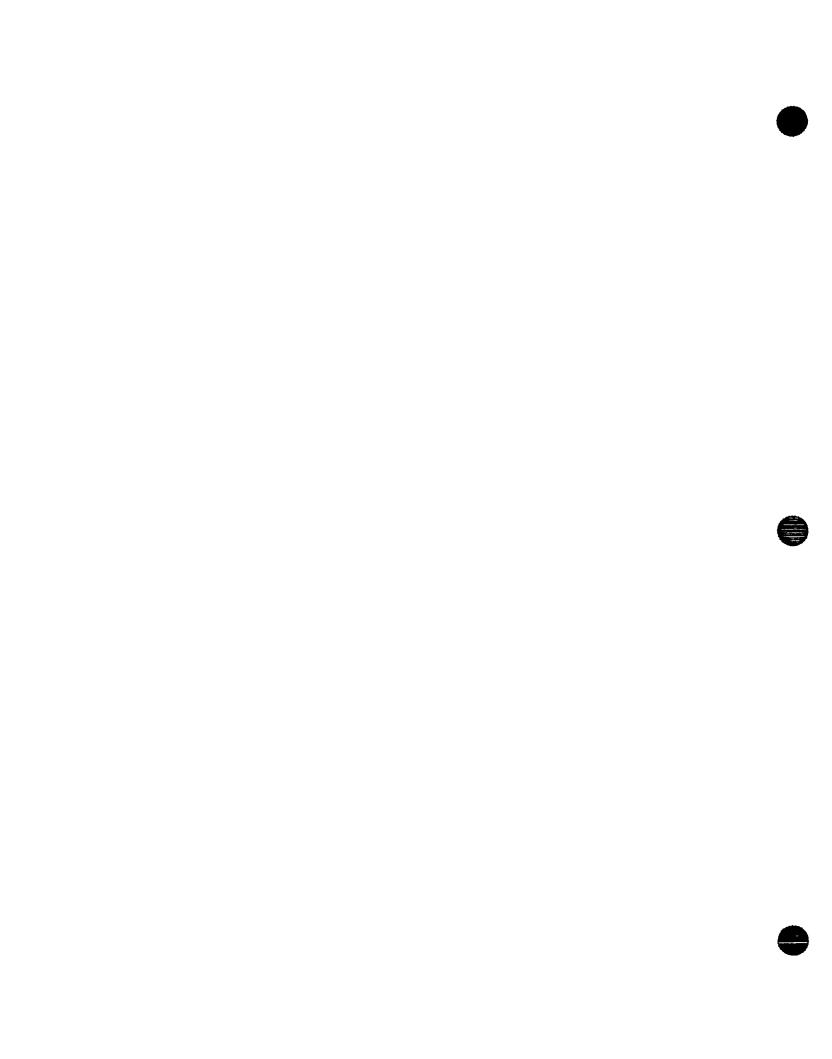
Stevem Schueler
Captain
Waupun Correctional Institution
Waupun, WI

Bruce Muraski
Captain
Waupun Correctional Institution
Waupun, WI

10/25/2000 1:00 PM - 2:45 PM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin



# DISRUPTIVE GROUP IDENTIFICATION

### DO NOT REPRODUCE

FOR LAW ENFORCEMENT USE ONLY

WAUPUN CORRECTIONAL INSTITUTION

CAPT. MURASKI CAPT. SCHUELER

#### DEFINITION

#### DISRUPTIVE GROUPS

Disruptive groups are defined as groups of individuals who threaten, coerce, or harass others and/or engage or encourage illegal or illicit activities on the part of group members or others.

Disruptive groups are a threat to the public, the security of institutions, and the safety of other offenders and staff, both within the institution and community.

ILLINOIS S	TATE POLICE OR	GANIZED CRIM	INAL GROUPS	(217)785-3324	
"PEOPLE"	LATIN KINGS	VICE LORDS	P-STONE	BISHOP	P.R. STONES
LEFT SIDE	•				
ALL IS WELL					<u> </u>
INITIALS	LK LKN	V/L VLN	P STONE	"B"	PR
MAKE UP	MEXICAN	BLACK		MEXICAN	PUERTO RICAN
	PUERTO RICAN	WHITE	BLACK	WHITE	WHITE
	WHITE BLACK		· .	PUERTO RICAN	
COLORS	BLACK/GOLD	RED/BLACK	BLACK/GREEN/RED	COPPER OR	BLACK/ORANGE
		YELLOW/BLACK		BROWN/BLACK	·
CLOTHING	L A KINGS HAT	MIRROR DICE			
TRENDS	AND JACKET	PLAYBOY JEWELRY			
	L A RAIDERS			·	
ACTIVITIES	NARCOTICS-THEFT	VIOLENCE-THEFT	NARCOTICS	VIOLENCE-CARJACK	NARCOTICS
	DRIVE BYS ROBB.	INTIMIDATION	<b>BURGLARY/THEFT</b>	NARCOTICS/HARBOR	BATTERIES
1	INTIMIDATION	EXTORTION		ILLEGAL ALIENS	THEFT
AREAS OF					
INFLUENCE	CHICAGO/SUBS	CHICAGO/SUBS	CHICAGO/SUBS	CHICAGO	CHICAGO/SUBS

ISP 5-491 (10/96)

SYMBOLS

ILLINOIS STA	ATE POLICE OR	SANIZED CRIMIN	AL GROUPS	(217)785-3324	
"FOLKS"	GANGSTER	MANIAC	SATAN	"INSANE	AMBROSE
RIGHT SIDE	. DISCIPLES	LATIN	DISCIPLES	DUECES	
ALL IS ONE		DISCIPLES	OD 001	ID IDN	"A"
INITIALS	GD BGDN BGN	MLD	SD SDN MEXICAN	PUERTO RICAN	MEXICAN
MAKE UP	BLACK	MEXICAN WHITE	PUERTO RICAN	, WHITE	WHITE
		PUERTO RICAN	WHITE BLACK	BLACK	PUERTO RICAN
COLORS	BLUE/BLACK	BLACK/BLUE	BLACK/YELLOW	GREEN/BLACK	LT BLUE/BLACK
CLOTHING	N W A HATS	GEORGE TOWN	N W A HATS	DICE HANGING	OAKLAND A'S
TRENDS		SPORTS WEAR		FROM MIRROR	SPORTS WEAR
		NARCOTICS		DRIVE BYS	DRIVE BYS
ACTIVITIES	NARCOTICS	DRIVE BYS		NARCOTICS	NARCOTICS
				BATTERIES	BATTERIES
AREAS OF INFLUENCE	CHICAGO/SUBS	CHICAGO/SUBS	CHICAGO/SUBS	CHICAGO/SUBS	CHICAGO/SUBS
SYMBOLS			H. Fr		

<sup>\*</sup> INSANE DUECES ARE PEOPLE IN CHICAGO AND FOLKS IN FAR WEST SUBURBS

### SUMMARY OF COMMON GANG SYMBOLS - UPPER MIDWEST

DO NOT POST --- PROFESSIONAL REFERENCE ONLY --- DO NOT POST

DISCIPLE NATION  • Represent RIGHT  • Six (6) Point Star  • Blue and Black	"Folks" Vice Lords are "Vicky Lous" Vice Lords are "Hooks" Greeting = All is One"	B.O.S.  BXGXD  7-20  Hoover's Thang  B.O.S.  2-4-14  2-4-14  D-LOVE  7-4  2-15-19  360  111 (Love/Life/Loyally)  B.G.D.N.  2-7-4-14	M
VICE LORD NATION  Represent LEFT  Five (5) Point Star  Rod and Black/Gold and Black	"Paoplo" Disciples are "Doughnuls" Greeling = "All is Well"	Black Roc 40's All is Well'  A.V.L.N.  Black Roc 40's C.V.L.N.  C.V.L.N.  C.V.L.N.	N.
LATIN KING NATION  Represent LEFT  Three (3) and Five (5) Point Crown/Five ( Gold and Black/Red and Black	"People" (5) Point Star	WALKN. ALKN. OTH CLKN. OTH CLKN.	4
NATIVE AMERICAN  • Vice Lord and Latin King Affiliation • Linked with Reservation Life • Casually Organized		CLUB RIP - RUTHLESS INDIAN POSSE	
CRIPS  Numerous Los Angeles-Based Sets Gangster Disciple Affiliation Blue and Bluck	Bloods are "SIODS" Greeting = "What N"C" Like?	Wer 60's Rymond S.G.C. Black Ryc. 187um SW SUP DE DE RYC. KK	~
BLOODS  • Numerous Los Angeles-Based Sets • Vice Lord Affiliation • Red and Block	Crips are "Crabs"  Greeting = What # "8" Like?	EAST ROLLIN' 30'S BLOOD EASTSIDE PIRU RESTSION POLITICAL SOLITION 30'S CK-187 PIRUS MP.L.S. BLOODS E T.M.C. THOSE TREET AK	رد
SOUTHEAST ASIAN  Referenced to immigrant Communities Minnic Established Criminal Gangs Fluid Organization		T-LOVE V.C.B.  1-MODIEY T-PRISON 715 T-GRIME T-REVENGE M.O.D  1-MODIEY T-REVENGE M.O.D  1-MODIEY T-REVENGE M.O.D  1-MODIEY T-REVENGE M.O.D  1-MODIE T-REVENGE M.O.D  1-MODI	
NEO-NAZI/WHITE SUPREMACIST  Promote Effinite and Racial Hatred Militaristic Attire and Weaponry Militant Public Image		POSSE COMITATUS W.A.R. H.C. NEW ORDE K.K.K. N.H.S. SKINS C NEW ORDE	R
DESTRUCTIVE CULT  Clandestine Levels of Sophistication Violations of Public Law		NATAS Black Magic Sweet Sntan (1)	9
OUTLAW MOTORCYCLE  Sophisticated Weaponry and CounterIntellig  Distribution of Crystal Methamphatmine (Cr.  One Percenters		OUTIAWS DEQUALLO B.P.M PAGANS 11% BANDIDOS  LOS VALIENTES HELLS ANGELS SONS OF SILENCE	15/6

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MIDWEST GANG INVESTIGATORS ASSOCIATION



# Gang Identification and Recognition

Gangs identify their affiliation in the following ways:

- Graffiti Specific symbols, markings and signs to show gang affiliation and control over the area.
- Handsigns Way of communicating
- Representing An imaginary vertical line drawn from midline of the body. Anything to the left is representing left. Anything to the right is representing right.
- Clothing Athletic Sportswear and caps or a combination of colors, etc.
- Tattoos

## Coalitions

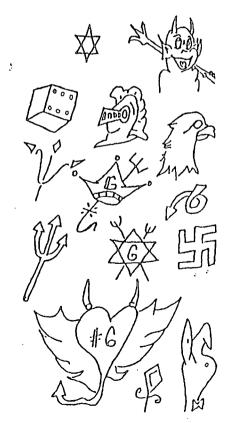
Two coalitions have evolved which align gang affiliation and rivals. These coalitions are "folks" and "people".

- Folks Represent to right, six-point star, colors; black and blue, black/ yellow, slogan-"All is One"
- People Represent to left, five-point star, colors; black and red/black and gold/yellow, slogan-"All is Well"

## FOLKS

Black Gangster Disciples
Gangster Disciples
Imperial Gangsters
Maniac Latin Disciples
Simon City Royals
Two-Sixers
Two-Two Boys
Latin Eagles
Ambrose
Satan Disciples

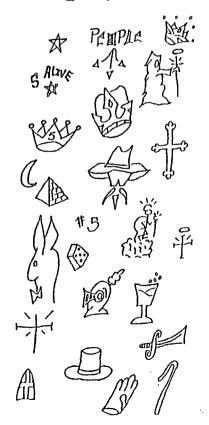
## Gang Symbols



## PEOPLE

Latin Kings
Vice Lords
El Rukns
Cobra Stones
Black-P-Stone Nation
Insane Unknowns
Four Corner Hustlers

## Gang Symbols



## Gang Signs and Symbols



In Florida, youth gangs are divided into two separate and distinct factions or nations: Folk and People, which are patterne after gangs in the Chicago area. In addition to having their own value systems, they have unique signs and symbols:

#### Folk Nation

Sign	Meaning with the process of the control of the cont
Pitchfork	strength (as in conquering society's persecution); carried by the devil
3 Dots	sometimes tattooed between thumb and index finger; means: "my crazv life"
Sword	"death before dishonor" or survival within the gang
Heart :	love of gang
Devil's Tail	oppression of Black People
Six Point Star (or the number 6)	from the top, each point stands for: Love, Life, Loyalty, Knowledge, Understanding and Wisdom. The number 6 sometimes appears in the center of the star
360	the full circle of knowledge as possessed by a gang member
Folk members favor the r	ight side of the body; their colors of choice: blue and black

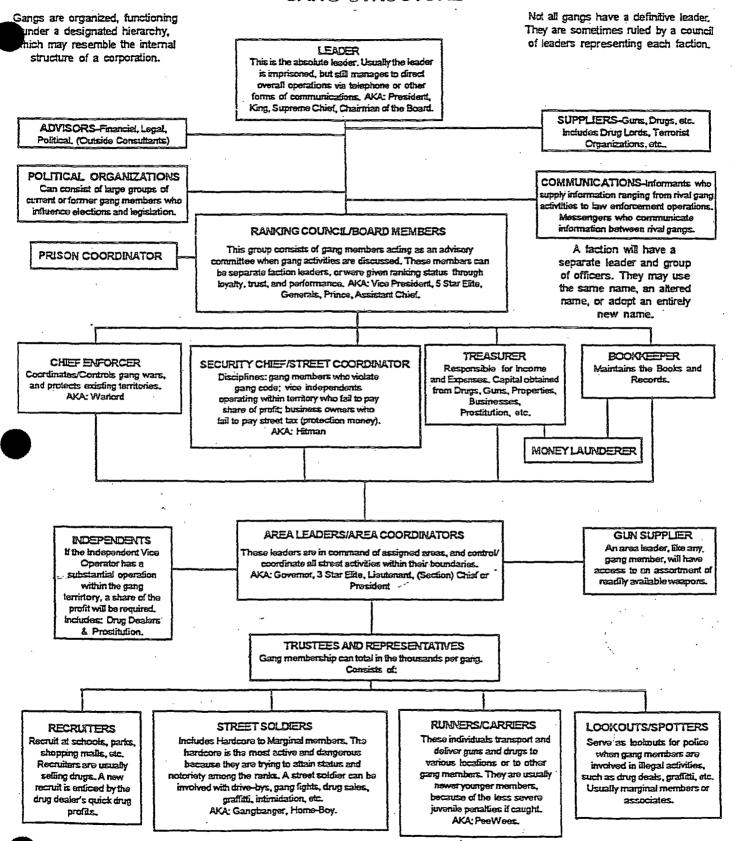


#### People Nation

Sign	Meaning 1 strate and 1 strate section 2.
Crown	the eye of Allah, the supreme being
Five point star	from the top: Love, Loyalty, Wisdom, Understanding and Knowledge
Pyramid	corners represent:physical, mental and spiritual knowledge
Hat	top-hat symbolic of protection of shelter
Cane	the "staff of authority (or strength)"
Circle	total knowledge or understanding that Black People have ruled and will again again rule the world
Crescent Moon	splitting of the Black Nation into two parts: east and west

## CHICAGO STYLE

#### GANG STRUCTURE



There are approximately 40 major active street gangs operating within the Chicago area. Gang structures vary from gang to gang. Structure depends on size of membership, and the extent of illegal activity the gang is involved with. The above structure depics a well organized street gang.

## BLACK GANGSTER DISCIPLES

SPANISH COBRAS

AND OTHER

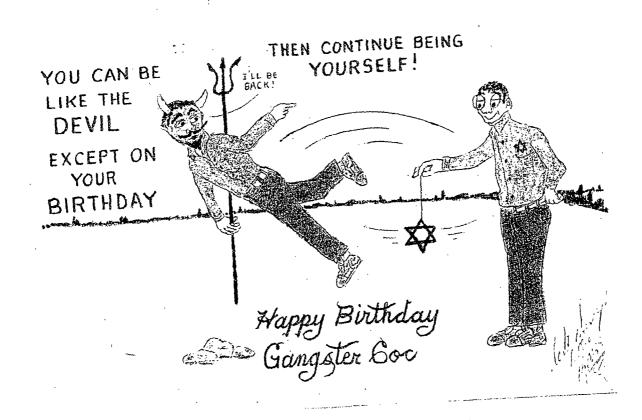
6 PT. AFFILIATES

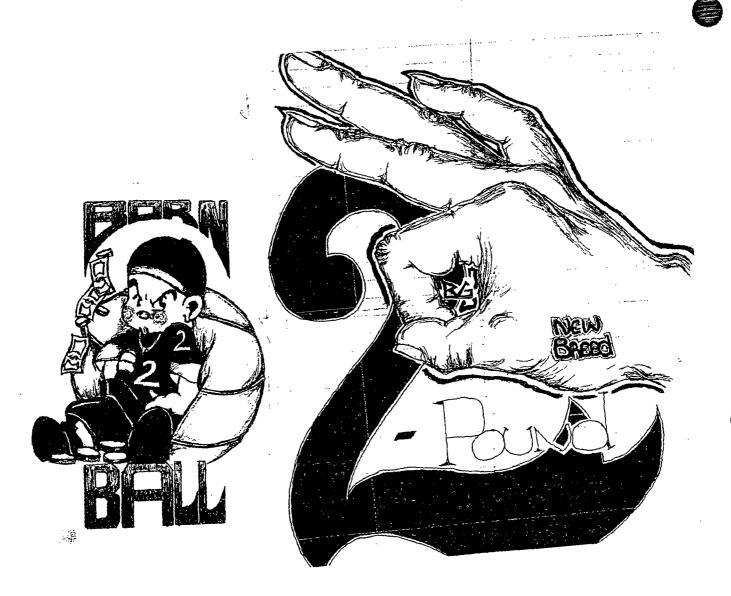
REG 2-18

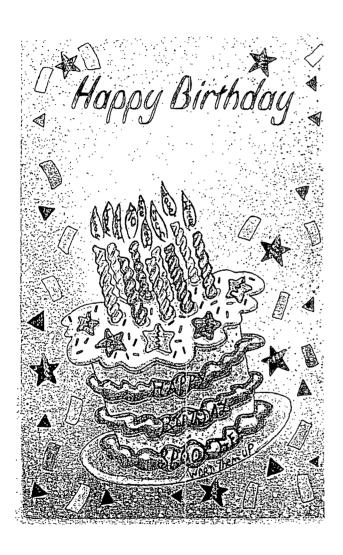
BLACK GANGSTER DISCIPLE IL EPANISH COBRA STREOLISM

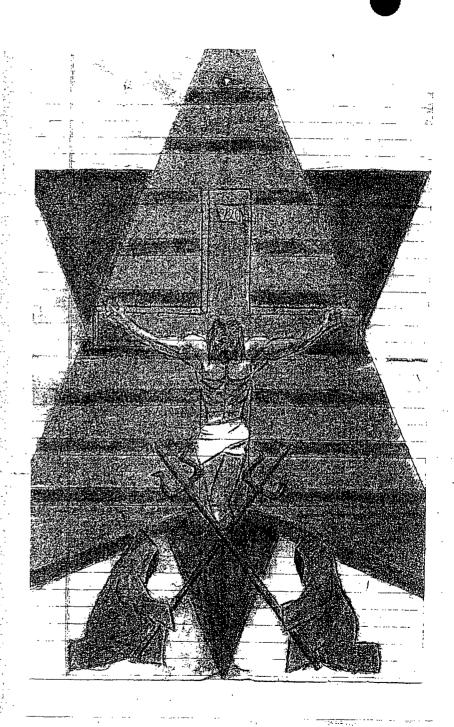


YOU CAN BE
LIKE THE
DEVIL
EXCEPT ON
YOUR
BIRTHDAY









#### **BLACK GANGSTER DISCIPLE NATION**

#### **ORIGIN**

The B.G.D.N. was formed in the middle 60's, in Chicago, Illinois. Two rival Nations (enemies), joined to form the B.G.D.N.:



DISCIPLE NATION - led by David "Devil" Barksdale, who grew up on the south side of Chicago, Englewood area.

GANGSTER NATION - led by Larry Hoover, who also grew up on the south side of Chicago, Englewood area.

The B.G.D.N. was formed to counter the power and control, along with an increased membership, of another rival gang leader, Jeff "Angel" Fort. Fort was the leader of the Blackstone Rangers who formed the Black P. Stone Nation by uniting smaller faction street gangs.

At a meeting of these two nations, a coin toss determined which name would be placed ahead of the other. Hoover won the toss and the Gangster name preceded the Disciple name. Barksdale became the supreme ruler, with Hoover being second in command.

Policy for the B.G.D.N. was determined by Barksdale and Hoover in conjunction with a ruling council. The ruling council consisted of members who were previous leaders of the smaller faction gangs. Leadership was broken down further along military type structuring; Generals, Captains, Lieutenants, and Dons controlling different neighborhoods.

Barksdale was shot in 1969 and died in 1972 from liver failure along with other complications from these wounds. After Barksdale death, Hoover began praising the teachings of "King David" (Barksdale) and made himself the new supreme leader, taking control of the B.G.D.N.

Jerome "Shorty" Freeman a former "Renegade Disciple" challenged Hoover's leadership. Freeman, always loyal to Barksdale, never wanted to join with Hoover and the Gangster Nation. Freeman, along with the support of other leaders who resented Hoover, made himself a parallel supreme leader (KING) of the B.G.D.N. along with Hoover. Freeman moved to Madison, Wisconsin were he was arrested for Armed Robbery and sentenced to Waupun Correctional Institution in 1977 and released in 1982.

Having two "Kings," the B.G.D.N. split along old lines of the Disciple and Gangster Nations. Freeman in control of the Disciples and Hoover in control of the Gangsters. This loyalty difference is a large factor of why the B.G.D.N. is a loosely structured organization.

Despite this split in loyalty to "King Hoover" and "King Shorty," all B.G.D.N. members remain loyal to "King David" and regard his a martyr. This appears to be the one uniting factor in maintaining this Nation.



#### **COLORS**

BLACK and BLUE BLACK and GREEN BLACK and RED

#### SYMBOLS

Crossed Pitchforks (fork pointing upwards)
6 Pointed Star (Star of David)
Heart with Wings
Initials B.G.D.N. (Black Gangster Disciple Nation)
Initials B.D. (Black Disciple)
Initials B.G.D (Black Gangster Disciple)
Initials KD (King David)
Initials BOS (Brothers of the Struggle)

#### SIX-POINT STANCE

You will take notice that the Six-Point Stance is connected to the Six-Point Star. This stance is applied to the following points:

- Right Shoulder LOVE
   Head LIFE
   Left Shoulder LOYALTY
   Left Elbow KNOWLEDGE
   Heals of Foot WISDOM
- 6. Right Elbow UNDERSTANDING

The <u>THUMBS</u> are embracing the <u>STAR</u> within the pits of your arms. They, the <u>THUMBS</u>, serve as <u>LOCKS</u> (grips) upon our <u>UNION</u> bringing us within the sphere of our Organization. Our Success depends upon:

- 1. Our <u>RIGHT SHOULDER</u> holding <u>LOVE</u> for each other, the Chairman and the entire organization.
- 2. Our <u>HEAD</u> being in the frame of <u>LIFE</u>, living and flourishing into something great.
- 3. Our LEFT SHOULDER holding LOYALTY above any negativity that may try to surface the left side.
- Our <u>LEFT ELBOW KNOWing</u> the <u>LEDGE</u> of obstacles and blocks against any form of opposition.
- 5. Our <u>HEALS</u> giving us balance upon our path, and WISDOM down the road.
- 6. And our <u>RIGHT ELBOW</u> crossing over the left, serving as the final point of loosing us into <u>UNDERSTANDING</u> within our 360° cycle (circle) of organization under the leadership of the Chairman.

#### **GANGSTER DISCIPLES**

Young Voters of Illinois, Inc.

#### Brothers of the Struggle (1982)

A new member could join the B.G.D.N., but not the B.O.S.. You had to be a B.G.D.N. member to join the B.O.S..

21st Century Vote (1992)

#### STRUCTURAL LEADERSHIP

KING

Supreme leader.

DON

King's representative on the street. Overall leader on street. Usually more than one.

CHIEF

Controls a specific area under a "Don." Advisor to "Don."

GENERAL Carries out the orders of the "King" on the street. Answers to a "Chief" and/or "Don" in charge of activities in a certain area. More than one under each "Don."

CAPTAIN Controls a number of members in his area and will handle specific duties for his superiors.

LIEUTENANT

Enforces the rules and laws of the Nation. Hands-out violations for infraction of rules.

**ENFORCER** 

Handles punishment and "Hits" for superiors. Usually carries a weapon. May act as a bodyguard for

superiors.

FOOT SOLDIER

Member of the Nation.

ADVISOR Provides council and advise to Nation Leaders.

#### NEW CONCEPT - (Created BROTHERS OF THE STRUGGLE)

- 1. All as one.
- 2. Brothers of the struggle.
- We struggle to win.
- Young Voters of Illinois.
- 5. Executive Chairman King Hoover.
- 18 years old.
- 7. Government Charter.
- 8. Community betterment.

#### HUMANE CODE

- 1. All members must maintain the code of silence when not in a place of privacy.
- 2. No member shall encourage a woman of the Nation into prostitution.
- 3. No member shall use any hard or addictive drugs.
- 4. No member shall encourage the use of hard or addictive drugs.
- 5. No member shall bring a person where a King might be without checking and screening them through the proper chain of command.
- 6. All members must strive to help each other instead of competing against each other.
- 7. No family disrespect is tolerated by any member of the Nation.
- 8. The same penalty is given to a B.D. as to a member of the B.G.D.N.
- 9. No member shall stick-up anymore in his or her community.
- 10. No members shall rape or rob in his or her community.
- 11. No member shall kidnap or disrespect older people in his or her community.
- 12. No more physical violations, unless necessary to do so, but it must be approved by heads.
- 13. No more unnecessary murders unless approved by heads.
- 14. All minor and some major violations shall be worked off by physical exercise, fines and guard duty.
- 15. These are all the laws the Disciple Nation abides by under all kings in the new administration!
- 16. All members shall obey these laws that govern him or her under THE NEW CONCEPT of the chairman. Each disciple member has the option to ride, under who they choose in THE NEW CONCEPT AS ONE!

#### GUIDANCE OF CONDUCT

- Obey the orders of the man in charge at all times!
- 2. Foolishness and excuses are not tolerated!
- 3. Proper dress & hygiene is stressed at all times.
- 4. Whatever you don't know Learn!!!

#### CODE OF ARMS

CROWN King David, King Hoover, King Shorty

STAR Life, Love, Loyalty, Wisdom, Knowledge, and Understanding

HEART The love we have for our Nation, the blood we shed for our Nation.

HORNS One Nation's strength

FORKS As one Nation

SWORD Death before dishonor

TAIL B.G. - G.D. - L.D. - All righteous members of the Nation.

FLAME Eternal Life

78 Year of the new teaching of King Hoover and King Shorty

#### PLEDGE - BROTHERS OF THE STRUGGLE

We are the brothers of the struggle pledging wholeheartedly our love, life and loyalty, have embraced the teachings of our honorable Chairman. Our covenant will fully adhere to all teachings, laws, and policies set forth by our Chairman and his Executive staff.

The doctrine of our New Concept will serve as a guiding light, that will forever be light in our hearts and minds. This light will serve as a constant reminder and motivating force within each of us, also it will instill in us .....DEDICATION, DETERMINATION and DISCIPLINE. B.O.S.

#### SYSTEM OF THE 5 "P's" - BOS

"PROPER PREPARATION PREVENT POOR PERFORMANCE." We B.O.S. must prepare ourselves in all aspects of life, this will undoubtedly prevent poor performance. Our performance depends on our preparations. Each system of the 5 "P's" depends on each other for the system to function properly. B.O.S.

#### 720 GREETING - BOS

Greeting:

"Thy King, Morning Star"

Response: "Plenty much love. Shinning brightly forever more in the grove, Chairman Hoover's move."

#### 720 CREED - BOS

We believe in the teachings of our honorable Chairman, in all laws and policies set forth by our Chairman and executive staff. In the concept and ideology of organization. In aiding and assisting our fellow Brothers Of the Struggle in all righteous endeavors. In standing strongly upon our six points utilizing Wisdom, Knowledge and Understanding, as we strive in our struggle for educational, economical, political and social development. We believe that we are a special group of Folks with integrity and dignity and in the visions of our great leader and through his visions we become a reckoning power of people beyond boundaries without measures, B.O.S.

#### 720-EAWS'- BOS

- 1. SILENCE & SECRECY No member shall discuss any member, or any Nation's business with a nonmember.
- DRUGS No member shall use any addictive drugs.
- 3. STEALING No member shall steal from another member or non-member, resident or inmate.
- 4. RESPECT No member shall disrespect any member or non-member.
- 5. BREAKING & ENTERING No member shall break in or enter any room, building, etc. that will bring undue heat on (himself) and others.
- 6. GAMBLING No member shall gamble without having money up front!
- 7. SPORTSMANSHIP All members shall show good sportsmanship during any activities.
- 8. PERSONAL HYGIENE All members shall look presentable at all times and living quarters must be kept clean.
- 9. NO COMMUNITY SMOKING OR DRINKING.
- 10. INCIDENT All members shall report all incidents to 1st "C" (CHIEF) regardless of how major or minor the incident might be.
- 11. AID & ASSIST All members shall aid & assist any member in any righteous endeavor.
- 12. EXERCISE All members shall exercise at least 1 hour every recreation period.
- 13. DUES All members shall pay dues every month.
- 14. AR 804 or DOC 303 All members shall know or become familiar with disciplinary procedures.
- 15. EXPLOITATION No member shall use his rank or status to exploit favors from any member or non-member.
- 16. RAPE No member shall engage in the forceful rape, or homosexual activities of any member or non-member.

#### **BLACK GANGSTER**

- 1978 Sons and Daughters of the Divine Universal Star. ("King Shorty" became "King Quran")
- 1981 The Divine Temple of the Universal Star, Sons and Daughters of the Star, Inc. ("King Quran" became "Holy Quran")
- Split occurred due to philosophy of membership. To be a Black Gangster you must be <u>black</u>. Other faction calling themselves GD (Gangster Disciple).

#### **GOALS**

- Own land and property.
- 2. Establish and own legitimate businesses.
- 3. Format an economical foundation on which our following generations will flourish and perpetuate.
- 4. Remain independent of, and impregnable by criminality and corruption.

#### **PURPOSE**

- 1. Educational, social, religious, literary, athletic and research.
- Institute self-help programs wherein each will be academically and or vocationally educated to his or her capacity.
- 3. Aid each in developing his or her individual creativeness.
- 4. Cultivate and live according to our natural instincts; awaken positive pride and ultimate self-respect in each.
- 5. Rid our community of narcotics use and trafficking and other criminal elements and corruptions.
- 6. Forge a compatible relationship with Law Enforcement Agencies and society at large.

#### STRUCTURAL LEADERSHIP - (Sons and Daughters of Universal Star)

HOLY QURAN

King, Supreme Leader.

#### CHIEF MINISTER OF DEFENSE

Second in command. Responsible for the majority of promotions and demotions in name of the King.

#### SUPREME MINISTER

Top ranking leader on the street.

#### MINISTER

Responsible for a given area (Dynasty). Has control over members in his "Dynasty." Reports to "Supreme Minister" or "Chief Minister of Defense."

#### **BISHOP**

Advisor to "Minister" in his Dynasty. Usually more than one.

#### SIR PHARAOF

Advisor to "Ministers." Co-ordinates activities between different Dynasties. Reports directly to "Chief Minister of Defense."

#### PHARAOH

Similar to "Sir Pharaoh," but one in each Dynasty.

#### DIEMETRIUS

Two in each Dynasty. Gives street orders to members from the "Minister."

#### SIR DIEMETRIUS

One in each Dynasty. Head of court system. Hears violations and decides punishment.

#### PRINCE

Honorary title given by "King" in prison.

#### WISEMAN

In charge of teaching "Holy Quran" and Nation Laws to members in each Dynasty.

#### SONS & DAUGHTERS

Members of the Nation.

#### PRAYER

We are stronger together, stronger as one, your love and mine forever. As everything else had to begin, the mighty Disciple Nation will have no end. As the stars reflection will shine, yes said King David, we must combine the D's love for all times. By using 360 of pure knowledge in any situation, nothing is impossible for the Disciple Nation and by using

our knowledge that resolves around the star, we can better our situation no matter where we are. Whether behind these walls or outside doing our own thing, the Disciple Nation will remain the same. Let's give thanks. I am what I am, a Disciple of David. That of what I am not, I never will be!

#### EMBLEM AND FLAG OF TRIBE

As loyal Sons and Daughters of the Divine Temple of the Universal Star and in keeping with the purposes and goals of an enlightened and resurrected people, it is necessary that the Emblem and Flag of our Imperishable Tribe be held in the highest; and with honor as true Disciples of:

LOVE;

LIFE, and life means growth for in the growth of life we have a binding together which establishes;

LOYALTY, and through loyalty we have;

UNITY, and in the uniting of the heart and soul (the mind we acquire and have);

UNDERSTANDING, and one who has understanding is one of conscience, and to be in such a state we have; KNOWLEDGE

#### CODE OF ARMS

CROWN Represents our Tribes crowned Supreme Chairman (the Quran), and the love thereof.

HEART Represents the life and survival of our tribe and its people.

STAR Represents the virtues and principles of: Love, Lifé, Loyalty, Unity, Understanding and Knowledge/Wisdom.

HORNS Represent the voice of our people, calling out to all those who embrace the virtues and principals for which we stand;

FORKS Represents the forces and elements of the oppressive system which represses and hinders the positive efforts of our people, in their quest for political and economical independence.

SWORD Represents Life and Death, in the Knowledge of the "doubled edged sword," which is the two sides of truth; it destroys which is the equal of death, and then the truth will set you free which equates to life. The Sword also represents the force of our Tribe, signifying "Death before Dishonor"; and the survival of our people shall be by any means necessary, at all costs.

FLAMES Represent our Tribes eternal philosophy and determination to overcome all obstacles of oppression, and the flames light the path and course of direction of our people.

TAIL Represents, and serves to remind us of the oppression of our people in particular, and other THIRD WORLD people in general; the hardships we have endured.

Represents the year of our Tribe's New Day of awakening, and resurrection to the teaching and Wisdom of the Divine Star; and thus begin our journey up the path of truth.

#### UNIVERSAL CODE OF LAW

- 1. I solemnly swear to never disrespect the King, Don or any member of the Nation.
- 2. I will not tolerate anyone to scandalize the name of the Nation.
- 3. I will sacrifice my life for the Nation's cause.
- 4. I will love, honor and respect every member of the Nation, as I love, honor and respect myself.
- 5. I will be of assistance to any member of the Nation in any problem or difficulties that he may have, be it physical or mental.
- 6. I will accept no other teachings than that of the King, or the Don or that which refers to our Nation.
- 7. I will not tolerate to see anyone, misrepresent or disrespect our appraised emblem or flag.
- 8. I pledge my soul, heart, love and spirit to the Nation, even in death.
- 9. I will not affiliate myself with our opposition.
- 10. I will abide by all commands given to me by the King, the Don, or any other appointed Chiefs.
- 11. I will not tolerate criticism towards the King, the Don, or any other righteous member of the Nation.
- 12. I will not tolerate the criticizing or abusive sayings of those who are not.
- 13. I will ask and accept the same penalty that any is given for my transgressions against the Nation's Laws.
- 14. I will not fight or mistreat any member unless told to do so, or otherwise.
- 15. I will not fight against or mistreat any member and will not stand to see any members of the Nation fighting among themselves.
- 16. I will greet and salute any member of the Nation with touching, or crossing of the clenched fist, the warrior sign, whenever I see any. PEACE AND LOVE TO THE BLACK DISCIPLE NATION. PEOPLE'S POWER.



#### THE 16 POLICIES

- 1. <u>Silence and Security</u> No member shall discuss any matters of this nation with anyone who is not a standing member.
- 2. Drugs No member shall consume or ingest any habit forming drugs.
- Stealing No member shall steal from "anyone"!
- 4. Respect No member shall be disrespectful, being disrespectful leads to unnecessary conflicts.
- 5. <u>Breaking and Entry</u> No member shall break or enter any room or building which will cause undue heat.
- 6. Gambling No member will gamble unless all parties have their money up front.
- 7. Guards No member is to engage in any unnecessary confrontations with the officers.
- 8. Sportsmanship When active, all members are to show good sportsmanship at all times.
- 9. Hygiene All members are required to keep themselves and their living quarters clean and presentable at all times.
- 10. <u>Incidents</u> All members are required to report all incidents, minor or major, to their coordinators.
- 11. A. + A. All members are required to aide and assist all B.O.S. and Latin Folks in all righteous endeavors.
- 12. Dues All members are required to pay dues \$25.00 a month, "if they are able."
- 13. Exercise All members are required to jog two laps, do 25 push-ups and 50 jumping jacks each recreation period.
- 14. Exploitation No member shall use his power or position to exploit another member.
- 15. Article 804 (303.) All members are required to familiarize themselves with this article of the administrative hand booklet.
- 16. Rape No member shall engage in any "forceful" sexual activities.

#### ARMS CODE

Mostly all the arms are the same with the exceptions of the "Heart" - our blood flowing as one nation. The "Crown" - our loyal allegiance to this nation. The "Star David" which I've give you and the "7-8" was dropped and the "Shield" was added which means we're bound by the protection this nation offers. All the rest are the same in this order: Heart, Crown, Star, Forks, Sword, Horns, Pail, Torch, Wings, Shield.

This Organization is a tool to provide programs with special interest that will develop enough education to prepare us for the political and economical realities of our struggle. As a fair and Unique group that we are, we will commonly except any proposals with merit presented to us by an Organization body who has interest in our ideology. As an example we offer the "Spanish Growth Development" (SGD), an Organization body of factions that has interest in our ideology. As we emerge ideas for Growth and Development, more material will be available for expansion and more areas will be controlled, to give more power to help our struggle throughout our communities within our confined environment.

FUTURE DIRECTIONS - Let us acknowledge and realize that society looks down upon a circle of people, gaining from our failures, while the (The SYSTEM) nourishes and enjoys the fountain of sweetness, one of which we are denied a share of. On our contrary, "How much longer should one continue to be denied?" It all depends on each and every individual member who chooses to take the first step in helping to build a solid and much stronger structure that will enable us to enlighten our minds and better our understanding.

In conclusion, one must remember that this Organization has a devastating vision which is to live life in a greater and more positive manner, for if we wait any longer, our vision will only wind up remaining just a vision, when we know that a vision can become a reality. Moreover, one can only speculate about the future, but, "There is every expectation that our cause will both continue to multiply and grow stronger forever." AMOR"

As an Organization, we have created additional laws to provide a structure of potential development that will guide the entire membership with a powerful reality that will bring forth a glorious future. Therefore a disciplined pattern has been established with rules that will endeavor a powerful way of action.

- (1) THE CODE OF SILENCE must be maintained by all, and at no time will anyone reveal any information about the Organization. If anyone goes beyond the limits of this code they will be held in every way, accountable for their actions;
- (2) What you have knowledge of, and what is discussed around you, must be kept confidential.
- (3) At no time will anyone issue out any information about our Executive Chairman, his elected officials, or any member. They must be secured at all times. "AMOR"
- (4) There are designated Governors who will hear all complaints and accusations brought upon our membership, to bring forth an end to any situation stemming from a disagreement, quarrel, or any disrespect among each other;
- (5) At no time will anyone disrespect the moral feelings of Mom or Pops, and the other members of the family, nor will attempt to dishonor the women of our organization. It will not be tolerated.
- (6) Whenever a member is in violation of our guidelines he will be judged by his designated superior if necessary, first by a verbal "Reprimand," then by a fine, to be followed by a "V" if necessary, not to exceed 5 minutes (any) or by termination.
- (7) No member is to be violated twice for the same offense. Members performing "V" will be held accountable if the task is not conducted effectively.
- (8) When a member is terminated for whatever reasons, there will not exist any associations with such an individual for whatever reason, unless he is retired and in good standards by way of his superior.
- (9) Any member who has allegations about another member in question, will undergo a screening investigation and the outcome will be determined by his superior.
- (10) Anyone making false accusations without facts to words about another member, will be held accountable. No member is to Act on their own accord against another member.
- (11) There is to be no excessive playing among each other. This will avoid unnecessary confrontations.
- (12) No member will indulge in the Acts of ARSON, RAPE, STEALING, nor MALICIOUSLY VANDALIZING our environment. To execute any of the above, they must be through a designated superior.
- (13) Every member will aid one another during righteous actions, be it mentally or physically and financially. We are expected to work together as a whole and we are not to compete against one another for any specific gain. We will work together even in times of depression.
- (14) There are many sections in different areas of "C's" but all are to be subordinate to our set of Laws, anyone not submissive to the authority commanded down to them by there superiors will undergo the same penalty imposed upon any member who breaks or goes beyond the limits of our Constitution.
- (15) No one will be allowed to engage in creating traitorous acts, conspiracy against, fraud against, and/or be

- engaged in the tampering of funds.
- (16) All members are not to accept any other teacher than that of our Chairman and his elected officials within the Organization. Nor, will any offensive criticism toward our Concept, be tolerated.
- (17) Every member must take the first step to become familiar with each and every law and must fully understand the meaning behind them.
- (18) In our Organization, there is a financial system that will require the entire membership to contribute to. Donations to our bank consists of dues and supporting donations to help us accomplish our set objectives that will develop our goals. The ENTIRE MEMBERSHIP is also required to attend meetings as requested, without being intoxicated.
- (19) A strong security system will exist to protect the entire Organization. Especially where gatherings or meetings are taking place, all members are expected to be in the company of another if necessary.
- (20) No member will be permitted to encourage the use of addictive drugs, especially the use of Ts and Blues, Heroin, Crack, or free basing Cocaine, any member who does not acknowledge guidance, will be terminated.
- (21) The entire membership is required to obtain or have knowledge of the police procedures, such procedures consists of documents, warrants, and the Miranda Rights. All members will exercise their Miranda Rights by pleading the Fifth Amendment when being interrogated by the police.
- (22) The membership will greet one another with a show of "AMOR", representation is not necessary. Your loyalty is to the Organization only.
- (23) Any member who wishes to abandon our Organization in order to enter another faction of allies, will have to be done through his superior, meaning that an initiation procedure will take place.
- (24) All members are required to pursue their education so that they can obtain enough education to bring forth a professional career for themselves and to aid the Organization in whatever endeavor.
- (25) Through the years we have acquired the Penal Institution where we and our allies have become an Intricate Union recognized as the "Spanish Growth Development". Whom therefore are allies to the "Black Growth Development" pursuing the same similar goals.
- (26) At no time will any member disrespect our allies. If by any chance and incident arises, the issue must be reported before any acts on their own accord. This will avoid any unnecessary confrontations.
- (27) We are to aid our allies in any difficulty, be it mentally or physically as long as they are in the right.
- (28) In the Penal Institution we will continue our struggle no matter what the pressure may be, we are never to abandon our Insignia for this reason, we are to familiarize ourselves with the Laws of the S.G.D.. This will enable you to adjust easier and properly in the new environment you will undertake.
- (29) Anyone entering our community will refer to and, abide by the Laws and policies of our Concept. We "C,s" (Spanish Cobras) are to protect ourselves in whatever means that may arise. Meaning that we will certainly secure our areas against any intruders.
- (30) Death before dishonor.
- (31) At no time will a women come between You and the Organization, Your loyalty to the Organization comes first!
- (32) A word of love, loyalty, and honor is vaguely enough to say that you, as a devoted member of this Unique Organization will swear to uphold and Teach the Ideology and Constitution of our Honorable Executive Chairman. That you, from the deepest place in your heart, will maintain the silence that is asked of all, to insure that "Our Code of Death before dishonor" is exercised and greatly respected.

#### OATH

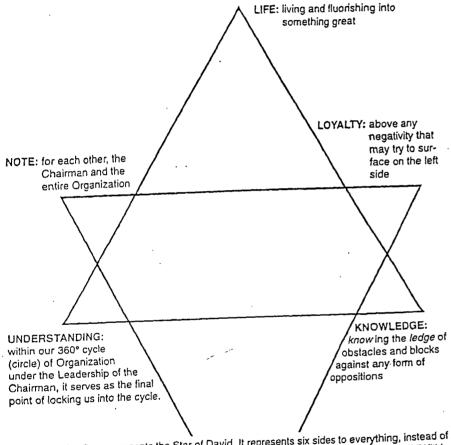
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I swear upon our beloved Insignia, to always abide by the Laws of our Constitution, and if necessary, to give my life in the place of another member.

I give my word, as a true man that I consider myself to be, that. That I will carry our Insignia as a prophet to the faith of our Organization until the day of my death. "AMOR"

In giving my OATH, I realize that my failure to keep my pledge will result in disciplinary action!

## SIX \* POINT STAR



The Six-Point Star represents the Star of David. It represents six sides to everything, instead of two sides as we've been taught. It represents us moving "Up and Down", "To and From", and "Within as Without". It also represents "ORGANIZATION WITHIN OUR NATION" and is our symbol.

It also represents "OHGANIZATION WIT

WISDOM: our HEELS giving us balance upon our path, and WISDOM down the road.

Pitch Fork ( // ) - Warrior sign. Our struggle to overcome the pressure we are under. (Power to overcome pressure)

Heart ( ) - Love we have for one another, our chairman, and our organization.

Homs ( ) - Means courage and strength. Overcome of our obstacles and blocks.

Sword ( ) - Death before dishonor. (Salvation and survival)

Wings ( ) - Togetherness of our organization.

Tail.( // ) - Represents our third cousins. White disciples.

Crown ( ) - Royal crown. Represents our newly elected chairman, Chairman Hoover.

Star ( X ) - Star of David.

360 - Love, life, loyalty, wisdom, knowledge, and understanding.

720 - Love, life, loyalty, educational, economical, political, and social development.

Ribbon/Flag ( )- Emblem of, or flag of our nation.

78 - (1978) - Inspiration of a new year. 1978 is when BGD divided into BG, GD, and BD.

424 - Death before dishonor.

412 - Emergency drama.

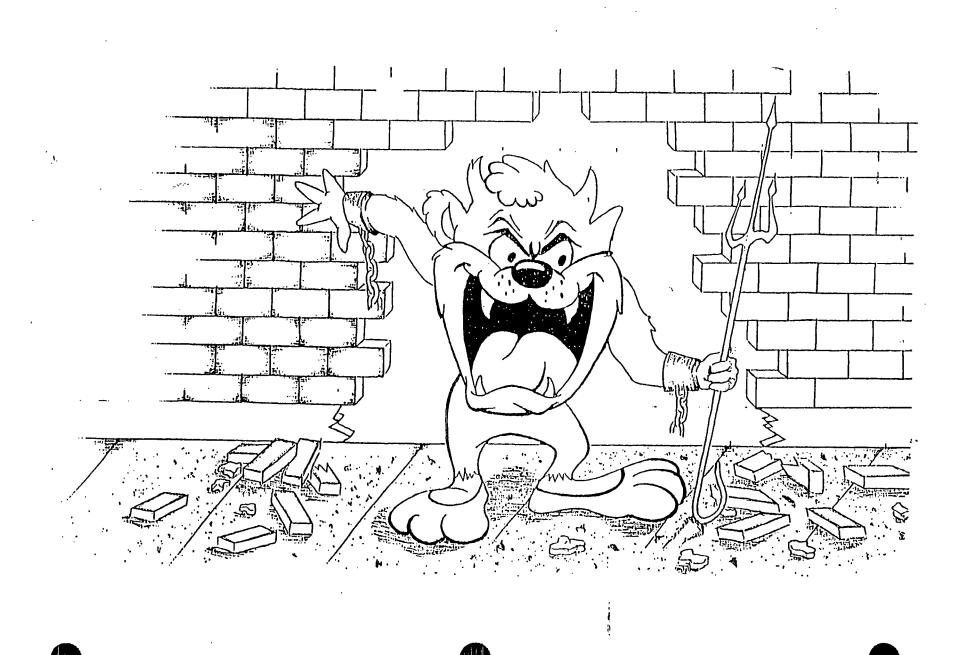
1613 - Plenty much love.

7.4 - Growth and development, Gangster Disciple.

2.15.19 - B O S.

5.0 - Police.

1-16 E-12 haws LD Codes OF WITH
ON SILENCE & SECRETCY DEIS FOR THE LOVE WES
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3.1 No STEALING THEFT SCHARMEN LARRY HOOVES 4.1 DISRESPECT STEADAY IS FOR LOVE, LIFE LOYS
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#### ORIGIN

In 1976 two families of Spanish Cobras moved from Chicago to Milwaukee following the murder of one of the family members who was the leader of the Spanish Cobras. Shortly after they moved, they established the Spanish Cobras in Milwaukee. After having dominated a section of the south side other groups emerged such as the Rican Brothers who started out as a "good guy" gang to protect themselves from the Spanish Cobras. Being out numbered, the Rican Brothers slowly diminished. Another group led by two local youth emerged calling themselves the Latin Kings. The Latin Kings were formed in opposition to the Spanish Cobras. In 1987, a leader of one of the two families of Spanish Cobras was murdered. It was believed that a member of the other family murdered this member. The killing caused a break up between the two families, resulting in a group calling themselves La Familia.

#### COLORS

GREEN and BLACK

#### **SYMBOLS**

Coiled Cobra Snake Initials S.C. (Spanish Cobra) Initials I.S.C. (Insane Spanish Cobra)

#### PRAYER

I am ready to die, now that I have seen you and know that your are still alive. Come together and listen, you are my strength, for we shall scatter the enemies throughout our Nation and have them by their necks. Our Nation is like a lion, killing our victim and returning to our den, stretching out and lying down. No one dares disturb us. Our Nation will hold the royal scepter and our families will always rule. Nations will bring us tribute and bow in obedience before us. Our territory will reach as far as starting from Bruce and Fifth to Lapham and Sixteenth. One will be ruler for his people, a poisonous snake from hell shall kill the enemies that curse us. Our Nation is like a vicious wolf. Morning and evening we kill and night we devour.

#### CONSTITUTION

We the membership are grateful to the Heavenly Father of his blessing in permitting us to enjoy the Ethic, Religious, and Political liberties provided. As we combine the sacrifices of the brothers in the past and present, we are grateful to them, for it was through them that this Unique and Supreme Organization has extended throughout the years. We as members will honor and respect the set of laws of our Constitution and will maintain a representative and an orderly governing body in that way.

- 1. Eliminate poverty and inequality within our Organization.
- 2. To assure Education, Political and Economical development within our Organization.
- 3. To provide Safety, Security, and Domestic Tranquility for the entire membership.
- 4. To provide a more gratifying style of social living for the liberties of our children.

We bless all of our members along with their families, and will continuously strive to provide our descendants with a more peaceful environment. "AMOR"

The purpose for this preface is to define our fast existence, Present existence, and our future directions as we continue to strive to achieve success throughout the coming years. First of all, one must understand the existence of our Organization since the late 60's when we had to pursue a positive and more satisfying existence of survival that brought about a true shining (GREEN) light for the purpose of our direction. However, it wasn't until the recent years that the shining light was able to develop itself into a well Organization group of folks, who now struggle to better the economical deprivation of our descendants.

As an example we offer the following, two well known organizations which were formed to bring about political labor orientation with the assistance of our allies emerged together to represent the "Youth Latin Organization," (YLO) in the early 70's. Organizing the YLO enabled them to press for better working conditions that would bring about Economical Development in our communities. In the middle of 1979, the "United Latin Organization" (ULO) was organized. After realizing and acknowledging our cultural beliefs and its values, we and our allies set out to bring about political power, better working conditions, better housing conditions, and peace and harmony throughout our hispanic communities. Our groups did not survive because of the lack of education, and the news media, who along with the governmental system wholeheartedly participated in causing destruction to our cause. Then survived because they developed the sufficient potential needed to achieve the Growth, Education, and Social Development needed to maintain an office that would petition any governmental system that oppressed our struggle.

We, as a true "Green Organization," that has manifested itself into a Unique one, and that has developed sufficient knowledge to bring about the necessary changes within the concept, the NEW CONCEPT will serve as a mechanism to bring forth the necessary objectives that will guide our membership to become professional in whatever field they may choose. This direction will point out more efficiently our goals, will give our information about the new objectives and interest within and plans that will better our future. Nonetheless a pattern of discipline must come about in a more aggressive manner, to enforce our rules more then ever, to serve as a means to our members.

## Spanish Cobras

RACIAL MAKEUP:

Hispanic

COLORS:

Black and Green

EMBLEMS:

Coiled King Cobra Snake:

"SC"; "ISC";

Six Pointed Star;

**ALLIANCES:** 

Maniac Latin Disciples

Folks Nation Gangs

**RIVALS:** 

Latin Kings

People Nation gangs

CRIMINAL ACTIVITY: Sales of narcotics, weapon

violations, assaults, drive-by shootings, murder

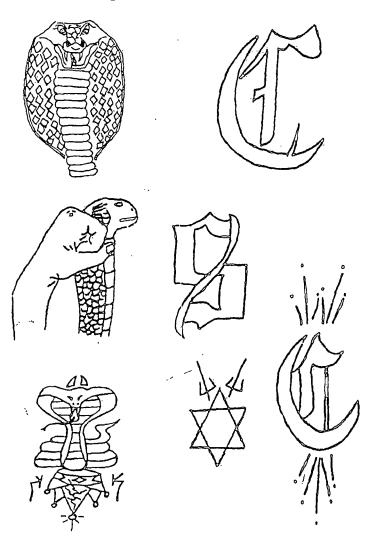
The SPANISH COBRAS were formed in the early 1970's in Chicago, IL. Though HISTORY: originally its members were Maniac Latin Disciples (MLD), a disagreement resulted in a group of gang members breaking away to form a new gang, the SPANISH COBRAS. Despite this, the two gangs are still closely aligned and are allies.

In 1979, "KC", the leader and founder of the SPANISH COBRAS, was killed by members of a gang called the Insane Unknowns. The ensuing gang war was called the "War of Insanity" and resulted in the deaths of many gang members over a week long period. Even today, SPANISH COBRA gang members return to the grave site of their fallen leader, "KC". The gang also does a retaliatory shooting on the anniversary date of his death, using this as a motive for the shooting.

The criminal expertise of the SPANISH COBRAS is in the street level sale of narcotics, which is enforced by the use of drive-by shootings. Their number one rival is the Latin Kings, who control most of the area surrounding the SPANISH COBRAS' territory, with the COBRAS having mastered the "art" of drive-by shootings in their on-going war with the Latin Kings.

The SPANISH COBRAS are part of a coalition called the United Latino Organization (ULO), which is made up of the Imperial Gangsters, Latin Jivers, Maniac Latin Disciples, and the SPANISH COBRAS. Members of the SPANISH COBRAS have been found to be residing in several of the Midwestern states, as well as in Denver, Colorado; West Palm Beach, Florida; and San Antonio, Texas.

### Spanish Cobras Emblems



#### SPANISH COBRAS PRAYER

I am ready to die, now that I have seen you and know you are alive.

Come together and listen.
You are my strength,
for we shall scatter our enemies
throughout our Nation
and hold them by their necks.

Our Nation is like a lion, killing our victim and returning to our den; Stretching out and lying down.

No one dares disturb us.
Our Nation will hold the royal scepter,
and our families will always rule.

Nations will bring us tribute, and bow down in obedience before us

One will be ruler for his people, a poisonous snake from hell shall kill the enemies that curse us.

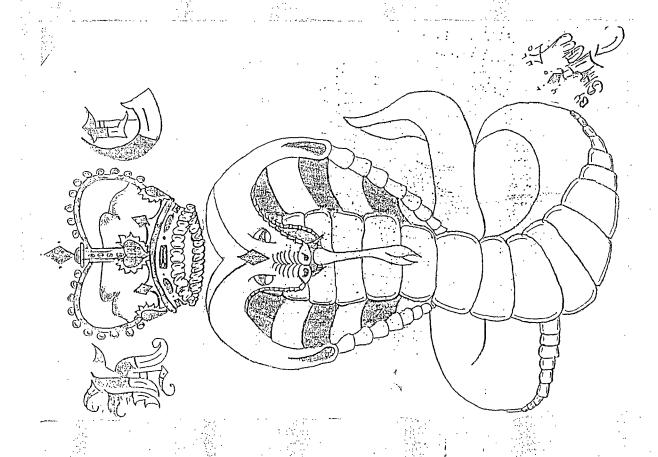
Our Nation is like a vicious wolf.

Morning and evening we kill,

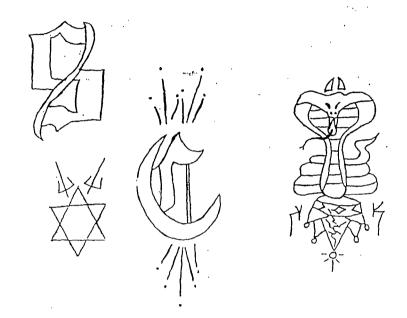
and at night we devour.

Insane (







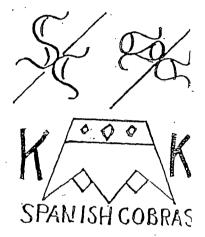


ETHNIC MAKE UP - USED TO BE 100% Buerto Ricán and Mexican.

Some whites.

Black Cobras.

AFFILIATIONS: Gangster Disciples, Maniac Latin Disciples, Orchestra Albany, Viking's.



Originated in 1976. Two Spanish Cobra families moved from Chicago to Milwaukee.

Colors: GREEN & BLACK

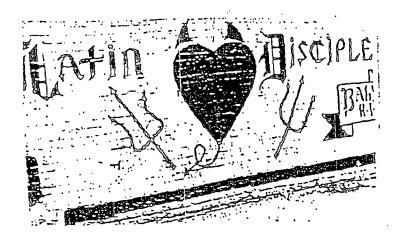
Symbols: Coiled Cobra Snake, Initials S.C. & I.S.C.

Or any 6 pt. identifiers, "Letter C"

Main Rival: "Latin Kings" -

KNOWN LEADER - WILLIE MEDINA of Milwaukee

#### MANIAC LATIN DISCIPLES



RACIAL MAKEUP:

hispanic, white, and black

GANG COLORS:

blue and black

EMBLEMS:

heart with tail of devil and horns; pitchforks; "MLD" or "FMLDN"; "D" with

backward swastika in center

ALLIANCE:

Folks

CRIMINAL ACTIVITY: street sale of narcotics

NAME OF FACTION: The above are various locations this gang controls. Each group is considered part of the Latin Disciples street gang and ride under the on-

HISTORY:

The Latin Disciples have been in existence for approximately 25 years.

It is the largest "Folk" Hispanic gang.

#### LATIN DISCIPLES

Handsign:



Colors: Blue and Black

Alliance: Folks

Emblems: Heart with tail of devil and horns; pitchforks; "MLD" or "FMLDN," "D" with backward swastika in center.

Racial Makeup: Hispanic, White and Black

History: The Latin Disciples have been in existence for approximately 25 years. It is the largest "Folk" Hispanic gang. They call themselves Latin Disciples, Maniac Latin Disciples, and YLO (Young Latino Organization) Disciples.

In their logo, a backward swastika signifies honor to their original leader whose street name was "Hitler" and was killed in 1970 by the Latin Kings. The swastika is placed backwards so the gang will not be mistaken for a white supremist gang.

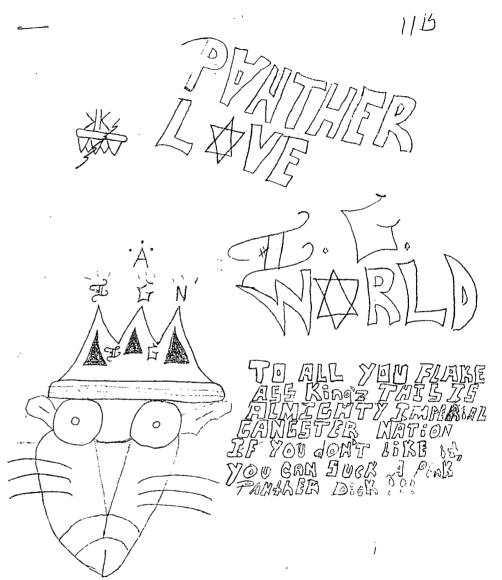


Disciple

## in the teachings of air honorable Chainman in all laws & policy. Not. Forth by our Chairman and his Desculus staff in the concepts of idiology in to aid-n-assisting all follow booting of the strugger and all sighteur endowens. standing strongly upon our six points. Utalinging, Knowledge, windom and understunding as use strive in our struggle for the oducation occupation, politics and social dound mont. That we are a special group of people integrity and dignity through the wining our great leader and through the vision we can become a nockening power of person seyand all boundaries without measures.

Zitzilin all it will get greater tater do it what 23 year And const. I don't soon as I can been tring to tak



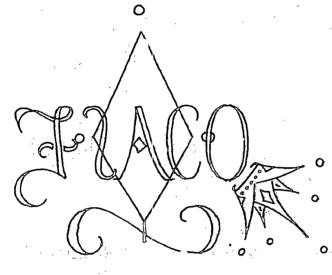


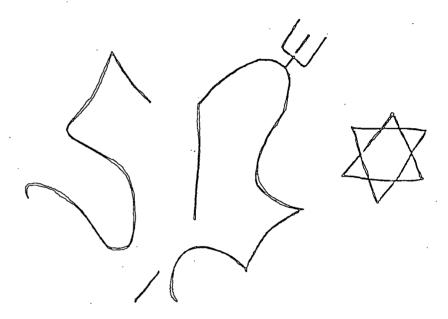
Alaca.

INSTITE
THEAMOND
NATION S.

Daniel Market State of the Stat

SATAN DISCIPLES or S.D.





RACIAL MAKEUP:

white, and hispanic

GANG COLORS:

canary yellow and black

GANG EMBLEMS:

Those characteristic of other Folks gangs

ALLIANCE:

Folks

#### **COLORS**

BLUE and BLACK

#### **SYMBOLS**

6 Pointed Star (Star of David)
Devil with Pitch Fork (pitchfork pointing upwards)
Initials S.C.R. (Simon City Royal)
Hat or Heart with crossed Shotgun and Cane
Bunny Rabbit Head with Bent Ear
Urban Sketch

#### **DEFINITIONS**

Surrender Carry &	Remember			
n	Initiate	Our		
Memory	The	Young		
Of	Youth	American		
Nations		Leader		
		Simon		

#### GOALS

- 1. Eliminate poverty for families of members.
- 2. Bring forth a business type setting for the families of members.
- 3. Provide protection for families of members.

#### CODES AND CONCEPTS

- 1. BLUE We wear Blue to identify ourselves.
- 2. SENIORITY Respect and honor all Royals with seniority.
- HONOR Honor all members of the Board and their decisions.
- 4. KNOWLEDGE Board members are chosen because of their Loyalty and Knowledge.
- WAR No war can come about unless handed down from the board, or unless the situation calls for it. But we first use knowledge.
- 6. UNITY We Are One.
- 7. SILENCE We are a silent vow to one another.
- LOYALTY We are Loyal to one another, or we are Dead to one another.
- 9. DEVOTION Our Lives are devoted to our Nation!
- 10. RESPECT Respect each brother of this Nation equally.

#### LAWS

STAR OF DAVID - is the name of the six pointed star.

Six laws of the Folks Nation are: LOVE - LIFE - LOYALTY - WISDOM - KNOWLEDGE - UNDERSTANDING:

- 1. LOVE Is for your Nation, and never hesitate for it is Growth and Unity. We want to Elate.
- LIFE Is at hand for something we must stand for, because Folks are multiplying across the land.
- LOYALTY Acceptance and True Blue devotion to organize, maintain, and keep in Motion.
- 4. WISDOM Needed on the Path of True Blue Enlightenment, for it enhances the character of those who submit.
- 5. KNOWLEDGE A gift you receive as time goes on. To share with others when your Chief is gone.
- 6. UNDERSTANDING The perception of things that way they are, opposed to how one would have you perceive them to be.

#### **RULES OF ROYALS**

- 1. Be loyal to your Nation, if it comes down to a fight, stand as one.
- 2. No gambling with other folks. No organizing with opposition such as Vice Lords & Latin Kings.
- 3. No perpetrating slanderous bullshit, until a full investigation is sought after.
- 4. ROYAL colors are BLUE & BLACK.
- New comers will be subject to a minimum of 30 days probation period. If there are any skeletons in the closet, they will be subjected during that time period.
- Any violation will be given out by the enforcer which will be done accordingly to severity of violation committed.
- 7. All fines and violations should be given at any certain time. The 720 is a pure ass kicking violation. The 360 is fines, also if necessary, it will be the result of a physical violation. While your are incarcerated you will be subject to ride the 720 law, unless further stated by a commanding superior.
- 8. No homosexual activity or gestures.
- The chain of command is expected out of any and all brothers. (You are being out of order if you are breaking any of these rules [codes], and you are opening yourself up for a fine or physical violation or both!)

### CREED

We as royals assert our goal with thought of action in preparing the offense with knowledge, in telling the opposition that in action we shall test our best and end at rest in knowing that our hearts are fulfilled in a strange but real world of ideas that may promote you to death if need be so there for use knowledge of Royalty and not simplicity, and always acknowledge we are the best at any test and never shall a Royal settle for less. "From my knees to my chest to the stars with R's"



带色以参州 CSHA 经各个条门部

KINDR 6 BE BAETSINA DE SPATESINA LA FAMILIA NATION



VICE LORDS

LATIN KINGS

AND OTHER

5 PT. AFFILIATES

# **VICE LORDS**

V.L. V.L.N.

PEOPLES -

COLORS; **BLACK & GOLD** 

**FORKS POINT** DOWNWARD

HATS/CAPS WORN TO LEFT

LOVE

STAR SIGN 5 POINTS

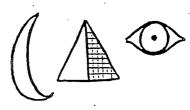


# OTHER SIGNS

HALF MOON PYRAMID EYE CHAMPAGNE GLASS

TOP HAT

CANE PLAYBO'



VICE LORDS/PARKLAWN V.L.N. S-ALIVE/5TH KEEFE 2-4 BOYS/24TH NASH EL-RUKINS/ALL OVER 20-OLDER BLACK STONES :



4 CORNER HUSTLER (IMPERIALIST GANG (60-64 SILVERSPRING) LATIN KINGS - JR. KINGS (SOUTH SIDE) LORDS, INC. (BLK) 3RD CLARK

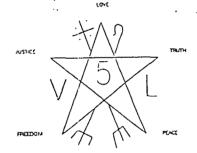
# VICE LORD NATION



"PEOPLE"

TATE WEETER

RED/BLACK



AVEN - ALMIGHTY VICE LORD NATION

CVLN - CONSERVATIVE VICE LORD NATION

IVLN - INSANE VICE LORD NATION

UVLN - UNKNOWN VICE LORD NATION

4 CORNER HUSTLER

MIGHTU VICE LONG NATION

YOU LOW DOWN LOW-

CAN WE THAT HOES INTO

ON SE OF SE

# LOCAL/STATE

# Multiple murder suspect held

Bond for three alleged Chicago gang members arrested after a shooting Sunday in Green Bay was set at \$500.000 each

By Brian M. Kerhin News-Chronicie Reporter

One of the three men arrested in connection with a West Side shooting Sunday in Green Bay is wanted for at least five murders in Chicago.

Terrance Richardson, 23, is the third-highest ranking member of the Conservative Vice Lords gang and is wanted for 10 shootings in the last year, according to Brown County Assistant District Attorney Kevin Rathburn.

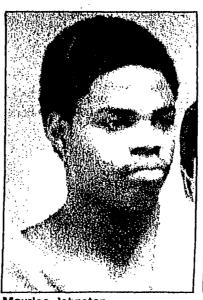
Richardson is wanted in Cook County, Ill., on a \$1 million warrant for an execution-style slaying. He also fired an assault weapon at a police officer and is among Illinois' most wanted criminals. Rathburn said.

Richardson was in Green Bay a



Terrance Richardson

week ago when William Summers was arrested on a warrant for the same execution-style killing. Summers was taken into custody at the home of the victim in Sunday's inci-



Maurice Johnston

away then.

Richardson, Vincent Thornton, 22, and Maurice Johnston, 17, all of Chicago, are all being held on \$500,000 cash bonds pending an dent, although Richardson got April 1 preliminary hearing on to retrieve furniture and cash, al-



**Vincent Thornton** 

charges of being party to attempted first-degree intentional homicide and false imprisonment.

The three apparently came to Green Bay on gang business, trying

though the criminal complaint doesn't provide many more details about the possible motives.

Earl Miller said he went to 911 S. Maple St. Sunday and was immediately confronted by the suspects. who he knew. He believed he was going to be killed, so he dove out a window. He was shot twice in the leg as he fled.

The three suspects were arrested after a high-speed chase into Ozaukee County. Richardson threatened to fire at officers, g Johnston said.

Defense attorney William Fitz-Gerald portrayed Thornton and Johnston as unwilling participants and asked for a \$1,000 cash bond. Court Commissioner Lawrence Gazeley, however, set the \$500,000 bonds, believed to be among the highest ever set in Brown County.

If convicted of both offenses, the three could be sentenced to 50 years in prison, plus additional time for repeater and weapons-use enhancers.

# Gang leader apprehended in chase

# The Chicago man is wanted in 10 shootings in the last year

GREEN BAY (AP) — A Chicago street gang leader sought in numerous shootings there is among three people charged with attempted homicide in a Green Bay shooting that led to a chase on Interstate 43, a prosecutor says.

Terrance Richardson, 23, believed to be the third-ranking member of the Conservative Vice Lords gang, is wanted in 10 shootings in the last year in the Chicago area, said Kevin Rathburn, Brown Coun-

ty assistant district attorney.

Richardson was named in a \$1 million warrant in a Chicago homicide case. Also sought in that case was William L. Summers, 23, of Chicago, who was arrested earlier this month at the Green Bay residence of Earl L. Miller, 34.

The wounding of Miller on Sunday at a Green Bay home resulted in the charges Monday against Richardson, Vincent Thornton, 22, and Maurice Johnston, 17, all of Chicago.

They were ordered held on \$500,000 cash bonds pending a preliminary hearing in Brown County Circuit Court April 1 on

charges of attempted first-degree intentional homicide and false imprisonment.

According to the criminal complaint, Miller said he went to a friend's residence and was confronted by the three defendants.

Fearing he would be killed, he dove out a window and was shot twice in the leg as he fled, the complaint said.

The three fled and were chased on Interstate 43 in Sheboygan and Ozaukee counties before a spike-strip device was placed on the road, puncturing the tires of their vehicle and causing them to go into the ditch near Mequon.

# Police says Chicago gang presence a signal

EGang members are attracted by the higher prices drugs command in this area

GREEN BAY (AP) - The arrest of a Chicago street gang leader in a Green Bay shooting should serve as a wake-up call to city residents about rising drug traffic and related crime, a police official says.

"We have a very safe community here, but also there are some very dangerous people here from time to time," said Detective James Swanson, gang officer with the Green Bay police force.

The FBI said it had warned local police that Terrance Richardson, sought in two Chicago area homicides, might come to Green Bay looking for

a Green Bay man.

That was before Richardson's alleged involvement in a shooting Sunday that left one man wounded and led to a chase southward on Interstate 43, ending in the arrest of Richardson and two others in Ozaukee County.

Chicago detectives said they might come to Green Bay today to interview the three.

The warning to Green Bay police noted that Richardson, 23, was considered extremely dangerous and sometimes used a Thompson submachine gun.

"He sprayed bullets all over the place in a drive-by homicide," said Terrance Thedford, a Chicago detective attached to an FBI fugitive flight task force that was looking for Richardson.

Green Bay police had picked up William Summers on the west side about two weeks ago and found he was wanted for murder in Chicago.

Richardson, described as a leader of the Conservative Vice Lords gang, remains jailed along with Vincent Thornton, 22, and Maurice Johnston, 17, all of Chicago.

The three are being held on \$500,000 bond each on charges of attempted first-degree intentional homicide. Their preliminary hearing is scheduled Tuesday in Brown County Circuit Court.

According to the criminal complaint, the three intended to kill Earl L. Miller, 34, of Green Bay and wounded him when he dove through a window and fled from them.

Swanson said police weren't totally surprised by Richardson's presence in Green Bay Sunday.

Drug traffic here has "increased steadily" over the past several years, and it is due to gangs from Chicago, Milwaukee and Minneapolis doing business here, Swanson said.

The reason for Green Bay's attraction is twofold: One, there are fewer drugs on the market here; and two, they consequently command a higher price, which means bigger profits for gangs.

The presence of gang leaders here is "a community problem, not a police problem," Swanson added, asking people to get more involved by reporting suspicious activity.



# ICE LORD NATION



Originated as a social club on thw west side of Chicago in the late 50's.

Developed into one of the largest and most powerful street gangs.

Colors: Red, Black & Gold.

Affiliations: Latin Kings, El Rukns (3.P.S.N.), Mickey Cobras.

Rival Gangs: Gangster Disciples, Spanish Cobras, Simon City Royals &

Most other 6 pt. affiliates.

# Symbols

5 pt. star
cane & tophat
playboy bunny
pyramid
gloves
initials; "IVL, CVL, CIVL, TVL RVL, UVL & 4CH".

# VICE LORD NATION

#### ORIGIN

Started out as social club in the late 50's, on the west side of Chicago. Two larger rival gangs, the Cobras (west) and the Imperial Chaplins (east), forced the Vice Lords to expand its membership. Other street gangs joined with the Vice Lords and through structural organization, the Vice Lords have developed into one of the largest and most powerful of street gangs.

#### **COLORS**

BLACK

Our heritage.

GOLD Knowledge.

(The Sun shining down upon us - TRUTH IN OUR NATION GAINED THROUGH

KNOWLEDGE).COLORS

RED

The blood that was lost in times of slavery and the blood lost in times of battle.

#### **SYMBOLS**

5 Pointed Star

Pyramid with Top Hat, Cane and Gloves

Circle surrounded by Fire with 2 Half Crescent Moons

Playboy Bunny Head Dice on 7 or 11

Dollar Sign

#### STRUCTURAL BREAKDOWN

#### SUPREME CHIEF or KING (Elite)

- 1. Overall policy.
  - Head of the Executive Board.

#### PRINCE (Elite)

- Carries out policy of the Supreme Chief.
- Member of the Executive Board.

#### CHIEF SPOKESMAN (Elite)

2.

- 1. Appointed by the Supreme Chief
- 2. Speaks on behalf of the Chief in his absence and the absence of the Prince.
- 3. Carries out policy handed down to him.
- 4. Member of the Executive Board.

### LORD MINISTER (Elite)

Conducts prayers.

#### GENERALS (Elite)

- Presides over Meetings (Branch).
- Organize the Branch.
- Appoint committees.
- 4. Follow policy of Supreme Chief.
- 5. Exercise general authority over the Branch.
- 6. Member of the Executive Board.

#### CAPTAINS

- 1. Assist Generals (mostly in the prison system)
- 2. Member of the Executive Board.

#### LIEUTENANTS and SERGEANTS

- In charge of field operations.
- 2. Enforce conduct and assist in all disciplinary problems.
- 3. Conduct meetings in absence of other leaders.
- 4. Member of the Executive Board.

#### OATH

I, Lord (members name), in the name of the Almighty, solemnly swear that I, as a representative of the Almighty Conservative Vice Lord Nation, will not dishonor my most sacred weapon meaning Vice Lord Love and Unity, nor under the threat of death will I deny those who stand beside me. I as a representative of the Almighty Conservative Vice Lord Nation will listen to the truthful teaching of the elite. I will also serve my time constructively while imprisoned so that upon my release I will become useful to my community and to myself as a whole. So let the Black God Allah bear witness to this oath. By the birth, spirit and through the heart's core. I come as I am. VICE LORD.

#### STATEMENT OF LOVE

For you my brother, my love begins at birth, matter of fact through all our heritage because of the color of our black skin. I am you and you are me, our minds are the same, our souls are searching for the same destination through the heart's core, I come as I came. VICE LORD!

#### VICE LORD KEYS

#### WHAT IS LORDISM

It is the philosophy, the ideology and guidelines of a chosen way of life. A loadstone that was made manifest through the then primitive teaching influenced by the times and environment of its first teacher the HONORABLE PEPPILOW, and chiselled down by devoted believers from various schools of thought into its structure of today.

#### WHAT IS THE PHILOSOPHY OF LORDISM

First the belief in its authenticity in the sight of God. We don't believe anyone people have a monopoly on God or anyone religion can claim him exclusively. We believe that man represents the living temple of God and God exists in that temple. We believe that all men are created equal in the sight of God and that the righteous Vice Lord will be a recipient of God's grace in the same fashion that any other righteous person will regardless of his/her religious persuasion. All religious books affirm mans superiority over the rest of God's creation, thus it is from the understanding of such books that the righteous believers have obtained a deeper understanding of his Lord self. The Quran says that Allah (God) put man here as his Vice Garret/Garrison. Our interpretation of this is that he put man here to be his Vice Rulers of this physical world.

#### THE MEANING BEHIND OUR NAME

"Vice" means one having faults (the human being), second in importance (man being second only to Allah), Allah (God) being ruler of all the world and universe. Man was elected by him to be his righteous believers or his vice rulers of the physical world. "Lord" means on having dominion over other, a ruler. We see ourselves as God's highest creation, his custodians of this physical world, his Vice Lords. We believe that whether you address yourself as a Muslim, a Christian, a Jehovah Witness, etc.. By the definition of that which just been define you are still a Vice Lord, the only difference is on of interpretation and acceptance of faith.

4. WHAT IS THE RELIGION OF VICE LORDS

Lordism is the religion yet he is not religious fanatic. The Quran and all the religious books tell man to take of the bounties of the earth. The righteous believer interpret this as a sign that man should always strive to improve his life condition and strive to balance himself; spiritually, physically, mentally and materially. The righteous believer seeks to promote himself in the sight of God, but he also has concerns and needs in this world.

#### 5. ABOUT THE RELIGION

A Lord is a seeker of truth, as Lordism encompasses every facet of life. We acknowledge the existence of God in every people and acknowledge every peoples right to communicate with him. Lordism is a complete way of life, it is a life of involvement with both God and State. It is the belief in the one true God and associates no partners with him.

#### 6. THE RELIGIOUS BOOK OF RIGHTEOUS BELIEVERS

A Lord will study any religious book and use them selectively as reference points and guidance if they will help to contribute to his development, but always in the frame of mind that man and not God is the author of such books. He believes in the presence of God and believes that "no book" have been able to capture that presence fully or truthfully. To him, everything in print deals with the relative truth and not the absolute. Absolutes are things the mind of God knows them, while relative truths are things as the highest reasoning of man understands them to be. Of all the religious books, Lords tend to favor the Quran.

#### 7. WHY DOES A LORD LEAN TOWARDS THE QURAN

We believe that there is knowledge and truth to be gained even from the bible, but only after a long tedious process of shifting through its maze. On the other hand, regardless of the fixation of the relative truth that we automatically apply, we still find the Quran to be the best book for our people, as the Quran corresponds more with our way of thinking and is very supportive of our way of life. Still we are Lords and not Muslims, there exist that degree and that difference.

#### 8. DIFFERENCE BETWEEN A LORD AND MUSLIM

What is the difference between a Lord and a Muslim since both acknowledge the Quran? The difference is in our guidelines, name, application and interpretation of faith.

#### BELIEF OF A LORD

(1) Belief in the one God who's proper name is "Allah." (2) Prayer. (3) The belief that man is the highest temple of "Allah" and vice ruler of all made manifest in the physical realm of creation. (4) The belief that all religious books only deal from the relative and not the absolute.

#### WHAT IS THE DIFFERENCE IN PRAYER

A Lord does not pray in the conventional style of a Muslim. A Lord making prayer brings his forefingers and thumbs together and shape the pyramid over his head in a symbolic gesture and says: "Oh Allah, I seek shelter from the forces of evil and the schemes and threatening plans of my enemies." Then brings his hands down in a palms up position to make prayer.

#### 11. GREETINGS

It would not subtract any degree from you if one would greet a Muslim as he would greet you, but greet our brothers under the master sing with the greetings of "Lah Via Va Va Illilaha Halalul," with our palms up. He should return the greetings, "Via Va Va Lah Halalul Illilaha."

- 12. WHAT'S THE MEANING BEHIND THE GREETINGS Lah - (Love) Via - (Vice) Va Va - (Lord) Illilaha - (My Sword) Halalul - (My Shield)
- 13. WHAT IS THE MASTER SIGN

Palms up and all other greetings or emblems of Vice Lord. The meaning of Vice Lord, the righteous representation of Vice Lord (These are the master signs of Vice Lord).

14. WHY THE VARIOUS SCHOOLS OF THOUGHT

> Because the Vice Lord Nation is symbolic to the family, it represents the highest principles of a real Blood-line family Love, Truth, Justice, Harmony, Peace, Freedom, and Understanding. As in every family, the Lord Father and Queen (mother) upon producing life have to bestow a name of their favor upon that life, for every life they produce they honor that life with a first name for distinguishing purposes and the child automatically inherits the last name which will affirm, its identity. Such is the composition of the various branches or fractions that make up the Vice Lord Nation. They have been granted autonomy and have formed the various schools of thought according to their father; likewise, our fathers brother who shares the same family name, no matter what his or his children's first name as long as they adhere to and acknowledge the dictates of the parents and accept the family name, the family will embrace that child. One must remember the root of its existence is the family. The teachings as administered by Chief Al-Ugdah from the unknown school of thought.

WHAT ARE THE MASTER TEACHINGS

The teaching of Lordism, the teaching of man as a Vice Ruler second only to "Allah" in his relationship with the World. They are the teachings that places man in charge of his selves and the World he lives in. ON THE SELVES OF MAN (MIND)

Truth and Falsehood are two absolutes, personified they represent the developed man (mind), which signifies the virtuous and the non-virtuous states of man (mind) and on the higher self in existence with the lower self, the self that controls will depend on the feed of man (mind). The entire composition of the human being rotates from the axis of these two absolutes, the selves of man (mind) are inextricable, man can only subdue his lower self not separate himself from it entirely. Distraction or temptation can open the valve and allow the lower self to seep through the cracks. The Lord Man, Lord Father, the Vice Lord, every action, every reflection and every deed springs from the balcony of the Mind (his virtuous self) or the basement of it (his non-virtuous self). All the selves of man (mind) are tied to there absolutes. This fixation is universal, even the three dimensions of Vice Lord spin from these fundamental truths.

#### SYMBOLS AND THEIR MEANINGS

CIRCLE

The Circle means 360° of knowledge and what was, will always be, that Black people once "ruled" the world, and will once again "RULE."

FIRE

The Circle is surrounded by Fire. The Fire means and represents our Nation's true knowledge of themselves as being suppressed. The Flames prevent our reaching true 360° of knowledge because of the heat (White Structure).

DARKNESSInside the Circle is Darkness or "Jet Black," and this represents that universally Black People are a Majority People, not a minority.

MOONS

Inside the Darkness are two Crescent Moons, they represent the splitting of one Nation into two, one in East (Asia, Egypt, Afrika, ...) and the other in the West, this is "US."

**STAR** 

Also in this Darkness is a Golden Star, this is the Eye of Allah keeping watch over his people, a just/justice seeking people. Representing: LOVE, TRUTH, PEACE, FREEDOM and JUSTICE.

PYRAMID The Darkness also engulfs the Pyramid Triangle, which is our strength, it is the phenomenon that puzzles the white world today. There is still no knowledge of Pyramid building, even with all the technology of the white man's world. Society can't even begin to build or understand how to build the Pyramid, yet the Pyramid was built by Black People. We, Almighty Lords are sheltered by this Pyramid of strength, until we are able to cleanse our minds; there are three aspects to the formation of the mighty puzzling Pyramids, they are: physical, mental and spiritual knowledge. We must decide now, how we want to live. Are we going to let our physical cravings take control of our minds? Or are we going to control our bodies, as it is supposed to be? "MIND OVER MATTER."

SUN

Inside the Pyramid is the Sun, this represents the rising of Truth in our Nation, once our minds have again gained control over our physical bodies. We will think as men, and be able to understand and respect one another's life position, "Then We Can Move As Men (ONE!)" in a righteous direction. We, like all Black People living within the shelter of the Pyramid, under the watchful Eye of Allah, we are guided down the proper path.

HAT

The Hat represents the sheltering of our heads, until we can get them together. It also represents the fact that we are Conservative in our thinking.

**GLOVES** 

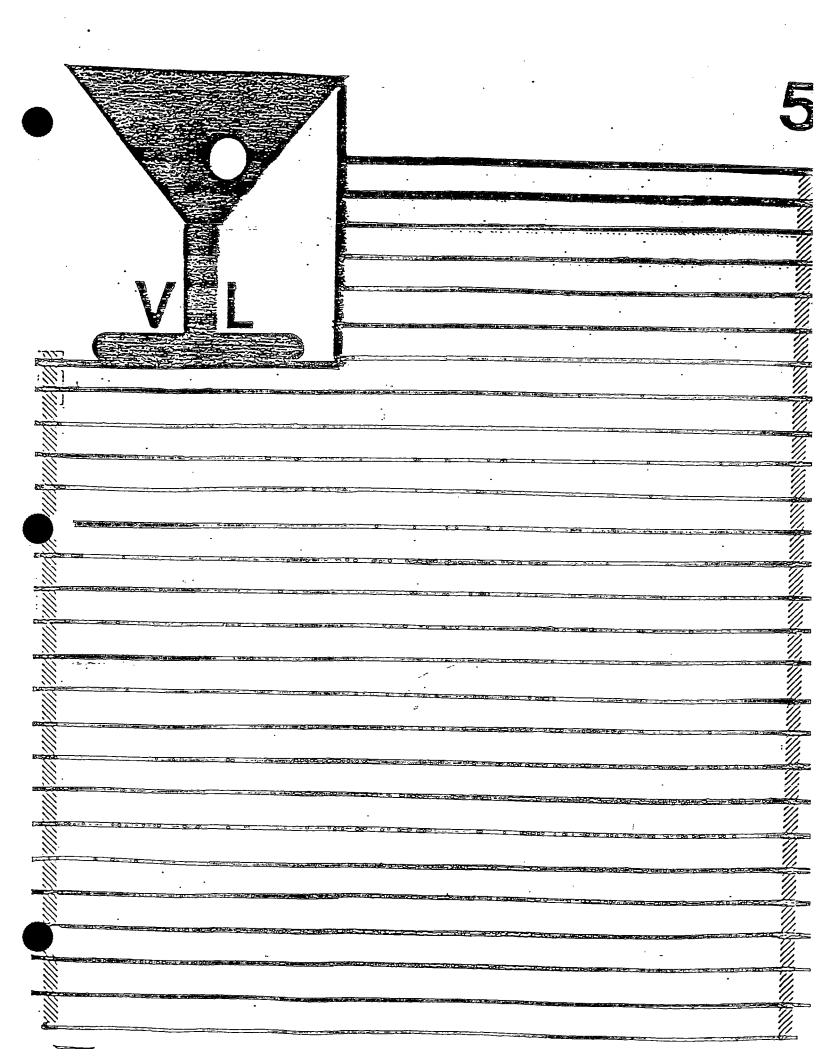
The Gloves represents "Purity," that we will keep our hands clean of any act that causes division among our people. This is also the reason for representing as we do now (palms out/upward), we show each other that our hands are clean, I MEAN YOU NO WRONG! (A Vice Lord will never give the Palms Up Sign while wearing a Glove(s).)

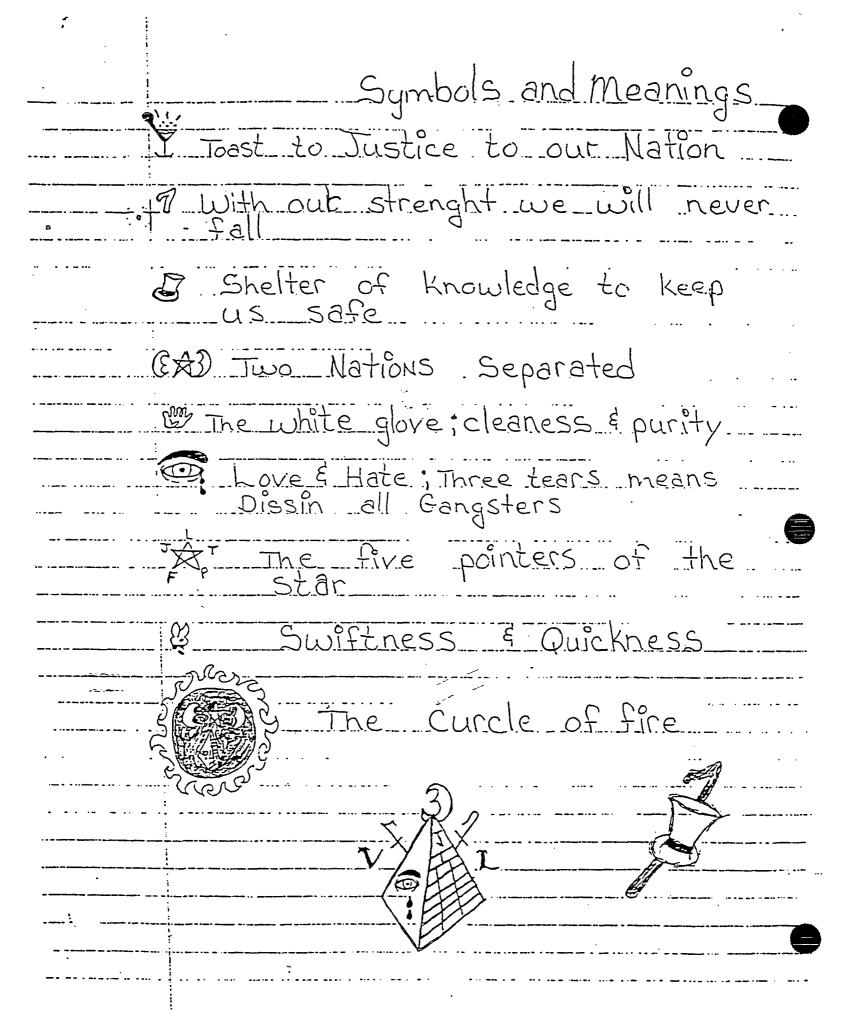
CANE

The Cane is our staff of strength, as we need the Cane to help walk when we are old. The Cane represents the need for "US" to support one another in these trying times.

GLASS

The Glass represents the celebration of the birth of this Almighty Vice Lord Nation.





**COLORS** 

BLUE and RED BLACK / RED and GREEN

#### SYMBOLS

5 Pointed Star Pyramid with Eye Sword Sun raising behind Pyramid Circle 7

#### ORIGIN

In 1959, a 12 year old school drop-out, named Jeff "Angel" Fort started the "Blackstone Rangers. Fort lived on a street named Blackstone and his gang would meet on the corner of Blackstone and 65th.

In 1969, Fort controlled approximately 6000 gang members and his gang was recognized as being the most powerful gang at that time. Fort controlled the entire Woodlawn area and began calling himself the "Black Prince."

Fort then changed the name of his gang, from "Blackstone Rangers," to "Black P Stone Nation."

Fort controlled this gang with the help of 21 other gang members that were called the "Main 21." At meetings, held at the First Presbyterian Church, Fort and the "Main 21" would address gang membership in excess of a thousand members. Reports were given on guns stockpiled, disciples (rivals) beat up or shot down, how many TVs-cars-stoves- refrigerators were stolen etc.. Fort would stress to his membership the importance of extortion, terror and not letting anyone stand in the way of the Nation at these meetings.

In the late 60's, Fort received \$980,000 dollars from the federal government in the form of "Anti-Poverty Funds." In 1969, Fort was invited to the White House for President Richard Nixon's inaugural ball. Fort did not attend the inaugural ball, but did send a member from the "Main 21."

In 1972, Fort was sentence to five years in federal prison at Leavenworth, Kansas for defrauding the federal government of \$980,000 from the federal job-training program. He was released from prison on March 12, 1976 and paroled to Milwaukee, Wisconsin. Fort tried to join the "Black Muslims" and the "Moorish Science Temple of America" upon his release from prison. Fort was refused membership by both. The term "El Rukn" then began to appear.

On April 14, 1978, the El Pyramid Maintenance and Management Corporation was formed. This corporation purchase a building at 3947 S. Drexel for ten thousand dollars in stacked bills. This building was then named "El Rukn Grand Major Temple of America" and El Rukn symbols and colors were displayed on the building. Fort began calling himself "Chief Malik" and conducted meetings at this new building. Meetings were conducted along Islamic lines, but the content remained similar to that of the old Blackstone meetings. The organizational chart of the El Rukn Tribe includes 21 Emirs and also remains similar to the Main 21 (generals) of the Black P Stone Nation.

El Rukn Tribe of Moorish Science Temple of America believe that God is Allah and Mohammed his prophet, that Noble Drew Ali was "Holy man", but not the last prophet. The "Glorious Koran together with the "Holy Koran" of the "Moorish Science Temple of America" and the writings of Jeff Fort form the beliefs of the El Rukns. Hold Services on Friday and on Sunday. Sunday services are for women and children for instruction purposes. El Rukns wear a Kufi (red/black/green) to identify their religion and on Friday wear a fez (tapered red hat with a black tassel) to display Moorish identity.

# EL RUKN MOORISH SCIENCE TEMPLE OF AMERICA

Handsign:

W JUH

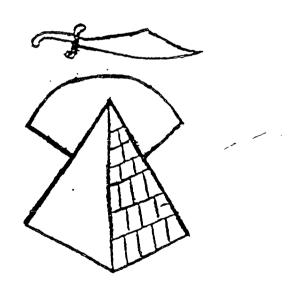
Colors: Black, Red, and Green; sometimes Blue and Red.

Alliance:

Emblems: Pyramid with rising sun the pyramid will have 21 stones on one side and may or may not have a number 7 on the other side.

History: The El Rukns have been in existence under their present or former names for approximately twenty (20) years. The El Rukns, formerly known as the Grassroot Independent Voters of Illinois, is the most sophisticated street gang in Illinois.

Within the institutions, El Rukns maintain a low profile and are involved in few confrontations. In this way, they are able to conduct "business" as usual.



# MOORISH SCIENCE

#### **ORIGIN**

Moorish Science Temple of America was founded in 1913 by Timothy Drew who was born in 1886, in the state of North Carolina. Drew influence by some forms of oriental philosophy that racially attacked Catholicism, began research and he eventually wrote the "Holy Koran." The "Holy Koran" for the Moorish Holy Temple of Science is not and should not be confused with the orthodox "Mohammedan Koran," they are two different books. Although Drew had little education, sincerity of purpose and determination to lead his people from difficulties of racial prejudice and discrimination, brought him followers. Drew was obsessed in his thinking that upon becoming in the faith of Moorish Science, one must first claim their true nationality (Morocco). Asiatic" (any person not of pale hue, non-Caucasian) had to refuse being called Black, Colored, Negro, Afro-American, etc. and henceforth call themselves "Asiatic" or more specifically, "Moors" or "Moorish Americans". "Noble Drew Ali," (Timothy Drew) declared members as "Moslem" (people of dark hue) under the Divine Laws of the "Holy Koran" of Mecca, Love Truth Peace Freedom and Justice. He instructed members to honor all divine prophets, Jesus, Mohammed, Buddha and Confucius. Members were taught to believe that a sign, a "star within a crescent moon," had been seen in the heavens, and that this betokened the arrival of the day of the "Asiatic," and the destruction of the Europeans (whites). Membership began wearing "fezzes" (tapered felt cap; red with black tassel) and became openly conspicuous while walking the streets. Temples were established as membership increased in Newark. New Jersey (first), Pittsburgh, Detroit, Chicago, and numerous cities in the South. As membership increased, others were appointed by Noble Drew Ali to help extending his work. These newly appointed leaders soon began exploiting the membership and while growing rich, made attempts to displace Noble Drew Ali. Eventually one of the leaders was killed and although Noble Drew Ali was out of Chicago at the time of the slaying, he was arrested by the police to await trial for the slaying. Released on bond, Noble Drew Ali died under mysterious circumstances and the trial was never held. Since his death this group has split into many sects. Some follow the spirit of Noble Drew Ali, while others follow the reincarnation of Noble Drew Ali with their leader claiming to be the former prophet returned to earth in another body. The leader of each branch temple is known as "Grand Sheik" or "Governor." Organization structuring is lacking due to secrecy of group, but there are elders and stewards. Members are called "brothers and sisters." Moorish-Americans take one of the tribal names of his nationality and sign that tribal name behind his Slave name. This is done because, the so-called Black people of America are in fact the descendants of the ancient Moabites who were of the Canaanite people and the founders of Civilization. The Moabites were Moslems and the founders of the Holy City of Mecca. The "HOLY KORAN" is sacred and SECRET; No non-believer may see the "HOLY KORAN" and for that reason little is known. The first page does contain a picture of Noble Drew Ali. He is pictured as being tall and slender. He is dressed in dark trousers, dark shoes, a white robe and sash, collar and necktie, and fez. His right hand is stretched across his breast. The introductory page speaks of Noble Drew Ali as being ordained by Allah and as his prophet, Noble Drew Ali is to divulge His secrets to the dark folk of America. The concluding chapters, which are numbered 45-48 teach of the divine origin of Asiatic nations with Egypt as the capital empire of the domination of Africa. In these last chapters many of the principals of the cult are expounded.

#### **PRINCIPALS**

- 1. Charter of Moorish Science Temple came from the great capital empire of Egypt.
- 2. Before you can have a God, you must claim nationality (Morocco).
- 3. There is no Black, Colored, Negro, Afro-American. ONLY ASIATIC or MOORISH AMERICAN.
- 4. Christianity is for the European (pale hue skinned).
- 5. Moslemism is for Asiatic (dark hue skinned). Followers are Moslems, not Muslims.
- 6. Noble Drew Ali is considered spirit like, a prophet of Allah (God), along with Jesus, Mohammed, Buddha, Confucius, and Zoroaster (founder of Zoroastrianism in 6th/7th Century B.C. of the ancient Persians).
- 7. Followers worship in a temple, not a church.
- 8. Friday is the Sabbath.
- 9. Christmas is observed on January 5th, the anniversary date of the reincarnation of Noble Drew Ali.
- Meetings are held on Friday, Sunday and Wednesday.
- 11. There is no baptism or communion.
- 12. Prayer is required three times a day at sunrise, noon, and at sunset. (Prayer is said facing the east, Mecca, with hands raised, but they do not prostrate themselves.)
- 13. Greeting: "Peace," usually said with hand raised and palm out.
- Bodies must be kept clean by bathing.
- 15. Marriages are monogamous with divorce rarely permitted.
- 16. Husbands must support wife. Wife must take care of house and children. Children must obey parents.
- 17. "Red fez" should be worn by the men at all times, inside the house, temple and on the street.
- 18. Eating of meat (any kind) and eggs is forbidden (fish may be caten).
- 19. Playing European games, attending movies, or secular (non-religious) dancing is forbidden.
- 20. Shaving (beard worn), cosmetics, straightening the hair, use of intoxicants, or smoking is forbidden.

#### HISTORY TEACHING

On November 25, 1491, after a long bloody fight against the Moors who occupied Spain for over 700 years and after the Moors had been betrayed by the so called Arabs, King Ferdinand and Queen Isabella of Spain fell upon their knees and gave thanks to Santiago for their victory over the Moors.

On this same day, the Pope of Rome proclaimed that day to be forever a day of thanksgiving for all European Christians. Why? because the so called blacks of Granada (Moors) who were originally from what was referred to as Africa, Spain, and Arabia surrendered the city of Granada, the last stronghold of the Moors in Spain, and the walls of the Moorish Empire came tumbling down.

These Sadian Moors (Sada meaning black) were driven into Morocco and further down into west Africa (their former

kingdoms in Morocco and other parts of north Africa were now occupied by the so called Arabs who betrayed them) and were later betrayed, captured, and sold into America as Slaves.

Hunting down the stern, deep olive Kharajite Moor from Baghdad, Turkey and slaying him was an act highly regarded by the Christian European forces who despised these Moors, mockingly called "Turkies", and the European looked up on these Turkish Moors as being wild and heathen people and regarded them as their natural enemies. (Turkey is the home land of our people, who were called the Hittities.)

So what you actually celebrate on your so called <u>THANKSGIVING DAY</u>, is the Proclamation of the Pope of Rome who later in league with Queen Isabella sent Cardinal Simenos to Spain to murder any Moor that resisted the Religion of Christianity. History records that after the fall of the Moorish Empire in Spain on November 25, 1491, you Moorish forefathers began to be forced and coerced into the religious habits of Christianity and as they reluctantly adopted that religion, they began to be known as Moriscos, Negroes, Blackamoors, Coloreds, Infidels, and finally Slaves.

They were finally ordered to abandon their native dress, and to wear the hats and breeches of the European Christian, and to adopt the dirt of their European Christian conquerors by giving up bathing. The Christian Church at that time barred bathing as sinful, as during the act of bathing, the naked body was revealed, and it was believed by the church that demons and devils lurked whenever the unclothed body was revealed.

The Moors were ordered to renounce their Asiatic languages, their ancient customs, ceremonies, and to adopt the holy days and celebrations of the Roman Catholic Church.

The Moors were forced to adopt European Christian names, and to behave as European. The Christian Emperor, Charles V sanctioned this monstrous decree in 1526.

When the Christian Caucasoids of America treated the Moors' enslaved in America in the monstrous way that we all are so familiar with, it wasn't a mere haphazard happening in human nature. The American Caucasoid Christian was following the above mentioned Christian decree. We must not be duped into the believing that it was the poor Caucasoid trash who instituted slavery, nor the poor Caucasoid trash perpetuate slavery. It was those Caucasoids who were educated in the ancient mysteries of the Moorish people. Their aim was to obscure the Moorish people from their ancient science, so they could steal it, claim it as their own, and rule by it.

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### LATIN KINGS

#### ORIGIN

CHICAGO - Nation was founded in 1964 by Yahve. Originally called "Crains" and later changing the name to Latin T Birds. Eventually, changed name again, "Yahve" calling them "Kings." Later the word "Latin" was added, forming what we know today as being the "Latin Kings."

MILWAUKEE - In 1976 two families of Spanish Cobras moved from Chicago to Milwaukee following the murder of one of the family members who was the leader of the Spanish Cobras in Chicago. Shortly after they moved to Milwaukee, they established the Spanish Cobras in Milwaukee. After dominating a section of the south side, other groups emerged, including the Latin Kings. (Two local youths formed the Latin Kings in opposition to the Spanish Cobras.)

#### DEFINITIONS

Α	Latin	Latin Knowledge		Natural
Love	American Indomitable		Allies	
Measured Tribe	Nobilit	ty	Together	
ln	Illuminating	Glowing		ln
Great	Natural	Strength		One
Harmony				Nucleus
Towards				
Yahve				

AMOR - Almighty Man Of Righteousness

He who knows, and knows that he knows, is a wise man, Listen to Him! He who knows, and does not know that he knows, is asleep, Wake him up! He who does not know, and knows that he does not know, wants to learn...Teach him! He who does not know, and does not know that he does not know, is a fool...Avoid Him!

#### THE KING MANIFESTO

Be it always remembered that the original Manifesto was written and dedicated to all oppressed people of the world, to the People and the Nation and to all our beautiful Sisters by the Brown Prince of Darkness. Amor!

#### **ICONA**

The history of all hitherto existing gang feud is the History of label struggles for the sake of "click" recognition. I is this egotistical force for recognition which leads to rivalry and senseless disputes which often cost the high price of human life. The life of our People, the oppressed Third World People.

With the intentions of changing this social and oppressive phenomena the King Manifesto is written; to serve as a guide and enlighten our deplorable conditions under the existing order of things. With this thought in mind we proceed to create the New King, the Moral King, the King of Others, the lover of men and the Turning Wheel of Change.

Devoting your life to the principles of Kingism implies a life of service to your fellow man. We can be of service in no other way. If you turn your back on your Brother simply because of a label you are turning your back on the Almighty King Nation.

One who does not know the Almighty Latin King Nation and its Laws is like a plant growing in the shade. Although it knows not the Sun, it is nevertheless absolutely dependent upon it.

The Nation is in your hands. If you turn your back on the Nation you are denying yourself the sole purpose of your existence; the right to be free!

#### NATION MEN

Who is a Nation man and who is not? The difference lies in what they do, how they carry themselves and how they talk. But in order for one to really understand the contrast one must know and understand the principles of the King Manifesto and Modern Kingism.

One of the clearest contrast examples is when the so-called Nation Man claims to be a Latin King, a member of the Almighty Latin King Nation, and by the same token says, "I am a Little; A Coulter King; A Pee Wee; I'm from such and such a branch or chapter, etc." He might be a Latin King, that is true, but he definitely is not a Nation Man.

This clearly testifies that his so-called Nation Man is really a demagogue, a preacher of a false philosophy, an agent of confusion and disunity. His mind is broad only to the scope of where his particular "click" is concerned. Outside of that click mentality his mind meets with the brick-wall of prejudice and individualism.

Nation Men on the other hand are devoted followers and believers of unity, supporters of the harmonious whole. For Nation Men there are not horizons between clicks and branches for they identify only with the Nation, not with a particular click, branch or section - natural allies together in one nucleus, on Nation, the Almighty Latin King Nation.

#### ALMIGHTY LATIN KING NATION

The Almighty Latin King Nation is a religion which gives us faith in ourselves, national self-respect, power to educate the poor and relieve the misery around us.

It is the Brotherhood of man, blending like the waves of one ocean, shining as the Sun, one soul in many bodies bearing fruit of the same tree.

It creates in us a thirst, like the heat of earth on fire, a thirst for knowledge, wisdom, strength, unity and freedom.

It is the Sun glowing the essence of our being, the brightness in our eyes that cast reflections of its rays spitting fire in all directions.

It is the unshakable spirit and the nobleness of our hearts, the limitless power of the mind, the unrelentless will to be free.

It is the pride, ambition, love, sacrifice, honor, obedience and righteousness, all our powers and all our desires thrown into the mission of human service and united into one Single Gold Sun.

If you want to find Yahve serve the Almighty Latin King Nation. Put on the Gold Sun - Black and Gold colors, place your right fist upon your heart and pledge devotion to the Almighty Latin King Nation, to Yahve and all oppressed people. This is the Nation of Kingism....

#### HOLY PRAYER

Almighty father, king of kings, Maker or the Universe and Foundation of Live, bring peace to our souls, to the here present, to those not present, to the young and to the old.

As an Almighty Nation under one Sun protected by thine love and guidance we bring our right fist upon our heart for sincerity, love, wisdom, strength, knowledge and understanding. Three hundred-sixty degrees of Strong King Wisdom.

Illuminate our minds and our hearts. Guide our thoughts with thine righteousness. Guide and protect the thoughts of our Coronas and all those holy and righteous lovers and followers of our beloved family and tribe - the Almighty Latin King Nation.

Let the manifestation of our departed Brothers be the path to thee and let it be as it was in the beginning - Strong King Wisdom on both continents, Peace in Black and Gold.

King Love! Yesterday, Today, Tomorrow, Always and Forever.

#### KINGS AND QUEENS PRAYER

Oh King of the Universe, Supreme maker of all things. We the Almighty Latin King and Queen Nation ask you, Almighty King, to bring peace to our souls; bring peace to those of our Brothers and sisters who died in our cause. As the Almighty Nation under the Sun, protected by your love and guidance, we bring our right fist upon our hearts for love, honor, obedience, sacrifice and righteousness.

We ask you Almighty King to bless our departed Brothers and sisters, members of our beloved and mighty Nation, who on this very day rest in the bosom of your sanctuary. May they rest in your care and may they have found the peace and freedom they sought. In days of confusion and oppression. May the blessings of the ancients and the wisdom of the ages guide us and keep our Nation strong as we battle the forces that seek to deny us.

We, the Almighty Latin King and Queen Nation, are entrusted with a divine mission, one that transcends personal gains and recognition. As Kings and Queens we pledge ourselves ever faithful to that mission. Make us all aware that others look to us for guidance and let us always prove ourselves worthy of providing it. For, though we are of different Nationalities, we all share the same cultures of our ancient ancestors whose every word is law throughout the world. It is our destiny to lead rather than to be led.

We, the Almighty Latin King and Queen Nation, have the blood of royalty in our veins. We are the guiding light of our People. Place wisdom in our minds, love in our hearts, and fortitude to withstand the trials of time. Guide and protect our Coronas so that they may lead us to our ultimate goal - the awakening of our People to their oppressed state that they may lift our heritage to its rightful place among the thrones of Kings and Queens.

Let the manifestation of our sacrificed brothers and sisters be the path to thee, and let it be as it was in the beginning; strong King and Queen wisdom - peace in Black and Gold.

#### THREE STAGES OF KINGISM

Kingism is the doctrine of the Almighty Latin King Nation. There are three stages or cycles of Nation life that constituted Kingism. They are: PRIMITIVE, CONSERVATIVE, and NEW KING stages. In order for one to grasp a good understanding of each stage and its development, one must understand and consider the social factors surrounding each stage.

PRIMITIVE STAGE is the stage in life where the King Warrior acts on impulse, executing his actions without giving them the serious thoughts that they demand. A stage of immaturity where the King Warrior's time is spent "gang-banging", getting high and being recognized as big and bad.

This can also be classified as the wasteful stage to a certain extent; to the extent that what is being done is being done unconsciously. Yet it is not wasteful in the sense that the environment conditions this type of behavior in order for one to survive the hardships of ghetto life - that undesirable level at the lowest plane of social existence. It is wasteful in that energy is being misused. There are no objectives for one's actions except for the factual phenomena that the entire affair is centered around recognition, label recognition and personal recognition. This egotistical tendency often leads to a blind alley.

Regardless of how senseless one's actions may seem at this level, this is the original stage of Kingism and from the roots of the Primitive Stage emerges the second stage. it is at this level where one either breaks or becomes strong. True lovers of the Nation develop at this stage.

CONSERVATIVE STAGE (also known as the Mummy Stage) in the stage of so-called maturity. At this level the King Warrior becomes tired of the Primitive Stage. He no longer wishes to participate in the senseless routine of gang fighting, hanging on the corner or being recognized as big and bad. Most often at this level the King Warrior gets married and retires, alienating himself from the boys and the Nation, concentrating his energies and devotion to his Queen, his children and his responsibilities to them; ignoring the fact that he has unconsciously been neglecting his main responsibility to them and himself i.e., to make himself and his loved ones free!

It is inappropriate to call this stage the Maturity Stage due to the fact that the King Warrior at this time does not really become mature in the true sense of maturity. Instead he becomes mummified or reaches a level of mummified maturity. He, in his conservative role, lives with no future, accepting life as it has been taught to him by the existing system that exploits all People of color dehumanizes them and maintains them under the economic and social yoke of slavery.

True members of the Nation do not quit at this level, they do not cease to identify themselves with the Kings, instead they alienate themselves from them. They do not cease to be who they are, they conserve what they are; they become conservative. There are more Kings at this level than at any other level. And, although this stage has all the characteristics of a regressive stage, it is really the stepping stone into the third stage of Kingism - the New King Stage.

**NEW KING STAGE** is the stage of awareness and decision. The Primitive and Conservative stages are a compliment to the third. They go hand-in-hand with this stage of maturity, it does not keep the King Warrior in the limbo state of being i.e., the mummy like stage. At this level there is a stage of awareness, an awareness of one's self as a subject of decision.

Under the New King Stage the world takes a completely new form. One no longer continues to visualize the street corner as his turf or being tough as a man of survival as in the Primitive stage nor does he remain in the mummy stage. Instead he learns to appreciate the values of organizational work, the values of life and Brotherhood. One no longer views the rival warrior as the cause of one's ills, instead his vision broadens to the extent of recognizing himself as a subject of decision. He learns that his ills lie at the roots of a system completely alien to his train of thought and his natural development due to the components of dehumanization that exists therein.

This stage is what determines righteousness, for it is at this stage where awareness leads to the point of decision, that point where one must decide one's future. This is where he either becomes an accomplice to the anti-King system or a subject of decision - A New King!

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The New King recognizes that the time for revolution is at hand. Yes, revolution - a revolution of the mind! The revolution of knowledge! A revolution that will bring freedom to the enslaved, to all Third World People as we together sing and praise with joy what time it is - it's Nation time! Time for all oppressed People of the world to unite. The young warriors and future leaders look at the New king with the hope of someday being free. We shall not destroy the faith they have in us, for in doing so we destroy ourselves.

The New King is the end product of complete awareness, perceiving three hundred-sixty degrees of enlightment. He strives for world unity. For him there are no horizons between races, sexes and senseless labels. For him everything has meaning, human life is placed above materialistic values. He throws himself completely into battlefield ready to sacrifice his life for the one he loves, for the sake of humanization.

The New King is endowed with the supreme natural powers that surpass the human scope of comprehension. These highly complex anergic entities separate him from the abstract world and all those who surrender themselves to vanity and idleness and place materialistic values above and beyond human principle.

The New King sees himself as a subject of decision, a Sun that must glow forever to enlighten those not so fortunate as he. He feels that rays of the Sun glowing in the essence of his being, giving him life, energy and strength - the strength of his unshakable spirit and the nobleness of his heart. The hypnotizing profundity of his gaze reflects the limitless power of his mind and the unshakable will to be FREE.

The New King is the turning wheel of change, he recognizes what time it is - It's Nation time! He sees the rulers of our present system lavishing their treasures freely on the means of destruction, then towards that which would promote the happiness of mankind. These strifes and this discord must cease and all oppressed People unite as one Nation, as one kindred, as one family.

The New King is aware of the fact that in the Almighty Latin King Nation all are servants, Brothers and Sisters - natural allies together in one nucleus. As soon as one feels a little better than the other, a little superior to the rest, he is in a dangerous position and unless he casts away the seed of such evil thought, he is not an instrument for the service of the Nation. Just as calamity id due for disobedience, so deliverance from calamity can be obtained by obedience. Turning from the Nation brings inevitable disaster and turning to the Nation brings blessings.

In order to establish the Kingdom of freedom in the world, it must first be established in the hearts of men. The King that lives the life according to the teachings of this Nation is the True King. A King who loves his Nation, his People and freedom; one who works for universal peace, universal Brotherhood. A man may call himself a King just as an ugly man may call himself handsome, yet if he does not live the life of a True King, he is not a King, and a ugly man deceives no one.

He who would be a New King needs to be a fearless seeker and lover of freedom. If his heart is pure and his mind is free from prejudice he shall not fail to recognize freedom from slavery. The call of the New King to mankind is that men should open their eyes and use their reason, not suppress it. It is seeing and free thinking, not servile credulity that will enable the True King to penetrate the clouds of prejudice, to shake the fetters of blind imitation and attain from the realization of truth a new revelation.

The New King will not only believe in the teachings of his Nation but will find in them the guide and inspiration for his life and joyfully impart to others the knowledge that is the well - spring of his own being. Only then will he receive the full measure of poser of the Almighty Latin King Nation.

When a man becomes a New King the will of the Nation becomes his will, for to be at variance within the Nation is one thing that cannot endure. The Almighty Latin King Nation requires whole-hearted and complete devotion.

How can divine King Love be demonstrated to an unbelieving world its capacity to endure to the utmost blows of calamity and the treachery of seeming friends; to rise above all this undismayed and unembittered, still to forgive, bless and unite? The light of King Love irradiates his foggiest days, transmutes his suffering into hope and martyrdom itself into an aesthetical bliss. The New King longs to see believers of freedom shouldering the responsibilities of the cause. Now is the time to proclaim the Kingdom that is rightfully ours. Now is the time for union and concord. Now is the day of unity because it's Nation time!

The New King recognizes that the day of resurrection is here. A time for the appearance of a new manifestation of truth. The rising of the dead means the spiritual awakening of those who have been sleeping in the graveyard of ignorance. The day of the oppressor must now be judged by the oppressor.

#### **FEARLESSNESS**

To the Almighty Latin King Nation, fearlessness implies absence of all kinds of fears. It is the freedom from such as hunger, humiliation, wrath and criticism of others. It is also the freedom from the fear of resistance, the freedom from the fear of loss of courage and freedom from the fear of physical death. It is a necessity for a true Latin King because cowards can never be moral. Fearlessness is indispensable for the growth of other noble qualities.

How can one seek liberation, truth, or cherish love without fearlessness? Moral Bravery is, for the Nation, the highest heroism and it consist in the readiness to sacrifice patiently and fearlessly, everything, including life for the good of other members or the Tribe of Righteousness out of love for them.

#### **CROWN**

The CROWN is the NATIONAL EMBLEM of the Almighty Latin King Nation. It displays our royalty among men; our sovereignty and our Kingdom among Nations. The CROWN is a symbol that is recognized all over the world and although there are many different types, the two that the Almighty Latin King Nation identify with the most are the IMPERIAL and CORONET. The IMPERIAL is the one most generally used to represent our beloved Nation because of its very meaning and magnificence. Each of the CORNET'S five points has a special meaning. They represent LOVE, HONOR, OBEDIENCE, SACRIFICE and RIGHTEOUSNESS. The Crown enthrones our idealism, or belief and attitudes towards a better way of life in the universe.

#### **COLORS**

BLACK represents the solid dominate color of the universe, the brave and the bold, the darkness of the immense night. It represents People of one idea, one body, mind and soul, the Alpha and the Omega.

GOLD represents the fabulous brilliant Sun at its highest peak; the splendor glow of hope in oppressed People, the brilliance of the mind and the solid unity in strength, love and sacrifice.

Two colors of natural creations existing since the beginning of time and enduring forever.





#### SALUTE

A fist upon our hearts...it means, "I DIE FOR YOU". For you are flesh of my flesh, blood of my blood, son of my mother who is the Universal Nature and follower of Yahve who is the Almighty King of Kings; it also means LOVE - STRENGTH - SACRIFICE. Behold Latin King - Glory to the Queens and Power to the Kings. Almighty Latin King Love, Yesterday, Today, Tomorrow, Always and Forever!

#### NATION FLAG

The Flag shall consist of either two stripes - one BLACK and one GOLD - running horizontally with a circle in the upper left corner of the top color with a Crown in the center of the circle or the Flag may consist of three tripes running vertically with a circle in the center stripe and a Crown in the circle.

The Flag shall never touch the floor or be placed where dishonor may fall upon it.

#### **BROWN FORCE**

The Latino can draw additional strength from another force too if he has the will and the faith.

Anonymous millions of BROWN MEN and WOMEN have given their life in the fight for liberation. They have fought against colonialism, hunger and ignorance and for the human dignity of our PEOPLE. They have drawn from one another, through unity, a force of fortitude - BROWN FORCE - that which provides the splendor glow of hope in oppressed people. The seed they cast into the founding of a Nation - the Almighty Latin King Nation - has withstood the trials of time.

Drawing upon the endurance and fortitude of BROWN FORCE, we continue our quest to unify and insure free political and culture expression among the Third World People and among the commonwealth of individuals. We are the People's liberating force - BROWN FORCE - the foundation of the Nation.

#### ALMIGHTY EYE

When a King Warrior accepts Kingism as described in the King Manifesto, his life takes a complete turn. For him everything changes. His vision is no longer limited to narrow horizons, instead he is gifted with the power of the Almighty Eye - a Sun that glows to enlighten, through the sense of sight, the New King and the Nation.

The eyes of the Nation are everywhere there is a Nation man, a True King. His perceptions, viewed in the concept of universal human progress, is the reflections of his soul, his ideology, his quest for freedom and his desire for unity among his People. His observations are free and independent; his thoughts are not clouded by any form of prejudice and his actions are based on common sense and knowledge.

Seeing, perceiving and observation by all Kings is the network of the Nation - the eyes of the Almighty Latin King Nation are everywhere.

#### KING AM I

Whether in front or profile I stand
On that finished form let glory bestow
Black its midnight shadow, Gold its morning star
In precision clear, a vision ever so bright
That over the rest the domineering light
Spreads the extensive vigor of its rays
Any yields to me the power they praise
That majesty, that grace, rarely given
To remove the restraints with which they confine
To pass before the turning wheel of change
With supreme perfection my aim
Love, truth and knowledge my claim.

Below the thunderous lofty arch light
The whole in loveliest harmony unites
For a True King the brightest glories soar
The King of Kings applauds him and the world adores
Let then each be firm allied
And let no one sperate or divide
United in strict decorum, time and place
An emulous love and genuine faith
Be Grace, Be Majesty thy constant strive
That majesty, that grace - King Am I.

#### CODE OF KINGISM

Every Member of the Nation shall honor, respect and protect with his life the lives and reputation of all members of the Almighty Latin King Nation.

Stand up for those who stand up for themselves in their quest for peace, justice, freedom, progress and prosperity. Never exploit or bring harm to any member of the most righteous Tribe - The Lion Tribe - the Almighty Latin King Nation

or any other oppressed person or nation.

Respect and protect with your life Brown Women for they are the mothers of our beautiful color the life of the future Suns of the Universe.

Love and respect children of all races, sexes, cults and religions. Protect them with your life for they are the leaders or tomorrow's Nations.

Honor and respect the Nation Salute for it means, "I DIE FOR YOU", the Sacred Colors for they represent the People we love and live for - the memory of those who rest in peace in the sanctuary of the Almighty Father, King of Kings.

Educate yourself, for an illiterate King is a weak King and a weak King has no place in a Strong Nation.

Learn your King Manifesto and live by it for it shall lead to Peace - Freedom - and Justice.

## **CHAPTER CONSTITUTION**

#### LAS CORONAS

Las Coronas are the highest ranking Officers in the Nation. Their term in office is indefinite. Las Coronas are responsible for seeing that all Officers of the Nation abide by the Constitution and respect the rights of our membership.

Las Coronas have the power to bring justice where the abuse of power or corruption has occurred by the Inca and Cacique in any Chapter. In the event the Inca and Cacique violate the Laws of this Constitution, Las Coronas have the power to place all rank on hold pending investigation and appoint temporary positions of rank until a new Inca and Cacique have been elected.

Las Coronas have the power to give Crowns to new members of the Nation without them being required to be voted in by the Chapters' Crown Councils.

Any member seeking re-entry into the Nation must be approved by Las Coronas.

Once a proposal has been put to a vote and approved by the Council, the Inca and Cacique, final approval must be given by Las Coronas before it is added to the Constitution as Law.

#### **EL CONSEJADOR**

The Inca's advisor shall serve as an consejador to the Inca and Cacique. This position is usually reserved for members who have served as past Inca and have been in the Nation for a long period of time with a record of having served wisely.

All members reaching the age of fifty years, who are members in good standing and have during their years in the Nation held the rank of Inca, Cacique, Chapter Crown Council Chairman and Chapter Enforzador shall, with the approval of Las Coronas, hold the title Nation Consejador and are to be treated with the respect of an Officer.

#### INCA

The Inca is the highest ranking Officer in every Chapter of the Nation. The Inca is elected by majority vote of his \_Chapter's membership. His term is office is indefinite. However, he must run in an election for a "vote of confidence" every two years in order to retain his position as Commander-in-chief.

The Inca is responsible for the actions of his Chapter, its security, its treasury and the general welfare of the membership. He is responsible for promoting academic and vocational skills and for providing the aid and way in our search for peace, unity and freedom.

The Inca must file a **State of the Nation** report every three months with Las Coronas concerning the affairs of his Chapter. Any action taken by the Inca shall be enforced through the Cacique.

### —CACIQUE

The Cacique shall be elected in command of his Chapter. He, like the Inca, is elected by majority vote of the membership of his Chapter and his term in office in indefinite. However, he too must run in a vote of confidence election every two years.

The Cacique is to work hand-in-hand with the Inca and assume the responsibilities of the Inca in case of the Inca's absence.

The Cacique is responsible for keeping the Inca informed on all actions taken by the Officers of this Chapter.

Any action taken by the Cacique shall be enforced through the Chapter Enforzador.

#### **ENFORZADOR**

The Enforzador will be in charge of and responsible for the security of every member of his Chapter. He shall be appointed by the Inca and Cacique and report to them directly. The Enforzador shall see that the Laws are enforced and the orders of the Inca and Cacique are obeyed.

#### **TESORERO**

The Tesorero will be appointed by the Inca and Cacique. It shall be his responsibility to collect and invest Chapter funds. However, members of each Chapter shall determine by majority vote, the amount of dues they pay monthly and how their Chapter funds are to be spent.

The Tesorero shall file a report with the Inca and Cacique at the first of every month on his Chapter's financial status. Brothers who are delinquent in payment of dues are not members in good standing and are not allowed to vote in how Chapter funds are to be spent.

#### SECRETARIO

The Secretario will be appointed by the Inca and Cacique. His duties shall consist of the following:

- 1) Collection and distribution of Nation literature.
- 2) Keeping records of all business conducted by the Chapter Crown Council. Although the Secretario sits in on all matters of business conducted by the Chapter Crown Council, he may not interfere with the proceedings and must abide by the Rules of the Council.
- 3) Keeping communication open to all Chapters through the Secretario of every Chapter.

#### **INVESTIGADOR**

The Chapter Investigador shall be appointed by the Inca and Cacique. He shall conduct an investigation on all members. All prospective new members shall be placed on hold until the investigations is completed.

The Investigador shall also conduct all investigations requested by the Inca, Cacique, Chapter Crown Council, Enforzador, Tesorero, and Secretario. A report of all investigations, no matter what Officer makes the request, must be filed at the completion with the Inca and Cacique.

#### **CROWN COUNCIL**

. . . .

The Chapter Crown Council shall have its powers delegated to it under this Constitution. Council members do not maintain any powers outside the Council. However, Council members shall be recognized as Officers of the Nation. Council members shall be responsible to the Council Chairman, the Inca and Cacique.

The Chapter Crown Council shall be the Law making body of the Chapter and guardian of the Constitution. The Council shall have the authority to make their own rules and regulations concerning the procedures they are to follow in order to function effectively as a Council.

The Council shall be to composed of not more or less than seven of the most qualified members of the Chapter.

The Chapter Crown Council shall have the absolute power of holding trials for everyone in the ALMIGHTY LATIN KING NATION regardless of who they are or their positions of rank, this includes the Inca and Cacique.

The Chapter Crown Council has the prerogative of asking for the resignation of the Inca and Cacique but only a majority vote of the entire Chapter can remove either of them from Office.

The Council, under the leadership of the Chairman, shall automatically take control of the Chapter in the absence of the Inca and Cacique.

The Council shall have the power, by majority vote, to dismiss a member of the Nation under recommendation of the Inca and Cacique or Las Coronas.

The Chapter Crown Council shall have the power, by majority vote, to accept an individual as an Almighty Latin King or reject him from membership. All individuals seeking memberships shall be screened by the Council. The Council shall also interview any member that wishes to make any comments in support of or against any person seeking membership.

The Chapter Crown Council shall try all cases that involve Constitutional violations. The Council may also try cases where an infraction has been committed outside the Constitution but only under the recommendation of the Inca, Cacique or Las Coronas.

Council members are not allowed to discuss any issues or business before it with members outside the Council until the procedures are completed. This of course does not include their investigative work.

The Chapter Crown Council Chairman shall have no vote in the proceedings but may vote in case of a tie vote among Council members. It is the Chairman's duty to conduct the proceedings and make recommendations on all action taken by the Council. The Chairman must also keep records of all proceedings conducted by the Council.

If the Inca and Cacique issue an order or implement a Rule that the Chapter Crown Council feels is detrimental to the Chapter, the Council by majority vote, has the authority to null and void such rule or order. However, Las Coronas must

be informed in the event such action taken by the Council.

#### CROWN COUNCIL MEMBERS

The first Council member will be appointed by the Inca and Cacique and he shall be the Chapter Crown Council Chairman. The Chairman will then select six other members to complete the quorum of the Council. The members chosen by the Chairman must be approved by the Inca and Cacique.

Council members will be referred to as Council members and never as "Crown" members. Only Nation Crowns of this rank will be recognized by this title.

Once the seven members of the Council have been selected and approved it will then become the Council's responsibility to choose any new member whenever a seat has been vacated. A new member of the Council can be selected by majority vote from the remaining members of the Council.

Whenever the Chairman's seat is vacated, the Inca, Cacique and remaining Council members shall, by majority vote, select a new Chairman.

A Council member can be removed from Office by the Inca or Cacique's vote along with the majority vote of the remaining Council members.

#### ALTERNATE CROWN COUNCIL MEMBERS

Members of the Chapter Crown Council, by majority vote and with the approval of the Inca and Cacique, shall select members of the Chapter to serve as alternate Council members. Alternate Council members may be selected for the following purpose;

- 1) In order to form a full quorum.
- 2) In the event a member appearing before the Council requests that a Crown Council member be excused for possible prejudice.
- 3) In order to train new members as prospective permanent Council members.

#### **ELECTIONS**

The elections will be conducted by the Chairman of the Chapter Crown Council for both the Inca and Cacique. Elections for these offices must be held within thirty days of their departure from office. However, if the Council Chairman has prior knowledge of an immediate or forthcoming departure of either the Inca or Cacique then he has the option of proceeding with an election thirty days prior to such departure.

The Crown Council members will each select five members as candidates of whom in their opinion are the most qualified to run for office. The two candidates that receive the highest number of votes from the Chapter Crown Council members will automatically run for office. The candidate that receives the highest number of votes from the Chapter's membership will be elected as Inca and the other candidate as Cacique.

In order to run for office a Brother must be a member of the nation for a minimum of three years. This is the basic requirement. Other requirements include but are not limited to the following:

- 1) He must be a member in good standing and have some type prior experience as an Officer of the Nation with the rank of Chairman of the Crown Council, Chapter Enforzador and/or previous Inca and Cacique.
- 2) He must have been in the Chapter for a period of six months so that he has gained experience and knowledge in understanding the policies of the Almighty Latin King Nation.

Every two years the Inca and Cacique must run for re-election. This is called a Vote of Confidence and is to assure the membership is satisfied with the leadership. A vote of confidence is not an election of new officers but a bote by the Chapter's membership to determine if the Inca and Cacique have fulfilled the responsibilities of their office.

If the majority of the Chapter's membership is dissatisfied with their elected Officers, the People shall be manifested by a vote of NAY - one who votes no. If the majority of the Chapter membership is satisfied with the rule of their Inca and Cacique they shall cast a vote of YEA - one who votes yes.

If the Inca and Cacique do not receive approval of their performance by a majority of their Chapter's membership, a new election of Officers shall be held according to Constitutional Law.

#### **PURPOSE**

The name of this association shall be the ALMIGHTY LATIN KING NATION. A organization of International Brotherhood which exist for the purpose of:

- 1) Promoting prosperity and freedom through love and understanding to all oppressed people of the world.
- 2) To train our People to become aware of our social and political problems and of the conditions we are subjected to live under as a Third World People.
- 3) To provide the aid and way in our search for peace and unity.
- 4) To promote and encourage educational and vocation learning in order to train our People in the art of

#### **MEMBERSHIP**

Membership shall be available to anyone who is willing to change their lifestyle for the doctrine of Kingism.

Membership shall be denied to anyone who has willfully taken the life of a Latin King or a relative of a member of the Nation.

Membership is forbidden to anyone addicted to heroin and denied to rapists.

Membership is forbidden to anyone who is expelled from the Nation unless his re-entry is approved by Las Coronas. Anyone seeking re-entry into the Nation must find an Officer with the rank of Chapter Enforzador, Chapter Crown Council Chairman, Inca or Cacique, to sponsor him before Las Coronas will even consider him for re-entry.

#### LAWS

Rules and regulations may vary from Chapter to Chapter but the Laws of all Chapters are the same. Rules and regulations implemented by the Inca and Cacique fall under their jurisdiction and they will handle all such infractions. The violation of a Law falls under the jurisdiction of the Chapter Crown Council and they will handle all such violations.

#### HOW LAWS ARE MADE

Any member of the Almighty Latin King nation has the right to make a proposal, requesting that said proposal be made part of our Law. A proposal is introduced first to the Chapter Crown Council by any member of the Chapter.

Once the proposal has been submitted, reviewed and debated by the Council, the majority vote will then decide whether or not the submitted proposal has been approved or denied. Once the proposal has been approved by the Chapter Crown Council it will then be presented to the Inca or Cacique for their approval.

If the proposal is approved by the Inca and Cacique it will then be submitted to Las Coronas. The proposal cannot become Chapter Law without the approval of Las Coronas.

#### CONDUCT

- 1) Every member of the Nation shall honor, respect and protect with his life the lives and reputation of all members of the Almighty Latin King Nation.
- 2) When a member gives another member the Nation Salute it should always be returned.
- There shall be no stealing inside the Nation and proliferation of the community by acts of vandalism, destruction of property and graffiti is strongly discouraged.
- 4) No member shall use his membership or position in the Nation to exploit anyone inside or outside the Nation.
- 5) No member shall incur debts with other members that he cannot afford to repay.
- Nation affairs are to be kept within the Nation and are not to be discussed in the presence of anyone outside the Nation.
- 7) No King-shall strike or disrespect another King unless it is in self-defense. Any Officer that strikes another member (with exception of Inca and Cacique) will automatically lose his rank and may be subject to further disciplinary action pending an investigation and hearing before the Chapter Crown Council.
- 8) Any member found guilty of being a traitor or police collaborator shall automatically lose his position and be expelled from the Nation.
- 9) No member shall take the Law into their own hands especially when he knows that what he does will reflect upon the Nation and jeopardize the health-and well-being of every member of the Chapter.
- 10) No member shall take a Lie Detector Test without the approval of the Inca or Cacique.
- No member shall conduct an interview with any person from the news media concerning Nation affairs without the approval of Las Coronas.
- Any member accused of rape shall be put on hold pending investigation by the Chapter Crown Council and subject to approval by the Inca and Cacique. Any member found guilty of rape will automatically be expelled from the Nation and any member that participates in homosexual activities will be suspended from the Nation pending an investigation by the Chapter Crown Council and subject to approval by the Inca and Cacique.
- No member shall bring false charges or statement against another member of the Nation.
- Any member or group of members caught discrediting the Inca and Cacique in public, or conspiring against them or any other member of the Nation shall be brought before the Chapter Crown Council on a charge of conspiracy and treason.
- 15) No King shall stand idle when another King is in need of assistance.
- The use of what is commonly known as Angel Dust, Tick Tack or Animal Tranquilizer, glue, LSD, heroin, downers and Free-basing is unlawful, and cannot be sold in our communities.
- 17) Those who are known to have previously used heroin for the purpose of addiction cannot obtain a position of rank without the approval of Las Coronas.
- 18) Nothing which can be construed as an emblem of another organization can be worn by a member of the Almighty Latin King Nation.
- 19) In recognition of our culture, each January the 6th will be recognized as Kings Holy Day a day dedicated to the memory of our departed Brothers and Sisters; a day of sacrifice in which each and every member of the Nation will observe by "fasting".
- 20) The first week in the month of March of each and every year is a Nation holiday. This holiday is known as

"King's Week" or "Week of the Sun". This holiday is the Nation's anniversary and is a week of celebration.

#### TRIAL PROCEDURES

Any member that violates a Law shall be brought before the Chapter Crown Council within a reasonable time to stand trial for the offense. If he is unable to appear he may present a written defense.

Any member that violates a Law must be presented with a copy of the charges as soon as possible so that he may be allowed adequate opportunity to prepare his defense.

Every member of the Nation has the right to have another member of the Nation represent and assist him at his trial. They shall also be allowed the privilege of one continuance for the purpose of presenting witnesses on their behalf and to give them an opportunity to gather information to prove their innocence. If the Chapter Crown Council feels that further investigation is necessary in order to assist them in their work, then they may order a continuance for such purpose. The Chapter Crown Council also maintains the right to call witnesses.

When an Officer of the Nation must stand trial, the Inca or the Cacique must be present. However, the Inca nor the Cacique has the right to vote in such matters as their responsibility is to review the decisions of the Chapter Crown Council.

If a member is found guilty of an offense by the Council, the Council will determine the punishment, subject to the approval of the Inca and Cacique. If the member is an Officer, the Inca and Cacique, with the recommendation of the Chapter Crown Council, will determine the punishment.

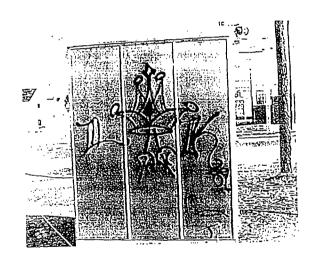
In order to try the Inca or Cacique, any charges brought against either one of them must be brought before the Chapter Crown Council. Any member has the right to bring charges.

If the Council feels that charges are valid, the Council must immediately inform Las Coronas before proceeding with a hearing. If the charges are serious enough to warrant a public trial, the Inca and/or Cacique has the option of abdicating their throne or submitting to the trial.

sond whats up well For Now Diwill write Buck hater Cause J. Cot. To. Go. Caso). de work,

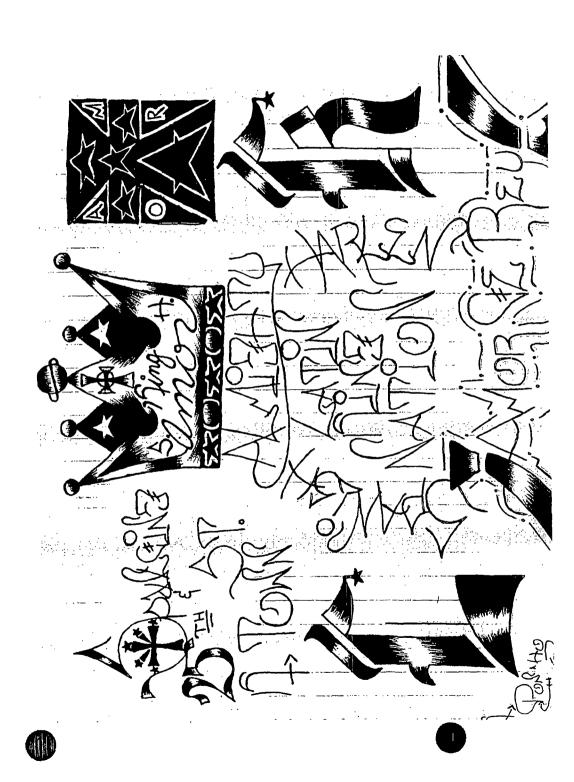
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BLACK 3 GOLD ## TO MY MOTHATUCKIN NIGGA; "KNG BREED" FROM YOURE AUMENTY KINE BROTHA; "KING RUPALESS" \*AMOR DEL REY \* 12 th -N-MINERAL", SAY WHAT ER \* VNO.84 TODOPODEROSO or Milloo ( ALMICHTY) PARK FM KG 1

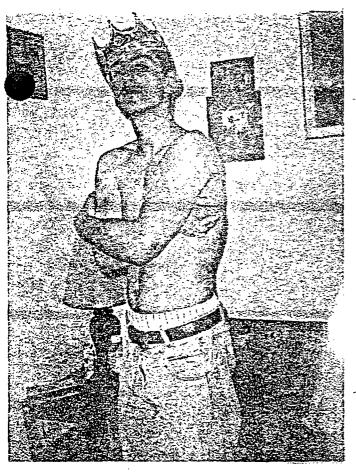
BREED WHATS UP KAIGS, AMOR AUMICHTY!! I TRIED SENDIN THIS OUT LAST NICHT, BUT THEESE HOMO SEXUAL -ASS GUARDS ON THIRD SHIFT, WOULDN'T PSEND MY LETTER TOO YOU OUT. BY CAUSE I STALED IT CLOSED & THEY WERENT ABLE TOO MONTTER TT! WITH THERE BITCH-ASSES! SO IM SENDIN THEESE FACS ON A MISSION FOR FUCKIN WITH MY FIRST KITE! ANYWAYS, WHATS OF BIC-O-KINES! TELL KLOWN 3 TONY, RUTHLESS KING SAYS AMOR DEL REY! TABACCO C-X All DAY EVERY - DAY AMIGHT HO MAKES THE MIRLD GO ROWL ASIH KITA GDKILLA 16KILA YEA KINGS, THIS IS HOW YOU MAKE THE PUNK-ASS BE KILLA SCKILLA 5-0 WORK FOR YOU, WITH THERE BITCH-KSES! SCR KILLA DD KILLA SO KILLA DRAGON KILLA

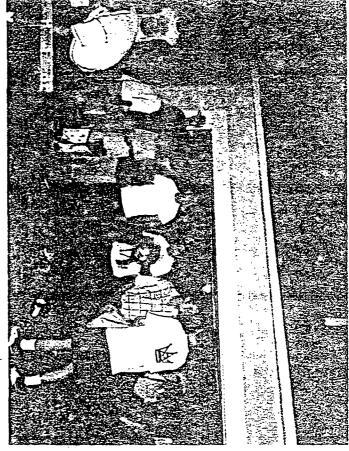


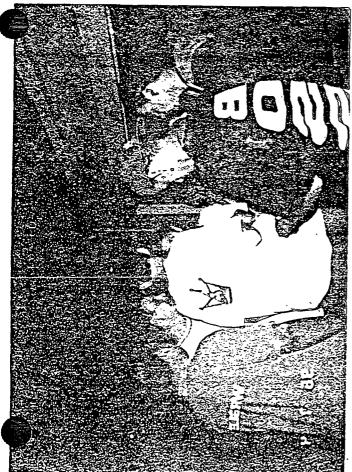
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NOTE the 5 pt. crown, L K, upside down forks(Disrespect to the Folks).

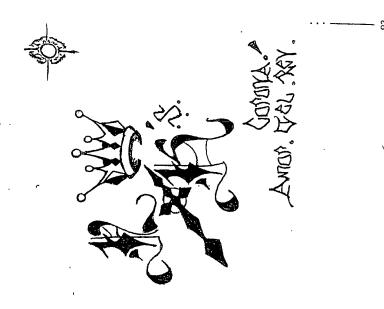


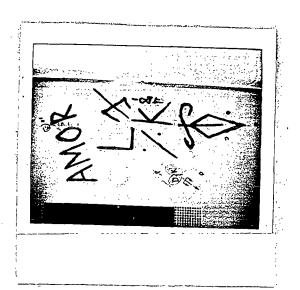


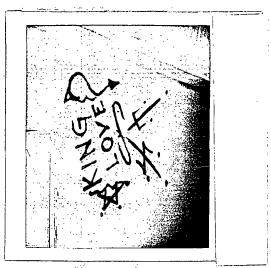


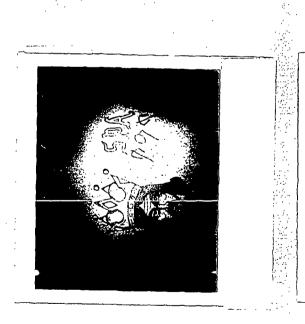














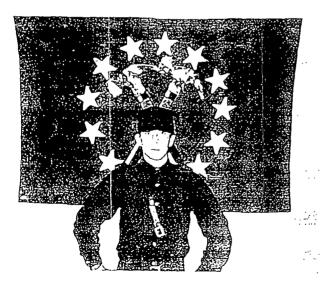
WHITE

**SUPREMACY** 

**GROUPS** 



Conferdenated Hammer Skins - A fairly large contingency of Skin Heads.

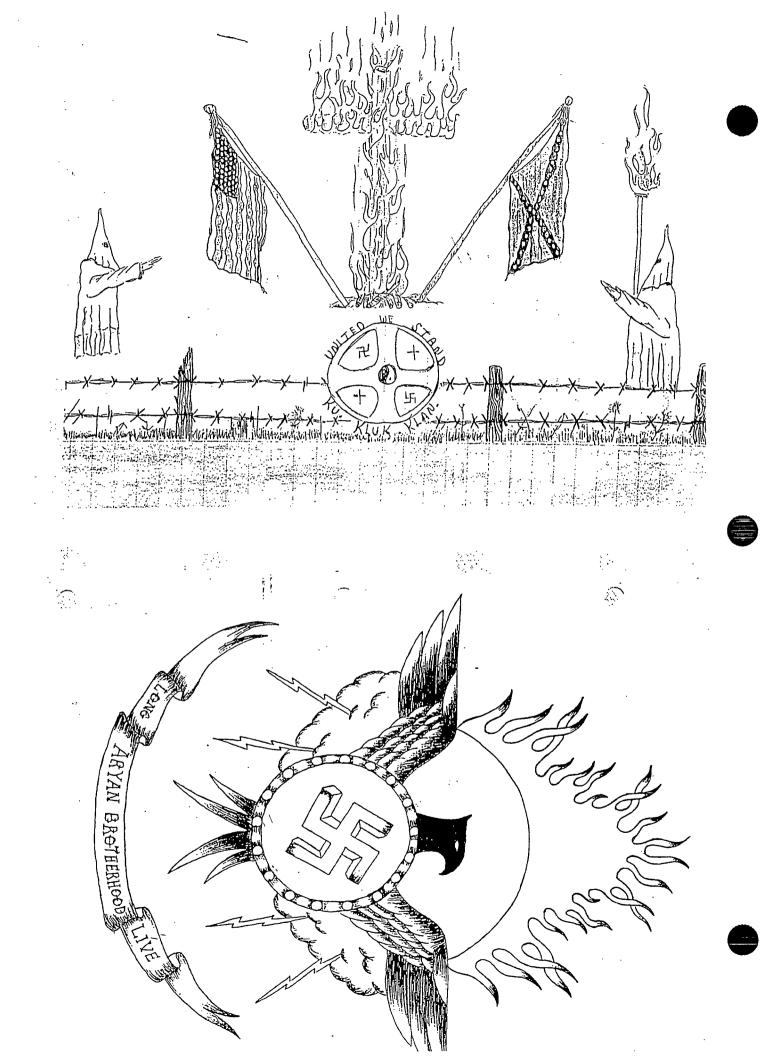


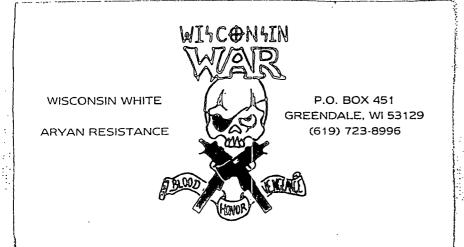






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# NATIONAL ALLIANCE



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# hite Voice



OFFICIAL PUBLICATION OF THE RACIAL NATIONALIST PARTY OF AMERICA

1473

...

Number 16

Price: \$1.00

# INTERVIEW WITH A SKINHEAD

A new breed of racial nationalist has emerged under the 'skinhead' label. Outside the movement, the mere mention of that name evokes fear, dread and some unpleasant memories or two.

We decided that for the information of our readers that it would be both entertaining and leaders that it would be both entertaining and edilying to do an interview with one of these imusical terrorists', as the media calls them. So, we shot a letter off to 'No Alibi' in the hope of getting some answers to this amazing and growing subculture in America. We are grateful to 'Chris' of No Alibi for taking the time to forward these answers to us in expedited lashion. So hang on to your reeding glasses. WV: When and how did 'No Alibi' come into existence?

NA: We started in 1986 in high school in an inner city multicultural hell pot. We were always into heavier RnR/Metal/hardcore music. As a release to built up aggression we

music. As a release to built up aggression we would listen to a lot of this music. We wanted to do something different that we would full heartily support. So, we all left like White Power & patiotic lyrics was the way to strike back at this onslaught that the capitalists and Zionist vermin were trying to shove down our mouths. So we started playing gigs and building a Skinhead army.

WY: What is the current line-up and ages?
NA: Our current line up is myself: Chris G. on quitar. I'm the 2nd oldest geezer of the band. I'm 30. Our bass player Jon Z is 31 and is Granddad HATE. Kevin, our singer, is 27. And our drummer Chris O from 'Attack/Code of Violence, is the baby from Florida, he's 25. We are thinking of adding other talent such as a 2nd lead guitar player, and also have got a liddle player from our last show in Kentucky liddle player from our last show in Kentucky for the Nordic Fest, and an IKA gig in May of this year. If you are a lemale or have a sister or guttnend that you want to hear for 'Goddess vocals' please write the address

below. We are interested in having you play a very great role in our up and coming release on Puhses Liste Deutsch Stimmer Records, from Germany. (Editor: Write No Alibi at P.O. Box 1234, Buffalo, NY 14213 or send e-mail to No Alibi @ix.netcom.com).

WY: What are your musical roots?
NA: Skrewdriver, Brutal Attack, No Remorse,
Storkraft, and Carnivore. Basically all White
Power bands and some RnR, hardcore, metal
and even some classical. We always tried to be as original as possible and feel like we still provide that. We're keeping a spontaneous and surprising project in store for our next

releasel WV: How would you best describe your

NA: Revolutionary White Power anthems of history, pnde, HATE, all sung with the most powerful background music that combines hardcore, metal and oi, and soon to be

classical. WV: What do you feel is the role of bands

like NO Alibi in the struggle.
NA: To express our 1st amendment right and to enligten our fellow brothers and sisters! To instill a feeling of Pride and Power into the listener in hope that by doing so, we cause that person to do something positive for his people! All the while we give an entertaining

aspect from the music. Sometimes its like aspect from the music. Sometimes its like watching a very violent horror movie, i.e., in that in the movie people are shot, maimed, stabbed or worse, but just like that killer movie, on every blow you're cheering on the murder! It's a release for many of our Folk to hear very violent thoughts and it makes them want to do something positive for his/her own Folk, and not to just mimic the movie like the Jews want you to think. The positive aspects include making a newspaper like "White Voice", or becoming a promoter and putting together a White Power show, or putting together a march for White Rights, or separating your children from all the Jewish

WV: One thing that struck me was that there is a lot more substance to bands like No Alibi than their thug stereotype, no offense intended. How do explain this enigma?

enigme?

NA: No offenso taken, it was actually a compliment. To be considered a thug for White Power is a compliment in this political society in that it proves that you're an intelligent flighter! It was actually something I came up with that Bound For Glory did a song about called "Musical Terrorists". When the cly council came down on our 1997 Birthday Rash for Adolf Hiller here in Buffalo, NY. Men any countait came down on our 1997 Birmaay Bash for Adolf Hilber here in Buffalo, N.Y., they called us 'musical terrorists'. Other Jews from night clubs sald, 'They are scary'. HaHal This makes us laugh. But at the same time it's a compliment. Comments like that cause these swine to think that they are giving us a negative shadow. When someone calls us a 'rhug', 'Hater', or 'Terronst', they are promoting the band through psychology. Its like telling a kid, "Don't do that little Johnny!" like telling a kid, "Don't do that little Johnny!" Johnny's going to want to try it out! It's like Ian Stuarts side project, "The Klansmen". Johnny joined the Klan! By giving a dangerous & entertaining blanket to our music, they make us the Zionist's, Capitalist's and Mud's biggest learl ONWARD TO VICTORY!! WY: It seems that in the "land of the Free" It is difficult for bands like No Alibi to hold gigs without the threat of cancellation, your thoughts on this?

your thoughts on this? NA: Reds worldwide have huge funding from NA: Heus worldwide have nuige funding from Jewish groups to smash our people. Divide and conquer is their game and they are playing a very vicious one in the states. Thank God for our "free Speech" cause it could be worse. If we were in Sweden we would all be in jail. America is full of ghetto swine, Niggers, Spics and other assorted muds that eat up this melling pot/peace agenda p that is fed to them by the opt master through their governmental stronghold. We are the under-dogs. In Europe strongroid. We are the under-cogs. In Europe it is illegal for our folk to say what I am saying right here. In America the average white is caught up in thinking its cool to be a Nigger! This is a slap in our ancestors face! By contrast, in Europe it's cool to be a Skinhead, it is a Rebel thing to do. They don't think its cool to wear pants that look like you just took a

smi in them.

WY: So, What's your favorite beer?

NA: Kostritzer, Dark Deutsch Lager!

WY: About your last CD, "Back For Blood and \$ail, were you satisfied with that? How did it go? If you cold have done something

shit in them.

different what would it have been? NA: We are very satisfied with the sound. The cover we did not like because our logo came back (@@ked up. We did fix this with the reprint. This I would do different and to shoot the ass hole sound man in the face when it was done just for rushing us and acting like an ass hole. Every time I would want to add something different he would huff and putf like he had a say in what we wanted, it was a fight

he had a say in what we wanted, it was a light with this guy but we finally go what we wanted, musically speaking.

WV: When are you guys going to release a Christmas CD, haha?

NA: This year I will put on a Santa outfit with a Swastika across my arm and hand out Kostnitzer beer to all the kids that come to our first. The beer to all the kids that come to our gigt That will be the dosest to a Christmas CD.

WV: Your thoughts on Bill and Hillary Clinton?

Clinton?

NA: The perfect American couple, is it not?

You have Bill, a womanizing, capitalist burn, just treacherous, and then you have the 'woman' by his side, a power hungry Dyke. But hey, they live in our neighborhood now, here in Jew York. We should all stop by and have the

have tea.

WY: What was your best gig?

NA: Our best gig by far was our one in
Buffalo in 1993 with Bound For Glory, Rival
and Stigmata. It was promoted by Rock-ORama Records from Germany for the purpose
of getting a video together. The tickets were
made by TICKET MASTERII The Jews who owned the big hall where we were supposed to play broke a legal contract we had them to play broke a legal contract we had them sign when they found out our plans. They got us another hall and we had to bring everything in from scratch, sound, lights, the stage, etc...it was a huge effort in which we found out who our true frends were. The hall was a lotal shit hole named the RAM on 14th street, place in which Spics and niggers are known to walk in and break up any White ghathering cause its sa drug territory. So, weall knew it was gonna be exciting to get 300 Skinheads in this Nigger/Spic sium.

Nigger/Spic slum.
Gig day arrives and we have everything set as the Skinheads start rolling in. It was a sight! That night the gig was like THUNDER!



No Alibi has some striking hats that will knock your socks off. Black swat style hats with the No Alibi logo in silver. Send \$14.88 postpaid to No Alibi

P.O. Box 1234 Buffalo, N.Y. 14213

Distributed By:

# Continued... No ALIBI

. W. ... and was faced by a warm welcome of a Boot Saluce! Then 9MM is come out and these Spics and Niggers were run out of their elaimed 'Hood.' Now, this is a memory I will always lieve cause the entire show went down without breakdown and it was a Wild West Short-out when all got done in which we reclaimed our 'Hood!', since this is the actual neighborhood where my family brought me to

Our 2nd greatest, and the biggest was our 1998 org in Germany for the lan Stuart Memorial Concert. 1500 folk came from across Europe. One giv actually came up to us and paid a cab two thousand marks to drive from Austria to Northeast Germany to come to the gig!! That's dedication! WY: Your thoughts on the Movement In

general?
NA: Worldwide it's improving, but we need to get sameone on Top that's going to speak for White rights. After David Duke's shot I can not foresee a realistic chance for any outright Parrior but will support that person to the Death! Karl Hand for President! It's a Hard Road...

WV: How did you first get tuvolved?
An: When I lirst went to a public grammar school and was subjected to bussed niggers from the East Side of Buffalo! I believe we all have stories like this. Our singer would say he was held by gun point by a nigger robbing him on his first day of his new job, when he was to years old! All little aspects indicated a starting point that something was very wrong with America's political agenda and something we must work to change. We slowly worked our way into NS Skinheads and decided that the band and music was both a great energy release and also an inspiration to others. It would bring in folk that have experienced what we

WV: When can we expect something new from No Alib!!

NA: We will have something out on a compilation from our new local record label called "In Defense Recents" by the fall this year and then a full length CD employed by our year.

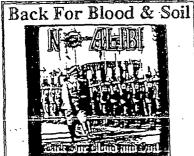
CD recorded by next year.

WY: Anything that you would like to add?

NA: Just a Thank You' to you Karl, and keep up the yearl work with the paper cause we all really like it. It's straight to the point and I find myself rading all the articles cause it cuts all the builshift don't have time for. If you're within a two hour drive of us give us a c-mail or letter, we would live to meet you and keep you uplated on new No Alibi tapperting's. For Bloxd and Soil. Claris & No Alibi

"Defeatism is our greatest adversary, enthusiasm our greatest ally."

.....Karl Hand, RNPA Party Chairman



\$19.95+\$2.00 S&H

Order From: RNPA Headquarters P.O. Box 1281 Lockport, N.Y. 14095

# White Christmas Drive 2000

Our second annual White Christmas Drive is on officially launched. The first WCD went very well and we hope to surpass that success. We are now soliciting the names of needy white children whose parent(s) might not be able to afford clothes and toys for this upcoming holiday season. If you know of some family that could use our assistance, then please let us know. Each month we will publish a list of the names and ages of all needy white Children. If clothes are needed we'll need sizes as well. To avoid problems, no addresses or last names will be published. Instead, we will forward them directly. All toys should be new and in their original, sealed packages.

Last year was a very rewarding experience for us all. We sent out three 4ft rag dolls and five or six other types to little girls. Little boys got powered cars, hand held computer games and board games. The smallest ones got stuffed animals and other toys. Only one requested clothes and school supplies, which we were able to oblige.

I keep imagining the wonder and joy that these

I keep imagining the wonder and joy that these children felt. Imagine thinking that your Christmas would not be very memorable and than you get this huge rag doil. I just wish that I could have been there. It warmed my heart and made me proud of this movement. We may have small checkbooks, but we have big hearts. So, let's make this an even better year!!

# RNPA HANDBOOK

Work has begun on the first draft of the RNPA handbook. This is a necessary but tedious undertaking, made especially so by the fact that I work two jobs. Still, it has to be done so that the Party is marching to the rune of a single drum.

A lot of territory will be covered in this

A lot of territory will be covered in this handbook, more than anything similar in the past by any other organization.

If there is something that you feel can be useful in the way of information, hints or advice, than please feel free to make them know to us. We want your input as we want this to cover as much as possible. Any and all source material will be approximed. Handbooks from other organizations, both past and present, are ideal source material.

#### VOTE RIGHT VOTE WHITE Write In KARL HAND

For New York's Next U.S. Senator Send Washington a Message Karl Hand's name does not appear on the ballot. He is a write-in candidate. When you go to vote you have to write his mime in the slot provided on the ballot machine.

Paid for by the Committee to Elect Karl Hand to the U.S. Senate.

#### Important Note

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## CLASSIFIEDS

Classified ads are available at 350 per word, per insertion. Order three consecutive insertions and get the fourth free. Categories include: Help wanted, Books & Periodicals, Electronic Media Personal, Food & Beverage, Personal Health. For Rent or Lease, Business Opportunities, and Miscellaneous. We reserve the right to accept or refuse any ad. Make checks physible to RNPA Headquarters. P.O. Box 1281, Lockport, N.Y. 14005

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RECEIVE THE IRON EAGLE! FREE
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328808, Columbus, Ohio 43232.
FREE BOOK AND MERCHANDISE LIST:
Send SASE to RNPA Headquarter, P.O. Box
1281, Lockpon, NY 14095.
PERSONAL
WANTED WHITE LADY: Long time activist of

WANTED WHITE LADY: Long time activist of the racial mitonalist movement seeks racially conscious, petite, white lady. I am 5°8" tall, brown hair, blue eyes and divorced. The movement comesfirst, but the right lady will find me to be responsive and caring. I will be 50 come Now., but your age is unimportant to me. This is for LTR and possible marriage. You must be willing to relicate, no drug or alcohol use. Write: Karl Hand, P.O. Box 1281, Lockpon, N.Y. 14095. Please send recent

RACIALLY ACTIVE: 24 yr old male. Pure white heliels. Seeks correspondence with brothers and sisters with same racial love. Will answer all Unity is the key word. Chris Sweuringin, W-0512650, J.C.C.C., Box 900, Jefferson City, Mo. 05102.

MISCELLANFOUS
PATRIOTIC FLAGS: Online flag store.
Colonial, Confederate, Mültary History. See www.patrictic-flags.com. For free catalog write, PMB 154, 3971 Hoover Rd., Grove City, Ohio 43123. Wholesale inquiries welcome.

# Where Others Fail, the RNPA Prevails

#### SAMPLE ISSUES OF WHITE VOICE

Loose Fit Jeans
Sont Stan Strutistics - Standard Fit Stans
Sont Stans Strutistics - Standard Fit 
REDUCED PRICE \$35.00 per pair

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Include \$5.00 shipping & handling in U.S..
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Fighting for the Interests and Welfare of the White Community

# Vhite Voice



OFFICIAL PUBLICATION OF THE RACIAL NATIONALIST PARTY OF AMERICA

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# JEWS PUSH GUN CONTROL

Although it is hardly mentioned by prominent pro-gun lobbies out of fear of libel by America's Jew controlled media, the truth of the matter is that Jews are behind much of the push to disarm America.

This is of course being done in an effort to stille resistance to Jew control over our nation and resistance to their anti-American and anti-white programs. With America's media in their pockets, no politician dares to speak out against this Jew menace. Instead, we see them kowtowing to this Jew treason at every opportunity they can.

Defore the Jew can claim complete dominance though, they must disarm the population. That is necessary to their plans. It is therefore not surprising to see that the Jew controlled media is always pushing gun control, for as the saying goes, gun control is people control. Although this may seem a bit to dischard it is constituted the trip. of a cliche, it is nonetheless the fruth.
If the Jews are successful in eradicating

the second amendment, we can expect all protections of the first amendment to follow

under every kind of pretense.
One of the principle advocates of gun control is none other than the Jew brich, Dianne Feinstein. Another is Barbara Boxer, another Jewess. New York's semi-retarded Chuck Schumer and New Jersey's, Frank Lautenberg, are both Jews of the greasiest

Other Jews who push oun control are Russ Feingold of Wisconsin, Carl Levin of Michigan, Jay Rockefeller of West Virginia, and Arlen Specter of Pennsylvania, Rockefeller is the brother of David Rockefeller, the notorious oil gangster and head of the Trilateral Commission and the Bildebergers. He uses these fronts in his effort to undermine existing governments in his drive to establish a one world government, with him, of course, in the driver's seat.

The Jews have always remained a people unto themselves, and because of this they look upon the constitution as a terrible inconvenience. It does tend to get in the way of anyone who seeks to stille criticism aimed against themselves. Imagine, giving 'bigots' and 'anti-Semites', the right to freedom of speech, or worse, the right to keep and bear arms. My God, freedom like that should not be tolerated, especially if it serves to awaken people to the diabolical plans of these Jews! Of course, for those of us who have studied

the Jew, who have seen them as the real enemies of freedom, we are not at all surprised by this. We have seen books, like Conquest of a Continent by Madison Grant, suppressed by the Jewish organization called the Anti-Defamation League (ADL). We have seen academic freedom squashed by this politically correct creed that the Jew media has forced upon our universities. We can have communists teaching our children the glorious teachings of the Jew Karl Marx, but just don't let one professor, or one student, question racial equality, or the biggest propaganda lie of history, the so-called 'holocaust'. That will bring all of Jewdom down upon their heads. For tyranny wears the face of the Jewill in truth, communist tyranny is Jewish tyranny.

#### Major Long Distance Telephone Companies Support Jew Gun Grabbers

The three big long distance telephone com-panies all support gun grabbing politicans. Here is a list of some Jew gun grabbers that they have supported as shown in the Federal tion Commission.

AT&T: Barbara Boxer, Russ Feingold, Frank Lautenberb, Jay Rockeffer, Chuck Schumer and Arlen Specter.

MCI: Barbara Boxer, Dianne Feinstein,

Carl Levin, and Jay Rocketeller. Sprint: Barbara Boxer, Dianne Feinstein, and Jay Rockefeller.

and Jay Rockefeller.
Lifeline: This is a Christian and conservative, pro gun company. It is not however, a racial nationalist company. Still, in the interest of freedom, it might be the best option available. 10% of your monthly long distance bill goes to the Gun Owners of America(GOA). No matter what long distance company you use, your money will be at work in the gun control debate. The question you must answer is "On which side of the debate will my money be used."

money be used?"

Lifeline's rates are four to eight percent under AT&T's standard tariff rates.

Anyone wishing to sign up with lifeline should call 1-800-311-2811.

Note: We are offering this only as a service to our supporters and readers. Lifeline and the GOA are not affiliated with the RNPA, and as far as we know, do not support our racial views. It is however, in our interest, to support those that fight for freedom, whether they approve of us or not.

# Famous Quotes on Freedom

Liberal institutions straightway cease from being liberal the moment they are soundly established: once this is attained no more grievous and more thorough enemies of freedom exist than liberal institutions."

.Friedrich Nietzche God." .....William common for the "if there is any principle of the more imperative

Constitution that more imperatively calls for attachment than any other it is the principle of free thought-not free thought for those who agree with us but freedom for the thought that we hate."

"A free press can of course be good or bad, but, most certainly, without freedom it will never be anything but bad..."
.....Albert Camus

They that can give up essential liberty to obtain a little temporary safety deserve neither liberty nor safety."

...Benjamin Franklin

#### Jews, Communism & The Jew World Odor

Jews have been the originators and promoters of communism, so it is not sur-prising to see them pushing to disarm America and to limit freedom of expression. Freedom of expression includes not only your right to say what you really believe without fear of reprisals, but also your right to hear and read. These rights are slowly being legislated away by Jew politicians which are supported by Jew members on the Supreme Court. They are slowly banning every form of freedom of sown banning every corn of needorn or expression, in our schools; in our universities, in the work place, in the police force, in the prison system, in the sports arena, and even trying to ban private organizations that don't subscribe to their 'politically cornect' creed. Incidentally, the term 'politically correct' was first used in the Communist Party handbook.

Most Americans have developed a certain complacency toward communism, since the fall of the Soviet Union. What they don't know is that that fall was engineered by the Jew billionaire Amand Hammer who visited Gorbachev just prior to Gorbachev dismembering the Soviet Union.

After seventy years, the Jews realized that Americans would never accept communism, as they viewed it as an alien ideology. So, the Jews, once having obtained considerable political clout by engineering the takeover of America's media, determined to subvert America's media, catermined to subvert America from within by wrapping their communist ideology in the American flag. Thus, anything that they believed in, became the American ideal. The era of political correctness was realized. Of course, to do this, they had to rewrite history with their own spin on it. This is what is happening in our educational system and media today. The pirating of America by communist Jews is nearing completion, all under the banner of the multiracialism and the Jew World Order.

Communism has two forms, the Stalinists, which believed in subverting the world from a geographical base and the Trotskyites who wanted to spread communism from under-neath. What we witnessed with the fall of the Soviet Union was not the death of communism, but the death of Stalinism and the emergence of Trotskyism. This suits the Jew more, first because Trotsky, like Karl Marx, was a Jew, and because the Jew, being spread across 'Diaspora', was more suited for this tactic. Subversion has always been the Jewish forte, and his bane.

Right after the fall of the Soviet Union, there was an influx of Jews from the Soviet Union. They chose to come to America instead of the Jewish state of Israel. Perhaps they were told that America was ripe for takeover.

Distributed By:

# Hammerfest 2000

The 'Fammerskin Nation', perhaps the largest skinhead group in the world, is holding its annual 'Hammerlest' on October 21st & 22nd. This is sure to be one of the most exciting events to take

The line-up for this festival is like a who's who of the skinhead movement. Included are the following hands:

For Saturday, Oct. 21st

Brutal Attack

- Bound For Glory
- Bully Boys
- Dying Breed
- White Wash
- Youngland
- Intimidation One
- and Hatecrime

#### For Sunday, Oct. 22nd

- Brital Attack
- Extreme Hatred
- Max Resist
- Aggressive Force
- Straight Laced Nightmare
- Code of Violence

and Billy of Celtic Warrior

For more information contact the Hammerskin Nation at www.HAMMERSKINS.com, or write: P.O. Box 9272, Springfield, MO. 65801. The Hammerskins also put out a pretty good magazine.

Send a 55.00 donation to get a copy.

The Hammerskin Nation, and in fact, no skinhead organization, is currently affiliated with the RNPA. In the future that may change. For now, we are trying to network all the different groups and subgroups in the racial nationalist movement. We are in the trenches, and with the enemy bearing down on us, we need to forge a united from I happen to view the Skinheads as the SA of the racial nationalist movement. "SA" in my view means "Skinheads of America". They are the of the ashes of Europe, the SA has been reborn here in America. That is not only fitting, that is

The Skinheads prove one thing, that not all white men are wimps, not all have become slaves to their own executioners. Tell me not that they are 'troublemakers', for it is 'troublemakers' that this movement needs. And more, it is what this society needs, for complacency and apathy breed but two types of animals, those that are too scared to resist treason, and those that are dead!! Both are damned

The biggest cowards in the world are those in the Jew media who condemn our race, our values and our movement so viciously. They hide behind their computers and hi-tech security fortresses where they slander men and women better then themselves. Hell, they even slander the Boy

Scouts! Morality is as much their enemy as us. So let us not pay too much attention when they depict this one or that one as 'troublemakers', for we all are in good company. And if we should cause them trouble, so much the better. Let us wear that term, 'troublemakers' like a red hadge of

In fact, let me go further and say that those who are not so labeled, or thought of as such, probably haven't been doing their duty. More than likely, they have been hiding in their post office box the way the lew media hides in its ivory towers. I bate and despise both. In a dark alley, both would wet their pants if confronted by a honest man.

It is to the 'troublemakers' of this movement, that 'White Voice' is dedicated. Those who do not support their efforts, are doing the work of the enemy. Give me 100,000 of these 'troublemakers', and I will change the face of America!

\*Our politics are not based on riots, but where riots are necessary, we are not so cowardly as to avoid them.

......Dr. Joseph Goebbels

## White Christmas **Drive 2000**

Our second annual White Christmas Drive is now officially launched. The first WCD went very well and we hope to surpass that success. We are now soliciting the names of needy white children whose parent(s) might not be able to afford cirches and toys for this upcoming holiday season. If you know of some family that could use our assistance. then please let us know. Each month we will publish a list of the names and ages of all needy publish a list of the names and ages of all needy white Children. If clothers are needed we'll need sizes as well. To avoid problems, no addresses or last names will be published. Instead, we will forward them directly. All toys should be new and in their original, sealed packages.

At least one elderly couple has asked for our assistance this year. We are not in the business of soliciting and forwarding donations, as that can be complicated. However, if you wish to send blankets, sweaters, canned food, or even gift

certificates to national food chains, we will gladly forward them.

Last year was a very rewarding experience for us all. We sent out three 4ft rag dolls and five or six other types to little girls. Little boys got powered cars, hand held computer games and board games. The smallest ones got stuffed animals and other toys. Only one requested clothes and school supplies, which we were able to oblige.

I keep imagining the wonder and joy that these children feit. Imagine thinking that your Christmas would not be very memorable and than you get this huge rag doll. I just wish that I could have been there. It warmed my beart and made me proud of this movement. We may have small checkbooks, but we have big hearts. So, let's make this no even better year! this an even better year!!

As of this issue, here are the list of white people

requesting our assistance. Scott & Anne. .3 years old ...12 years old. Rebecca .12 years old

#### VOTE RIGHT VOTE WHITE Write In KARL HAND

For New York's Next U.S. Senator Send Washington a Message

Karl Hand's name does not appear on the ballot. He is a write-in candidate. When you yo to vote you have to write his name in the slot provided on the ballot machine.

Paid for by the Committee to Elect Karl Hand to the U.S. Senate.

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FREE BOOK AND MERCHANDISE LIST:
Send SASE to RNPA Headquarters, P.O. Box
1281, Lockport, NY 14095.

PERSONAL
RACIALLY ACTIVE: 24 yr old male. Pure white beliefs. Seeks correspondence with brothers. and sisters with same racial love. Will answer all. Unity is the key word. Chris Swearingin, W-0512650, J.C.C.C., Box 900, Jefferson City, Mo.

MISCELLANEOUS
PATRIOTIC FLAGS: Online flag store.
Colonial, Confederate, Military History. Sec w.patriotic-flags.com. For free catalog write. PMB 154, 3971 Hoover Rd., Grove City, Ohio 43123. Wholesale inquiries welcome.

"Let me say with no shame, that ours are the politics of revenge. It is revenge that we seek, it is revenge that motivates us, and carries us through each day. And let me also say that it is against those who have made us aliens in our own nation that we seek this revenge. For them we will give no peace. For them we will show no mercy."

....Karl Hand, RNPA Party Chairman

#### SAMPLE ISSUES OF WHITE VOICE

We presently offer two special sample issues for mass distribution. These make great introductory pieces of literature to show to your friends or relatives. Simply copy and then hand them out. If you would like a copy of either or both of these than make checks payable to: RNPA Headquarters, P.O. Box 1281, Lockport, N.Y. 14095. Specify which you prefer. SS-0001 The Truth About Blacks.........S1.00 SS-0002 The Truth About Jews....

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Style 5650 • Straight Leg • Stone Washed Fits Over Boots • 100% Corton
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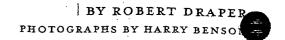
Make checks payable to RNPA Headquarters P.O. Box 1281 Lockport, N.Y. 14095 Include \$5.00 shipping & handling in U.S. Foreign include \$10.00

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MAGAZITE





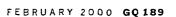
# Ministry of Output Description: Output D

The sermon Matt Hale sweetly preaches from his front porch is frighteningly simple: If you are not Caucasian, Amerika will become a very scary place

nto the cluttered horror show of Ben Smith's soul stepped Matt Hale, shouting "Fire!" As a direct consequence of Matt Hale's presence in

As a direct consequence of Matt Hale's presence in his life, Ben Smith was no longer just another sullen 21-year-old Chicago suburbanite destined to booze or drug himself into a coma or crap out in a midwestern jailhouse. Instead, here he was on the Fourth of July weekend last year, zigzagging his Ford Taurus through Illinois and Indiana with two semiautomatic handguns by his side, picking off those targeted for extinction in Matt Hale's Racial Holy War. RAHOWA! Such music to the ears of a lifelong joiner-quitter for whom only a bloody exit strategy now made any sense. Ben Smith had once been a Muslim, and later a left-winger. His circle of friends had once included blacks, Jews and Asians. Now he was spraying them with bullets. The only constant in his life had been a stewing propensity for violence—half-assed and unchanneled, until Matt Hale furnished Ben Smith with commandments: Destroy and banish all Jewish thought and influence from society. Remember that the inferior colored races are our deadly enemies. Decide in early youth that during your lifetime you will make at least one major lasting contribution to the White Race.

And so, in Chicago, Ben Smith made his one major lasting contribution by wounding six Orthodox Jews on their way home from services. Then, in Skokie, Illinois, he shot in the back and killed former Northwestern University basketball coach Ricky Byrdsong while the 43-year-old black man was walking with two of his children. He fired on two Asians in Northbrook, injured a black man in Springfield and a black pastor in Decatur, wounded a Taiwanese American grad student in Urbana and finally idled by a church in Bloomington,



Indiana, where he took aim at a Korean doctoral student named Won-Joon Yoon and shot him fatally in the back. Only then, on the evening of Independence Day, did Benjamin Nathaniel Smith take leave of his miserable existence and turn the gun on himself. His martyrdom in the holy war was assured the following day when Matt Hale, whom Smith once termed "the greatest living man," assessed the carnage thus: "As far as we're concerned, the loss is one white man."

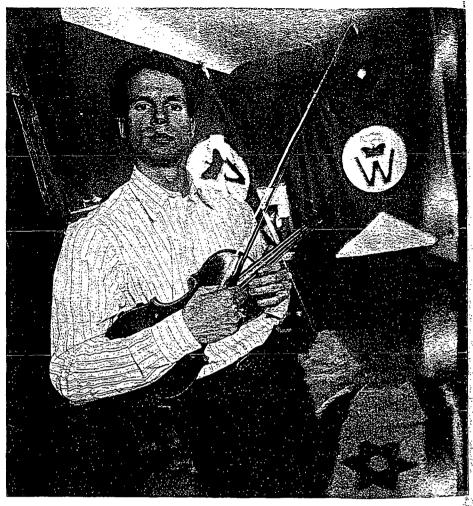
Such music.

STANDING ON THE FRONT PORCH of his residence in East Peoria, Illinois, Matt Hale, 28, performs the first movement of Beethoven's Seventh Symphony on his violin. He is somewhat rusty at first, not having practiced since the local orchestra ousted him for holding views it found abhorrent. Before long, however, his fingers regain their agility. The intensity burns through Hale's Wally Cleaver-esque face. He flexes his jackal-like cheekbones, and his dark eyes bore into the sheet music. Now the melody surrenders, and the dulcet fury of the notes holds sway over the neighborhood. And though no suggestion of bliss softens his austere face, whatever heaven Matt Hale could hope for is

right here in this world, colored by lawns and pines, cardinals and cicadas, and otherwise as white as a hospital.

At the conclusion of the movement, Hale lets his bow go limp. The neighbors offer their applause. "I figured, what the heck," Hale calls out, waving. "Nice day, might as well entertain the neighbors." What the heck. The venom seldom leaks into Hale's earnest tenor when a member of the press is present—which is to say that the usual steady stream of racial epithets was in short supply on the Hale porch during the summer of 1999. On July 22, activists from across the state held an antiracism demonstration in East Peoria, culminating in a march down Randolph Street, where Matt Hale lives with his father. The protesters and the media found Hale sitting quietly on the porch swing, reading Ben Klassen's The White Man's Bible. The three signs stuck in his front yard brandished the sweetly quotable message I FORGIVE YOU WHITE LIBERALS FOR YOUR IGNORANCE—I STILL CARE.

The march was an articulation of central Illinois's horror over Ben Smith's shooting spree and the national attention it brought to the region. The World Church of the Creator had lost one white man, but as Smith had surely anticipated, his death was a net gain for Matt Hale. "As much as we wish Ben was still alive," he tells me in his forthright midwestern lilt, "if it was his wish to get incredible publicity for the church and bring our message to millions and millions of people, he succeeded." That message, Hale insists, is that his Racial Holy



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PLAYING IN PEORIA: Hale was talented enough as a violinist to play in a local orchestra, until he was booted out because of his extreme views. Here in "the Red Room" at his father's house, where the Israeli flag serves as a rug, the Pontifex Maximus of the World Church of the Creator gathers his thoughts and his followers to plot the future of the white race.

War will be nonviolent. Apparently, the cognitive dissonance got to Ben Smith. He spread the word with bullets, and that to the bloodshed, Hale—for years a staple on the Montel, Geraldo and Springer freak-show circuit—could now offer up his yuppie countenance to every major news organization in America. It was as if we had awakened to find a brontosaurus looming in our driveway. Matt Hale would not disagree if you compared his "ideology" to that of Adolf Hitler.

We know what that meant in Germany circa 1933. But what does it mean in America today? The Simon Wiesenthal Center's Task Force Against Hate has termed the Wiesenthal Church of the Creator "the most active and the most sophis cated" racist organization in the nation. Could a slick Web site and a sound bite-proficient commander be all that the white supremacists were waiting for? Listening to the performance of the church's leader, known internally as Pontifex Maximus, this August afternoon, I am struck by the belief that what I am hearing is either an irresistible call to arms or the impotent fiddlings of a white-trash Nero wanna-be. It will take nearly a week's worth of sitting on Matt Hale's possible take nearly a week's worth of sitting take nearly a week's worth of sitting take nearly a week

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me to recognize the fallacy of my construct. By that time, the music will have long since dissipated, and Hale's Racial Holy War will seem no more potent than an off-color joke.

But in uncovering the damaged fabric of a delusional loner, I will see as well the damage he can do. For as we squint at every klieg-lit hyperbole in search of guiding verities, a certain humming truth goes unheeded. Evil is not larger than life. It is the size of life, sometimes even smaller. It is humdrum, everyday. What the heck: Evil is banal.

"DON'T SLAM THE DOOR. I told you not to slam the door!"

Russell Hale Jr. stands steely faced in his jumpsuit beside his gray van, which he has just lent to his son Matt, so that the Pontifex Maximus can deliver church packing material to a storage locker outside of town. "I didn't slam it, Dad," says Hale as he folds himself into the driver's seat.

"And don't disengage the parking brake till your foot's on the regular brake," lectures the father.

"My foot is on the brake, Dad. Gee...." He blushes, and almost says it: Geez, Dad, not in front of the media! He'll give me the business in print! For nearly all his life, Matt Hale has lived

in this century-old gray two-story house on Randolph Street with his father, a stooped East Peoria Police Department retiree who comes and goes without saying much of anything to his son. The two are close, young Hale insists, though they seldom eat together anymore, as the son dines twice daily on raw fruits and vegetables, nuts and seeds—a "salubrious living" diet prescribed by the church's founder, Ben Klassen. Russ Hale confines himself to the back of the house, while Matt Hale operates out of a small, garishly red room on the second floor, where stacks of Ben Klassen's fourteen books, including Building a Whiter and Brighter World, On the Brink of a Bloody Racial War and Salubrious Living, and assorted other church propaganda share

space with a computer, a fax machine, an Israeli flag that serves as a doormat, a picture of Ben Klassen's gravestone in Otto, North Carolina, a few stuffed animals and a pair of nunchucks. Occasionally, James, a short young man with sunken blue eyes and a horrific set of teeth, toils in the lair, as does a reedy blond named Christy. Otherwise the ten-room house is unpeopled, musty and in dire need of a woman's touch.

Dreams are stillborn here. The first three sons of Russ and Evelyn Hale never went to college and, admits the mother (who dropped out of school after the eighth grade), "are willing to settle for less." Yet when Matthew Frederick Hale entered kindergarten and was told to write his name, "I steadfastly refused to print it in small letters," he remembers. "I always did it in capital letters. I thought my name deserved it." Years later, after fighting with his big brothers, Hale consoled himself by writing in his diary, "I have plenty of time to prepare for my rise."

From the start, Matt Hale's dreams were kept alive by infusions of Freudian longing and Nietzschean ressentiment. His parents divorced when he was 8, and though Evelyn Hale won custody, she elected to move out of state and foist

the boys on Russ. "I had to work all the hours I could," Russ Hale remembers, "so Matt was more or less independent." Matt Hale remembers being "bullied a lot by my brothers and kids in the neighborhood and school." He spent his years of solitude in the East Peoria library, reading about the mighty and the vengeful, conquerors like Magellan and Cortés, warriors like Parton-and, inevitably, Hitler. In 1984, just before his thirteenth birthday, Matt Hale procured a copy of Mein Kampf. Therein did Matt Hale at last find something about himself to be proud of.

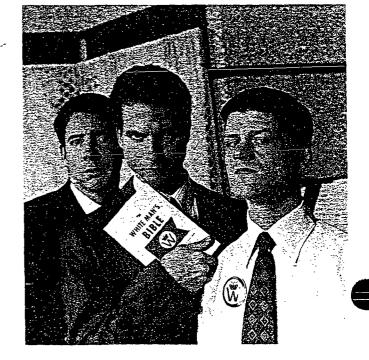
Hale admired the movie Gandli immensely.
"The message it imparts is that if these nonwhites can prevail over their trials and tribulations, then, by golly, we can."

He was white, with rich Germanic blood flowing through the family tree. Though in bleached-white East Peoria he

had never been in the company of either Jews or blacks, his father, who does not think of himself as a racist ("I have a lot of black friends at the nursing home I visit," he tells me), made clear to his sons that he opposed racial mixing, and he habitually changed the TV channel whenever *The Jeffersons* came on. "I always did want his approval on things," Hale recalls. But the boy went overboard. When he was 13 and attending a dance in a downtown Peoria pizza parlor, Hale witnessed, as he puts it in his "short biography" posted on the World Church of the Creator Web site, "a nigger in its late teens repeatedly kissing a young White

THE THREE AMIGOS:

Hale, center, with two of his acolytes, Michael Koch, left, and James Burnett. Hale claims to have 3,000 active church members, but a recent mailing list showed only 207 addresses. The problem, Hale contends, is that the white race is apathetic about its fate and therefore has not rallied to his cause.



girl. The sight made him physically ill, and he decided then and there that his mission would be to ensure that one day such sights would never happen again."

Hale formed the New Reich in the seventh grade to protest the reading of Anne Frank's Diary of a Young Girl. Thus began an academic life unvisited by a moment's peace. When the principal called his father about the swastikas on

his books and locker, Russell Hale said to his son, "You know, your [German] great-grandfather wouldn't like this." Replied the boy smartly, "Great-Grandpa believed what he was told." When Matt visited his mother in Texas during the summer, Evelyn Hale recalls, "I tried to talk him our of his views, and we ended up arguing and both of us in tears."

At East Peoria Community High School-"which was maybe 10 percent nonwhite," Matt

says, "but for someone who's racially conscious, that seemed to be a lot"he wrote "White Power" on his book covers, taped a photo of Hitler inside his locker and sat in the library reading two books, The Racist Reader and The Hate Reader, over and over. Since that fateful evening at the pizza parlor, he says, "I knew I'd be known as a white activist. I always had the sense that I would make my mark." And so he endured the hazing of his peers, the way they made fun of his kneehigh white socks in gym class, the way they called him Beethoven because he played the violin. They were his white brethren, after all, and Matt Hale still had time to prepare for his rise.

"A KLASSEN DISCIPLE? Yes, I'm a

Klassen disciple," Matt Hale says. Ben Klassen, the World Church of the Creator's founder, committed suicide in 1993, before he and his disciple could ever meet. "I believe that Klassen will go down in history as the greatest white man who ever lived. Greater than Hitler. Because while Hitler certainly showed the Jews could be defeated in modern times, using a government overtly based on racist principles, Ben Klassen gave us the first religion of our race, and I think that will prove more important. I may not agree with him on every single point. For one, I'm an attorney, and he was very hostile to lawyers. For another, he wouldn't like to talk to the media, and obviously," he grins, "I'm the opposite."

Obviously. The media first discovered Hale when he was 18 and littering the Bradley University campus with racist flyers. Student protests ensued, the administration considered expulsion, and young Matt Hale gleefully wore the crown of thorns. Reporters found Hale to be telegenic and far more voluble than his glowering hooded predecessors in the white-power movement. Time and again, he was arrested on trumped-up charges by Peoria-area authorities who found his views too reprehensible for public airing. Time and again, Hale prevailed in court and reaped the harvest in the press, thus winning the admiration of whitesupremacist groups across America. His courtroom adventures inspired him to enroll in Southern Illinois University School of Law. But in 1995, before his first semester, Hale

> ran for a seat on the East Peoria City Council. Blessed with high name recognition and an agenda no one could forget, Hale garnered 546 votes, which, unfortunately, placed him eighth among eight candidates. With barely a trace of irony, he explains his defeat to me: "Our main constituency, they're not registered to vote. They've given up on the system."

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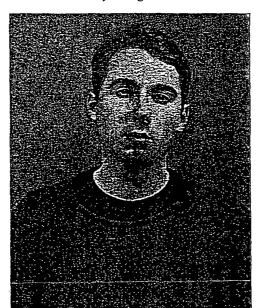
COURTEST OF MATT HALE

So it proved fortuitous that dour, 75-yearold Ben Klassen had scarfed down four bot-

> tles of sleeping pills in 1993 and left the World Church of the Creator in disarray. The church's resources had been pilfered by traitors, key members were imprisoned, factions had erupted, and no one had yet responded to Klassen's final exhortation: "Now the younger generation must pick up the torch and fight the battle." Freshly chastened by political defeat, Matt Hale now contemplated the idea of leading a racist religion, a grandiose venture even by Hale's standards. As Klassen's graceful prose had it, the white race was "the finest and noblest creation of Nature"-one, however, "under attack by our mortal racial enemies: Jews, niggers and the mud races." The only hope was to "win

the worldwide White Racial Holy War within this generation," enabling "the White Race to exclusively populate the world." And all this would be accomplished through legal, nonviolent means, "just as Hitler did in Germany." Should the other races resist, wrote Klassen, "then the White Race must meet fire with fire, and retribution and vengeance will be our answer. For every one of ours they kill we will exact ten times their number, starting with the rabbis." And so on.

How could Matt Hale resist such a holy calling? And how could the church deny one so skilled in mediafriendly hatemongering? On Hale's twenty-fifth birthday, July 27, 1996, on the Superior, Montana, ranch of church reverend Slim Deardorff, a dozen Guardians of the Faith awarded him a ten-year term as Pontifex Maximus. Then, as Hale remembers it, "I gave a speech, pledging to bring Creativity into the hearts and minds of white people everywhere and to continue Ben Klassen's legacy and to make sure that every white man, woman and child would one day honor his name."



ASSASSIN: Ben Smith

church's crude racial

notions, but he was no

mere theoretician. Last July Fourth weekend,

he went on a rampage

in Illinois and Indiana,

wounding nine before

finally killing himself.

murdering two and

was drawn to the

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Thus ordained as the leader of the white race, Matt Hale hustled back to Illinois the next day, where his law-school homework was piling up.

AS I PASS MY DAYS ON THE PORCH with Matt Hale, a growing sense of pity threatens to overtake me. He speaks compulsively of Klassen's wisdom, but the old man is gone, having left behind only a scattered collection of half-wits and felons—and rules, the last of which was, in effect, Don't change any of the rules. Hale practices the salubrious-living diet, but few if any of the other members do. Many are boozers and potheads; some, I am told, are nonwhite. Klassen admonished his followers to speak only Latin, which of course no one does. (When I ask Hale if he has mastered the language, he testily replies, "No, I simply have had many other things to do.") An ex-member tells me that Hale is forever hectoring his comrades to pay their \$35 annual dues. Did Hitler face such indignities?

Well predating Matt Hale's arrival, the World Church of the Creator was a notorious magnet for grifters, bullies and lunatics. Despite the enormous media coverage, and despite concerns expressed by the Southern Poverty Law Center, the Anti-Defamation League and other antihate groups about the cyber-appeal of Hale's recruiting efforts, the church is still little more than a loser's way station. When I ask Hale what became of one of his earliest cohorts, he mutters, "He wasn't in it for the long haul." Of another he says, "He had some mental peculiarities." Hale's former attorney from the Bradley days, Jerry Serritella, tells me that during Hale's trials, "his followers consisted of two mopes

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from high school with a combined IQ of seventy-five." Hale acknowledges that he finds it hard to turn down anyone who calls him up to say, "I hate niggers; sign me up." One of them he kicked out for beating up other members. Another he expelled for burning a copy of *The White Man's Bible*. There are, he admits, "a lot of bad apples in our tree." An elegant understatement. Ben Klassen exhorted the church to one day initiate a "culling out of the misfits." Who would that leave?

A visiting Martian—and on the porch I feel very much like one—might listen to Matt Hale's claims of white superiority, then gaze at Hale's minions and die of laughter. Though Hale once wrote of the African-American race as "an anarchical jungle," he is in no position to talk. Hale's Hasta Primus (second-in-command) vacated his post fully a year ago. So did the head of the church's bodyguards, the White Berets, of which now only a couple in Florida are left. The church is said to boast forty or so chapters worldwide. Five of these operate out of prison cells. Several of the other chapters lack a

presiding "minister," although the 149-question exam on the sacred Klassen texts is open book and can be taken more than once. Then there is the lack of a Lady Pontifex. Hale married a 17-year-old Creatrix named Terra on July 19, 1997. Less than three months later, he wrote to his brethren that "Sister Terra has returned to Michigan. She was not ready for the intense, busy, spartan and salubrious life I must lead as both Pontifex Maximus of our church as well as a student of the law." Hale won't volunteer anything on the subject, other than telling me with a proud grin, "One could say I'm the most eligible racist leader in the world." (A recent girlfriend apparently disagrees. She was granted an order of protection against him in January 1999, after Hale banged on her door screaming "Bitch!" and "Mongrel!" and left a phone message declaring her to be "my enemy.")

I can see that the Pontifex Maximus is getting no help, though he has not been shy about asking for it. More than a

> year ago, Hale wrote pleadingly in The Struggle for church members "to strongly consider moving to Illinois, central Illinois in particular.... Just as Adolf Hitler knew that before he could win Germany, he must first win his home turf, Munich and then Bavaria as a whole, before we can win the world, I fervently believe that we must win our capital, Illinois." When I ask Hale if as many as a dozen had relocated, he mumbles, "About that.", Later, he puts the number of Peoriaarea Creativity members at about twenty-five (though one former member tells me that Hale's biweekly sermons attract a congregation of four or five). Though Hale has told reporters that the church boasts 3,000 active members, a re-

cent church worldwide mailing list featured 207 addresses. When I learn this, I realize the folly of my having at one point asked Matt Hale, "Don't you feel like sometimes screaming, 'I'm surrounded by morons!'?" For Matt Hale is not surrounded by anyone at all.

He cannot "win our capital, Illinois." He cannot even win the town of Pekin, nine miles away from East Peoria. With a richly racist history—former Klan stronghold, home until

recently of a high school team called the Chinks and the site of a cross burning three years ago—Pekin has been the apple of Matt Hale's eye since he first showed up in 1990 with his white-power signs. They jeered him out of town then, and during my stay, the Pekin police threaten to arrest church members for dumping copies of church propaganda on residential lawns. Even in the most fish-belly—pale town in central Illinois—"the town blacks just don't go to," in the words of one lifelong Peoria black community leader—Matt Hale has no following of any kind.



THE FOUNDER: Ben Klassen established the World Church of the Creator and wrote fourteen books, including Building a Whiter and Brighter World and On the Brink of a Bloody Racial War, before finally killing himself.

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## MATT HALE

CONTINUED FROM PAGE 193

"The problem, once again, is white people," he sighs as we talk of his efforts in Pekin. "We don't blame the nonwhite people for seeking their own interest. In fact, they're bound to, by nature's laws." But the white man is apathetic, he says, not to mention gullible—and, yes, often very stupid. At the end of one long day, Hale surprises me by saying, "The bottom line is, it's subjective. And, indeed, we'd be just as fanatic to our cause if we didn't believe our race was superior." At my prodding, he awards the title of Second Greatest Race to the Asians, "particularly the Japanese." He expresses a grudging admiration for the Jews' ability to outlast the Romans and the Carthaginians. from my other kids? He has ambition. He's always worked hard to get his education, and he loved it when he worked for a law firm last year. And I was so happy he was getting on with his life. Matt has never smoked, never done drugs, and he's so damned honest and clean, and they're making him so dirty!"

Absent the law and Beethoven, racism is all he has and all he knows. It is his universe, and often a very lonely one. One afternoon I show up to the Hale house unannounced. Russ Hale is moving the front lawn. He waves at me as I approach the porch. A few steps from the door, I see Matt Hale appear from behind the screen. He does not open tain legal disclaimers.

When, on our final afternoon together, 1 ask how he envisions this bloodless coup, Hale says, with a straight face, "We will become the law and then determine our destiny. The Bill of Rights would apply only to white people."

Matt Hale's is the only one known to con-

And that will just happen, without any resistance?

"If we have mass support," says Hale, "I think a lot, if not all, of these things are possible. I don't think the Jews are going to want to stay in America if the average white person is a Creator. I think they'll be wanting to leave this country, just as they did in Germany when Hitler came to power."

Without violence?

Hale reflects. "I guess the distinction," he finally replies, "would be whether the violence is part of a legal government or not. We freely admit that in the future there may be violence. However, if we are the law, then we're the law."

And so you would chase all nonwhites out of the white lands, which are...

"Certainly all of Europe. And Australia, New Zealand, Canada and the U.S. Those are what you'd call white lands, though ours is obviously corrupted and there's a lot of work to do."

And they would just let it happen? Ano that would be that?

"Well. Once we withdraw all our aid from the other races-all technology, all trade, all influence of any kind—we believe the other races will revert to a more primitive level. And because of that, the violence will be lessened."

If Hale believes in this nonsense, he is the only one. In the meantime, he promulgate: as the church's sacred text Klassen's first book, Nature's Eternal Religion, wherein the language of violence is hardly subliminal: "We not only want believers, but dedicated fighters.... We must fight fire with fire in the racial war that is upon us.... We want the White Race to exclusively populate the world.... The root of all evil is the Jew.... Hate that which is evil."

Matt Hale's mother insists to me, "Mar is a complex person, but I don't see hate in him. What I see is what he truly believes, which is that we should protect the white race." When I ask her if she is aware that the church's sacred text preaches "hatred for alien races" and giving blacks "nothing but contempt," the air goes out of her. "Is that what it says?" Evelyn Hale murmurs.

For an aspiring lawyer like Matt Halc is a joy to parse language and thus elude

# The church disavows responsibility for any violence committed by its members.

Though contemptuous of Martin Luther King Jr., he concedes, "I respect what he did for his people." And the movie Gandhi receives Hale's highest endorsement: "I've thought about making that required viewing in the church. The message it imparts for us is that if these nonwhites can prevail over trials and tribulations, then, by golly, we can."

In these moments, as the logic of his love for his race seems to lose its grip, so does Matt Hale's hatred dwindle. He then becomes, dare I say it, regular: another guy with a ton of student loans, no job and a slight acne problem. Prominent in his thoughts is his lawsuit against the state of Illinois, which recently denied him a license to practice law on the grounds of moral unfitness. The state supreme court's judgment against him has been decried as legally specious by everyone from Hale to black columnists to the ACLU. Ever the nimble self-promoter, Hale has taken the opportunity to court Jewish attorney Alan Dershowitz for a few news cycles and to argue with Katie Couric on the Today show. But the exposure affords Hale little solace. -"I really love law, actually," he says. "I've always been a person who believed in rules and order. Plus, I wanted to be the only openly racist attorney in the country." Later he cites a perfect case for him: "that thing in Jasper, Texas."

Though he will not come out and say so, I sense that lawyering is his exit strategy should the church go the way of the Carthaginians. When I ask his mother if she believes that a nice legal practice would have diverted her son from a life of hard-core racism, she replies breathlessly, "That was my hope. You know why Matt's different it. He is livid. "I did not tell you you could come over!" he fairly bellows. "I do not have to speak to you whenever it's convenient for you! I'll call you when I'm ready!" His dark eyes are predatory. I wonder if he expects me to snap into position and reply, "Ja, mein

Later that evening, he invites me over and apologizes, saying, "Sometimes I get ornery." But what had stuck with me was not Hale's angry words. It was the image of him behind the screen door: solitary, wearing a T-shirt with the ridiculous World Church of the Creator logo, consisting of a halo above a crown above a large W, emblazoned across his skinny chest. He reminded me of nothing so much as a kid left at home by his parents, dressed up like Superman, momentarily discarding his puny world for a shot at immortality.

That is how I think of Matt Hale, until I think of Ben Smith.

Throughout the years, the sociopathic musings of this or that philosopher fraud have provided aid, comfort and reason for being to the easily agitated. Two years before Ben Klassen chugged his Kool-Aid, a church "minister" named George Loeb murdered a black man in Jacksonville, Florida. For this, Loeb and a fellow church member who had aided him in his temporary escape from justice were awarded medals of honor by Klassen. Since that time, several other instances of violence have been linked to World Church of the Creator members. In each case, the church has disavowed any responsibility. Its literature is spiked with assurances that the Racial Holy War will be achieved through nonviolent means. Of all the religions on record,

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#### MATT HALE

gal culpability. But his organization has failed utterly to attract the wily subversives who could achieve white supremacy through purely legal means. As he says, "Most of the really quality people have been robbed from the white racial struggle. They're the people who have the most to lose by standing up." Instead, Hale can recruit only those who have already lost and are looking for someone to blame.

One of these was Matt Hale's older brother David, an aimless hothead who spent more than two years in an Illinois state prison for armed intimidation. Of late, David has distanced himself from the church. A few years ago, however, the sundry threats leveled against his brother gave David an excuse to dust off his rifle and patrol the Hale yard like a Roman sentinel. One day in 1991, he accompanied his younger brother to a demonstration in Peoria. David packed his .32-caliber handgun in the trunk, and that afternoon he pulled it on three black men who were drawn by Matt Hale's BRADLEY WHITE RACIST poster. Both Hales were arrested before any bullets were fired. But for a moment, Mart Hale's dubious cause gave a wayward white boy a chance to be somebody's sick idea of a hero.

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Ben Smith got the same chance and made the most of it. Months before the two met for the first time at a Bob Evans diner in Champaign, Illinois, in August 1998, the soft-faced, dull-eyed introvert from the Chicago suburb of Wilmette was writing to Matt Hale about the necessity of violence. For a time, the church was a pacifier; without it and Hale, Smith once said, he would probably have ended up in jail. "He changed dramatically," says Hale. "No more drugs, no more gerting drunk, no more physical problems with women." Feverishly, like a loner suddenly given a chance to prove himη: self to the high school spirit club, he rolled up and passed out thousands of copies of The Struggle, sometimes for twenty-four nt hours at a stretch. "Everything in Ben ne Smith's life really did revolve around Creativity," says Hale. While riding downhill on a coller coaster with his girlfriend, Smith itt would holler, "RAHOWA!" He began to rein fer to himself as August, saying that Benss, jamin sounded too Jewish. For such zealotry, te in January 1999 Mart Hale awarded his prohe tégé the honor of Creator of the Year.

But, admits Hale, Smith did not linger ut over the Klassen texts: "He was more of an at activist." Hale knew Smith was prone to using force. Once, the Pontifex Maximus it cissuaded the Creator of the Year from le-thrusting himself into the middle of a domestic conflict between a Creator couple. Another time, however, he and Smith talked about taking target practice together, Hale says. A savage beast was stirring inside the protégé, but the mentor did not make it his mission to soothe it. When Smith enrolled at Indiana University, he littered the Bloomington campus with literature that demeaned the intelligence of nonwhites while calling for the white race to dominate the planet. Local residents responded by breaking Smith's car window and putting up a poster with his physical description and address all over the university, which, says Hale, "bothered him a great deal." Hale says he advised Ben Smith to keep a cool head. Even if that is true, could Smith have possibly taken the words at face value? On the Bloomington campus, Smith was at war. RAHOWA! Hate had begotten hate, and there was no retreating. Turning the other cheek was for the loathsome Christians. Besides, for an "activist" like Ben Smith, it was just...not...possible.

Four days before the Fourth of July weekend, Hale now says, Ben Smith phoned his mentor and told him he would be driving to the Chicago suburbs to distribute church propaganda. On Friday, July 2, Smith walked into the Wilmette post office and mailed a certified letter to the church's East Peoria headquarters. It read: "Although I have not been a member of the World Church of the Creator since April 1999 [a reference to Smith's not paying his annual membership dues, though he had personally financed \$5,000 worth of church printings], due to my past public support of that legal religious organization run by Matt Hale, I find it necessary to formerly [sic] break with the World Church of the Creator because I am unable and unwilling to follow a legal Revolution of Values." The letter was nothing more and nothing less than a legal instrument; Matt Hale could not have penned a finer waiver. Having protected the cause from harm, Ben Smith was now eligible for martyrdom. And so the lone gunman went forth.

Two days later, Hale saw Smith's face on television. He was wanted for murder. After he recovered from the shock, Matt Hale's agile mind went to work. He'll either be captured or killed, Hale thought. If he lives, maybe I'll represent him in court.

"I'VE HEARD SO many people say, 'Well, what's in it for me in the church?' " says



#### MATT HALE

Matt Hale as we dwindle down a final day on the porch where I have been treated to music and malice in vainglorious narrow slices. He weighs the question for only a moment before exasperation gets the better of him. "Well, nothing's in it for you personally, but maybe it'll save the 500 million other white people on the planet. Such selfishness," he winces. "As long as we keep on this individualistic path, we'll eventually be picked off piecemeal."

Another thought intrudes, and it takes

hold of Matt Hale in an odd but not disagreeable way. He smiles faintly as he says, "In an interesting way, though... I don't know exactly how to put it. But to take a fatalistic view of things: If the white race doesn't get its act together, and the white race falls, then nature will have its way. The greater will survive. And the weaker will perish."

To which he offers an almost beatific shrug. For a moment, the struggle is over, the demons within are at rest, and it is just Matt Hale and his master, a little white supplicant to nature's prejudices, prone beneath her gray sledgehammer, content to be extruded right through the soil and into the eternal black. Surrender he must. Weak, strong, colored, colorless—we're all in the same line, and when the time comes for Matt Hale to draw the black bean, someone may mark the occasion by braying into a microphone, on a porch in the very middle of nowhere, "The loss is one white man."

Robert Draper is a GQ writer-at-large.

# TONY ROBBINS

CONTINUED FROM PAGE 149

so at the expense of slowly turning his innards into a toxic stew. It's a lonely existence, too. For, by definition, the ironist paints himself into a place where he can trust no one and no thing. He cannot take anything seriously, or at face value, for he is steeped in the deconstructionist's notion that everything a person feels, says or does is received, unoriginal. He is a serial disbeliever.

And then—always at four in the morning—his eyes open, and something pierces him, that intimation of horror that passes through a body when stepping face first into a cobweb in the dark. He's finally come face-to-face with the terrible nothingness of his own sophistication. He panics. The air about him seems thin, rebreathed. His presence in the real world suddenly feels as negligible as a ghost's, and it scares the living should out of him.

Seeking solace, he reaches for the clicker....

What comforts at a time like this, when a life has lost its vital mineral content? The simple truths that in the blanching light of day get pooh-poohed as clichés. The Word of Tony.

"My goal," Tony says, "is to have you have a visceral experience. Not an intellectual experience by itself. I could sit here and have an intellectual debate with you and philosophize, and I could sound as intelligent as I needed to sound in order to impress you. But a long time ago I said, 'You know what I'm really interested in? Results.' So I gave that crap up."

Tony knows what the four-o'-clock watcher craves: a person of visceral certainties shoveling the hard, lumpy truths we've all known at some level since we were children. This Tony understands, and this Tony provides. "People," he likes to say, "always come to me when they're on a roll and they want to own even more of the world—or when they're at the nadir." Indeed, to nadir dwellers, it's not just the man's bare-naked English but his very name that comes as a fiery awakening: "Tony Robbins"—so plain, everyman, untricky.

And although Tony works at what might at first seem an unseemly fever pitch, his emotion is never unearned, never merely sentimental-because it's never pretty or polite. Tony Robbins does not place too much stock in "manners," for he does not believe in anything that carries the potential for obfuscation. Thus his alarming habit of reminding everyone he comes in contact with just how absurdly well connected and loaded he is. He repeatedly boasts to his audiences about hobnobbing with the likes of Clinton, Gorbachev, Air Jordan, and about his rocket helicopter, his Learjet, his Fijian resort.

"Not to impress you," he says time and again, "but to impress upon you..."

One night, in the lobby of the Four Seasons Hotel in New York, he is approached by a gray-haired, tomato-faced man, half in the bag, who announces that he attended a Tony Robbins seminar some eight years back. "And I looked around that room," he says boisterously, "and I shaid to myshelf, 'Twelve-hundred people at twelve-hundred bucksh a pop? Thish guy musht be fuckin' loaded!"

"Of course," says Tony, leaning in and speaking in a patient voice, to better impress upon this drunken stranger what he has to say, "the numbers are much bigger now."

Nor a subtle man, no. Nor does he have much interest in the interestingness, per se, of other people's interesting problems. A "fascinating case study"? Tony don't care. He's only interested in taking the problems of people and summarily shaving them off. For at the end of the day, Tony himself is truly the most spectacularly shaved man you will ever meet, both physically and metaphorically. Shaved the way a cigarette boat or an F-14 is shaved, with a pleasing cleanness of shape that ingeniously cleaves the resisting element in question—water, ether or, in Tony's case, ennui.

PERHAPS THE MOST important theme Tony returns to again and again in his talks is what might be termed the culture of blame. By this he means the habit, cultivated in no small part by the posse of selfhelp gurus who have sprung up in the past fifteen years, of seeing all human actions through the lens of therapy. In this worldview, no one is ever bad or evil. Just victimized, "sick." He speaks with disgust of the Menendez brothers ("Are they guilty!? ARE THEY GUILTY???") and Lorena Bobbitt ("Don't get me wrong. If he hurt her, I want him punished, I want him to have pain. But she's responsible!"). Tony inevitably couples such rants with another theme—his distinctly American belief the history, both individually and collectively; shouldn't and doesn't weigh as much as we tend to think it does. "There is no past!" he's fond of yelling, sourly spirting out the p-word like a profanity. "There is only now!" Unlike many self-help gurus who project seductive, coddling personae that turn the selves of their followers into a collective, hypochondriacal mush (Werner Erhard, for example), Tony bluntly ?

CONTINUED ON PAGE -27

#### SKINHEADS

## HATE CALENDAR

It is important to keep track of events that may elicit white supremacist, neo-Nazi demonstrations, attacks, graffiti and property damage. Criminal extremist groups commemorate anniversaries of significant events by carrying out attacks and other activities to draw public attention to their cause. Awareness of these dates is a valuable aid in addressing risk levels.

January 8	Birthday of Gorden Kahl (Posse Comitatus)
January 15	Birthday of Martin Luther King, Jr.
January 16	Birthday of Robert Mathews (Order)
January 30	Adolf Hitler and Nazi party take power in Germany (1933)
February 6	Order members sentenced (1986)
February 18	Aryan Women's League founded (1989)
March 9	Birthday of George Lincoln Rockwell (American Nazi Party)
April 4	Martin Luther King, Jr. assassinated (1968)
April 7	Fort Smith, Arkansas, sedition trial victory (1988)
April 15	Tax deadline day - Zionist Organized Government (ZOG) method of obtaining funds to support immigrants and other "mud" people.
April 20	Birthday of Adolf Hitler (1889)
April 26	Birthday of Rudolf Hess (1884) Israel Independence Day Confederate Memorial Day

Мау б	Ku Klux Klan Incorporate (1866)
May 19	Birthday of Malcolm X (1926)
June 3	Birthday of Jefferson Davis
June 6	Tom Metzger (White Aryan Resistance) won Congressions primary (1980)
July 4	Independence Day (celebrated as Revolution Day by people in the white-supremacist and noo-Nazi movements)
July 13	Birthday of Nathan Bedford Forest, founder of the Ku Klux Klan (1821)
August 20	Birthday of Huey Long (neo-Nazi)
September 2	Settler's Day celebrated by whites in South Africa
September 15	National Aryan POW Awareness Day
September 22	Birth of the Order
October 11	National "coming out" day (gay/lesbian)
October 24	Tom Metzger (White Aryan Resistance) conviction in Portland, Oregon (1990)
November 9	Berlin Wall comes down
November 9-10	Kristallnacht, which presaged the Holocaust (1938)
November 17	British recognize the right of Jews to a homeland in the Balfour Declaration (1917)
December 8	National Martyrs Day - Whidbey Island standoff by Robert J. Mathews (Order)
December 24	Ku Klux Klan founded (1865)

#### **OUTLAW MOTORCYCLE CLUBS**

#### **ORIGIN**

The "outlaw" motorcycle gang phenomenon developed shortly after World War II. Individuals unable to adjust to a peaceful civilian life, formed a club called the POBOB (Pissed Off Bastards of Bloomington). In 1947, this club terrorized Hollister, California, a small town hosting a motorcycle race. Two members of the club were incarcerated in the local jail and several of the gang members stormed the jail and overpowered the local police. As a result of all the notoriety, the club changed their name to the "Hells Angels." Members of the Hells Angels and other newly-formed "outlaw" motorcycle clubs continued to engage in various forms of anti-social and criminal behavior.

Most "outlaw" gangs use the symbol "1%." This symbol is based on the statement made by the American Motorcycle Association in 1965 that 99% of motorcyclists in the United States were law abiding citizens while only 1% were not law abiding. The Hells Angels along with the three other major clubs began wearing the 1% patch, which is now a status symbol among many of the "outlaw" motorcycle gangs. The 1% patch identifies the wearer as being an "outlaw" biker rejecting the established morals of society. The other three major "outlaw" motorcycle clubs are the Outlaws, Bandidos and Pagans. Two of these clubs, the Hells Angels and the Outlaws, have become International Organizations. The Hell's Angels have 57 chapters in the United States, Canada, Australia, and throughout Europe. The Outlaws have 29 chapters in the United States and Canada.

Many law enforcement agencies believe that the "outlaw" motorcycle gangs are presently in the same stage of development as organized crime was in the 1930's. Criminal activities of "outlaw" motorcycle gangs are deep into narcotics, weapon offenses, arson, assaults, sex offenses, kidnapping, murder, robberies, interstate transportation of stolen motor vehicles, insurance fraud, burglaries, forgeries, larcenies, property offenses, obstruction of justice, traffic offenses and other public order offenses. Gang members, individually or collectively, are investing monies into legitimate businesses such as motorcycle shops, wrecking yards, pornography stores, catering, trucking industries; and real estate. Gang leaders are purchasing homes in upper income neighborhoods, driving expensive cars, cleaning up their appearance and pursuing college and obtaining law degrees. Congressional hearings have established a link between "outlaw" motorcycle clubs and organized crime "Mafia" groups.

Prosecution of an "outlaw" motorcycle gang member for a crime is difficult in most cases. Witnesses are intimidated by threats directed at them or their families. An "outlaw" motorcycle club member will not testify against another club member, due to fear of reprisal for violating the "code of silence. Due to this philosophy, their expertise in sophisticated weapons, explosives, and well organized intelligence networks, these gangs pose a formidable threat to society. Opposition to any one of these four major clubs is met with rapid escalating violence to the extreme.

Membership changes through internal attrition as members may meet an untimely death, be arrested and sentenced to prison, or decide the disappear and attempt to divorce themselves from the gang.

Most gang members are mobile and do not maintain a permanent residence. Members will sometimes use the identity of a deceased club member to conceal their identity when wanted by law enforcement. Many of these clubs employ electronic devices capable of detecting body transmitters, bugging devices or telephone taps. Clubhouses are equipped with sophisticated visual counter surveillance equipment and have the ability to monitor police radios. Clubhouses are in many ways a fortress against armed attack or police intrusion.

"Outlaw" motorcycle gangs limit their membership. This affords the president greater control over the affairs of the gang. Limited membership helps to ensure that the gang's criminal efforts are not compromised to law enforcement. New members (prospects) must be recommended by a member and a prospect's acceptance requires an unanimous vote of the other members. More clubs are requiring prospects to commit illegal acts and take a polygraph test in order to ensure against infiltration by law enforcement. When a gang becomes to large, the membership is divided into various chapters based on geographic location.

#### COLORS

Levi jacket containing the club symbol on the back. On the front are worn various patches, pins, and Nazi medals. Worn only by men and are never washed. Must never be captured by the police. (ORIGINALS - are levi's that have not been washed since initiation. At an initiation, a member's levi's are baptized by all members urinate on them.)

#### SYMBOLS

1%
13 (marijuana user / born unlucky)
666
F.T.W. (Fuck The World)
Spider
Spider Web
Lighting Bolts (Nazi SS)

#### STRUCTURAL LEADERSHIP

PRESIDENT (national/chapter)

- 1. Leader.
- 2. Establishes policy which must be followed.

#### VICE PRESIDENT (national/chapter)

- 1. Assists President.
- 2. Acts as leader in President's absence.

#### SECRETARY (national/chapter)

- 1. Handles all club correspondence.
- Takes notes during meetings.

#### TREASURE (national/chapter)

- Dues collection and pays bills for club.
- 2. Gives loans to members. (President's approval required)

#### SERGEANT-AT-ARMS (national/chapter)

Responsible for keeping order.
 (NOTE - Feared and/or Respected by other club members.)

#### ENFORCER (national/chapter)

- 1. Answers directly to President.
- 2. Ensures President's orders are carried out.
- 3. Acts as bodyguard for President.
- 4. Handles all special situations involving violence.
- 5. May serve in any official capacity, except President.

#### ROAD CAPTAIN (chapter - Not all chapters have a Road Captain)

Plan and supervise road trips.

#### RANK AND FILE (chapter)

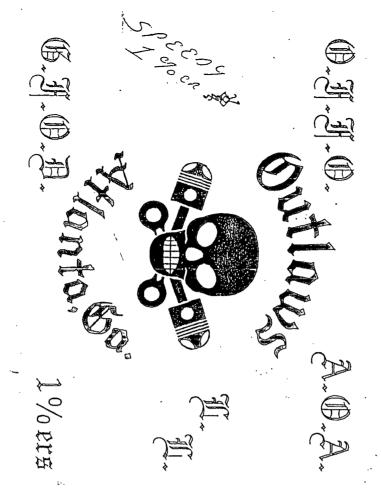
- 1. Dues paying members.
- 2. Carry outs any/all decisions of the club's leadership.

#### PROSPECT (chapter)

- 1. Must do whatever is told by any club member.
- 2. Can not express his views on any matters.

Females are not allowed to become members and are excluded from all meetings. Female associates are involved in criminal activities and often drive the "War Wagon" (van loaded with narcotics and weapons). There are two categories of women, "old ladies" who are the private property of one member, and "mamas" who are community property used by all the members for sexual purposes.

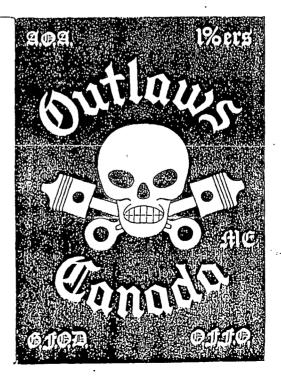


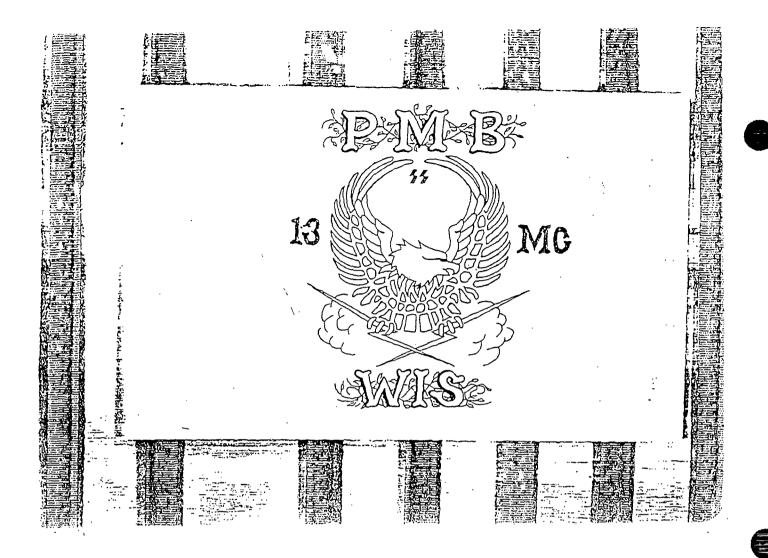


6 J. O. D.

44 1%ers 44

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#### **BELIEFS OF SATANISM**

Satanism (also referred to as BLACK MAGIC) has existed since the dawn of Christianity. According to the Bible, God is the father of all, including both Christ and Lucifer (the DEVIL). There was a conflict in heaven between the forces of Christ and Lucifer, and the Lucifer forces lost and were "cast out into the earth." (Revelations 12:7-9(2)). The struggle between the righteousness of God and the forces of evil in the devil have long been recognized. Satanist are committed with religious fervor to winning this battle. Satanist believe Lucifer rules the earth, and when the end of the world comes, the forces of Lucifer will overpower the forces of God and Christ and rule in heaven. Therefore, Satanist pledge allegiance to the devil, not only for his assistance in this world, but in the world to come.

#### ADVOCATES OF SATANISM

The leading advocate of Satanism was Aleister Crowley. Crowley, born in 1875 in England, was raised a Christian and graduated from Cambridge University. Crowley published a "BOOK OF LAW" in 1904 advocating, "do what thou wilt shall be the whole law." In a later book, "MAGIC(K) IN THEORY AND PRACTICE," he wrote, "for nearly all purposes human sacrifice is the best, and a male child of perfect innocence and high intelligence is the most satisfactory and suitable victim." In 1909, his book, THE EQUINOX, became the bible for the OTO (Ordo Templi Orientis - a satanic ritual group founded by Earl Keller in 1900). Crowley began a chapter of the OTO in Los Angeles, California in 1905. Crowley died in Hastings, England in 1947.

Anton La Vey, born in 1930, also known as the "Black Pope," is the best known modern day advocate of satanic belief. In 1966, La Vey established the first tax-exempt satanic church, "The Church of Satan," in San Francisco, California. In 1969, La Vey published THE SATANIC BIBLE, which outsells the BIBLE in many bookstores. On human sacrifice, La Vey said that a Satanist should not sacrifice a human being unless, "it were to serve a two-fold purpose; that being to release the magician's wrath in the throwing of a curse, and more important, to dispose of a totally obnoxious and deserving individual."

#### **GROWTH OF SATANISM**

Most black magic occult groups have certain practices and rituals that are common to all. They are usually organized into "covens," consisting of 9 to 13 members. In 1946, there were an estimated 10,000 covens in the country, by 1976 an estimated 48,000, and by 1985 an estimated 135,000.

A new coven member makes a strong lifetime commitment to the group, which includes a strict vow of secrecy. Members are not allowed to disassociate themselves from the group. A member breaking the code of secrecy places his life and the lives of his family in serious jeopardy.

#### BEHAVIORAL CHARACTERISTICS

- Inability to experience guilt or remorse.
- Inability to form lasting relationships.
- 3. Tendency to seek high levels of thrills and excitement.
- 4. Impulsive Cannot defer immediate pleasures for long range goals.
- Aggressive and dangerous behavior.
- Superficial charm and intelligence.
- 7. Unreliable and irresponsible.
- 8. Pathological lying.
- 9. Anti-social behavior.
- 10. Displays brutality towards dumb animals. —
- 11. Casual and excessive sexual behavior.
- 12. Has not life plan, except a need to fail.

#### COLOR ASSOCIATION

BLACK Darkness, night, sorrow, evil, devil

BLUE Vigilance, tears, water, sadness, pornography

GREEN Vegetation, nature soothing, restful

RED Blood, physical life, energy
WHITE Cleanliness, purity, innocence
YELLOW Perfection, wealth, glory, power

#### SABBATS (Celebrations)

Eight major Sabbats are celebrated during the year. Each one holds a significance meaning. Members birth dates are also celebrated. Activity will also occur from Easter to Palm Sunday, on Christmas Eve and Christmas Day. On Holy Days fertility rites are held to promote fertility in both the home and in agriculture. If bizarre rituals are to occur, they will likely occur on or about these dates:

February 2 CANDLEMAS, ORMELC, BRIDGET, IMBOLE

(In Catholicism, this is the festival of the Blessed Virgin Mary. In other Christian religions it is the celebration of the presentation of Jesus in the Temple.)

March 21 VERNAL EQUINOX, OSTARA

(Sun crosses the Equator.)

April 30 MAY EVE or BELTANE

(This is a major celtic festival marked by bonfires and fertility rites. In Christianity May

1st is Apostles Day.)

June 22 SUMMER SOLSTICES, LITHA

(Summer)

August 1 LAMMAS, LUGHNASSAD, LUNASA

(Feast of the Sun God. The beginning of autumn and the harvest season. The English

festival of wheat harvest.)

Sept 21 AUTUMNAL EQUINOX, MABON

(Sun crosses the Equator.)

October 31 HALLOWAS, SAMHAIN, NOVEMBER EVE

(Celebration of the beginning of the Celtic Year on November 1st. In Catholicism,

November 1st is All Saints Day.)

Dec 22 WINTER SOLSTICES, YULE

(Winter)

The most important, (in order):

HALLOWEEN

MAY EVE

SUMMER SOLSTICES WINTER SOLSTICES

#### CELTIC YEAR

In the Celtic (Druid) belief, night proceeds the day, therefore, festivals are held on the eve of the event.

The Celtic Year begins with Winter and is broken into halves.

WINTER HALF

runs from November thru January and February thru April

SUMMER HALF

runs from May thru July and August thru October.

#### **RITUALS**

INITIATION

New members are accepted into the group and usually participate in the service. Once initiation is

complete, they are sworn to secrecy on all activities of the group.

GNOSTIC Worship service sometimes open to outsiders wishing to join the group. Evil spirits are called upon and a

desire of the group is expressed in hopes that it will become a reality.

MASS OF On the eve of the Mass, a black cock is killed and the heart, eyes, and tongue are cut out.

**ANGELS** 

This Mass is to give the priest protection from demonic powers becoming too unruly.

MASS FOR DEAD Used to call God to free the celebrant from the fear of Hell and to make the demons obey. A lamb

will be sacrificed, his throat cut, and heart, eyes, and tongue removed and ground into powder and

then buried with the lamb.

**BLACK MASS** 

The most bizarre of all rituals. When powers, forces, spirits, and demons are used for evil purposes. Evil medicine can be herbs, parts of animals or human beings. A mockery of the Catholic Mass is held, with blasphemy of the name of God, trampling on or urination upon Christian artifacts is done as part of the service.

#### SIGNS OF SATANIC INVOLVEMENT

- 1. Fantasy role-playing games.
- 2. Obsession with heavy-metal music.
- 3. Possess books on occult or symbolic jewelry.
- 4. Possess candles, pentagrams, inverted cross, or symbols (666) or (FFF).
- 5. Self mutilation (razor blade slashes).

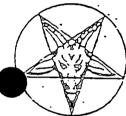
# A Few Magickal and Occult Signs and Symbols



Anarchy— Symbol of No Government.



Ankh— Egyptian heiroglypnic symbol messing "Lile.". Often used to signily immentality.



Baphomet— Goat's head inside an invented pentagram, combining two basic symbols of Satanism.



Church of Salan—. Symbol displayed in The Salanic Eible above "Tho 9 Salanic Sacraments." Combines infinity sign with double-cross.



Cross— Symbol of the Crocifizion of Christ. Gonetic symbol of Christ.



'Inverted Cross— Generic symbol of Satanism. Represents the antithesis of all that Christianily stands for.



Doublo Lightning
Boils— Symbol of
Filler's SS (Shüzzstallet).
Also the Nazi Thule Society. Focular emblem for
Nazi-identified "skinheads."



Eyo et Horus— Tho Eyyptian Sun-God Horus lest an oyo in balls with his rival, Set. A charm in this shape is a potent protection against ovil.



Eye in Pyramid— Alsacing Eye of God. Emblem of Bavarian Ruminail. Used on \$1 bil.



Bornediction—Used by Christian derics to con-



Horned God— Represents the Horned God of Witchcraft; Pan or Cernunnos. (Hunting sign)



"Livo Long and Prosper"— Vulcan "peaco sign" from Star Treic



Lovo— American Sign Languago (AMSLAN) gasturo be "libro you."



Moon Sign— Used by Witches to said to the rising Moon, Waggled back and looth, it is used by surfers for Hang ten?



Peace Sign— Used by Winston Churchill in WWII as "V for Victory." A was adopted by hippies in the 1960s to mean



Sataric Salute— Represents the Devil. Pointed at someone, it is used to convey a curse.



Holy Earth Symbol-Worldwido symbol lor Mother Earth. Hopi Medicine Wheel Inciudes 4 Grections. Also a Norse sun symbol.



Labrys— Couble ax from Knossos, Crele. Used by contemporary leminists as a symbol of ancient matriarchy.



Labyrinth— A maze design of Bionze-Age Creie, found throughout the world, and symbolizing the path of initiation.



Moon and Star—Represents the Goddesses. Chana and Venus. Popular symbol for Wiches.



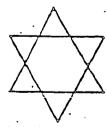
Feace Sign— Derived from semaphore signals for "nuclear disarmament." Stands for world peace. Not Salaric!



Pantagram— Generic religious symbol of Witcheral Symbolizes 4 elements, plus Spirit.



Invorted Pentagram—Within a circle, a primary symbol of Salanism, representing the antithesis of all that Witchcraft stands for. (Some traditional Witches also use the inverted pentagram without a circle to indicate the fromed God.)



Seal of Sciomon/Star of David— Symbol of Judasm. Seal of protection. Symbol of the Order of the Golden Dawn.



Spiral— Ancient Goddess symbol of universal pattern of growth in Na-

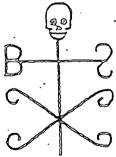
666 Sign of the Beast/Anti-Christ— From Book of Revelations, Chap. 13.



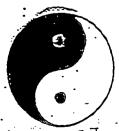
Swastika— The ancient pre-indo-European symbol of the Sun and of the lour directions. Used by Nazis in Germany and by Neo-Nazis today.



Unicurated Hazagram— Designed by Aleister Crowley. Symbel of his Order of the Silver: Star (Astrum Argentum, et AA).



Vovo— Crawn designs used in Voudoum to summon the various Loa, or spirits/deities. Mustrated is the Veve for Baron Samedi, Lord of the Graveyards and Ceath.



Ylaryang— In Taosan, yin is the lemale, negative, dark, passive principle in the universe, and yang is male, positive.

# History

The origins of the Sur 13's are sketchy. Some believe that the Sur 13's and their rivals, the Norteños (the 14's or Northerners) originated in Mexico and migrated to southern California over time. The Sur 13's settled in southern California south of Bakersfield and the 14's settled in northern California.

Predominantly a Mexican-American gang, many of the members of the "Sur 13" street gang currently residing in Illinois are originally from southern California, specifically from the Los Angeles area. Most appear to have been transplanted as their families moved to Illinois in search of employment. At this time there does not appear to be an *organized movement* of Sur 13's to Illinois.

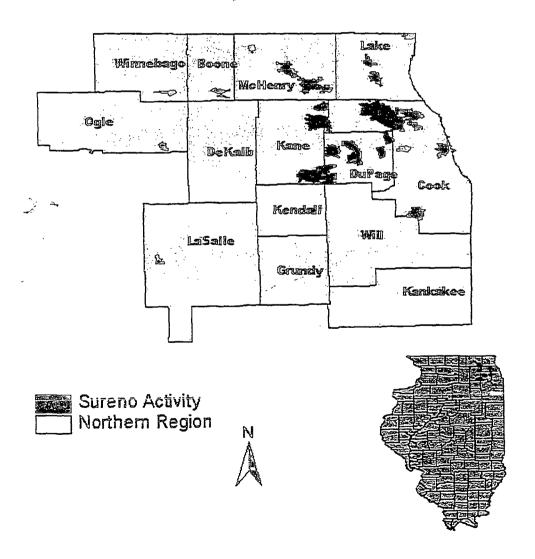
The number thirteen is representative of the letter "M", the thirteenth letter of the alphabet which is associated with "The Mexican Mafia". The Sureños or Sur 13 gang has been affiliated with The Mexican Mafia prison gang in California which was formed in the late 1950's in the California Department of Corrections. The Mexican Mafia is also active in the federal prison system. Currently, there is no direct link known between Illinois factions of Sur 13's and the Mexican Mafia. Although Sureños are united within the penal system, they may be enemies on the street depending on their allegiance to a particular faction.

Historically, gang members affiliated with the "13" street gang in California have been fierce rivals with gang members affiliated with the LaNuestra Familia or the Norteños or "14" street gang. These two factions have been at war in California for decades and the rivalry is comparable to the rivalry which exists between the Folks and People gangs in Illinois.

# Geographical Area

The northern Illinois region has experienced a surge of Sur 13's moving from California to Illinois. Among the communities in northern Illinois which have noticed a growing population of "13" gang members are Aurora, Bensenville, Carol Stream, Cary, Chicago, Crystal Lake, Elgin, Harvard, LaSalle, Mt. Prospect, Mundelein, Niles, Palatine, Rochelle, Rolling Meadows, West Chicago, Wheaton, Winthrop Harbor and Woodstock.

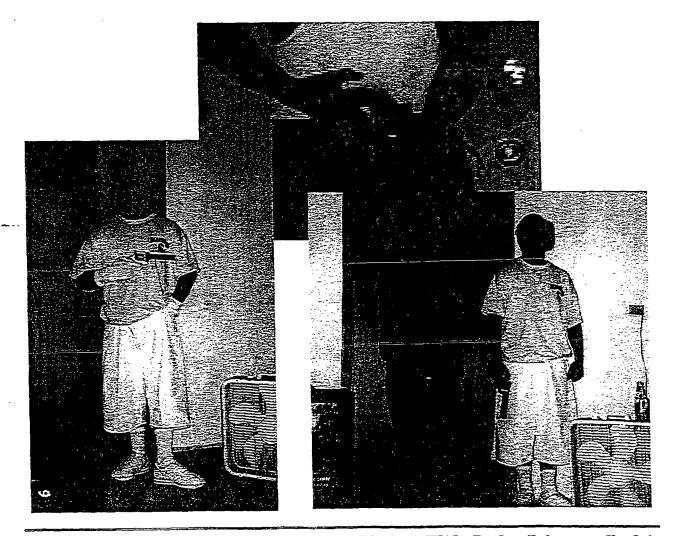
For purposes of this assessment, the information and statistics contained in this report were compiled for the northern region of Illinois. An analysis of the intelligence collected indicates the concentration of Sur 13 criminal gang activity in northern Illinois is growing in Cook, DuPage, Kane, Lake and McHenry counties. In addition, there are small Sur 13 populations developing in Ogle and LaSalle counties.



# **Criminal Activity**

Like other criminal street gangs, the Sur 13's are heavily involved in the world of narcotics and weapons, including trafficking in Cannabis, Cocaine, and Methamphetamines, and drive by shootings, carjackings and other weapons related offenses. They also participate in typical gang crime related activity such as assault and battery, threats and intimidation, and graffiti vandalism.

Typically aggressive and confrontational in nature, the local Sur 13's have discovered the difficulty in competing with more established Illinois gangs, including the Latin Kings. They have also exhibited behavior contrary to their reputations when coming into contact with Illinois police. While cocky and belligerent during police contact in other areas of the country, including firing shots at police in California in order to avoid arrest, here in Illinois some Sur 13 members have been polite and passive. However, as in any contact with criminal street gang members, law enforcement personnel should always utilize extreme caution.



# Colors and Clothing

Members of the "13" street gang identify with the color blue. Blue bandanas, or "Moca Rags", are often worn either hanging from a rear pants pocket or worn covering the top of the head and tied in back. They are often folded neatly and ironed, and may be worn as a sweatband. Some "13" street gang members use two pairs of laces per shoe, one white and one blue. The lace may spell out an abbreviation or gang name, such as X3.

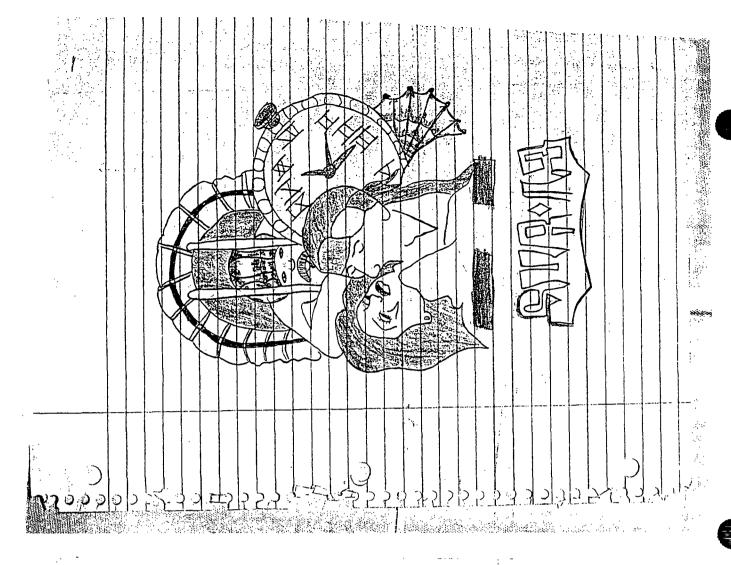
Sur 13 gang members are also known to wear Seattle Mariners baseball team sport clothing. The attraction to this attire is based on the color blue which is part of the team color combination, and the letter "S" which is worn on the baseball cap. Sur 13's are also known to wear baseball caps with the number "13" sewn on the back.

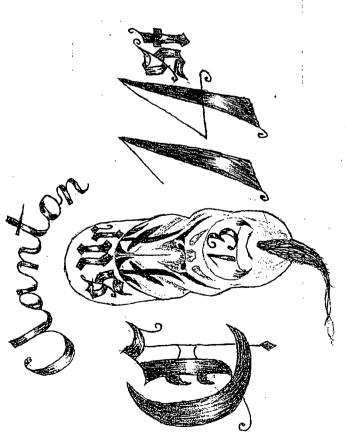
Sur 13 gang members may also wear blue "army" belts with silver belt buckles. The belt buckle may contain the letter "S" either stenciled or stamped into the metal with the color blue noticeable in the background. It has also been noted that some Sur 13 gang members are wearing blue colored non-prescription contact lenses.

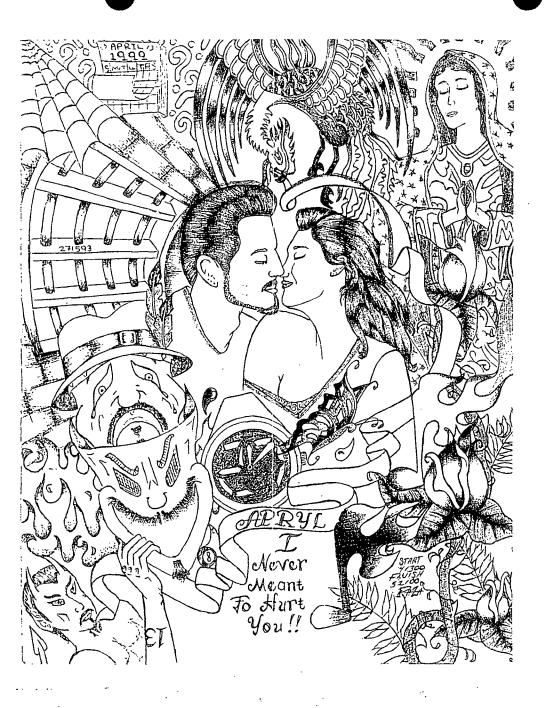


("S" color changed to show detail)









Rayaso 13



# **ASIAN GANGS**

#### ASIAN GANGS

Often times when people think of Asian gangs they conjure up images of heavily tattooed men, missing fingers and secret rituals. While the groups that correspond to those images do exist in the United States, there is no evidence that they are present in Wisconsin. Rather, Wisconsin is home to smaller, less sophisticated Southeast Asian street gangs, be they Hmong, Lao or Vietnamese. When we talk of the Hmong, Lao and Vietnamese it is important to keep in mind that we are speaking of three different ethnic groups with different religions, languages and histories. Even though they are from the same part of the world they do not necessarily get along with one another. Gangs are often drawn along these same ethnic lines.

I would like to provide a quick overview of the gangs in Wisconsin, including gang names, colors, graffiti, tattoos and common crimes that they are involved in Lastly, I'll comment on ways to document these gang members and resources that are currently available.

Presently, there are less than a dozen active gangs in Wisconsin. Membership is primarily male with an age range of 12 to 20. Active gangs, and those with any size at all, include the Asian Gangsters (AG) (Hmong - Appleton), Asian Knights (AK) (Hmong - Eau Claire, Milwaukee, Wausau), CID Base (CIDB) (Hmong females - LaCrosse), Clayton County Gangsters (CCG) (Lao - Milwaukee), Laos Posse (LP) (Lao - Green Bay, Milwaukee, Wausau), Nasty Boyz (NB) (Vietnamese, Hmong, Hispanic, white - Milwaukee), Tiny Man Crew (TMC), (Hmong - Green Bay), True Oriental Gangsters (TOG) (Fitnong, Lao - Milwaukee) and Young Cholo Lovers (YCL) (Hmong - LaCrosse). All the groups mentioned above, with the exception of the Nasty Boyz, align themselves under the folks nation and utilize the six-pointed star and other related insignia.

These Asian gangs, for the most part, are not as involved with the wearing of colors as are many Black and Hispanic gangs. You will see the wearing of blue often times in the form of a bandanna worn on the head or sticking out of a pocket. The same is true of graffiti. While there is graffiti to be found, it is not in the quantity we see in other gangs. Graffiti can tell you who is visiting from out of town but it is usually found in the neighborhoods where they live and the places they hang out. Why don't we see graffiti and the wearing of colors like we do with other gangs? The kids tell us that they don't want to draw attention to themselves.

Tattoos are becoming more and more popular, even though they violate the cultural norms of the Hmong. The tattoos show gang affiliations, nicknames, animal figures, religious symbols and can establish or verify identity. They have been used more than once to prove that someone is using a false name. Lock for tattoos and document them in detail, including with photographs.

One of the hallmarks of Asian gang members and non-gang members alike is their willingness to travel. This travel component is evident in the crimes that they commit, such as auto theft. The kids pride themselves on their ability to quickly steal cars. The cars of choice are usually foreign, with Toyotas, Nissans and Mazdas topping the list. The method of choice is called dent pulling or DPing. They use a dent puller to remove the cylinder on the column and then use a screwdriver to start the car. They may also replace the cylinder with another one so that the car has a key in the ignition. Entry to the vehicle is gained by throwing a steel ball bearing or a piece of porcelain

from a spark plug against the window causing it to shatter silently. The stolen car is used for travel and in the commission of other crimes. In addition, theft from autos is also common. The item of choice is the car stereo, either for their own car or for resale.

Two other crimes that stand out are gun store burglaries and home invasion robberies. With the burglary, a small town gun store is usually chosen due to the fact that a limited number of police officers are on duty at one given time. The store is cased ahead of time with the location of the guns of choice (semi-automatic pistols) identified. A stolen car is often used to drive through the front of the business. Alarm systems are ignored because of the short duration of the offense. Two or three actors then enter the store, take the guns they want and quickly exit into another stolen car. This stolen car is then driven immediately out of town. Hand drawn floor plans and street maps have been recovered from these vehicles on several occasions.

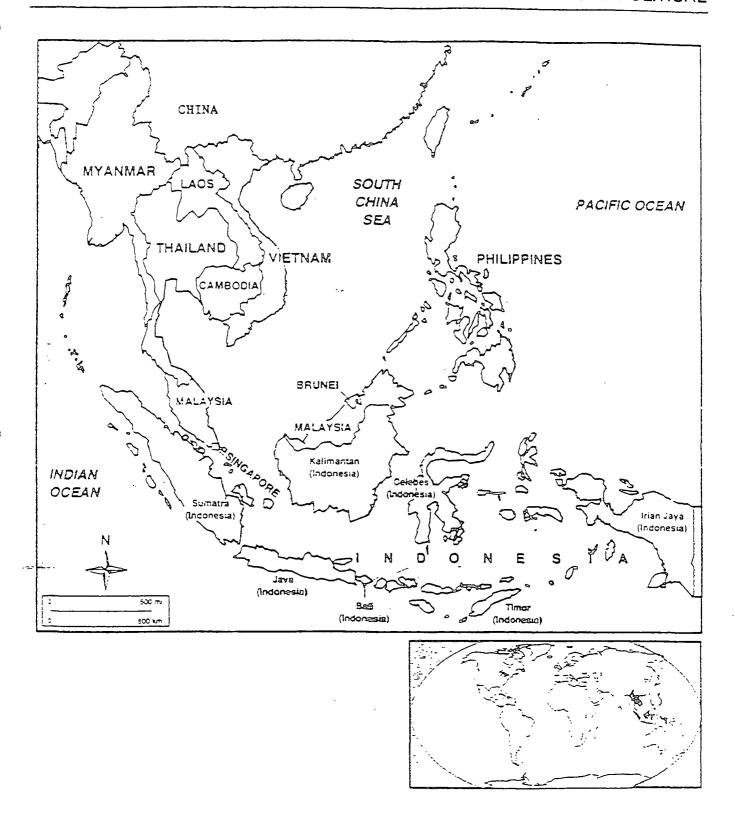
Home invasion robberies are armed robberies of occupied residences. They are usually committed by Asians against other Asians. This is due to several cultural factors including language barriers, a reluctance to go to the police and a distrust of banks by many Asians resulting in large sums of money in the home. Many times the actors are masked and heavily armed. The wearing of masks is often an indicator of whether the actors are local or are from out of town. Locals need to conceal their identities, out of towners don't because they leave town immediately after the offense and are not concerned about recognition.

Cranking is a term that refers to breaking into coin operated machines. Machines of choice are video games. A small pry bar, usually Stanley brand, and a vice grip is all that is needed. If there is a padlock on the coin box a bolt cutter is required. Again, smaller towns with a small police force is optimum. Look for these tools and an abundance of quarters when you stop a car. Burglaries and drive-by shootings have been on the increase in recent years. The crimes are not confined to the Asian community and the actors are often from out of town. Mobility cannot be stressed enough.

Identification of gang members is important for law enforcement across the state. Because of the extensive travel by gang members, if things are quiet in your city it does not mean that another city is not having problems with your kids. Field interviews should be utilized. Information should include ethnic background, port of entry and family history. The country of birth does not necessarily equal ethnicity. For example, many younger Hmong were born in a camp in Thailand; that does not make them Thai. This background becomes important when they give you a name that appears to be Lao and they claim to be Hmong. Port of entry matters should you want to contact Immigration and Naturalization (INS) for fingerprints or other information. Photograph your subjects when possible and include their tattoos. Check identification cards; there are many good forgeries. Ask them about their gang affiliations and document this information. Question them about their travel throughout the state and country. Ask for the names of gangs presently in your city.



SOUTHEAST ASIA: POLITICAL



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#### HMONG NAMES

Hmong may have two or three names, depending on their age and family status. All have a given name and a clan name. There is a total of nineteen (19) possible clan names. The order of the names is usually the given name followed by the clan name, although the names can be reversed, depending on which sounds better to the ear. After marriage, the woman usually retains her clan name.

Example: Given name - Pao Clan name - Her

The most common names are as follows:

Clan Names	Given Names
Chang (Cha)* Cheng (Ceng) Che Chawng (Chaw) Fang* Hang* Her* Kang (Khang)* Khue (Kue) Kong Lee (Ly, Li)* Lor (Lo)* Moua* Phang Thao (Thor)* Vang*	Cheng Sao (Sow) Ge (Zhay) Pao (Pow) Bee Chue (Chew) Thong (Tawng) Tou (Too) Ger (Dzur) Dang (Dahng) Sy or See (See) Koua or Kua (Koo-ah) Doua or Dua (Doo-ah) Blia (Blee-ah) Chila (Chee-ah) You (Jew)
Vue* Xiong* Yang*	1
i alig	

<sup>\*</sup>denotes most common clan names

#### LAO NAMES

Lao names follow the same order that American names do. The given name usually has a common prefix followed by any number of common suffixes. After marriage, the woman takes her husband's family name.

Example: Family name - Bouphasiri (Boo-pa-siri)

Given name - Bounmy (Boon-mee)

The most common names are as follows:

Family Names

Bouphasiri (Boo-pa-siri)

Kaignavungsa (Kaignavongsa)

Khamphoukeo (Kahm-poo-keo)

Konekhamsompnou (Konkahmsompoo)

Nasirichampang (Nasirichampang)

Pnommavongsay (Pommavonsai)

Phrasouco (Prasoovow)

Finasouco (Frasoovow)

Rattanbouavorn (Ratanabuavorn) Soukbandith (Sook-bahn-dit) Given Names

Bounmy (Boon-mee)

Bounleum (Boon-teum)

Bounthieng (Boon-tieng)

Bounsouan (Boon-suan)

Khamphousang (Kahm-pwung)

Khamsaveui (Kham-saveui)

Oubonlamphanah (Oo-bonlahmpahn)

Thonchang (Tong-chahn)

Thongphoun (Tong-poon)

#### CAMBODIAN NAMES

Cambodians usually have only two names, with the family name followed by the given name.

Example:

Family name - Sok

Given name - Ly

Traditionally, the family name is the given name of ones' father or grandfather, causing the family name to change with successive generations. After marriage, the woman takes her husband's family name.

The most common names are as follows:

Sok (Sawk) San (Sahn) Dara (Dah-rah) Touch (Too-ch) Serey (Say-ray) Sam (Sawn) Sambo (Sahm-boh) Vuthy (Voo-tee) Sem Sambath (Sahm-lee) Sem Sambath (Chawk) Chap (Chop) Chin Naroeung (Sah-rooong) Kong Lay Balin (Bah-lin) Meam Nay Ouk Sam Seng Souann Seng Souann Sum Sum Sen	Family Names	Given Names
San (Sahn)  Touch (Too-ch)  Serey (Say-ray)  Sam (Sawn)  Sambo (Sahm-boh)  Vuthy (Voo-tee)  Sem  Sambath (Sahm-lee)  Sem  Chak (Chawk)  Chap (Chop)  Chin  Kong  Lay  Meam  Naroeung (Sah-rooong)  Naroeung (Doong)  Lay  Balin (Bah-lin)  Meam  Son (Sawn)  Nay  Ouk  Sambath (Sahm-baht)  Leng  Loueng (Loong)  Naroeung (Sah-rooong)  Phuong (Doong)  Lay  Balin (Bah-lin)  Son (Sawn)  Chheng (Cheng)  Ly (Lee)  Sarn  Seng  Souann  Ren		5.4
Touch (Too-ch)  Sam (Sawn)  Sambo (Sahm-boh)  Vuthy (Voo-tee)  Sem  Sambath (Sahm-lee)  Sem  Chap (Chop)  Chin  Kong  Lay  Meam  Nay  Ouk  Sambath  Chea (Chee-oh)  Sambath (Sahm-lee)  Sambath (Sahm-baht)  Leng  Loueng (Loong)  Naroeung (Sah-rooong)  Phuong (Doong)  Balin (Bah-lin)  Son (Sawn)  Nay  Chheng (Cheng)  Ouk  Sarn  Dem  Seng  Souann  Ren	Sok (Sawk)	Cheate (Chee-ay-tah)
Sam (Sawn) Sambo (Sahm-boh) Vuthy (Voo-tee) Sem Sambath (Sahm-lee) Sem Sambath (Sahm-baht) Chak (Chawk) Chap (Chop) Chin Naroeung (Sah-rooong) Kong Phuong (Doong) Lay Balin (Bah-lin) Meam Son (Sawn) Nay Chheng (Cheng) Ouk Sarn Seng Souann Seng Sum	San (Sahn)	Dara (Dah-rah)
Sambo (Sahm-boh)  Vuthy (Voo-tee)  Samlei (Sahm-lee)  Sem  Sambath (Sahm-baht)  Chak (Chawk)  Chap (Chop)  Chin  Kong  Lay  Balin (Bah-lin)  Meam  Nay  Ouk  Sambath (Sahm-baht)  Leng  Loueng (Loong)  Naroeung (Sah-rooong)  Balin (Bah-lin)  Son (Sawn)  Chheng (Cheng)  -  Ouk  Sarn  Dem  Seng  Souann  Ren	Touch (Too-ch)	Serey (Say-ray)
Vuthy (Voo-tee)Samlei (Sahm-lee)SemSambath (Sahm-baht)Chak (Chawk)LengChap (Chop)Loueng (Loong)ChinNaroeung (Sah-rooong)KongPhuong (Doong)LayBalin (Bah-lin)MeamSon (Sawn)NayChheng (Cheng)OukLy (Lee)SarnDemSengSouannSumRen	Sam (Sawn)	Narong (Nah-rong)
Sem Sambath (Sahm-baht) Chak (Chawk) Leng Chap (Chop) Loueng (Loong) Chin Naroeung (Sah-rooong) Kong Phuong (Doong) Lay Balin (Bah-lin) Meam Son (Sawn) Nay Chheng (Cheng) Ouk Ly (Lee) Sarn Dem Seng Souann Seng Souann Ren	Sambo (Sahm-boh)	Chea (Chee-oh)
Chak (Chawk) Chap (Chop) Chin Naroeung (Sah-rooong) Kong Phuong (Doong) Lay Balin (Bah-lin) Meam Son (Sawn) Nay Chheng (Cheng) Ouk Ly (Lee) Sarn Dem Seng Souann Ren	Vuthy (Voo-tee)	Samlei (Sahm-lee)
Chap (Chop)  Chin  Naroeung (Sah-rooong)  Kong  Phuong (Doong)  Balin (Bah-lin)  Meam  Son (Sawn)  Chheng (Cheng)  Ouk  Ly (Lee)  Sarn  Dem  Seng  Souann  Ren	Sem	Sambath (Sahm-baht)
Chin  Kong  Phuong (Doong)  Lay  Balin (Bah-lin)  Meam  Son (Sawn)  Nay  Chheng (Cheng)  Ouk  Ly (Lee)  Sarn  Dem  Seng  Souann  Ren	Chak (Chawk)	Leng
Kong Phuong (Doong) Lay Balin (Bah-lin) Meam Son (Sawn) Nay Chheng (Cheng) Ouk Ly (Lee) Sarn Dem Seng Souann Sum Ren	Chap (Chop)	Loueng (Loong)
Lay Balin (Bah-lin)  Meam Son (Sawn)  Nay Chheng (Cheng)  Ouk Ly (Lee)  Sarn Dem  Seng Souann  Sum Ren	Chin	Naroeung (Sah-rooong)
Meam Nay Ouk Sarn Seng Seng Sum Son (Sawn) Chheng (Cheng) Ly (Lee) Sym Souann Ren	Kong	Phuong (Doong)
Nay Ouk Ly (Lee) Sarn Dem Seng Souann Ren	Lay	Balin (Bah-lin)
Ouk Ly (Lee) Sarn Dem Seng Souann Sum Ren	Meam	Son (Sawn)
Sarn Dem Seng Souann Sum Ren	Nay	Chheng (Cheng)
Seng Souann Sum Ren	Ouk	Ly (Lee)
Sum Ren	Sarn	Dem
	Seng	Souann
Suon Thoeun	Sum	Ren
	Suon	Thoeun

#### VIETNAMESE NAMES

Vietnamese rarely use their last name. The last name is known as the "family" name and is used only to show roots. The first name is always used and is known as their given name. The middle name can refer to gender, as in Van for males and Thi for females. Vietnamese write their names in order of family, middle and given. After marriage, the woman usually retains her family name.

Example: Family name - Nguyen

Middle name - Van Given name - Hoa

The most common names are as follows:

Family Name	Middle Name	<u>Given Name</u>
Nguyen (Ngu-yen)	Van (Vun-male)	Hung (Houng)
Ngo	Viet (Viat-male)	Linh (Ling)
Tran (Chan)	Dinh (Din-male)	Cub (Kook)
Le (Lay)		Hue (Whu-e)
Doan (Duan)	Thi (Tree-female)	Hoa (Who-a)
Do (Do-o)		Huong (Hu-ang)
Cao (Kao)		Loan (Lwan)
Pham (Faam)		Le (Le-e)
Phan (Fan)		Ngoc (Gno-ov)
Но .		Hien
Dinh (Ding)		Tuyet (Tuet)
Vu (Vu-u)		Tam (Teum)
Luu (Lu-u)		Duc (Duuk)
Huynh (Hun)	./	Dáo
Truong (Tru-on)		Minh (Ming)
Lam		Cung (Kung)
Trinh (Trin)		Xuan (Su-an)
Ly (Lee)		Tan (Teun)
		Chau (Chao)
		Thao (Ta-ao)
		Thanh (Tang)
		Cuong (Ku-ang)
	•	Vinh (Ving)
		Phuc (Fook)
		Binh (Bing)

Historically, the Hmong have not tattooed themselves. However, young people, having grown up in the United States, are tattooing themselves more than ever before. For the Lao, tattoos are more acceptable and it is not uncommon to find protective tattoos on young and older males alike. Tattoos that are not religious in nature are viewed as disrespectful to the family. The Vietnamese also tattoo themselves. Tattoos of nicknames, gang names or symbols, religious symbols and animals are most common. Tattoos can also serve to intimidate. Males primarily tattoo themselves, although the number of Asian females with tattoos is increasing. The majority of the tattoos are not professionally done.

Tattoos can be found on many places on the body including hands, arms, shoulders, chest, back, face, neck and legs. It is important that all these areas be checked; don't necessarily take someone's word that they do not have a tattoo. Also, the explanation of the tattoo may not be accurate. Keep in mind that initials are often explained away as being those of a girlfriend or a parent Oftentimes, tattoos can aid in the identification of an individual or establish gang affiliation.

. What follows is not a comprehensive list of every tattoo ever found, nor is it the only explanation for a given tattoo. Rather, it addresses some of the more common ones seen in Wisconsin on Southeast Asians and lists what gang, if any, is associated with the tattoo. Due to movement from city to city the fact that someone has a particular gang tattoo does not necessarily mean the presence of the gang itself. It may mean that the individual is a former gang member from another city and further investigation is required.

**414 BLOOD** 

414/414 MOB

DAD

The 209 LAO CRIPS are a Lao gang from Fresno, California that was formed in 1990. Members have been found in Stockton and Sacramento, California, as well as Milwaukee.

The 414 BLOODS are a gang comprised of Hmong males in Green Bay. The 414 represents the telephone area code in which they reside. They will also tattoo with just the numbers 414.

This gang, also Hmong males, was formed in Milwaukee in 1995. They also will tattoo with just the 414 or the more complete 414 MOB. They were in existence for almost two years before evolving into the SUG or STAY UNDER GROUND.

While often times numbers represent letters of the alphabet, in this case the reverse is true. DAD stands for 414; the D is the fourth letter of the alphabet and the A is the first. The 414 MOB will tattoo with DAD to disguise their gang membership.

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This type of cross is used by the 414 MOB to represent their gang. Because this is a cross within a cross and there are four points on each cross, it represents the fours in 414. The one is made by the vertical part of the inner cross.

- The 612 are a Hmong gang from the St. Paul, Minnesota area.
- 916 LWA This gang, the 916 LAO WITH ATTITUDE, originated in Sacramento, California and is Lao. The numbers 916 stand for an area code in the Sacramento area.
  - ABB The ASIAN BLOOD BROTHERS are a Hmong gang in Milwaukee. They also call themselves the ASIAN DICKEY CREW (ADC).
    - The ASIAN CRIPS are found in several locations in the state, including Green Bay, Madison and Wausau. They are an all male Hmong gang. Often times the AC tattoo, usually done in Old English style letters, will be found on the back of both biceps; an A on the left biceps and a C on the right biceps.
      - The letter C, often done in Old English, has been used by the ASIAN CRIPS to represent their gang, as in the word CRIPS. When the ASIAN MAFIA CRIPS were in existence, they would burn a C into the arm with a hot wire.
    - The first letter of the alphabet is A; the third is C. Therefore, 13 can stand for ASIAN CRIP.
    - ADC stands for ASIAN DICKEY CREW and is derived from the brand name of a line of work clothing. They are Blood affiliated and sometimes tattoo ADC across their back in Old English letters.
    - AK The AK represents the ASIAN KNIGHTS, a Hmong gang previously found throughout Wisconsin, including Eau Claire, Green Bay, Milwaukee and Wausau. For the most part, this gang no longer exists and former members have joined other gangs.



The spade, with or without the letters AK in the middle, is a symbol of the ASIAN KNIGHTS.

AKP

The ASIAN KNIGHT POSSE was a Hmong gang located in Wausau.



This symbol, with the letters AKP inside, also represents the ASIAN KNIGHT POSSE.

**BBC/223** 

The BAD BOY CRIPS are a Hmong gang that was started in Milwaukee several years ago. It was originally comprised of only those with the last name of Yang. However, others who are not Yangs have been allowed to join. The numbers 223 represent the second and third letters of the alphabet.



The three leaf clover, representing good luck, is a symbol of the BAD BOY CRIPS (BBC).



Burn marks that are circular are made by using the lighted end of a cigarette. It can be a single burn or several burn marks. In the past, a single burn on the back of the hand has represented membership in the ASIAN MAFIA CRIPS (AMC), a Hmong gang that has since split up. More recently it has come to signify friendship or "friends forever," and is sometimes made by placing a lit cigarette between the forearm of two individuals, causing a burn mark on each arm. Like blood brothers, "I burn for you, you burn for me."



Three dots, often found on the left hand near the thumb, is the symbol for membership in the CLAYTON COUNTY GANGSTERS (CCG). The gang, based in Milwaukee with offshoots in Watertown and Manitowoc, is made up primarily of Lao, although other ethnic groups are also represented. The gang is strongly aligned with the GANGSTER DISCIPLES (GD), which is reflected in their other tattoos, graffiti and literature.



The CLAYTON COUNTY GANGSTERS use a stylized S as a figure of a swan to represent "G-Swan", the founder and leader of the CCG. The bottom of the S has a line through it to make a G. Three dots are usually found above the swan.

**CMB** 

The CRAZY MONG BOYS, are an all male Hmong gang located in Appleton and Green Bay.



The CRAZY MONG BOYS also use a six-pointed star to represent eir gang. This star can also indicate affiliation with the GANGSTER DISCIPLES or FOLKS.

Pace 4



A five pointed star can indicate an affiliation with the VICE LORDS or PEOPLE, rivals of the GANGSTER DISCIPLES.

G/GD

G/GD stands for GANGSTER DISCIPLES or FOLKS and represents affiliation with that umbrella group.



A pitchfork, or pitchforks, pointed upwards indicates affiliation with the GANGSTER DISCIPLES, while pitchforks pointed downward indicates affiliation with the VICE LORDS.

ECC

The EL CAMINO CRIPS is a Lao gang formed in the late 1980's in Sacramento, California.

FCB

The FOX CITY BLOODS, sometimes calling themselves the FOX VALLEY BLOODS, are a Himong gang in Appleton and Green Bay.

HMONG PRIDE

HMONG PRIDE can represent pride in the Hmong heritage. Recently, however, Hmong gangs have formed in Fresno, California and St. Paul, Minnesota that call themselves HMONG PRIDE.

**I**S

The letters IG, usually in Old English script, stand for the IMPERIAL GANGSTERS (IG), a Hmong gang formed in La Crosse. The IMPERIAL GANGSTERS align themselves with the GANGSTER DISCIPLES (GD) and this alignment is reflected in some of their tattoos and literature. The La Crosse gang has ties to the non-Asian IMPERIAL GANGSTERS in Milwaukee.



An imperial crown is also representative of the IMPERIAL GANGSTERS.

亚亚

The LAOS BLOODS are a small Lao gang from Milwaukee who use the letters LB in Old English script. to represent their gang. The letters are usually found on the back of the biceps, one letter to each biceps.

LCB

The LAOS CRIMINAL BOYS 211 are Lao and are located in Wausau.

211

The 211 also designates the LAOS CRIMINAL BOYS 211.

狂生

These letters, written in Old English script, stand for the LAOS CRIPS (LC), a Lao gang originating in California.

TP	The LAOS POSSE is Milwaukee's largest Lao gang. This group is also active in Wausau.
X	A stylized symbol of a six-pointed star with an L, a P and a W within it stands for LAOS POSSE WORLD.
9993	Dots on the knuckles can represent a number of things, including experimentation with tattooing, the country of Laos or membership in the LAOS POSSE (LP), a Laotian gang found primarily in Milwaukee. They have also been referred to as "party dots."
LAB	LAB stands for LOCAL ASIAN BROTHERHOOD or LOCAL ASIAN BOYS, a Hmong gang that originated in Milwaukee.
JWT	The WHITE TIGERS and JUNIOR WHITE TIGERS are a Himong gang in the St. Paul area. JUNIOR usually refers to younger members of the gang.
ADD:	These letters are usually written in Olde English script and are found any place on the body, particularly on the hands, arms and chest. They stand for MEN OF DESTRUCTION (MOD) or MASTERS OF DESTRUCTION (MOD),
•	a Hmong gang from California. The MOD are the largest Hmong gang in California and are not aligned with anyone.
301	The numbers 301, also in Old English script, represent the hand sign used by members of the MEN OF DESTRUCTION with each number representing the abbreviation of the gang name MOD. The 3 is the M, the 0 is the O and the 1, when combined with the 0, is the D.
MG	The MOD GIRLS are the female counterpart to the male MEN OF DESTRUCTION (MOD). The Hmong girls use MG to represent their affiliation, although it is not written in Old English script. There are also Hmong girls in Milwaukee who refer to themselves as MILTOWN GIRLS or MILWAUKEE GIRLS who also use the MG abbreviation.

The ORIGINAL ASIAN BOYS, a Hmong gang, was formed in La

OAB

Crosse in early 1996.

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OBS	Another gang from California that has members in Wisconsin is the ORIENTAL BOYS. They use a standard abbreviation of their gang name in their tattoos. The OBS are Lao and are sometimes referred to as the ORIENTAL BOYS SOCIETY.
<b>海安全</b>	The ORIENTAL RUTHLESS BOYS or ORB are a Hmong gang that was first formed in California. They tattoo, usually on the arms and across the back in Old English script, writing their gang name in any number of ways, including ORB, O. RUTHLESS B., ORIENTAL RUTHLESS BOYS.
023	The ORIENTAL RUTHLESS BOYS also use the numbers 023, written in Old English, to represent ORB. The O is for O, the 2 resembles an R and the 3 resembles a B.
SUG	The SUG or STAY UNDER GROUND used to call themselves the 414 MOB. Most of the same members from 414 MOB, who are Hmong from Milwaukee, are in this gang.
TAC	The TMC, depending on the group or set, call themselves the TINY MAN CREW or the TRUE MAFIA CRIPS. Both use the same initials, TMC, written in Old English, and both are Hmong. They are found throughout the state, in Eau Claire, Green Bay, La Crosse and Sheboygan.
TRE	The TINY RASCAL GANG (TRG) is also from California and was initially Cambodian. However, in Eau Claire, members are Hmong. In Milwaukee, members are Lao. In California they are a large gang that travels extensively. They also use Old English letters to tattoo themselves.
WT/JWT	The WHITE TIGERS are a Hmong gang from the St. Paul, Minnesota area. Younger members of the gang call themselves JUNIOR WHITE TIGERS.
YCL	The YOUNG CHOLO LOVERS are a Hmong gang from La Crosse that has been in existence for several years. They will sometimes tattoo

with five (5) dots, patterned after dice.

A/ASIAN

A, ASIAN, ASIAN PRIDE, HMONG, HMONG PRIDE, LAO PRIDE or LAOS all can show pride in one's heritage or it can show affiliation with other Asian gangs.



Tear drops are found underneath either eye and can be an outline or filled in. While teardrops can mean different things, they usually mean the individual has been to prison or a loved one, either gang member or family member, has died. Occasionally, it is said to mean that the bearer has committed a murder. More than one teardrop shows the number of people who have died or the number of times in prison.



A dragon is a common tattoo found on gang members and non-gang members a like, as well as people of all races and gender. It does not necessarily represent gang affiliation but is usually viewed more as a symbol of power.



A tiger or snake is similar to a dragon in that it does not necessarily represent a gang but rather strength and power or fierceness and lack of emotion.



A pistol, rifle, knife or sword also does not necessarily represent membership in a gang, but may indicate power or a mind set of violence.



Three dots can have different meanings to different people. The most common meanings are "My crazy life" and "I don't care."



Five dots in a pattern found on one die can mean different things as well. The more common meanings are "Us against the world" or "A group of good friends."



This Chinese symbol represents the passive, negative or feminine force in the universe (yin) and the active, positive or masculine force in the universe (yang).



Buddhist tattoos, usually done on the Lao by a monk at a Buddhist temple, serve to protect the bearer from harm. They are sometimes called temple tattoos. They are not effective, however, if the bearer is involved in behavior that is deemed wrong or illegal. Usually they are of a more stylized nature and may be accompanied by Lao script.



The most common way to disguise a gang name or initials is to use numbers. For example, Gangster Disciples use the numbers 7-4 to represent G-D; the Asian Crips use 1-3 for A-C. Some gangs use numbers that resemble the initials of their gang. The Oriental Ruthless Boys use 023 to represent ORB. To them, the zero is the O, the two resembles an R and a three resembles a B. Other gangs use a deck of cards; an ace is a one, a three is the number three (3). This represents the first and third letters of the alphabet.

Now that law enforcement is catching on, identification can be more difficult. In California, 13 stands for southern California while 14 stands for northern California. For one gang, the numbers 212 mean 2 plus 12 which equals 14, or northern California. For a non-Asianr gang in California a mirrored image represents their gang, 41F, which when viewed in a mirror reads F14, the original symbols for Bulldogs.

When numbers are tattooed, start by matching them with the corresponding letter of the alphabet:

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Something else that is sometimes confusing with tattoos is the use of Old English letters. It is often helpful to compare known letters of the alphabet with letters on a tattoo to determine what the letters actually are. Below is the alphabet in Old English.



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# Building Comprehensive, Collaborative, ProActive Strategies to Reduce Crime

For many years, the typical approach to community crime has been in a reactive format, with law enforcement making arrests after a critical incident has occurred and been investigated. In an effort to establish pro-active strategies for reducing crime and violence within communities, the focus needs to shift to a preventive approach, through building collaborative, comprehensive, community-wide approaches to crime reduction. The panel of presenters in this session will discuss initiatives that are being implemented in pilot programs throughout the country, where multiple sectors of the community work together to keep residents safe and sound.

#### Thomas Schneider

US Attorney
Eastern District of Wisconsin
Milwaukee, WI

#### James Lewis

Chief of Police Green Bay Police Dept. Green Bay, WI

#### Keith Tourtillott

Chief of Police Menominee, WI Tribal Police Department Keshena, WI

10/25/2000 1:00 PM - 2:45 PM

National Training Conference for Criminal Justice and Community Leaders

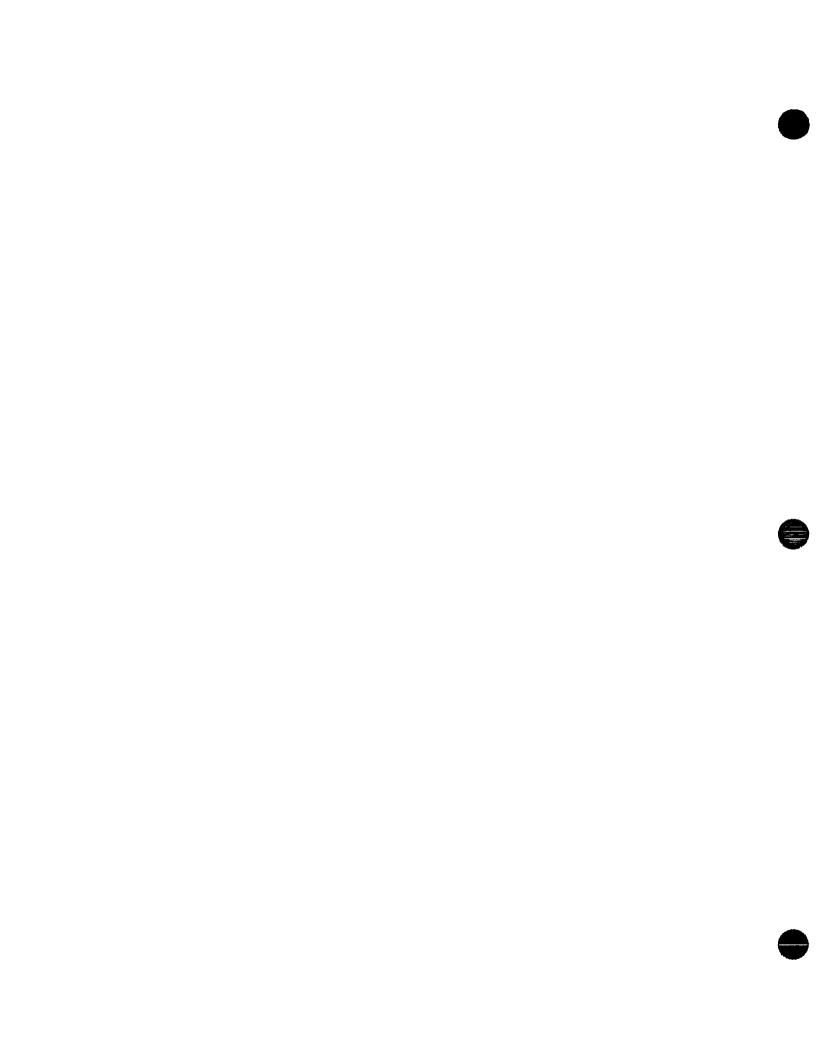
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#### Violence Against Women

This presentation will explore the issue of violence against women. The history and the future of laws affecting women will be discussed. Information will be presented on the impact of legislation and the relevance to the law enforcement response to cases.

Cleveland J. Doxtater Oneida, WI

10/25/2000 3:00 PM - 4:45 PM

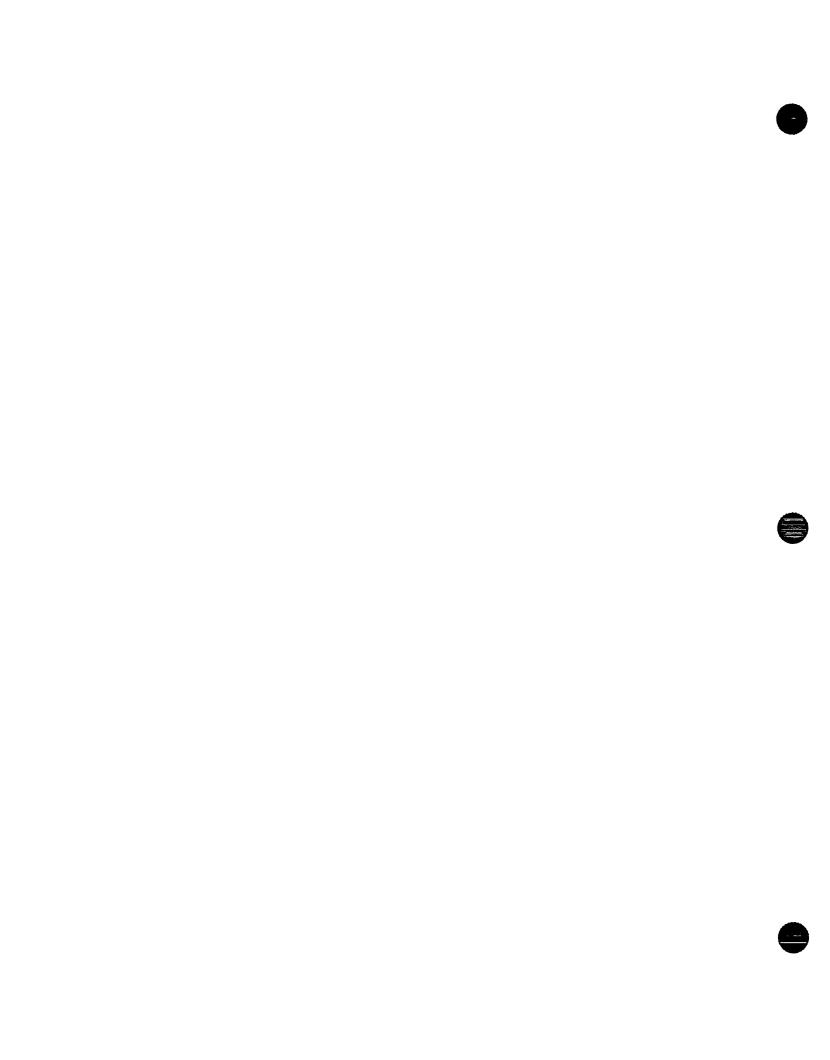
National Training Conference for Criminal Justice and Community Leaders

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# Community Based Alternative Sanctions Programs

This panel will discuss various aspects of Alternative Sanctions that are working well in their communities. The Intensive Supervision Model works cooperatively with other agencies in the community to provide youth with immediate consequences for inappropriate behavior. Individual competency development through various individual and group therapiesis discussed. The Wisconsin Instensive Supervision Specialist from the Division of Juvenile Corrections will provide a brief overview of program protocol and statewide characteristics and two Wisconsin County program representatives will provide information on the program benefits.

#### Karen Buswell

Intensive Supervision Specialist Division of Juvenile Corrections Madison, WI

#### Stephen Graff

Social Work Supervison Manitowoc County Human Services Department Manitowoc, WI

#### Kathleen Lichtfuss

Social Work Supervison Rock County Human Services Department Janesville, WI

#### Tim Gabriel

Social Work Supervison
Manitowoc County Human Services
Department
Manitowoc, WI

#### Robert Sperling

Social Work Supervison
Rock County Human Services
Department
Janesville, WI

10/25/2000 3:00 PM - 4:45 PM National Training Conference

October 25 – 27, 2000 Green Bay, Wisconsin

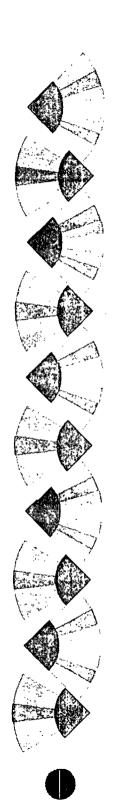




Karen Buswell, Intensive Supervision Specialist

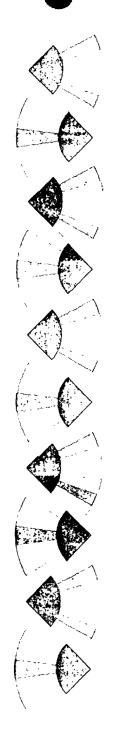
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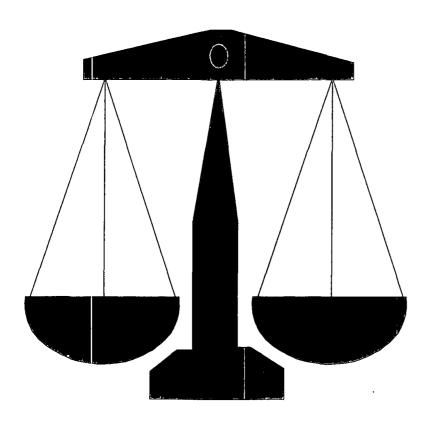


# Intensive Supervision

- •Community-based, non-residential
- •Post-adjudication alternative to placement
- •High levels of contact and intervention
- •Reduced caseloads
- Strict supervision conditions
- •Addresses accountability, competency development, and public safety



# Balanced and Restorative



- •Non-residential nature allows youth to remain in the community to meet obligations
- •Public safety maintained through rigorous supervision.
- •Individual caseplans focus on bonding to prosocial individuals, values, behaviors, and institutions.

#### BALANCED AND RESTORATIVE JUSTICE MODEL

#### New Priorities for Intervention Practices

- Closer to a conceptual framework than a prescriptive program
- Builds on a decade of research and practical experience with outcome focused intervention strategies
- Best described as a combined emphasis on three programming priorities:
  - 1. ACCOUNTABILITY. Restitution, community service, and victim-offender mediation create an awareness in offenders of the harmful consequences of their actions for victims, require offenders to take action to make amends to victims and the community, and wherever possible, involve victims directly in the justice process.
  - 2. COMMUNITY PROTECTION. Immediate, community-based surveillance and sanctioning systems channel the offender's time and energy into productive activities during nonschool working hours. A continuum of surveillance and sanctions provides a progression of consequences for noncompliance with supervision requirements and incentives that reinforce the youth's progress in meeting competency development and accountability objectives.
  - 3. **COMPETENCY DEVELOPMENT.** Work experience, active learning, and service provide opportunities for offenders to develop skills, interact positively with conventional adults, earn money, and demonstrate publicly that they are capable of productive, competent behavior.
- Any juvenile court disposition intended to achieve the objectives of the balanced approach in a given case must be individualized and based on the circumstances of the offense and the needs and risks presented by the offender.
- System balance is achieved when managers and policy makers carefully allocate resources giving equal priority to these programs and practices directed at achieving the three mission objectives.
- Each program or practice must complement and reinforce other programs.

# Comprehensive Strategy, Balanced and Restorative Justice, and Intensive Supervision

<u>Comprehensive Strategy</u>: immediate sanctioning of first time delinquent offenders or non-serious repeat offenders and intermediate sanctioning of first time serious or violent offenders, or those who fail to respond to immediate sanctioning as evidenced by reoffending.

Balanced and Restorative Justice: focused on accountability, community protection, and competency development.

<u>Program Philosophy</u>: combining rewards and sanctions with increasingly intensive treatment and rehabilitative services.

- 1. Address issues of cost/benefit of juvenile justice in community--reduce number of youth placed out of home or reduce length of out-of-home placements without increasing risk to community
- 2. Address delinquency causal factors
  - a. risk factors (Integrated Social Control Model)
  - b. protective factors
- 3. Address recidivism--decrease further delinquent acts while on supervision, decrease supervision violations, reduce likelihood of future criminal behavior

Target Population Identification and Selection: a risk focused graduated sanction system utilizes objective risk-based classification instruments to determine the level of the continuum most appropriate for each youth. Instruments are based on the risk the offender poses in terms of re-offending and take into account the severity of the current offense, the number and severity of prior offenses, and the presence of other risk factors.

- 1. Target population is generally post-adjudicated delinquents who would otherwise be committed to out-of-home placements due to the seriousness of their offense or their risk of continued delinquent activity.
- 2. Chronic offenders are those that have committed serious but non-violent offenses. They have committed multiple offenses, typically status as well as delinquent. Likely to have been on probation or in short term detention or residential placement and failed. The committing offense may not be that serious, but the pattern of offenses and lack of success in the community has resulted in consideration of correctional placement. Chronic offenders tend to score high on risk of re-offending.
- 3. Serious, non-violent offenders are those who have committed serious property crimes, including drug trafficking. The seriousness of the offenses results in consideration of correctional placement.
- 4. Intensive Supervision Probation Programs may not be as effective as regular probation for low-risk offenders. The more intense scrutiny and stringent conditions result in technical violations that may otherwise have gone undetected.
- 5. Cost effectiveness is significantly improved with proper target population selection. Intensive Supervision Probation Programs can be more expensive

- and become prohibitive in cost when over burdened with youths whose risk of re-offending does not justify the scrutiny of the program.
- 6. Assessment tools ensure that specific factors are considered for all cases by all staff in a consistent manner.
- 7. Risk assessment instrument is a tool for estimating the probability that a juvenile offender will commit another crime. Actuarial assessments, which are based on the statistical relationship between behavior and characteristics and the outcome measured, are recommended. Actuarial assessments are based on group predictions. They are effective in predicting aggregate outcomes; they will not correctly predict outcomes for all individuals. Risk assessment is a decision-making tool, not an eliminator of the uncertainty about human behavior.
- 8. Needs assessment instrument does not structure the program's admission. It is used to ensure that certain problem areas are examined for each youth. It screens cases to identify youth whose needs may exceed the capability of a community-based program. Needs assessment tools are also used in case-planning to identify appropriate program services, to assist in setting treatment priorities, and to provide a baseline for measuring youth progress.
- 9. Program selection matrix contains the salient factors considered in determining the appropriateness for program participation. These factors generally include risk of recidivism and offense history. The matrix allows the decision to accept a youth into the program to be based on objective criteria. Factors and programs included in the matrix are policy decisions.
- 10. Override procedure documents in writing the reason for departure from the matrix.

Supervision: case planning and case management should focus on three areas

- 1. How identified risk factors will be addressed (determining priorities)
- 2. How identified need factors will be addressed (strengthening protective factors)
- 3. How the total set of risks, needs, and individual circumstances will be addressed (developing a case plan that addresses accountability, public safety, and competency development)

#### Individual Treatment Model v. the Competency Development Model

Case Management includes a written case plan and a behavioral contract.

- 1. Case plans should address the underlying theory of delinquency causation and specific risk factors of each youth. Priorities, long range goals, and intermediate objectives are established.
- 2. Behavioral contracts provide clear behavioral and achievement expectations. The relationship between objectives and long range goals, the specific behavior expectations, the specific rewards and sanctions of compliance and non-compliance, and general program rules and requirements should be included.

The Case Manager is responsible for ensuring all involved parties understand the case plan and are working together, for brokering services needed for individual treatment and competency building opportunities, and for ensuring the youth is held accountable for the committing offense as well as daily behaviors. Community protection is addressed through the case manager's supervision, surveillance, and sanctioning of the offender.



- Benefits of Intensive Supervision:

  Competency Development
  - •Educational assistance
  - Job training
  - Community service
  - Counseling
  - Pro-social activities
  - •Enhanced self-esteem
  - Integrated family services
  - Positive family interactions

### KEY COMPETENCIES

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Vocational	0	Preparation and experience for work, career, and
		family life.
	0	Understanding and value of work, leisure, and
		family life.
	0	Awareness of life's' options and steps for making
	ļ	choices.
Education, Knowledge,	0	Adequate credentials, basic academic skills,
Reasoning, and		eligibility for and awareness of opportunities for
Creativity		continued learning and advancement.
	0	Broad base of knowledge and ability to appreciate
		and demonstrate creative expression.
	0	Good oral, written, and computing skills and ability
		to learn.
	0	Interest in lifelong learning and achieving.
Personal/Social, Conflict	0	Intrapersonal skills, such as the ability to
Management, and		understand emotions and practice self-discipline.
Communication Skills	0	Interpersonal skills, such as working with others
		and developing and sustaining friendships through
		cooperation, empathy, negotiation, and conflict
		management.
	0	Developing judgment skills and a coping system.
Decisionmaking,	0	Ability to make good decisions in daily
Reasoning,		interactions, to manage anger and emotions, and to
and Problem Solving		solve problems creatively.
Citizenship	0	Understanding the history and values of one's
		Nation, community, and racial, ethnic, or cultural
		group.
	0	Desire to be ethical and to be involved in efforts
		that contribute to the broader goal.
Health/Recreation	0	Good current health status and evidence of
1		knowledge, attitudes, and behaviors that will ensure
		future well being, including non-violence, exercise,
		good nutrition, and effective contraceptive and safe
		sex practices.

From: Guide for Implementing the Balanced and Restorative Justice Models
Adapted from Pitman and Fleming. 1991. A New Vision: Promoting Youth Development

# Differences Between Individual and Treatment and Competency Development Practices

Individual Treatment	Competency Development
Group and family counseling	Peer counseling, leadership
	development, services projects, and
	family living skills
Drug therapy and drug education	Youth as drug educators and drug
	researchers
Remedial education	Cross-age tutoring (juvenile
	offenders teach younger children)
	and educational action teams
Job readiness and job counseling	Work experience, service crews,
	employment, job preparation, and
	career exploration
Recreational activities	Youth as recreational aides and
	recreation planners
Outdoor challenge programs	Conservation projects, community
	development projects, recycling, and
	community beautification projects
Cultural sensitivity training	Youth developed cultural education
	projects
Youth and family mediation	Conflict resolution training and
	youth as school conflict mediators
Mentoring and big brother programs	Work with adult mentors on
	community projects and
	intergenerational projects with the
	elderly

From: Guide for Implementing the Balanced and Restorative Justice Model Adapted from G. Bazemore and P. Cruise. 1995.

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COMMENTS			
GOAL: Meet ongoing general, expectations of institution/corrules, being respectful, participating in all elements of program one's actions, maintaining appropriate classroom standards covered and the youth is expected to use common sense and <a href="Months Meeting">Meeting</a> <a href="Months Meeting">Not Meeting</a> <a href="Comments">Comments</a>	nming, getting along wit and having appropriat	th peers and staff, te e attitudes. Not al	aking responsibility for I expectations car
STAFF'S SIGNATURE and TITLE	DATE		
YOUTH'S SIGNATURE	DATE		
Youth's signature does not necessarily indicate agreement, but attests that	the youth has had an opport	unity to read.	
PARENT'S SIGNATURE	DATE		

DISTRIBUTION:



Benefits of Intensive Supervision:

Public Safety

- •Tightly structured daily schedule
- •High level of surveillance
- •Immediate, defined, and graduated consequences
- •Possible immediate removal from the community

#### RISK FOCUSED APPROACH TO GRADUATED SANCTIONS

- Secure care is reserved for the small percentage of juvenile offenders who are violent and a danger to themselves and/or the community.
- A broad range of well-structured, community-based programs is provided for most offenders.
- Risk focused, graduated sanctions system combines reasonable, fair, humane, and appropriate sanctions that blend concern for public safety with attention to the rehabilitative needs of the youth.
- Juveniles move between different levels of the continuum through a well-structured system involving different levels of control and supervision
- Objective risk-based classification instruments are used to determine which level of the continuum is most appropriate for the youth.
  - Instruments are based on the risk the youth poses in terms of reoffending and take into account the severity of the current offense, the number and severity of prior offenses, and the presence of risk factors.

### RULES, CONDITIONS AND EXPECTATIONS OF INTENSIVE SUPERVISION PROGRAM

Youth's Name:		DOB:	

Rules and special conditions of the Intensive Supervision Program are:

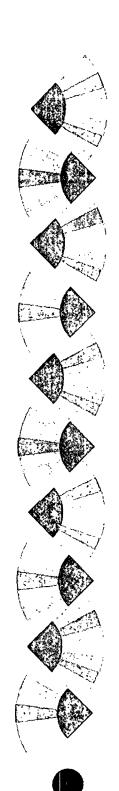
- 1. I shall avoid any conduct that violates a federal, state, or municipal law.
- 2. I shall report any arrest or citation to staff immediately;
- 3. I shall report any contact with the police to staff within 12 hours.
- 4. I shall cooperate with staff and fully participate in all aspects of my case plan.
- 5. I shall follow all curfews established by staff.
- 6. I shall attend and participate in all scheduled educational and vocational appointments.
- 7. I shall keep my daily appointments as scheduled by staff.
- 8. I shall obtain advance permission from a lead caseworker to travel outside the State of Wisconsin.
- 9. I shall cooperate with electronic monitoring procedures as directed by staff. I shall refrain from altering, damaging or interfering in any way with the operation of the electronic monitoring equipment.
- 10. I shall refrain from using or possessing any drug, item or substance which is illegal to possess, or any prescription drugs except as prescribed by a licensed health care provider.
- I shall refrain from purchasing, owning, carrying or possessing a firearm, knife, other weapon, or ammunition, without the advance written permission of a ISP caseworker. I understand the ISP caseworker may not grant me permission to possess a firearm if I am prohibited from possessing a firearm under federal or state law.
- 12. I shall agree to submit to any test ordered by ISP caseworker that is permitted under the law, including but not limited to urinalysis, breathalyzer and blood tests.
- I shall follow any special rules issued by ISP staff, including but not limited to rules relating to: companions; medical and dental appointments; counseling, therapy or other mental health appointments; family responsibilities; court-ordered restitution; participation in community service; educational and vocational programs; job seeking, and job attendance; purchasing, trading, selling or operating a motor vehicle; borrowing money or making a purchase on credit.

I have read or had read to me the conditions of the Intensive Supervision Program. I understand that a violation of these rules or special conditions may result in a consequence of some form that may include the imposition of formal sanctions or return to court.							
SIGNATURE - Youth	Date Signed	SIGNATURE - Parent/Responsible Party	Date Signed				
SIGNATURE - ISP Staff	Date Signed	PARENT/RESPONSIBLE PARTY SIGNATURE I MANDATORY					

#### **DISCUSSION REQUEST**

Youth in the Intensive Supervision Program who are in disagreement with a decision made or implemented by their caseworker may discuss the decision with the caseworker supervisor. This discussion will occur within 24 hours, exclusive of Saturdays, Sundays, and holidays and does not stay the decision. The youth will be allowed to make a statement as to why the youth believes the decision to be inappropriate.

-		, , , , , , , , , , , , , , , , , , ,	
	REVIEWED AND RECEIVED - Date	SIGNATURE - Youth	SIGNATURE - ISP Staff
1			



# Target Population

### Chronic offenders

- •History of multiple offenses
- Been on regular probation and failed
- AWOL history
- •Failed at previous intervention attempts
- •Score high for reoffending

# Serious, non-violent offenders

- •Serious property crimes
- •First-time drug offenders
- •Not as likely to recidivate
- •Seriousness of offense results in out-of-home placement consideration



# Client Selection Process

•Risk Assessment: considers recency of behavior, frequency of offending, and past severity

•<u>Needs Assessments</u>: determines if Intensive Supervision meets treatment needs and assists in caseplan development

•Program Selection Matrix: considers recidivism risk and offense history in determining appropriate placement and services

### Revised Wisconsin Delinquency Risk Assessment

NAME OF YOUTH		DATE OF BIRTH	DATE OF REPORT	<del></del>
SEX	ETHNIC GROUP	COUNTY		
	ENSE			
Con	nplete the assessment using the best available inform	nation. Total the points to determine initial level of	risk.	sco
1.	Age at First Referral to Juvenile Court I Age referenced to 15 <sup>th</sup> anniversary of birth birthday. Under 15	date. Juvenile is "Under 15" if first referra	al occurred <u>prior</u> to 15 <sup>th</sup>	
2.	Prior Referrals to Juvenile Court Intake None One or Two Three or More		1 0	
3.	Prior Assaults (includes but is not limited "Assaults" are defined as any assaultive b possession arrest/offense as evidenced b reports, or other confirmed reports. "Prior Yes	ehavior, whether physical or sexual, and a y any reliable source including prior referra excludes current intake offense.	als, policy/professional	
4.	Prior Out of Home Placements  Determine the total number of previous confoster family, without an intervening return None or One	home, as a separate placement.	0	
5.	Prior Runaways (from home or placem History of previous runaways from home or or any placement and not voluntarily retur None or One	or any placement. Runaways are defined ning within twenty-four (24) hours.	0	
6.	School Behavior Problems (includes han None		0	
7.	History of Physical or Sexual Abuse, o Physical or sexual abuse or neglect victim Professionals are those listed under s.48. Yes	nization suspected by professionals wheth 987, Wis. Stats.	1	
8.	History of Alcohol or Other Drug Abus Abuse is defined as use resulting in some Yes No	prolonged disruption of functioning.		
9.	History of Serious Emotional Problems Yes No	······		
10	. Peer Relationships (see definitions) Good Support and Influence Negative Influence; Some Companions Ir Strong Negative Influence, Most Peers In	nvolved in Delinquent Behavior; or Lack of	Peer Relationships 1	
	Total Score Classification		TOTAL RISK SCORE	

-3 to 1 LOW RISK 2 to 4 MODERATE RISK 5 to 8 HIGH RISK

9 or above VERY HIGH RISK

# Revised Wisconsin Delinquency Assessment Definitions

Ethnic Codes 1 = Black 3 = American Indian or Alaskan Native 5 = White

2 = Asian or Pacific Islander 4 = Hispanic

#### Age of First Referral to Juvenile Court Intake.

Only count referrals to juvenile court intake for a <u>delinquent</u> act. "Delinquent" is defined in s.938.02 (3m), Wis. Stats., as "juvenile who is 10 years of age or older who has violated any state or federal criminal law, except as provided in ss.938.17, 938.18, 938.183, Wis. Stats., or who has committed a contempt of court, as defined in s.785.01 (1), Wis. Stats., as specified in s.938.355 (6g), Wis. Stats."

Include CHIPS referrals for youth under age 10 who were referred for delinquent behavior.

#### 6. School Behavior Problems.

Minor problems are defined as occasional problems with attendance, work effort, or disciplinary problems which are handled at the home or school level.

Serious school behavior problems are defined as recurrent habitual truancy and/or severe behavior problems, which may have resulted in suspension and expulsion.

"Habitual truant" is defined in s.118.16, Wis. Stats., as a pupil who is absent from school without an acceptable excuse for either of the following:

1. Part or all of 5 or more days on which school is held during a school semester.

#### 9. History of Serious Emotional Problems.

Severely emotionally disturbed individuals are defined in the FY1997 MH Block Grant Application: 1997 Children's State Plan, Federal Requirement XI (DHFS FY1997), as persons under 21 years of age who have emotional and behavioral problems that:

- Have persisted for 6 months and are expected to persist for a year or longer.
- Include a condition of mental or emotional disturbance listed in DSM-IV. Adult diagnostic categories are organic mental syndromes and disorders, psychoactive substance use disorders, schizophrenia, schizo affective disorders, mood disorders, somatoform disorders, dissociative disorders, sexual disorders, intermittent explosive disorders, pyromania, adjustment disorder, personality disorders, psychological factors affecting physical condition and post-traumatic stress syndrome. Disorders usually first evident in infancy, childhood and adolescence include pervasive developmental disorders (AXIS II), disruptive behavior disorders, anxiety disorders of childhood or adolescence, eating disorders, gender identity disorders, tic disorders and reactive attachment disorders of infancy and early childhood.
- Result in functional symptoms or impairments. Functional symptoms include: psychotic symptoms characterized by defective or lost contact with reality, suicidal (attempt within last three months or ideation within last three months); or violence such that the individual is at risk for causing injury to persons or significant damage to property as a result of emotional disturbance. Functional impairment is considered present when deficiencies in two of the following capacities are observed: 1) Self-Care, 2) Community Function, 3) Social Relationship, 4) Family Function, 5) School/Work Function.

If none of the three indicators highlighted above or present, circle "0" for the item.

If any of the indicators are present, circle "1" for the item.

#### 10. Peer Relationships.

"Good support and influence" is defined as positive peer relationships.

"Negative influence" is defined as negative peer relationships where some companions are involved in delinquent behavior, or lack of peer relationships.

"Strong negative influence" is defined as strong negative peer relationships where most peers are involved in delinquent behavior such as gang membership.

#### WISCONSIN DELINQUENCY YOUTH ASSESSMENT

NAME OF YOUTH				NUM	BER		COUNTY
DATE OF BIRTH	GFI	NDER	<del></del>	L	NIC GROUP		
52 5. 5	ا ا	MALE	FEMALE	1	TO CROO!		
FAMILY MEMBERS (Check all tha	at apply)			<u> </u>			
	Mother		Father		Stepparent		Grandparent
	Other Del	lativa 🗔	Cuardian	_	• •	:5.\.	·
<u>.                                    </u>	Other Rel	alive	Guardian		Other (please spec	шу).	
SOCIAL WORKER NAME				DAT	=		
parties (e.g., school personnel, en	nployers, rela Add the pos	atives outside th itive and negati	ne home), reports from ve scores separately	n officia for the	I agencies, and the results	of forma	from the youth, family member(s), and third evaluations. Select only one statement for o scores for the family at the bottom of the
Youth	<del></del>						
A.	EDUC	CATIONAL I	NVOLVEMENT				
<del></del>	5 =	Actively engag	ed in education prod	ıram an	d attached to school as e	videnced	by regular attendance and high academic
	ū				d reads above grade level		z, regelar dilenterioù dire migri doctemie
	3 =					t grade le	evel and does not skip classes or exhibit
	-3 =	•	ems. Graduated or h			a week)	work effort or behaviors and/or functions 1
	<b>0</b> –		pected grade level.	po 30110	or or oldoood at loadt oned	a woon,	Work officer of bond viole and/or randdons ?
	-5 =				skips school or classes moected grade level, or has t		once a week), work efforts or behaviors elled.
В.	FAMI	LY/COMMU	INITY ENVIRON	IMEN	Т		
	5 =	members regu	ularly make positive	stateme		contribut	home and community from physical harm, the their time and resources to support the
	3 =	•	nome, in school and i		•	illibers.	
	-3 =	Serious proble	ems including unstab	le/mobi	•		als or medical care to meet health
	-5 =	•	r in temporary shelter		листов тороло от вынитал		
C	. EMO	TIONAL ST	ABILITY				
	5 =	Consistently		eal with	disappointment, anger, a	and grief	in a positive manner and expresses an
	3 =	•	•	al respo	onses, no apparent dysfund	ction and	appears well adjusted.
	-3 =				•		inctioning such as aggressive acting out,
	_		ild symptom(s) of dep		•		
	-5 =						functioning including incidents of suicidal aviors or fire setting behaviors.
D	. CON	FLICT RES	OLUTION				
	5 =	Consistently is	dentifies conflict and	success	sfully employs skills needed	to resolv	ve conflict.
	3 =	Identifies contained		use res	olution skills to resolve co	nflict with	out outside intervention(s). Efforts are not
	-3 =	Reacts to con	flict and needs outsid	le interv	ention(s) to resolve disput	es.	
	-5 =	Reacts to con	flict in a disruptive or	aggres	sive manner and may requ	ire law er	forcement involvement.
E	. SUBS	STANCE US	SE				
<del></del>	4 =	States and sh	ows through behavio	r that it	is important not to use alco	hol or oth	ner drugs and does not use them.
	2 =		of substance abuse.				
	0 =	•			ndication of sustained use.		
	-2 =				pates in education, treatme		- · · · ·
	-4 =						ch as loss of job, removal/dropping out of to participate in treatment.
F.	. ATTI	TUDES/VAI	_UES				
<del></del>	4 =			or own	feelings, attitudes, and b	ehaviors	demonstrates willingness to help others;
		displays hone	sty and integrity; cari	ng; sen	se of purpose and is future	oriented	
	2 =	Recognizes a	and sometimes demo	onstrate	s the importance of takin	g person	al responsibility for feelings, attitude dela

behaviors in order to function in the community.

- -2 = Blames others, unable to recognize and demonstrate personal responsibility, chooses negative role models and is not future oriented.
- -4 = Consistently expresses negative societal values, exhibits destructive/aggressive behaviors, accepts criminal thinking, seeks revenge openly and regularly associates with others involved in negative/criminal behaviors.

#### G. PARENTING/CAREGIVING Not a teen parent or pregnant; has completed a course on parenting and child rearing and demonstrates the value of delaying parenthood. 2 = Not a teen parent or pregnant; doesn't demonstrate value of delaying parenting. 0 = Is a teen parent who is positively engaged in nurturing the child or pregnant and receiving pre-natal care. -2 = Is a teen parent or pregnant; lacks child rearing skills and needs assistance to provide adequate care for the child. Is a teen parent or pregnant; lacks basic knowledge about parenting and child rearing, is not positively engaged with child, is involved in maltreatment of child or there has been a recommendation of removal of the child from caregiver's home SOCIAL COMPETENCIES H. Demonstrates empathy, sensitivity, friendship skills, positive relationships with peers and adults, ability to deal effectively with authority figures and models responsible behavior. Successfully solves problems with peers and adults. Some ability to relate and interact with others. Exhibits efforts to develop relationship skills such as selection of 2 = appropriate friends, constructive use of free time and works to define boundaries. -2 = Demonstrates or exhibits weak sense of self, ill at ease with others, avoids interactions and relationships, dependent relationships and a follower. Destructive relationships, co-dependent, self-abusive, harms others, gang involvement, exploits others, manipulative. self-mutilation, cruel to others, and expresses sense of hopelessness. ł. SUCCESSFUL LIVING SKILLS Consistently demonstrates most or all of the following skills needed for independent living: money management. housekeeping, decision-making, planning, problem solving and time management. Manages daily routine without intervention and demonstrates some age appropriate life skills. 1 = -1 = Does not consistently demonstrate age appropriate life skills; needs some intervention to manage daily routine. -3 = Does not demonstrate age appropriate life skills; requires extensive training and assistance to manage daily routine.

### skills, and no interest or concrete plan to develop them. K. SEXUALITY

3 =

0 =

-1 =

-3 =

**EMPLOYMENT** 

J.

2 = Has participated in human growth and development curriculum and youth is consistently responsible about sexuality.

Currently employed or developing a realistic career plan with a concrete time frame for implementation, understands the need to be productive, exhibits behaviors associated with being motivated to work (e.g., has a resume, has submitted applications), has a history of positive employment, or is regularly attending and obtaining good grades in vocational/

Unemployed, exhibits inconsistent or unrealistic attempts to obtain work and expresses limited interest in seeking work or

Unemployed, involved in illegal activity or unrealistic plans for employment, no motivation to work, no marketable job

- 0 = No indicators of inappropriate expressions of sexuality.
- -3 = Inappropriate expressions of sexuality.

regular education program.

developing a realistic career plan.

-5 = Uses sexual behaviors to attain power over others and harms or instills fear in a victim.

Employable, has work skills, but is not currently employed or is a full-time student.

#### L. HEALTH

- 2 = Physically healthy; practices preventive health care and regularly maintains and participates in a health care plan for physical/dental/vision needs.
- 1 = May have a health problem, but seeks and follows treatment plan including regularly taking prescribed medications or not actively engaged in health promoting behavior, but apparently healthy.
- -1 = Special health condition exists, which is not adequately addressed or is partially compliant with taking prescribed medications.
- -2 = Health, dental, hearing or vision problem exists, which is not adequately addressed and severely limits participation in routine activities of daily living or is non-compliant with taking prescribed medications.

IDENTIFIED NEEDS WHICH WERE NOT COVERED BY THIS ASSESSMENT TOOL:

#### ASSIGN THE YOUTH A STRENGTH AND NEEDS ASSESSMENT SCORE: \*

Youth's Strength Score	Youth's Stren	gth Level	Youth's Need Score	Youth's Need L	.evel
	1 TO 15	BASIC		-1 TO -16	LOW
<del></del>	16 TO 31	MODERATE	<del></del>	-17 TO -33	MODERATE
	32 & ABOVE	HIGH		-34 & ABOVE	HIGH

Total the youth's strength and need score and enter it on the appropriate live. Also check the corresponding strength and need level.

#### WISCONSIN DELINQUENCY FAMILY ASSESSMENT

NAME OF YOUTH			<del></del>	-NUM	1BER		COUNTY
DATE OF BIRTH	GE	NDER		ETH	NIC GROUP		
		MALE	FEMALE				
FAMILY MEMBERS (Check all th	at apply)						
	Mother		Father		Stepparent		Grandparent
	Other Re	lative	Guardian		Other (please s	pecify):	
SOCIAL WORKER NAME				DATE	<u> </u>		
parties (e.g., school personnel, e	mployers and y. Add the p	d relatives outsi- positive and neg	de the home); report ative scores separat	s from of tely for th	ficial agencies and th	e results of for	from the youth, family member(s), and third mal evaluations. Select only one statement wo scores for the family at the bottom of the
Family							
A	. EDU	CATIONAL	INVOLVEMENT	Γ			
	5 ≈						sists youth with homework assignments and
	3 =		•		nt events, etc.) to mot	•	n's learning process.  ed conferences, communicates with school
	0 -				f the educational proc		de delliciendes, dellinianidates mai sonoci
	-3 = -5 =	•	•		performance at schoo		
6	-5 =				ance or performance	at school.	
B			JNITY ENVIRO				
	5 =	members reg	ularly make positive	stateme	nily unit protects its ments about each other ctivities) of other fami	and contribu	thome and community from physical harm, te their time and resources to support the
	3 =	Feels safe at	home and in the con	nmunity.	·		
	-3 =	needs of yout	h. Community has r	umerous	reports of criminal ac	ctivity and viol	
	-5 =		, ,	er. Famil	y supports delinquen	cy or sabotage	es treatment programs.
C	EMO	TIONAL ST					
	5 =	Consistently of personal future		al with di	sappointment, anger,	grief in a posi	tive manner expresses an optimistic view of
	3 =	Displays som	e appropriate emotic	•			appears well adjusted.
	-3 =				esponses, which lim , anxiety or neurosis.	ts adequate t	functioning such as aggressive acting out,
	-5 =						functioning including incidents of suicidal aviors or fire setting behaviors.
	. CON	FLICT RES	OLUTION				
	5 =	Consistently i	dentifies conflict at h	nome or v	work and successfully	employs skills	s needed to resolve conflict.
	3 =		•		lict resolution skills to		
	-3 = -5 =				rention(s) to resolve d		nforcement involvement.
F		STANCE U		n aggres	sive manner and may	require law el	morcement involvement.
				l habavie	ero oducetos childron	about the se	agative energy energy of cubatence abuse
	4 =				stances and actively p		egative consequences of substance abuse, treatment if needed.
	2 =						constructive support.
	-2 = -4 =	Serious subs	tance abuse probler	-	•		mily or limited problems in functioning. ch as loss of job, problems with law and/or
<u>-</u>		, -	to self or others.				
<u></u>	. ATT	ITUDES/VA		•		1 4 - 2	diamental Milania de la compania
	4 =	( 'onejetantly	Takes reconnectality	TOT OWN	PARIETTE PROBATE	und nenaviors	<ul> <li>demonstrates willingness to bein others</li> </ul>

- 4 = Consistently takes responsibility for own feelings, attitudes and behaviors; demonstrates willingness to help others displays honesty, integrity, caring, sense of purpose and is future oriented.
- 2 = Recognizes and sometimes demonstrates the importance of taking personal responsibility for feelings, attitudes and behaviors in order to function in the community.
- -2 = Blames others, unable to recognize and demonstrate personal responsibility, chooses negative role models and future oriented.
- -4 = Consistently expresses negative societal values, exhibits destructive/aggressive behaviors, accepts criminal thinking, seeks revenge openly and regularly associates with others involved in negative/criminal behaviors. History of criminal activity in the family.

#### G. PARENTING/CAREGIVING

- 4 = Consistently demonstrates a strong positive relationship, which includes social activities together, and parenting patterns which are age appropriate for the child(ren) in areas of discipline, expectations, communication, protection and nurturing.
- 2 = Exhibits parenting practices which are age appropriate for the child(ren) in areas of discipline, expectations, communication, protection and nurturing. Child(ren) comply with parental requests and practices.
- 2 = Does not demonstrate adequate knowledge or skills to effectively control or nurture child(ren) (e.g., inconsistent parenting, passive parenting or parent/child role reversal). Child(ren) do not regularly receive consequences for misbehavior and sometimes receives lax supervision.
- -4 = Displays emotionally or physically destructive/abusive-parenting patterns. Child(ren) display emotionally or physically destructive behaviors to caregiver(s) or other siblings. There has been an abuse/neglect referral or children have been removed from the caregiver's home.

#### H. SOCIAL COMPETENCE

- 4 = Demonstrates empathy, sensitivity, friendship skills, positive relationships with other adults, ability to deal effectively with authority figures and models responsible behavior. Successfully solves problems with child(ren) and other adults.
- 2 = Some ability to relate and interact with others. Exhibits efforts to develop relationship skills such as selection of supportive friends, constructive use of free time and involvement in social network.
- -2 = Demonstrates or exhibits weak sense of self, ill at ease with others, avoids interactions and relationships, dependent relationships and a follower.
- -4 = Destructive relationships, co-dependent, self-abusive, harms others, exploits others, manipulative, self-mutilation, cruel to others and expresses sense of hopelessness.

#### I. SUCCESSFUL LIVING SKILLS

- 3 = Consistently demonstrates most or all of the following skills needed for independent living: money management, housekeeping, decision-making, planning, problem solving and time management.
- 1 = Manages daily routine without intervention(s) and demonstrates some life skills.
- -1 = Does not consistently demonstrate life skills and needs some intervention to manage daily routine.
- -3 = Does not demonstrate life skills and requires extensive training and assistance to manage daily routine.

#### J. EMPLOYMENT

- 3 = Currently employed or pursuing a realistic career plan with a concrete time frame for implementation, understands the need to be productive, exhibits behaviors associated with being motivated to work (e.g., has a resume, has submitted applications, etc.), has a history of positive employment or is frequently attending a vocational program.
- 0 = Employable, has work skills, but is not currently employed or is enrolled in a job-training program.
- -1 = Unemployed, exhibits inconsistent or unrealistic attempts to obtain work and expresses limited interest in seeking work or developing a realistic career plan.
- -3 = Unemployed, employed in illegal activity or unrealistic plans for employment, no motivation to work, no marketable job skills and no interest or concrete plan to develop them.

#### K. HEALTH

- 2 = Physically healthy; practices preventive health care; regularly maintains and participates in a health care plan for physical/dental/vision needs.
- 1 = May have a health problem, but seeks and follows treatment plan including regularly taking psychotropic medications or not actively engaged in health promoting behavior, but apparently healthy.
- -1 = Special health condition exists which is not adequately addressed or is partially compliant with taking prescribed psychotropic medications.
- -2 = Health, dental, hearing or vision problem exists which is not adequately addressed and severely limits participation in routine activities of daily living or is non-compliant with taking prescribed psychotropic medications.

IDENTIFIED NEEDS WHICH WERE NOT COVERED BY THIS ASSESSMENT TOOL:

#### ASSIGN THE STRENGTH AND NEEDS ASSESSMENT SCORE: \*

Family's Strength Score	Family's Strength Level		Family's Need Score	Family's Need I	Level
	1 TO 15	BASIC		-1 TO –16	LOW
	16 TO 31	MODERATE		-17 TO -33	MODERATE
	32 & ABOVE	HIGH		-34 & ABOVE	HIGH

Total the family strength and need score and enter it on the appropriate line. Also check the corresponding strength and need level.

### WISCONSIN DELINQUENCY SERVICE/PLACEMENT GUIDE

SEVERITY RISK

CURRENT OFFENSES	LOW	MEDIUM	HIGH	VERY HIGH
CATEGORY	LEVEL	LEVEL	LEVEL	LEVEL
I	1	1	I or 2	2
CATEGORY	LEVEL	LEVEL	LEVEL	LEVEL
II	1	1 or 2	2	2 or 3
CATEGORY	LEVEL	LEVEL	LEVEL	LEVEL
III	2	2 or 3	2, 3, or 4	3 or 4
CATEGORY	LEVEL	LEVEL	LEVEL	LEVEL
IV	2, 3, or 4	3 or 4	4	4

#### SERVICE/PLACEMENT LEVEL DEFINITIONS:

LEVEL 1=Counsel & Release, Informal Supervision, Consent Decree

LEVEL 2=Court Ordred Supervision, Community Based Services, Community Based Foster Care

LEVEL 3=Treatment Foster Care, Group Homes, RTC

LEVEL 4=JCI

#### **OFFENSE CATEGORY DEFINITIONS:**

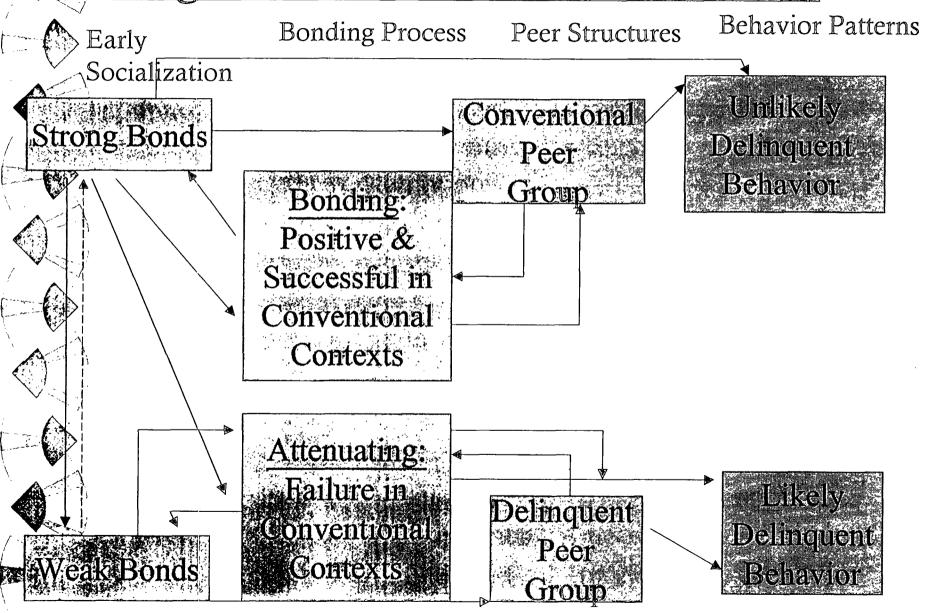
Category I=Class B & C Misdemeanors

Category II=Class A Misdemeanors

Category III=Class C, D, & E Felonies

Category IV=Class A & B Felonies

# Integrated Social Control Model



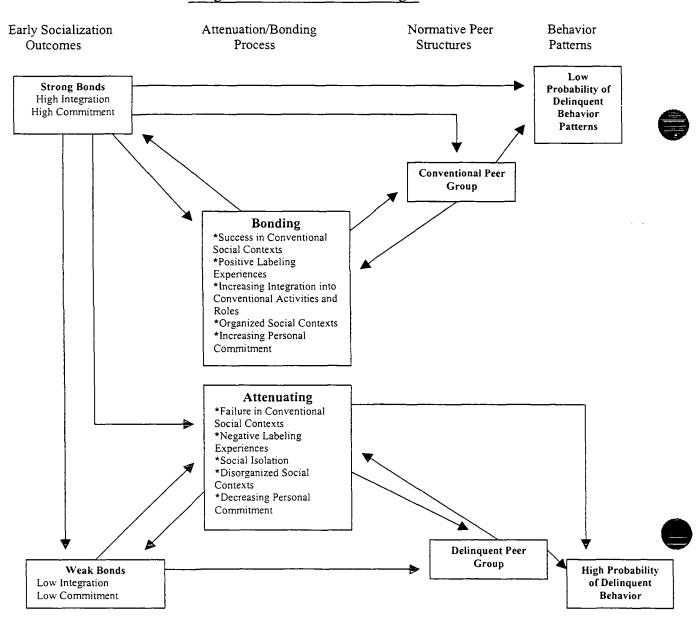
#### **Integrated Social Control Model**

(From the OJJDP "Program Summary, "Juvenile Intensive Supervision: Planning Guide")

ISP interventions should address the major causal factors identified in delinquency theory and research, most aptly explained by Elliott et al. (1985) in the Integrated Social Control (ISC) model. In planning the program, each intervention should be justified by its hypothesized effect on one or more of the delinquency causation factors, and each factor should be represented by at least one intervention.

The ISC approach integrates the central components of control, strain, and social learning theories. It argues that the combined forces of inadequate socialization, strains between occupational and educational aspirations and expectations, and neighborhood social disorganization lead to weak bonding to conventional values and activities in the family, school, and community. Weak bonding can lead youth to a delinquent lifestyle through negative peer influence.

#### Integrated Strain-Control Paradigm



<u>Social Disorganization</u>. In the ISC model and other conceptualizations, some social environments engender subcultures with attitudes and perceptions conducive to delinquency and other deviant behaviors.

Socialization. In the context of the family, patterns of supervision and discipline established by parents in early childhood are seen as causally relevant to delinquency. In childrearing, parental discipline may be absent, inadequate, or may rely on physical punishment. Parental skill deficits may also be apparent in terms of moral reasoning, consistent application of rewards and sanctions, and abuse may be present as well. These socialization experiences may prevent the development of strong external bonds (e.g., to the family) and internal bonds (e.g., self-discipline) (Fagan et al., 1984).

Strain. This factor refers to the social-psychological process by which one's disadvantaged social status causes antisocial behavior. From this perspective, delinquency is seen as an outcome of discrepancies between achievement aspirations and expectations. For example, a youth aspires to college, but does not expect to achieve this either because of perceived blocks to opportunities or self-doubts, delinquent behavior is a way of coping with the frustration of failure.

<u>Peer Bonding.</u> The outcome of interaction between peers is critical in explaining delinquent behavior. Delinquency is influenced by one's peers through the same social-psychological mechanisms that operate in conventional bonding, namely, emotional attachment, commitment to, and involvement in peer activities arising from socialization by delinquently inclined peers. Adolescents learn delinquency by exposure to their friends' law-violating behavior, peers' social approval for delinquent acts, and anticipated rewards for engaging in delinquency. Peer group influences on delinquency are especially likely when there is weak bonding to the family and school.

Self-esteem. Another potentially important factor covered by the ISC model, which should also be considered in ISP interventions, is personality characteristics related to the notion of self-esteem (Kandel, 1974; Kaplan, 1975; Kaplan, et al., 1984). Most programs design interventions that implicitly focus upon motivational variables, such as self-esteem. These factors operate at three levels. At the individual level, negative self-concept directly influences antisocial involvements. At the social group level, (i.e., the family, school, and peer group), negative outcomes of interactions with such groups (e.g., school failure) influence antisocial involvement and also influence a negative self-concept. At the societal level, the quality of neighborhood environment and the effect of occupational/educational opportunities available to the youth indirectly influence delinquency by producing strain and affecting the ability of the family and other social groups to foster conventional bonds with the adolescent.

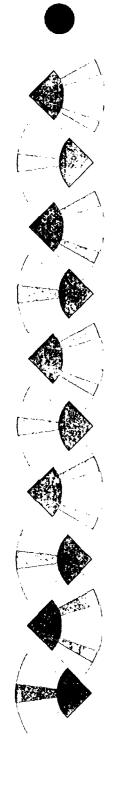
## PROTECTIVE FACTORS AGAINST CRIME, VIOLENCE, & SUBSTANCE ABUSE

Understanding protective factors is the key to risk reduction

- 1. <u>Individual protective factors</u>: female gender, high intelligence, a positive social orientation, & a resilient temperament.
- 2. Social bonding factors: strengthen bonds with positive, prosocial family members, adults outside the family (teachers, coaches, youth leaders), & friends. Young people with strong, supported relationships with these groups invest in the goals of the group.
- 3. <u>Health beliefs & clear standards for behavior</u>: families, schools, & communities need clearly stated policies & expectations for behavior.
- Peer groups, schools, & communities that emphasize positive social norms.
- Warm, supportive relationships and bonding with adults.
- Opportunities to become involved in positive activities.
- Recognition and support for participating in positive activities.
- Cognitive, social, and emotional competence.

#### RISK FACTORS

- Increase chances that juvenile will engage in behavior that leads to delinquency.
  - 1. Availability of drugs in the community
  - 2. Availability of firearms in the community.
  - 3. Family conflict.
  - 4. Lack of commitment to school.
  - 5. Friends who engage in problem behavior.



# Juvenile Justice Code

# <u>Chapter 938.534</u>

- •Introduced in 1995 and updated in 1998
- Adjudicated delinquents
- •Intensive surveillance and community-based treatment
- °10:1 caseload ratio
- Daily contact
- •Secure and non-secure detention holds

938.534

#### 938.534 Intensive supervision program.

938.534(1)

(1)

938.534(1)(a)

(a) A county department may provide an intensive supervision program for juveniles who have been adjudicated delinquent and ordered to participate in an intensive supervision program under s. 938.34 (2r). A county department that provides an intensive supervision program shall purchase or provide intensive surveillance and community-based treatment services for participants in that program and may purchase or provide electronic monitoring for the intensive surveillance of program participants. A caseworker providing services under an intensive supervision program may have a case load of no more than 10 juveniles and shall have not less than one face-to-face contact per day with each juvenile who is assigned to that caseworker.

938.534(1)(b) (b) 938.534(1)(b)1.

1. Notwithstanding ss. 938.19 to 938.21, but subject to any general written policies adopted by the court under s. 938.06 (1) or (2) and to any policies adopted by the county board relating to the taking into custody and placement of a juvenile under this subdivision, if a juvenile violates a condition of the juvenile's participation in the program, the juvenile's caseworker or any other person authorized to provide or providing intake or dispositional services for the court under s. 938.067 or 938.069 may, without a hearing, take the juvenile into custody and place the juvenile in a secure detention facility or juvenile portion of a county jail that meets the standards promulgated by the department by rule or in a place of nonsecure custody designated by that person for not more than 72 hours while the alleged violation and the appropriateness of a sanction under s. 938.355 (6) or a change in the conditions of the juvenile's participation in the program are being investigated, if at the dispositional hearing the court explained those conditions to the juvenile and informed the juvenile of the possibility of that placement or if before the violation the juvenile has acknowledged in writing that he or she has read, or has had read to him or her, those conditions and that possible placement and that he or she understands those conditions and that possible placement.

#### 938.534(1)(b)2.

2. Notwithstanding ss. 938.19 to 938.21, but subject to any general written policies adopted by the court under s. 938.06 (1) or (2) and to any policies adopted by the county board relating to the taking into custody and placement of a juvenile under this subdivision, if a juvenile violates a condition of the juvenile's participation in the program, the juvenile's caseworker or any other person authorized to provide or providing intake or dispositional services for the court under s. 938.067 or 938.069 may, without a hearing, take the juvenile into custody and place the juvenile in a secure detention facility or juvenile portion of a county jail that meets the standards promulgated by the department by rule or in a place of nonsecure custody designated by that person for not more than 72 hours as a consequence of that violation, if at the dispositional hearing the court explained those conditions to the juvenile and informed the juvenile of the possibility of that placement or if before the violation the juvenile has acknowledged in writing that he or she has read, or has had read to him or her, those conditions and that possible placement and that he or she understands those conditions and that possible placement. A person who takes a juvenile into custody under this subdivision shall permit the juvenile to make a written or oral statement concerning the possible placement of the juvenile and the course of conduct for which the juvenile was taken into custody. A person designated by the court or the county department who is employed in a supervisory position by a person authorized to provide or providing intake or dispositional services under s. 938.067 or 938.069 shall review that statement and shall either approve the placement or order the juvenile to be released from custody.

#### 938.534(1)(b)3.

3. A juvenile may be taken into and held in custody under both subds. 1. and 2. in connection with the same course of conduct, except that no juvenile may be held in custody for more than a total of 72 hours under subds. 1. and 2. in connection with the same course of conduct unless the juvenile receives a hearing under par. (d).

#### 938.534(1)(b)4.

4. The use of placement in a secure detention facility or in a juvenile portion of a county jail as a place of short-term detention under subd. 1. or 2. is subject to the adoption of a resolution by the county board of supervisors under s. 938.06 (5) authorizing the use of those placements as places of short-term detention under sub (d). 1. or 2.

#### 938.534(1)(c)

(c) Notwithstanding ss. 938.19 to 938.21, but subject to any general written policies adopted by the court under s. 938.06 (1) or (2) and to any policies adopted by the county board relating to the taking into custody and placement of a juvenile under this paragraph, the juvenile's caseworker may also, without a hearing, take the juvenile into custody and place the juvenile in a place of nonsecure custody for not more than 30 days as crisis intervention, if the juvenile is in need of crisis intervention and, if at the dispositional hearing the court informed the juvenile of the possibility of that placement or if before the violation the juvenile has acknowledged in writing that he or she has read, or has had read to him or her, those conditions and that possible placement and that he or she understands those conditions and that possible placement.

#### 938.534(1)(d)

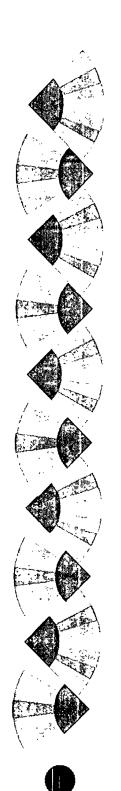
(d) If the juvenile is held under par. (b) 1. or 2. in a secure detention facility, juvenile portion of a county jail or place of nonsecure custody for longer than 72 hours, the juvenile is entitled to a hearing under s. 938.21. The hearing shall be conducted in the manner provided in s. 938.21, except that the hearing shall be conducted within 72 hours, rather than 24 hours, after the end of the day that the decision to hold the juvenile was made and a written statement of the reasons for continuing to hold the juvenile in custody may be filed rather than a petition under s. 938.25.

#### 938.534(2)

(2) The department shall promulgate rules specifying the requirements for an intensive supervision program under this section. The rules shall include rules that govern the use of placement in a secure detention facility, juvenile portion of a county jail or place of nonsecure custody for not more than 72 hours under sub. (1) (b) and the use of placement in a place of nonsecure custody for not more than 30 days under sub. (1) (c).

938.534 - ANNOT.

History: 1995 a. 77; 1997 a. 205.



# Department of Corrections Rules for Intensive Supervision

- Authority and purpose
- •Program requirements
- Detention procedures
- Hearing rights
- •Referral and screening process
- Participant and parental rights
- •Written caseplan and conditions of supervision requirements

### PROPOSED ORDER OF THE DEPARTMENT OF CORRECTIONS CREATING RULES

The Wisconsin department of corrections proposes an order to repeal ch. HSS 348 and create ch. DOC 398, relating to county intensive supervision programs for delinquent youth.

Statutory authority: ss. 227.11 (2) and 938.534 (2), Stats., and s. 9126(23)(e), 1995 Act 27. Statutes interpreted: ss. 301.032 and 938.534, Stats.

#### Analysis by the Department of Corrections

The proposed rule specifies the requirements for an intensive supervision program. Participation in an intensive supervision program (ISP) may be ordered by the juvenile court as a delinquency disposition under s. 938.34 (2r), Stats. The rule is based on ch. HSS 348, Youth Intensive Supervision Program, which was promulgated by the then-division of youth services in the then-department of health and social services, prior to the July 1, 1996 transfer of juvenile corrections into the department of corrections.

#### Under this proposed rule:

- 1. The provisions incorporate references to the department of corrections and ch. 938, Stats., the juvenile justice code created by 1995 WI act 77, so that the rules are consistent with current law.
- 2. Section DOC 398.01 states that the rules apply to the department, county departments and delinquent youth. Section DOC 398.02 identifies the county departments affected by the rule.
- 3. Definitions generally follow the terminology in s. HSS 348.03, with a few exceptions.
- 4. Section 398.04 outlines the ISP program requirements for referral and screening, participant rights, program goals and case plan, required daily face-to-face contact between the youth and caseworker, and the client load of a caseworker.
- 5. Under s. DOC 398.05 and s. HSS 348.05, an ISP participant can be placed in non-secure or secure detention. The ch. DOC includes minor changes to conform to the revised provisions of s. 938.534, Stats., and to add the option of placement in non-secure detention for crisis intervention. Provisions in s. HSS 348.05 (2) on placement decision-making and record-keeping are not retained in ch. DOC 398 because the court and the county board, under s. 938.534 (1), Stats., develop those policies.
- 6. Section 398.07 establishes the duration of a youth's participation in an ISP, in the same terms as s. HSS 348.07.

SECTION 25. Chapter HSS 348 is repealed.

SECTION 26. Chapter DOC 398 is created to read:

Chapter DOC 398

#### INTENSIVE SUPERVISION PROGRAM

DOC 398.01	Authority and purpose	DOC 398.05	Placement in non-secure or secure detention
DOC 398.02	Applicability	DOC 398.06	Right to hearing in secure detention
DOC 398.03	Definitions	DOC 398.07	Duration of program
DOC 398.04	Program requirements		

**DOC 398.01 Authority and purpose.** (1) This chapter is promulgated under the authority of ss. 227.11 (2) and 938.534 (2), Stats., to provide rules specifying the requirements for an intensive supervision program for youth who have been ordered by a court under s. 938.34 (2r), Stats., to participate in an intensive supervision program.

- (2) Through this chapter the department seeks to achieve the following goals:
- (a) Provide a community-based option for youth who have been adjudicated delinquent.
- (b) Maintain public safety and youth accountability through supervision and sanctions appropriate to the needs and requirements of youth in the program.
- (c) Provide the necessary treatment, services, discipline and supervision to help youth and family make meaningful, positive changes in their lives.
  - (d) Encourage a crime-free lifestyle for youth in the program.
  - (e) Involve every youth in education or vocational training or employment.

<u>DOC 398.02 Applicability</u>. This chapter applies to the department, county departments under s. 46.215, 46.22 or 46.23, Stats., and youth who have been adjudicated delinquent and ordered under s. 938.34 (2r), Stats., to participate in an intensive supervision program.

#### **DOC 398.03 Definitions.** In this chapter:

- (1) "Assigned caseworker" means a county department staff member or designee responsible for the case plan, case management and decision making.
  - (2) "Caretaker" means another person besides a parent who is providing care to a youth.
- (3) "County department" means the county department under s. 46.215, 46.22, or 46.23, Stats.
  - (4) "Department" means the department of corrections.
- (5) "Electronic monitoring device" means an electronic device used to monitor the youth's location.
- (6) "Intensive supervision" means a community based comprehensive program providing a youth and the youth's family with the treatment and services necessary for holding the youth accountable and preventing institutional placement.

- (7) "Intensive surveillance" means monitoring a youth's activities through frequent face-toface contacts, electronic monitoring and collateral contacts which include contacts with school personnel, employers, therapists and relatives.
- (8) "ISP" or "intensive supervision program" means the program under s. 938.534, Stats, that provides intensive surveillance and community-based treatment services for youth and their families.
  - (9) "Parent" has the meaning given in s. 938.02(13), Stats.
- (10) "Secure detention facility" means a locked facility approved by the department under s. 301.37, Stats., for the secure, temporary confinement of a youth.
- (11) "Youth" means a person who has been adjudicated delinquent and ordered by a court under s. 938.34(2r), Stats., to participate in the intensive supervision program.
- **DOC 398.04 Program requirements.** (1) GENERAL. A county department electing to provide or purchase ISP services shall meet the requirements in this section.
- (2) REFERRAL AND SCREENING PROCESS. (a) A county department shall develop a written referral and screening process for youth for whom the ISP may be recommended to the court under s. 938.33(1), Stats. Criteria for participation include:
- 1. The likelihood that a youth would present a physical danger to self or to others if living in the community.
  - 2. The availability of a suitable living arrangement for the youth within the community.
- 3. The willingness of the youth and the youth's family or other adult with whom the youth will reside to participate in the ISP and comply with the rules and conditions of the program.
  - 4. The ability of the community to provide treatment and other needs of the youth.
- (b) Referral and screening shall take place before the report under s. 938.33(1), Stats., is submitted to the court.
- (3) PARTICIPANT RIGHTS. A county department shall make reasonable efforts to ensure that a youth, while participating in the program:
- (a) Is free from discrimination based on race or ethnicity, color, religion, sex, national origin or any other category protected by federal or state law while receiving program services.
- (b) Is provided with accessible and usable services, and any reasonable accommodations or auxiliary aids and services needed to benefit from treatment and other programs.
- (c) Is provided with translators if the youth's ability to speak, understand, read or write English is limited.

- (d) Is protected from abuse or neglect by program service providers.
- (e) Is involved in planning for his or her treatment.
- (f) Has access to the courts.
- (g) May visit, use the mail and communicate with family members and an attorney within reasonable guidelines while in secure detention or other out-of-home placement.
- (h) Has access to county department and community programs and services consistent with the protection of the public.
- (i) Has his or her educational, vocational, drug or alcohol abuse, mental health and other treatment needs addressed by the ISP case plan.
  - (j) May participate in authorized recreational, leisure time and religious activities.
- (4) STATEMENT DESCRIBING GOALS, SERVICES AND CASE PLAN COMPONENTS. (a) Required written description. A county department shall develop a written description of its ISP that shall include identification of goals, assurances of service availability and specification of case plan components.
- (b) *Program goals*. Goals shall be identified based on assessed strengths and needs of youth in the program and their families and may include reduction of recidivism, increased participation in educational or vocational programming, participation in treatment and avoidance of a more restrictive placement.
- (c) Services. 1. A written description shall include assurances that an individual youth and the youth's family will receive the following services, if needed:
  - a. School tutoring and other educational services.
  - b. Vocational training and counseling.
- c. Alcohol and other drug abuse outpatient treatment and education. Programs used to treat alcohol or drug abuse by youth shall be certified by the department of health and family services under ch. HFS 61.
  - d. Family-focused services and family counseling.
  - e. Employment services.
  - f. Recreational opportunities.
  - g. Assistance with independent living skills and arrangements.
- 2. A written description shall address the availability and accessibility of other community services that a youth and the youth's family may need, such as:

- a. Day treatment or alternative school programs.
- b. Restitution programs.
- c. Interpersonal skills training.
- d. Discipline training including anger and impulse control.
- e. Problem-solving and decision-making skills training for youth.
- f. Training for parents, including discipline management skills, communication skills and interpersonal skills.
  - g. Health-related care.
- 3. A written description shall identify the manner in which a youth and the youth's family will obtain or have access to needed services.
- (d) Case plan. A written description shall provide assurances that a case plan under sub. (5) shall be developed for each youth and his or her family, and will be filed with the court within 30 days of the dispositional order.
- (5) CASE PLAN REQUIREMENTS. A youth in an ISP shall have a case plan that specifies the following:
  - (a) The goals for the youth and family for the time the youth is in the ISP.
- (b) The community-based treatment services and educational, vocational, employment and other programs that are expected to be used to meet the needs of the youth and family.
  - (c) The number and frequency of supervisory contacts that the youth shall receive.
  - (d) The estimated time the youth and his or her family will participate in the program.
- (e) The rules and conditions of the youth's participation in the program, including the following:
  - 1. Avoiding of any conduct that violates a federal, state or municipal law.
  - 2. Reporting any contact with the police to ISP staff within 12 hours.
  - 3. Reporting any arrest or citation to ISP staff immediately.
  - 4. Cooperating with ISP staff and fully participating in all aspects of the case plan.
  - 5. Following all curfews established by ISP staff.
  - 6. Attending all scheduled educational and vocational programs.

- 7. Following his or her daily appointment schedule with ISP staff.
- 8. Obtaining advance permission from the lead caseworker to travel outside the state.
- 9. Cooperating with electronic monitoring procedures and refraining from altering, damaging or interfering in any way with the operation of the electronic monitoring equipment.
- 10. Refraining from using or possessing any drug, item or substance which is illegal to possess, or any prescription drugs except as prescribed for the youth by a licensed health care provider.
- 11. Refraining from purchasing, owning, carrying or possessing a firearm, knife or other weapon, or ammunition, without the advance written permission of an ISP caseworker. The ISP caseworker may not grant a youth permission to possess a firearm if the youth is prohibited from possessing a firearm under state or federal law.
- 12. Agreeing to submit to any test ordered by the ISP caseworker that is permitted under law, including but not limited to, urinalysis, breathalyzer and blood tests.
- 13. Complying with any special rules issued by ISP staff including, but not limited to, rules relating to companions, medical and dental appointments, counseling, therapy or other mental health appointments, family responsibilities, court-ordered restitution, participation in community service, educational and vocational programs, job seeking and job attendance, purchasing, trading, selling or operating a motor vehicle, and borrowing money or making a purchase on credit.
  - (f) The consequences for violation of a rule or condition, may include, but are not limited to:
  - 1. Counseling and a warning.
  - 2. A change in one or more of the rules or provisions of the youth's case plan.
  - 3. Placing the youth in a secure detention facility for not more than 72 hours.
- 4. Placing the youth in non-secure custody under s. 938.534 Stats., for not more than 30 days as a crisis intervention if the youth is in need of crisis intervention.
  - 5. Requesting revision of the dispositional order under s. 938.363 or 938.357, Stats.
  - 6. Any sanction permitted by law.
- (6) DISCUSSION WITH PARENTS. A case plan shall include a statement signed by a youth and the youth's parent, if the youth is under 18 years old, that the plan has been discussed with the youth and the parent and that they understand the content, conditions, consequences and sanctions delineated in the plan.
- (7) CASELOAD REQUIREMENTS. (a) Caseworker. A caseworker shall be assigned to each youth participating in the ISP. The assigned caseworker is responsible for developing and

monitoring the case plan under sub. (5), any decision to take the youth into custody under s. DOC 398.05 and the majority, more than 50%, of the face-to-face contacts.

- (b) Limited caseload. A caseworker assigned to the ISP full time shall have a caseload of no more than 10 youth. A caseworker assigned to the program part time shall have a pro-rata partial caseload.
- (c) Face-to-face contacts. 1. Each participant in the program shall receive at least one face-to-face contact per day with the assigned caseworker and the participant's activities shall be monitored through the use of intensive surveillance.
- 2. Face-to-face contacts shall be of a planned and purposeful nature to include monitoring behavior and compliance with rules, problem solving or skills training.
- (d) Contacts with others. An assigned caseworker shall have at least one contact every week with a youth's parent or caretaker and supervision and one contact every week with the educational or vocational service provider for each youth participating in the ISP.
- (e) Multiple caseworkers. Caseworkers other than an assigned caseworker may be designated by the case plan to make face-to-face contacts with a youth, in addition to those required by par. (c), if the following conditions are met:
  - 1. The case plan for a youth identifies the caseworker(s) and the frequency of contacts.
- 2. Any contract or written working agreement with agencies providing related services delineates the responsibilities and requirements for supervision of a youth.
- 3. The assigned caseworker communicates weekly with other caseworkers supervising the youth regarding pertinent information relating to contacts with a youth and other people involved with the youth during the past week. A daily log shall be maintained for each youth. The information from the log shall be summarized in the case record every 30 days.
- DOC 398.05 Placement in non-secure or secure detention. (1) AUTHORITY. (a) Notwithstanding ss, 938.19 to 938.21, Stats., but subject to any written policies adopted by the court or the county board, a youth's assigned caseworker may, without a hearing, take the youth into custody and place the youth in a place of non-secure custody for not more than 30 days as crisis intervention, if the youth is in need of crisis intervention. The placement may be made only if the court at the dispositional hearing informed the youth of the possibility of that placement or if before the violation the youth has acknowledged in writing that he or she has read, or has had read to him or her, those conditions and that possible placement and that he or she understands those conditions and that possible placement.
- (b) Notwithstanding ss. 938.19 to 938.21, Stats., but subject to any written policies adopted by the court or the county board, if a youth violates a rule or condition of the youth's participation in the ISP, the youth's assigned caseworker may, without a hearing, take the youth into custody and place the youth in a secure detention facility for not more than 72 hours as a consequence of that violation or while the alleged violation and the appropriateness of a sanction are being investigated, if at the dispositional hearing the court explained those conditions to the youth and informed the youth of the possibility of that placement or if before the violation the youth has

acknowledged in writing that he or she has read, or has had read to him or her, those conditions and that possible placement and that he or she understands those conditions and that possible placement. Investigation of the violation includes inquiry into the facts of the violation and the appropriateness or availability of a proposed response to the violation.

- (2) INFORMING AND TRANSPORTING THE YOUTH. (a) An assigned caseworker making the decision to place a youth in a non-secure or secure facility shall promptly inform the youth, the youth's parent(s) or caretaker of the decision to place the youth, the condition or rule the youth violated, when the youth violated the rule, and the reason for the placement decision.
- (b) An assigned caseworker shall make arrangements for transporting and admitting a youth to the facility pursuant to county department policy.
- (c) A youth may request to speak with the caseworker's supervisor if the youth disagrees with the placement. That request shall be granted within 24 hours, exclusive of Saturdays, Sundays and legal holidays. A youth's request to speak with a supervisor does not stay the decision to proceed with the placement. During the conversation with the assigned caseworker's supervisor, the youth shall be allowed to make a statement as to why the youth believes the placement to be inappropriate.

DOC 398.06 Right to hearing in secure detention. A youth held in a secure detention facility for more than 72 hours, regardless of whether the continued detention is for a new or additional violation, is entitled to a hearing under s. 938.21, Stats.as provided in s. 938.534(1), Stats.

**DOC 398.07 Duration of program.** A youth ordered to participate in an ISP may be released from the program in any of the following ways:

- (1) The original dispositional order specifies that participation in the program is time-limited in duration, and the time period has expired.
  - (2) The original dispositional order is revised pursuant to s. 938.363 or 938.357, Stats.
  - (3) The original dispositional order expires.

WISCONSIN DEPARTMENT OF CORRECTIONS

(4) A subsequent dispositional order is entered which would preclude the youth from participating in the program, such as placement in another county or transfer of supervision to the department for placement in a secured correctional facility.

The rules contained in this order shall take effect on the first day of the month following their publication in the Wisconsin Administrative Register as provided in s. 227.22 (2), Stats.

Jon E. Litscher, Secretary	Date	
SEAL		

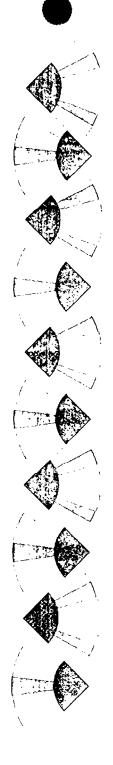


## WI Intensive Supervision Project

- •Intervening early in delinquency
- •Establishing graduated sanctions to hold youth accountable while providing services
- °Countering risk factors by developing competencies in the home, school, peer group and community
- •Supporting core institutions (school, community, etc.) that assist in reducing delinquency risk factors
- Strengthening families

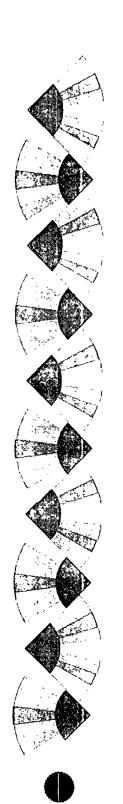
## Cost Savings Synopsis: Wisconsin Intensive Supervision Project 1998

County	Amount	Time Frame
Manitowoc	\$547,000	18 months
Menominee	\$1,377,613	38 months
Douglas	\$167,219	26 months
Oconto	\$802,723	33 months
Waupaca	\$132,921	8 months
Sheboygan	\$49,125	3 months



# WI Intensive Supervision Program Handbook

- Model handbook for development and implementation of intensive supervision program
- County program descriptions
- Sample program forms
- •Sample assessment tools



### 72 Wisconsin Counties

- •All demographic and geographic areas of Wisconsin are represented
- •38 report some form of Intensive Supervision programming in operation
- •19 report utilizing a statutory Intensive Supervision Program
- •26 report the use of electronic monitoring
- •Several are investigating the feasibility of implementing Intensive Supervision



# WI ISP Evaluation Tool and Database

•Tool collects several areas of data:

demographics

°services

°contacts

oskill-building

opublic safety

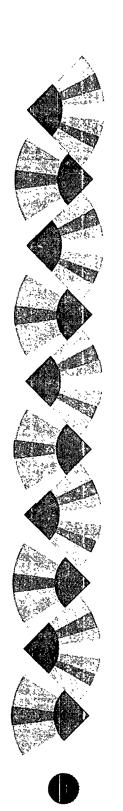
ocost/benefit analysis

•Database:

°county controlled data

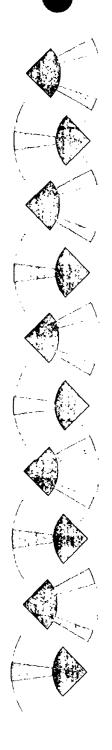
°preprogrammed reports

°county comparison capability



## ISP Workgroup

- Open forum for ISP improvements and innovations
- •Participants are juvenile justice system stakeholders--judicial officers, program administrators, direct-line workers, etc.
- Assisted in development of Chapter 938.534
- •Assisted in development of the WI ISP Handbook
- •Assisted in the development of ISP Standardized Evaluation Tool and database



## Division of Juvenile Corrections

- •Assists in the development and implementation of Intensive Supervision
- •Provides risk assessment, juvenile classification, and case management training
- •Provides training in Intensive Supervision techniques and principals
- Assists in the development of Advisory and Oversight Boards
- •Promotes county-supported, community-based alternatives

May 27, 1999

St. Croix County
Department of Human Services
1445 North 4th Street
New Richmond, WI 54017

Attention: Ron Kicsler

Dear Mr. Kiesler:

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I am writing in regards to my son and our experience with the court system in St. Croix County. My son soon to be seventeen, was charged with three counts of theft last July. His initial Court date was in September and at that time Judge Needham ordered Natalie Overbye to provide background information and recommendations for sentencing in October. This all sounds straightforward and is traditionally what one would expect as a consequence for my son's behavior. However, I would like to speak from my family's personal perspective and comment on the results of Judge Needham's Orders.

First and foremost, I am completely convinced that if my son had not been before Judge Needham my family would not have survived. Prior to being charged with theft had become increasingly out of control. The change in his behavior began shortly before the school year ended. He would not come home after school, he would be out after curfew, his grooming habits and dress changed for the worse, and his attitude at home became belligerent and combative. This sort of behavior became increasingly worse, to the point that my son refused to come home. He packed some clothes one day while I was at work and did not contact me for two days.

disengaged from our family, he did not care whom he was hurting, he did not care about anyone but himself and his "friends." It sounds so cliche, but it felt like a nightmare.

I want to make it clear that during this decline I sought help from various sources and was told there was nothing I could do. I work at the and consulted with counselors and other professionals hoping to find resources for teens who are on the edge and was horrified that there were no resources available for my son. I felt utterly alone and overwhelmed.

finally returned home after two weeks and I immediately took him to the clinic for blood tests to determine whether or not he was using drugs or alcohol, the physician also helped me schedule an emergency appointment with the psychologist on staff.

did not want any part

of counseling. He was hostile and very, very angry.

was living back at home. However, his personality was frightening. His younger brother was afraid of him. The afternoon I pulled into my driveway and saw the Detective my heart stopped. The office explained the charges and what had done and I literally felt my world crumble. My child, my sweet little boy, was gone and in his place was this angry young man who admitted stealing from three different residences. I didn't know how to get through to him, I didn't know him anymore, I did not like him even though I continued to love him. He shattered our family. I realized I was losing my child.

The eight-week time period between the charges being filed and our appearing in court was something I wouldn't wish on anyone. I never knew what I would come home to find. Often I would come home and — was nowhere to be found, I reported him as a runaway in early September. When school resumed he would refuse to get up in the mornings, he would be verbally abusive and physically threatening, he punched holes in walls and slammed doors hard enough to rattle windows. Tried "tough love," I tried reasoning with him, my youngest son tried talking with him, my mother (who he adores) tried, nothing worked. He responded to no one. I was at the point of not wanting this child living in my home. That is a terrible place for a parent to be.

This is precisely the point that Natalic Overbye and Brian Finstad entered our lives.

Our family history was investigated school history was investigated and Ms. Overbye made her recommendations to the court. Her thoroughness and professionalism were exemplary. She recommended be placed in the Intensive Supervision Program with Lisa Grant as his case manager. I had no idea what the program entailed, but I was so glad to at last have some help.

problems did not disappear, but Lisa Grant was meeting with him every day at home or at school and I felt that I wasn't alone. began the IS Program November 11, 1998. He continued to be combative, but he stopped skipping school (very important). I will give you a quick chronology of events:

- November 11. placed in Intensive Supervision Program
- November, end of skipping school, prior to this he had skipped eleven
- November, three day suspension from school for tobacco use.
- December, admitted to using drugs and alcohol all last summer to Natalic, told her he thought he might have an addictive disorder.

- December 28, threatens younger brother and destroys his brother's bedroom door. Lisa Grant came to the house and together we agreed needed to be hospitalized at St. Josephs in St. Paul. was taken in handcuffs by the Sheriffs' department to St. Paul.
- January 5, returned from the hospital and blames everyone, especially me for sending him to the hospital, he accepted no responsibility.

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- Late January is transported to Eau Claire Juvenile Detention facility for three days for behavior in school.
- First of February we begin sessions with the In-Home Counseling Team, Kristin Salava and Merideth Stevens. We meet as a family once a week for two hours and meets with Kristin separately for an additional hour at a different time.
- End of February, hostility has abated and he is engaging in the family and individual sessions, as is my youngest son
- grades are improving. makes the "B" honor roll.
- First of March, we are seeing substantial positive behavior in and the family is feeling more and more like a family.
- is engaged at school and has completed his community service hours.
- March 27 we leave on a family vacation to cast Texas and spend a week with our relatives.

The above chronology is loosely constructed and simply highlights some of the events. What it does not illustrate is the every day, sometimes hourly, hands on, intrusive support and commitment of the professional staff of St. Croix County Department of Human Services.

Lisa Grant was absolutely unrelenting in her commitment to help my son find his way out of life threatening trouble. Kristin Salava and Merideth Stevens were able to reach my son when no one else could. Through their diligence and persistence they have not only helped us survive as a family, but have helped . — cope with the positive and negative aspects of this world that our children face every day. Brian Finstad, the only male in the group my son now refers to as "the ladies" was a terrific role model. He went above and beyond the call when he drove Brian to the Mall of America to buy a suit for the Prom. Natalie Overbye in her thoughtful, deliberate assessment was instrumental in pulling together all of the people and programs that have WORKED so very hard at making this a success story.

I am convinced that without the extraordinary intervention and combination of In-Home Counseling, Intensive Supervision, Independent Living Skills and the formidable presence of the court, my son would not be here today. One need only be aware of the homible incidents of this year alone to know we must have viable programs in place. We must have professionals of this caliber and the flexibility to apply the necessary course of action. We must be responsible to our children and our communities. This is imperative.

Sincerely,

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Date: May 24, 1999

St. Croix County Dept. of Human Services 1445 N. 4<sup>th</sup> St. New Richmond, WI 54017 Attention: Mr. Fred Johnson

Dear Mr. Johnson:

The reason for my letter is twofold. First, I want to thank the St. Croix Co. Social Workers for making my first year teaching in the ABLE Program a memorable experience. Second, to provide feedback regarding the Intensive Supervision Program.

The social workers that have juveniles placed in the ABLE program have been an asset to the success of this program. They have been understanding and supportive of my role as a teacher. As many of you know, I am still a social worker at heart and sometimes struggle keeping my role as teacher in check. I appreciate the frequent contacts that each worker has made with their respective clients. Sometimes just their presence makes a difference in the juvenile's progress in school. Attendance is significantly higher with frequent contact. Students can't learn if they are not in school.

The Intensive Supervision Program has made the difference between failing and succeeding for at least three of my students. The daily contact and the follow through that Ms. Lisa Grant has provided these three students has helped them experience success in school, which several have not had for quite some time. Except, for when they were in placements. The program has provided discipline and structure that these students so desperately needed. Attendance, school progress, and attitude have greatly improved since they started the program. They have experienced bumps along the way; however, the structure of the program has given them, as well as their families, the support necessary for them to keep trying and not return to old behaviors.

This past year, Ms Grant as well as Ms. Hutton and Ms. Overbye accompanied the ABLE students on a couple field trips to local correctional facilities. The purpose of these field trips was preventative as well as educational. Our hope is that the students gleaned something from the inmate's negative experiences.

Again, I want to extend my appreciation to the St. Croix Co. Social Workers for their team effort with the ABLE Program. I look forward to another year and will continue my journey of transition from a social worker into an experienced teacher. I know I have my work cut out for me!

Sincerely,

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Deb Pavlichek

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#### INTENSIVE SUPERVISION PROGRAM PARENT EVALUATION

The purpose of this evaluation is to measure the success of the Intensive Supervision Program (ISP). It is important to evaluate it's effectiveness, strengths, and weaknesses to work towards the most efficient program for youth and families. I would like you to take time to complete the following questionnaire as it reflects your experience in the Intensive Supervision Program. The information will be confidential and will only by used to improve the program. Thank you for your time and energy.

Do you feel that ISP helped your child? 1 yes no
Describe your answer ISP was a god send for Bruse and der
entire danile He was quite hostile & stilloung.
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Did the program help you to be more effective with your child? Lyes no
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Describe your answer
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Were there changes in other children in the family? yes no
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understand & will with his belon flass & institution
We take Clarach to communicate as a gamely.
Was the program soo long too short just right?
What additional services would you have wanted in eddition to ISP? The SLAUCES
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the proclam to the Sudukale ! Ill there (freatlet)
and buckered hope this will the aimilabelle to
Please submit any ideas that you have that would help the program to benefit others!
The samples in need, alold be
o I lad de la nova de la latera.
About LAW

#### INTENSIVE SUPERVISION PROGRAM PARENT EVALUATION

The purpose of this evaluation is to measure the success of the Intensive Supervision Program (ISP). It is important to evaluate it's effectiveness, strengths, and weaknesses to work towards the most efficient program for youth and families. I would like you to take time to complete the following questionnaire as it reflects your experience in the Intensive Supervision Program. The information will be confidential and will only by used to improve the program. Thank you for your time and energy.

Please submit any ideas that you have that would help the program to benefit others!

John (not his real name) is a seventeen-year-old who became involved in the CAP Intensive Supervision program in July 1999. He also was referred to and ame involved in CAP's Youth Job Center in August 1999. In the following article, John talks about and provides insight to his experience with these two services.

became involved in the CAP Supervision program due to being charged with retail theft and criminal damage to property (graffiti). In addition, I wasn't going to school or following through with any of my parents' expectations. I was also using (marijuana) on a regular basis and basically wasn't following through with anything.

Although I wouldn't admit it at the time, in the end these programs (CAP Supervision and Youth Job Center) probably saved me from going to Wales (Ethan Allen School for Boys – a juvenile correctional facility). With CAP Supervision, I had to do weekly drug screens which meant I couldn't use as much. I had counselors who checked on my school attendance every day and called me every night to make sure I was at home. If I messed up, my parents would call my counselor and tell him at I had done, so I knew he would come and see me mess with me. I used to miss school all the time, so if they wouldn't have checked on me, I would probably not be going to school like I currently am or working. Now I'm actually putting in the effort to attend school every day.

Once I knew what was expected with supervision, my counselor referred me to CAP's Youth Job Center. I

(continued on back page)

Community
Adolescent
Programs
Programs
Mass Atwood Ave.
Candison, WI
53704
608-245-2556

#### Young Voices

(continued from page 4)

went through a two-day training where we learned how to interview for a job, fill out a job application, and how to talk your boss if you have a problem at work. We also did mock interviews and really learned what it would be like to work. then met individually with the counselor and decided what jowere available and what kind of job I wanted. We decided to Pizza Pit would work out the best so an interview was set up which I went to. I got the job. I really found the Youth Job Center to be helpful, particularly if you're looking for your i job.

When I think of CAP, I think about an alternative to correction or out-of-home placement. To improve it, they need to extend the curfews and stop the UA's. My counselors gave me support when I made the right choices. It's not like I wanted to involved, but it sure beat the alternative. CAP gave me the tools to help me stay out of trouble. I didn't realize how mu I was screwing up until I became involved with CAP. I hat at first, but as I got more involved and completed the prograit felt great to be successful. Now, I give other kids a hard t when they become involved in the system.

### CAP Commentary Committee

CAT Commentary as published twice yearly by CAP senewsletter committee. Committee members to this assue include Loss Baseler, Dean C. Bossenbroek Heather Growley Sheri Gatts. Ross Hazlewood, Jay Kiefer, and Taly Roininger. Comments and questions are welcome. Contact Loss Baseler at 608/2245-2550, ext. 214, or by c. mail at baseleras comworks org

Spans 2000 You. 8, No. 1 I got put on the Intensive Supervision Program following Several immoral and illegal acts at K-mart while working there. I forged 66 checks and stole several packs of cigarettes, CD player, and speakers. My dad was the manager of the electronics department and I really offended my Dad by these acts and embarrassed my family.

I am not sure of exactly how they caught me but I suspect that is why they had security follow me around the store. But they book me in the office one day called the cops and confronted the situation.

At court I was found guilty of the crime and was sentenced to one year probation and I was put on ISP right away. I have to pay 1200 dollars in restitution and I have 40 hours of community service.

Starting on phase 1 was the hardest. All of a sudden all my rights seemed to have been ripped from my hands and I had no trust form anyone. I was restricted from telephone calls, visitors, and leaving my home. I had to start seeing a

probation officer everyday, and check into the jail on the weekends.

Phase 2 lasted 2 or 3 months I still had to check in but I had 4-6 hours of free time a week. On Phase 3 and 2 I was given a pager and Lisa Grant would page me and I would have to call back within 10 minutes. As time went along and I gained more trust I would get from phase to phase and received more privileges such as to the point when I had unlimited free time.

Though I have broken the rules and regulations on this program. For example I have skipped school 4 times I have been late 3 times, I had 1 positive urine test and my mom found my paraphernalia. I have been caught sneaking out, and went to the store without permission. Even though these actions put together in a list may look like I haven't learned anything form this program but I have.

This way of living for that long period of time changed my criminal thought process. I don't just think of myself any more I think before I act and care who my actions affect. My home life has continued to get better with the family counseling and being able to communicate with my parents. I think I just have to keep making ight decisions and keep control of my life and I shall succeed to fulfill my responsibilities and not stray back to my old ways.

#### DESK REFERENCE: Dept. of Corrections, Division of Juvenile Corrections

149 East Wilson Street, P.O. Box 8930 Madison, WI 53708-8930 Fax: 608-267-3693

Juvenile Justice Issue/Service	Contact Person	Phone
General Community Services	John Ross, DJC-CO	608-266-7551
Institutions	Silvia Jackson, DJC-CO	608-267-3691
Chapter 980	Elaine Olson, DJC-CO	608-266-5502
Community Intervention Funds	Pamela Eitland, DJC-CO	608-261-6950
Community Programs	Pamela Eitland, DJC-CO	608-261-6950
Corrective Sanctions	John Ross, DJC-CO	608-266-7551
County Billing	Lisa Fix, DJC-CO	608-266-3021
Documents (Laws & Bills)	Legisl. Document Room	608-266-2400
Documents (Statutes)	DOA Document Sales	608-266-2011
Early Intervention Funds	Pamela Eitland, DJC-CO	608-261-6950
Emergency Funds	Pamela Eitland, DJC-CO	608-261-6950
Gang Information	Don Perretz, OJA	608-266-9565
Intake Worker Training	Dave Phillips, Trng Ctr	608-273-5735
Intensive Probation Programs (ISP)	Karen Buswell, DJC-CO	608-261-7481
Interstate Compact of Juveniles	Lynn Walters, DJC-CO.	608-267-3690
Mentoring Programs	Jo Mercurio, DJC-CO	608-261-7480
OJOR	Elaine Olson, DJC-CO	608-266-5502
Regional Issues: Northwestern	Elaine Olson, DJC-NWRO	608-288-3352
Southeastern	Tom VandenBoom, DJC-Milw	414-29-0709
SJO Program	John Ross, DJC-CO	608-266-7551
	Silvia Jackson, DJC-CO	608-267-3691
SJO Court Reports	John Spencer (Northern)	715-241-8892
	Sue Boeke(Western/Central)	608-288-3353
	Jan Long (Southeastern )	414-229-0698
	Jeff Davis (Southeastern)	414-229-0708
Sex Offender Registration	Elaine Olson, DJC-NWRO	608-288-3352
Social Security/Collections	Jody Holmes, DJC-CO	608-266-0398
SPRITE	Don McKinnon, DJC-NWRO	608-288-3351
Training needs/requests	David Phillips, Trng Ctr	608-273-5735
TYPE 2 CCI's -Programming	Tom VandenBoom, DJC-Milw	414-229-0709
	Elaine Olson, DJC-NWRO	608-288-3352
TYPE 2 CCI's Policy	Shelley Hagan, DJC-CO	608-266-5820
Victim Witness Procedure	Elaine Olson, DJC-CO	608-266-5502
YLTC	Lt. Col. Bill Ridgely, YLTC	608-427-3525
Youth Aids	Shelley Hagan, DJC-CO	608-266-5820

#### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

#### **Session Notes**

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#### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

#### Session Notes

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## D.C.I. - Fraud and Gaming

Representative from the Wisconsin Department of Justice, Division of Criminal Investigation, will present an overview of casino embezzlement investigation process. Additionally, information will be presented on illegal gambling on the internet. This is an excellent session for gaming security personnel and other investigators.

#### Jerry Kangas

Special Agent
Division of Criminal Investigation, Gaming Enforcement Burea
Milwaukee, WI

#### Kyra Schallhorn

Special Agent
Division of Criminal Investigation, Gaming Enforcement Burea
Madison, WI

10/25/2000 3:00 PM - 4:45 PM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 8



#### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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#### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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#### Drug Enforcement Administration

In a three-part presentation, information will be provided on the Drug Enforcement Administration's Demand Reduction Section. Participants will learn about the various types of training programs the DEA offers to State and local law enforcement officers, including various clandestine laboratory certification courses. The DEA Clandestine Laboratory Awareness presentation will consist of basic information regarding the production of methamphetamine, including photographs of chemicals and equipment commonly used in clandestine drug labs. Learn more about the current drug trends in trafficking and tactics utilized to reduce demand within communities.

#### Linell P. Broecker

Senior Prevention Programs
Manager
US Dept. of Justice, DEA,
Demand Reduction Section
Arlington, VA

#### Ken McCreary

Supervisory Special Agent
Drug Enforcement Administration,
Operations Division - Headquarters
Arlington, VA

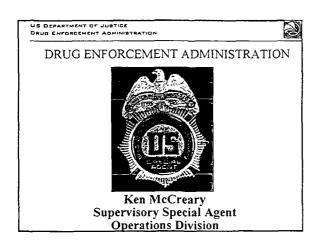
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National Training Conference for Criminal Justice and Community Leaders

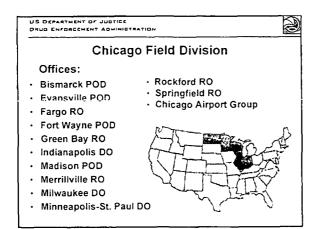
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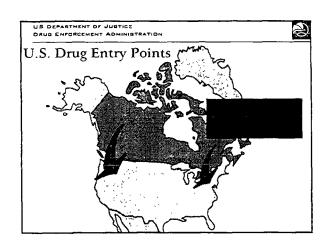
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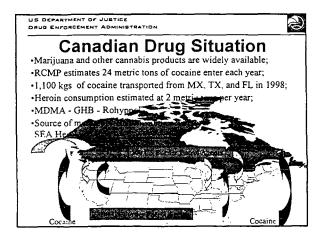


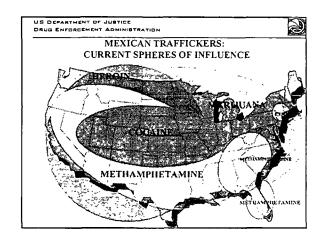


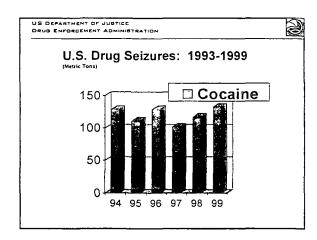


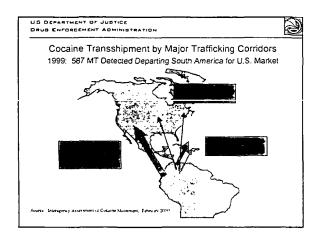


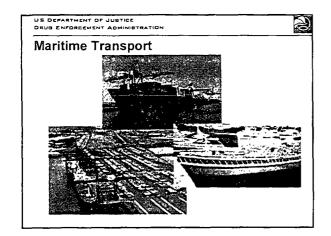








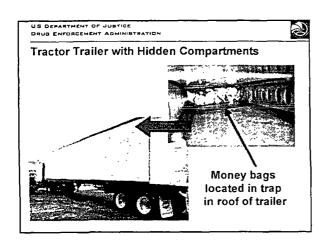






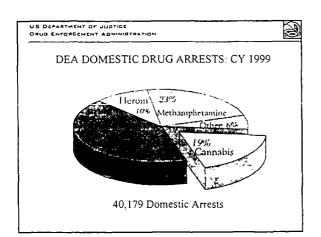
Cocaine within a cover load of carrots
March 7, 1997
1.6 tons cocaine and
\$1.3 million seized

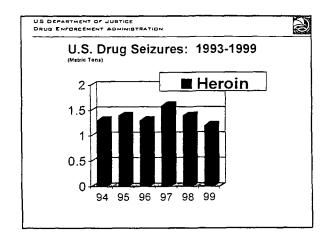
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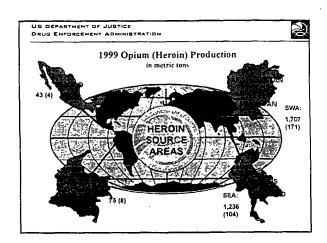


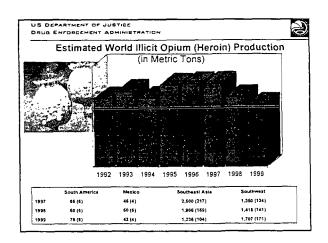
RUG ENFORCEMENT ADMINISTRATION		
1999 Cocaine Prices (per Kilogram)		
Caribbean:	Santo Domingo, Dominican Republic	\$8,000-11,000
	Puerto Rico	11,000-14,000
US-East:	Miami	14,000-20,000
	Atlanta	16,000-20,000
	New York City	17,000-23,000
	Newark, NJ	14,000-32,000
	Upstate NY	20,000-32,000
	Boston, MA	30,000-33,000
US-West:	Los Angeles, CA	14,000-18,000
Mid-West:	Chicago, IL	18,000-25,000
	Rockford, iL	22,000-25,000

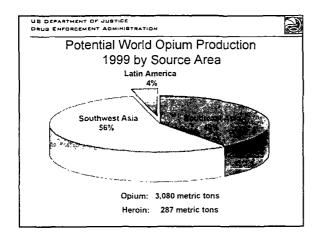
Crack Cocaine Prices Chicago Field Division		
CY 2000	"Rock"	Ounce
·Chicago	\$10	\$500-800
·Rockford	\$10-25	\$700-900
•Milwaukee	\$15-25	\$900-1,100
·Fargo	\$40	\$1,200-1,400
·Minneapolis	\$15-25	\$600-1,750

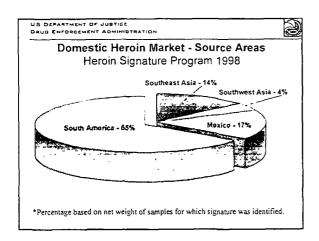




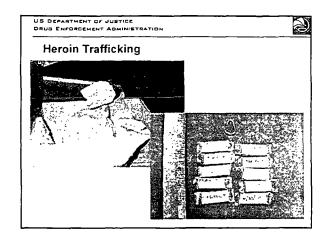


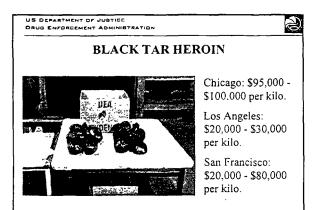


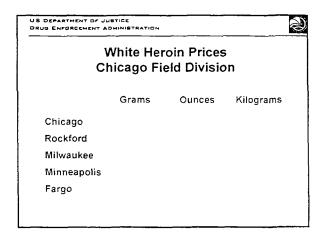


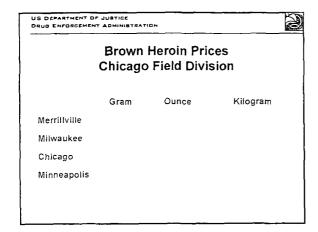


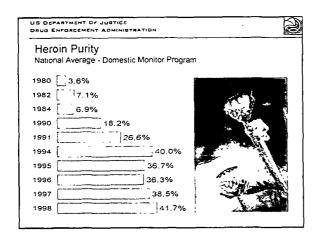


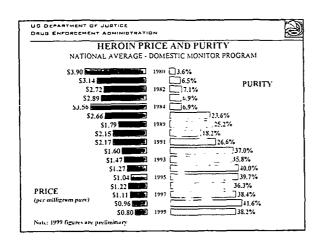


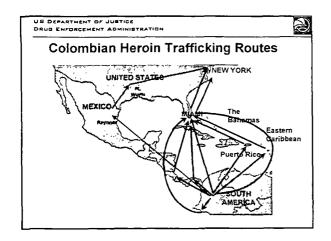


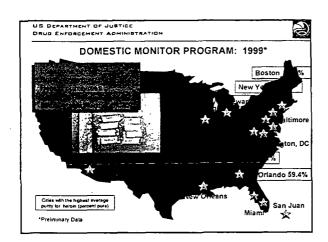


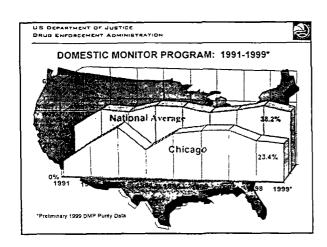


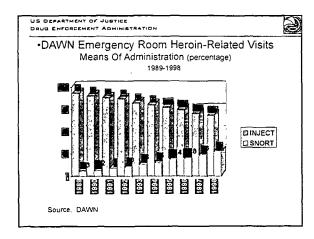


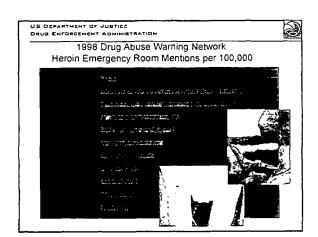


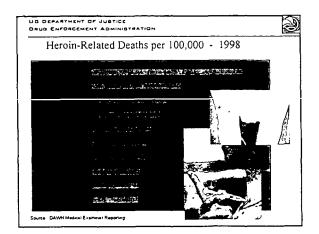


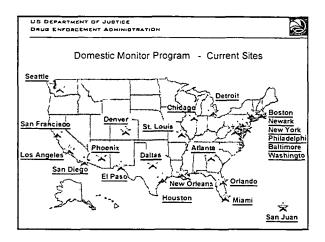


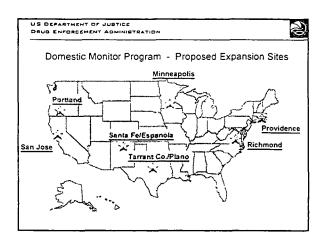


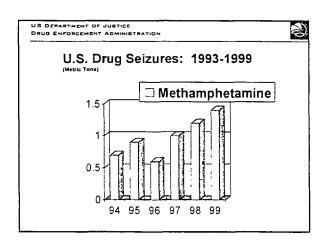



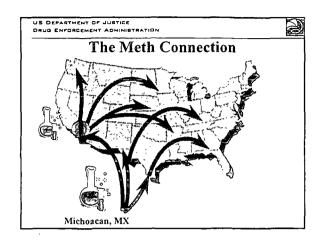


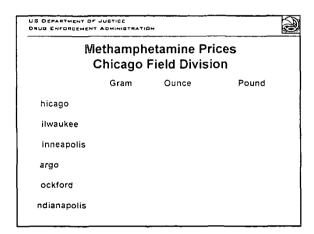




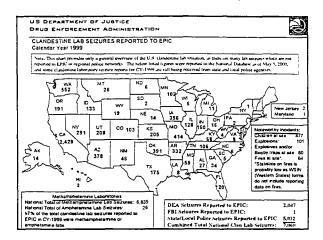


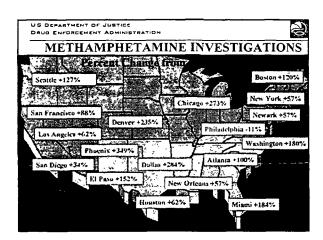


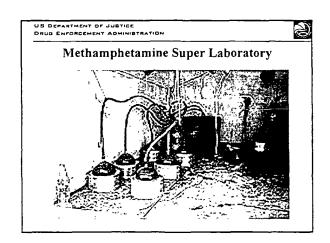














~95% of DEA Clan Lab seizures were "Mom & Pop" operations, usually producing ounce quantities.

✓Operations use readily available chemicals: pseudoephedrine from cold and sinus medicine, red phosphorous from flares and match heads, coleman fuel, etc. ✓These operations pose a

match heads, coleman fuel, etc.

These operations pose a
significant danger from
fire/explosion, personal injury,
potential for booby traps, and
chemical waste.



US DEPARTMENT OF JUSTICE DRUG ENFORCEMENT ADMINISTRATION	
Methamphetamine Clandestine Laboratory Explosion	

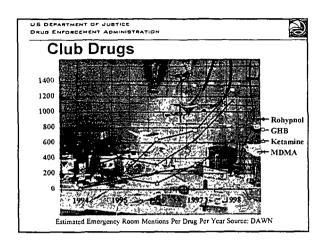
\$3.5 million dollar fire: 122 motel rooms destroyed

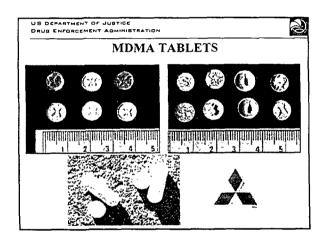
2 burned cooks in custody

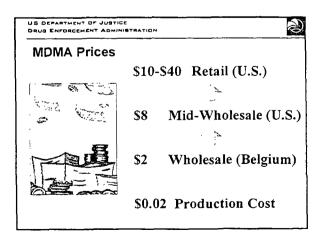
us	D٤	PART	MENT	07	JUSTICE
DAL	a I	NFO	RCEM	ENT	ADMINISTRATION

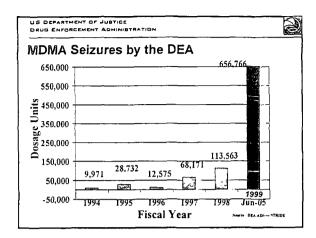
DANGEROUS DRUGS

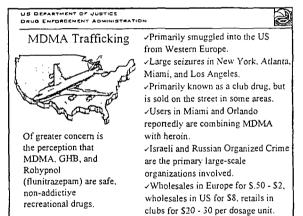
MDMA LSD
ROHYPNOL ICE
PCP
CLANDESTINE LABS
STEROID ECSTAC
S

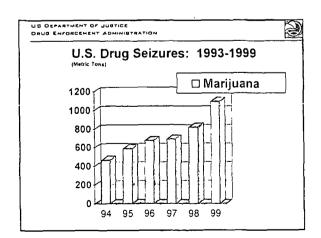


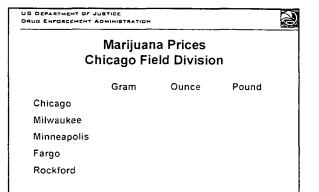


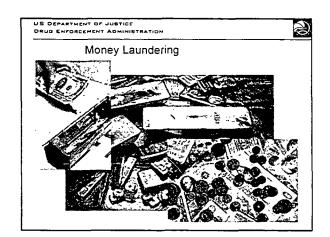


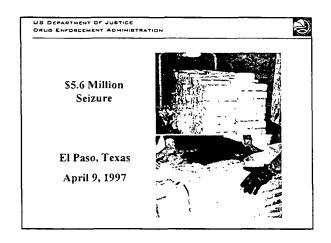


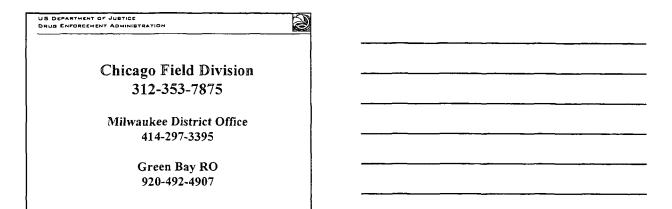












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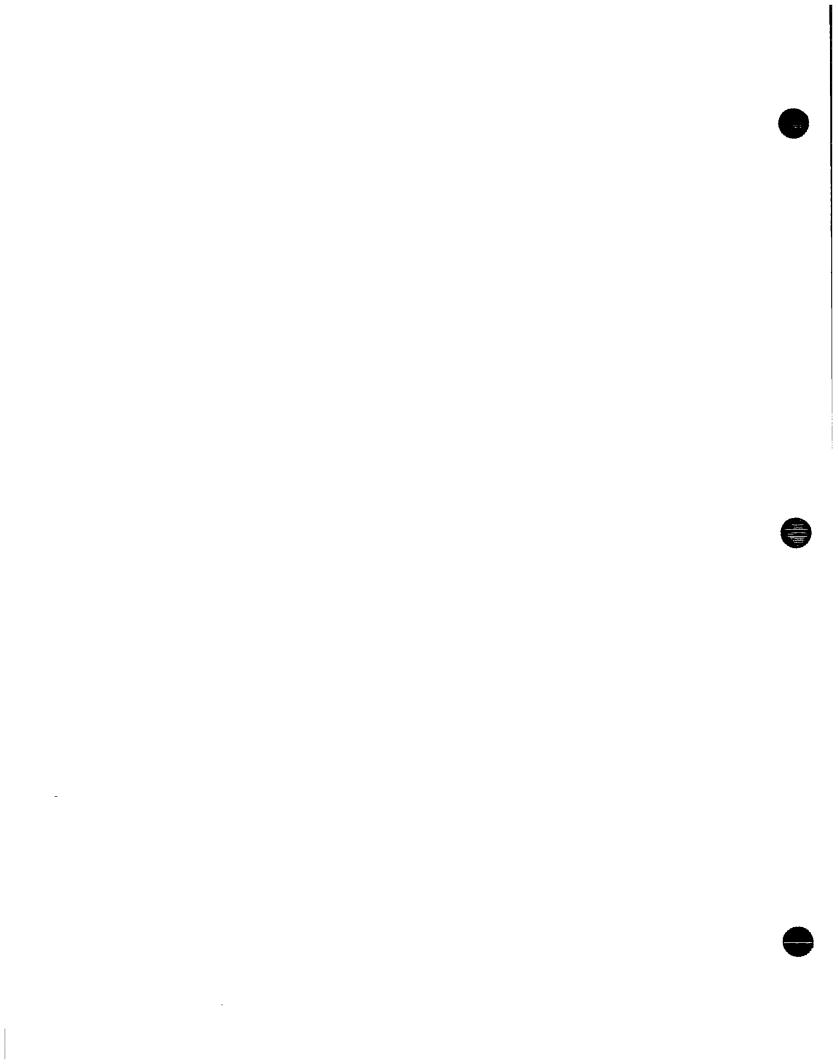
### **Session Notes**

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### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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### Sovereignty

What is it?...
Where did it come from?...
What may the future hold for Tribal Sovereignty?

### Richard Acevedo

Tribal Relations Liaison
Dept. of Human Services, State of Oregon
Salem, OR

10/26/2000 10:15 AM - 12:00 PM

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### FEDERAL POLICIES TOWARD INDIANS

### 1830 \_\_\_\_\_\_ Removal Act

Authorized President Jackson to remove Indians from the east to west of the Mississippi River.

### 1870 Relgious Persecution

Attempt to get rid of Indian societies by destroying their religions, and replacing them, with European religions, through the boarding school process.

### 1887 The Dawes Allotment Act

Divided up Indian land and gave plots of land to the "head of household". Much of original land allotted to Indians was later taken because they were unable to pay taxes, the land base for Indians was further eroded by homesteading of the reservations by non-Indians. The federal government determined tribal roles and membership.

### 1924 The Snyder Act

Until this time Indian were not considered citizens of the United States.

### 1934 Wheeler-Howard Indian Reorganization Act

The "Indian New Deal" allowed tribes to establish elected tribal governments. Traditional chief, headmen and medicine men are not recognized by the government.

### 1953 Termination Policy

Attempted to abolish federal supervision of Indian tribes. Effects was disastrous on this tribes that were terminated, most notably the Klamath Tribe in Oregon and the Menomonee Tribe in Wisconsin.

### 1968 Indian Civil Rights Act

Imposed a bill of rights on Indian Governments in the belief that individual Indians will now receive the same protections that the Bill of Rights gave others under state and federal jurisdiction.

### 1970

### Self-Determination Policy

Richard Nixon condemned the Termination Policy and extended more control of Indian affairs to Indians and Indian governments.

### <u> 1978</u>

### Indian Child Welfare Act

Assures the reservation of the Indian family by protecting the proper placement of Indian children into Indian adoptive and foster homes.

### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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### Drug Enforcement Administration = Demand Reduction and Programs for your Community

This workshop will present an overview of the various types of training programs that DEA offers to State and Local Law Enforcement. Additional information will be provided on Demand Reduction and how your agency can access funding/programming information from this Agency.

Namcy E. Attal-Deem

Special Agent
Drug Enforcement Administration, Office of Training
Quantico, VA

### LineH P. Broecker

Senior Prevention Programs Manager
US Dept. of Justice, DEA, Demand Reduction Section
Arlington, VA

10/26/2000 1:00 PM - 2:45 PM

National Training Conference for Criminal Justice and Community Leaders

> October 25 – 27, 2000 Green Bay, Wisconsin





### United States Drug Enforcement Administration Demand Reduction Section



### **Demand Reduction**

Linell P. Broecker Sr. Prevention Programs Manager Drug Enforcement Administration (202)307-7964

### Why DEA?

- · National and international connections.
- Unique understanding of the drug situation.
- · Leadership oriented.
- Works with a broad range of law enforcement agencies.
- This expertise effectively links law enforcement with holistic prevention and education programs.

### **DEA Demand Reduction**

- Provides:
  - Leadership, coordination, and resources for drug prevention and education.
  - People, not funding, with experience and commitment, to work directly with communities.
  - Timely, accurate, and persuasive information.

### **DEA Demand Reduction**

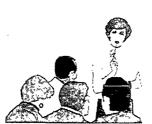
 Works to build support for effective drug enforcement, while educating the public about the dangers of drugs and the effects of drug abuse on the nation.

### **Demand Reduction Headquarters Staff**

- Develop policy for the program
- Resource materials to support the local work of Demand Reduction Coordinators (DRC's)
- National programs
- Relationships with national organizations and other government agencies
- Train DRC's and Headquarters personnel

### NATIONAL RESOURCES

- · Publications
- Speeches
- · Statistics
- Videos
- · Overheads
- Photos
- Information



### Demand Reduction Coordinators (DRC's)

- At least 1 Special Agent DRC assigned to each of DEA's 22 division offices.
- DRC's:
  - are a resource to help communities solve local drug problems;
  - give speeches, but also serve on committees, bring people together, generate ideas, establish institutions.

### DEA Demand Reduction Goals Goal 1

- Public awareness education for opinion and community leaders.
- · Information about:
  - drug trends;
  - link between drugs and crime;
  - accurate information about legalization.
- Examples:
  - Community Coalitions
  - MET II

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# Risk and Protective Factors Community \*Reduce Juvenile Delinquency \*Reduce Gang Participation \*Improve Academic Performance \*Reduce Dropout Rate \*Reduce Drug Use \*Reduce Teenage Pregnancy \*Reduce Teenag

### **Risk and Protective Factors** Protective Factors Risk Factors: ·High neighborhood ·Easy availability of attachment; drugs and guns; •Protective community •Extreme economic organization; deprivation; •Community norms ·High mobility and unfavorable toward crime transitions. and drug use.

### Community Coalitions

- Essential members of Community Coalitions:
  - Law enforcement
  - Business
  - Schools
  - Treatment
  - Research
  - Faith Community

### Community Coalitions

- Comprehensive Community Anti-Drug Coalitions Work:
  - Illicit drug use was reduced by more than 50 percent between 1979 and 1993.
  - Miami reduced marijuana usage in grades 8 through 12 while across the country usage increased.

### Goal 2

- Provide support and information to **parents** and care givers.
- Educate parents and mentors:
  - dangers of illegal drugs;
  - emerging drug trends;
  - life skills and resistance training.
- Example
  - Parent training in workplace

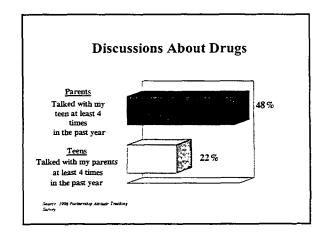
### Drug Abuse

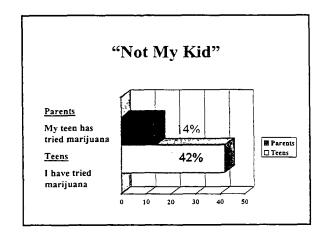
• Nearly 20 percent of the American people believe that drug abuse of all kinds has been a cause of trouble in their families.



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## Parental Involvement is Key to Drug Prevention Past Year Marijuana Use Among Teens Who: Learned nothing about risk from parents Learned a lot about risk from parents Source, 1900 Farmerskap Almode Tracking Survey





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### **Parents**

Need to increase parental involvement

Only 26% of teens

"learn a lot about the risk of drugs"

from their parents.

Source: 1988 Partnership Attitude Tracking Server

### Goal 3

- Reach school-aged children and their school administrators, principals, teachers, and coaches.
- Provide
  - drug prevention publications and videos;
  - accurate training and information to school personnel to help them formulate effective antidrug programs.
- Examples:
  - Get It Straight
  - Boys and Girls Clubs
  - Explorers

### Main Problem Facing Teens 40% 12% 35% 519% 51996 20% 14% 16% 13% 14% 10% 11% 1998 10% Drugs Social Crime and Pressures Violence The National Crists on Additions and Substants Adults at Calumbia Diversity Lang. Respects

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### The Reality

- 6 out of 7 teens have friends who use marijuana;
- 4 out of 10 teens have a friend with a serious drug problem;
- 7 out of 10 teens can buy marijuana within a day;
- 7 out of 10 teens say they go to a school where drugs are kept, used, and sold.

Source Permanent ASA Parent's Charle in Raymou Dean, from Kata

### Lifetime Prevalence of Any Illicit Drug Use-8th, 10th & 12th Graders 8th, 10th & 12th Graders 10th Graders 11th Graders 12th Graders 12th Graders 12th Graders Nauoral Survey Results on Drug Use from the Monitoring the Future Study, 1975-1999

## Illicit Drug Use by Race/Ethnicity, Ages 12-17

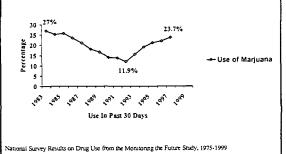


### Youth Drug Abuse

- Current use of drugs among all grades remains at unacceptably high levels.
- 1998 use of an illicit drug in the past year:
  - one in 2.5 12th graders (41.4 percent);
  - one in three 10th graders (35 percent);
  - one in five 8th graders (21 percent).

Source 1993 Monitoring the Foture Stud

### Past Month Use of Marijuana 12th Graders (1983-1999)



### Youth Drug Abuse

- Marijuana was the most frequently used illicit drug among all three grades:
  - 23 percent for 12th graders;
  - 19 percent for 10th graders;
  - 8 percent for 8th graders.

Come 1991 Manhadas the Entere Outs

### Youth Drug Abuse

 Between 1996 and 1997, illicit drug use increased significantly among 12 and 13 year olds, rising from 2.2 percent to 3.8 percent--a 78 percent increase.

Source AN4253/30

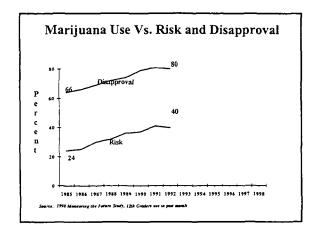
### What A Difference A Year Makes

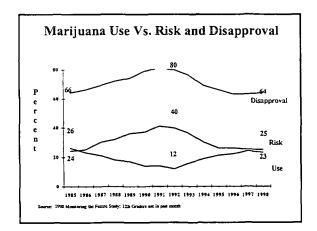
A 12-Year-Ol	d's World A 13	-Year-Old's World
16%	Know a teenager who uses acid cocaine or heroin	, 43%
15%	Would not report a student they s using illegal drugs	see 48%
14%	Can buy pot	50%
13%	Can buy acid, cocaine or heroir	n 43%
8%	Know a student who sells drug	s 22%
The National Center on	Addiction and Substance Abuse at Columbia University	Luni: Research

### Reduce Drug Use Among Youth

- Increase perception of harmfulness
- Increase perception of social disapproval
- Delay age of first use

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### Youth Perception of Risk

- Among 8th graders, the perceived harmfulness of marijuana increased:
  - from 25 percent to 28 percent reported "great risk" in trying marijuana once or twice, and;
  - from 43 percent to 45 percent for smoking marijuana occasionally.

Source, 1998 Monitoring the Farers Stady

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Youth Perception of Risk	
The change in perception about the risks associated with using marijuana indicates	
that the beginning of a turnaround in attitudes may be at hand.	
Source. 1999 Memberlag the Fatter Study	
	1
Teens Who Eat Dinner With	
Their ParentsPer Week	
If we can help our kids get through	
their teenage years without trying drugs	

They are likely *never* to use

drugs a an adult.

#### Goal 4

- Provide businesses with the necessary tools for establishing a drug-free work environment.
  - helps employers understand workplace drug use;
  - drug-free workplace training and seminars;
  - financial incentives in insurance, testing, and EAPs.
- · Examples:
  - The Employer's Guidelines for a Drug-Free Workplace

#### Drug Use 1999

- 14.8 million Americans were current users of illicit drugs (last 30 days).
- Marijuana is the most commonly used illicit drug.
- 105 million Americans over the age of 12 used alcohol in the last 30 days;
- 45 million engaged in binge drinking;
- 12.4 million were heavy drinkers.

#### Workplace Drug Use

- Almost 77 percent of the estimated number of people who used drugs in the past 30 days were employed full-time.
- The highest rate of drug use is among 18-25 year-olds.

#### Workplace Drug Use

- Of workers ages 18-49, approximately 8 percent of full-time workers, and 9 percent of part-time workers reported illicit drug use in the last month.
- Of all workplace drug users who test positive, 52 percent are daily users.

#### **Drug Abuse Costs**

- Drug and alcohol abuse costs the United States more than \$276 billion a year.\*
- Drug abuse accounts for 40 percent of that total, or \$386 per man, woman, and child in the country.
- Productivity losses totaled \$69.4 billion for drug abuse.

Source NIDA and NIAAA's Economic Costs of Alcohol and Drug Abuse in the U.S., 1992

#### Drug Abuse Costs

- Crime costs total \$59 billion.
- Drug abuse cost:
  - the government \$45.1 billion;
  - private insurers \$3 billion;
  - victims \$6 billion;
  - abusers and members of their households \$43 billion.

Source: NIDA and NIAA's Economic Costs of Alcohol and Drug Abuse in the U.S., 197.

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Drug-free Workplace
A good workplace substance abuse program should include the following:

- A Written Policy
- Employee Awareness & Education
- •An Employee Assistance Program
- · Supervisor Training
- Drug & Alcohol Testing
- Sanctions
- · Appeals Process
- •Evaluation

#### DEA and Native Americans

- Blaine, WA -- Lummi Reservation
- Poarch Atmore, AL Creek Reservation
- Calais, ME Multiple tribes from Eastern United States



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#### APPROACHES TO LEGALIZATION

- Decriminalization
- · Harm Reduction needle exchange
- Responsible use
- · Compassionate use
- · Legalize Marijuana
- · Legalize all drugs

#### LEGALIZATION ORGANIZATIONS

- NORML
- DRUG POLICY FOUNDATION
- LINDESMITH CENTER
- AMERIAN CIVIL LIBERTIES UNION
- AMERICANS FOR MEDICAL RIGHTS (AMR)

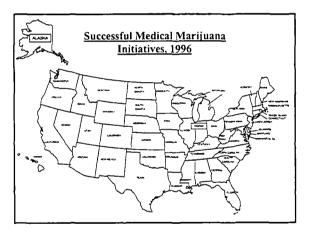
#### LEGALIZATION SUPPORTERS

- · William F. Buckley
- Kurt Schmoke
- Ethan Nadelman
- Dr. Lester Grinspoon
- Dr. Arnold Trebach
- · Joseph MacNamera
- · Richard Dreyfuss/Woody Harrelson

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#### Where the Money Comes From

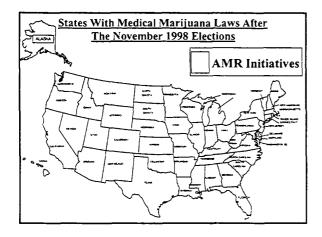
- \$6 million, Drug Policy Foundation
- \$4 million, Lindesmith Center
- \$3 million, Drug Strategies
- · Canadian Foundation for Drug Policy
- · Anti-Prohibitionist League
- · All funded by George Soros

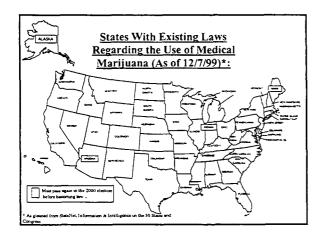


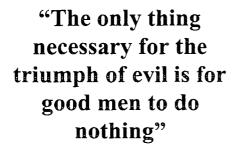
#### AMR Boilerplate Initiative Language

- Lists specific illnesses
- Requires a doctor's written recommendation
- · Limits amounts possessed
- Limits the number of plants
- Sets up a patient registry
- Requires patients to carry identification cards

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Edmund Burke

#### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

#### Session Notes

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### School Violence: Not a Mystery; Not Unsolvable

Through a penetrating analysis of youth violence from 1950 to 1979 the rates of serious crimes by youth under age fifteen increased by 11,000%. This session will explain the factors contributing to youth violence and how they intereact in the school setting. Suggestions will be offered on research-based interagency approaches for a community-wide, school-focused strategy of solving and preventing school violence.

Jonathan I. Cloud
Governmental Planning Consultant
Miami, FL

10/26/2000 1:00 PM - 2:45 PM

National Training Conference for Criminal Justice and Community Leaders

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National Training Conference for Criminal Justice and Community Leaders

SCHOOL VIOLENCE: NOT A MYSTERY - NOT UNSOLVABLE

Jonathan I. Cloud

#### **Dramatic New Realities**

- Shift Toward Crime and Violence in Youth Development
- Narrowing of Difference Between Adult Crime and Youth Crime
- Responding to Youth Misbehavior with Adulttype Punishments

Between 1950 and 1979 the rate of serious crime committed by those younger than fifteen increased one hundred times, or eleven thousand percent.

Neil Postman - 1982

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The incidence and prevalence of youth gun	S.C	
violence increased sharply from 1980 to 1994.		
During this period, the proportion of juvenile		
During this period, the proportion of juvenile		
homicide offenders using a gun to kill their		
victims increased from 53% to 82%. Use of	r	
other murder weapons remained constant		
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during the period.		
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OJJDP - 1996		
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The difference between adult crimes and	3	
The difference between addit crimes and	- 1	<del></del>
children's crimes is rapidly narrowing;	1	
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and in many states the punishments are		
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becoming the same.	1	
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Neil Postman - 1982	ž.	
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Wisconsin:	4	
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Juvenile arrests for violent offenses increased	j	
89% between 1988 and 1998. Juvenile		
arrests for all crimes grew by 61% between	٤ .	
1988 and 1998.		
1300 and 1338.	]	
Wisconsin Youth Risk Behavior Survey - 1999	3	
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Violence:
A Manifestation of Interrupted Child and Youth Development

Youth Development Since 1950: More Exposure to Risk Factors More Exposure at Ever Earlier Ages

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#### A Closer Look At Some Risk Factors

Risk Factor	Predicts	Strengthens
Pregnancy/Delivery Complications	Early problem behavior (age 5-7) Violent delinquency	Murital discord Low SES Family adversity
Low Cognitive Ability	Persistent behavior problems (age 5-11)	(more research needed)
Poor Parenting	Antisocial behavior	Poor social support of parents

A Closer Look At Some Risk Factors

Risk Factor	<u>Predicts</u>	Strengthens
• •		
Child Maltreatment	Early childhood aggression	Lack of community resources for socia support
Family Low SES	Chronic delinquency	Low level of paren education
	, **	Perinatal problem: Family discord
Community Crime & Violence	Intense anxiety and reenactment of	Poverty
	trauma	

#### What Kids Count Discovered: Percent of Children Living With Certain Risk Factor

Child not living with two parents: 32%
Household head is a high school dropout: 19%
Family income is below poverty line: 21%
Child living with parent who has no steady employment: 28%

Family receiving welfare benefits: 12%Child does not have health insurance: 15%

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#### **Protective Factors Foster Uninterrupted Development:**

#### IT'S CALLED RESILIENCE

- Social Competence
- · Problem-Solving Skills
- · Autonomy
- Sense Of Purpose And Future

What Does Resiliency Look Like?



Sixteen Resilient Behaviors

#### **Social Competence Behaviors**

- · Sense of humor
- Flexible
- Empathetic and caring
- · Communication skills



# Problem-Solving Behaviors • Generating alternation colutions • Planning well • Negotiating demands and producing change • Critical thinking

## Problem-Solving Behaviors • Generating alternative actions • Planning well • Negotiating demand change • Critical thinking

## Autonomy Behaviors • Appropriate independence (e.g. resistance skills) • Sense of personal power • Internal locus of control • Adaptive distancing

# Sense Purpose And Future Behaviors • Goal-directed • Persistence and hardines • Delaying gratification • Belief in a bright future Fostering Resiliency: Precursors To Resilient Behavior Caring And Support Bonding Ligh Expectations Opportunities For Meaningful Panticipation Norms For Healthy Echaptor

An Example Of Fostering Resiliency

The LINK Study
OJJDP Juvenile Justice Bulletin
March, 2000

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#### A Study Of Three Of Washington, D.C.'s Most Violent Neighborhoods

#### Finding:

Under the worst conditions, many children and adolescents are resilient and, given opportunity to learn and practice social skills, most can become productive and self-sufficient.

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#### What After-School Programs Didn't Work

- Athletics: No relationship between participation and not becoming involved in delinquency.
- Music Groups: No difference in rates of assault, drug deals, property offenses, or overall delinquent acts.

2.3

#### What After-School Program Did Work

 Clubs: Focused on building cognitive and social skills. Included: math, computer, radio and television broadcast, cooking, catering, art and drama, civic responsibility and community service (e.g. Concerned Black Men)

> Six times fewer delinquent acts Five times fewer property crimes

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# Why Were The After-School Clubs Successful?

•	m Design Cooperal r Uninterrupted De	
High Expectations Opportunities Bonding Norms	Restitent Behaviors	Safer Schools :
		26

#### Approaches That Do Not Cooperate With Nature's Plan Very Well

- · Keep 'em too busy to get into trouble
- Scare 'em real good about what bad might happen to them
- Educate 'em- tell 'em as much as you can about what's wrong with violent behavior
- Get tough . . . Darn-it! We ain't takin' it no more

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#### LINC Study Findings: Unintended Results Of Gettin' Tough

- Higher rates of suspension/expulsion contributed to higher rates of violence.
- Ninety-one percent of property offenders/drug dealers had been suspended once.
- A strong association between expulsion and delinquent behavior.
- Suspended boys responsible for three times more delinquent acts.

25

#### LINC Study Findings: The Need For A Partnership Approach

- Local agencies involved in very few coordinated efforts.
- Agencies had not carved out different areas of expertise.
- Agency missions shifted to follow limited funding streams.
- Funding based on hunches about needs rather than common base of research.

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#### One Partnership Example Focused On The School Setting

#### BULLYING

80% of middle school students engage in bullying behaviors

APA Monitor - 1999

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#### An Effective Response To Bullying: Reduce Risk - Increase Protection

- Risk Factors Targeted: early and persistent aggressive behavior; positive attitude toward problem behavior; victimization/exposure to victimization
- Approach/Protective Factor: Social competence; teach empathy skills; alter norms regarding bullying
- Study Finding: Bullying decreased by 50%

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## And Agency Community Wilds Approaches Indifferentiates Ammire

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#### **Some Effective Approaches**

- The "8% Early Intervention Program"
- · Seattle Social Development Project
- · High Scope/Perry Preschool Project
- The PARTNERS Program
- · Resolving Conflict Creatively Program
- · The Montreal Home Visitation Study
- · The Boston Gun Project
- Comprehensive Community-Wide Approach to Gang Prevention, Intervention, and Suppression

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#### School Violence Is Youth Violence Lappening At School

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## And Schools Are Part Of The Larger Of Schools Are Part Of The Larger Of

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#### COMMUNITY PARTIESHES

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#### Session Notes

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#### Wired Government

The Internet is used extensively and increasingly in a multitude of law enforcement applications. This workshop will explore the customer service potential of the Internet for government units. Key topics include the history of customer service in the public and private sectors, and how on-line communications can be used to improve customer service and the democratic process.

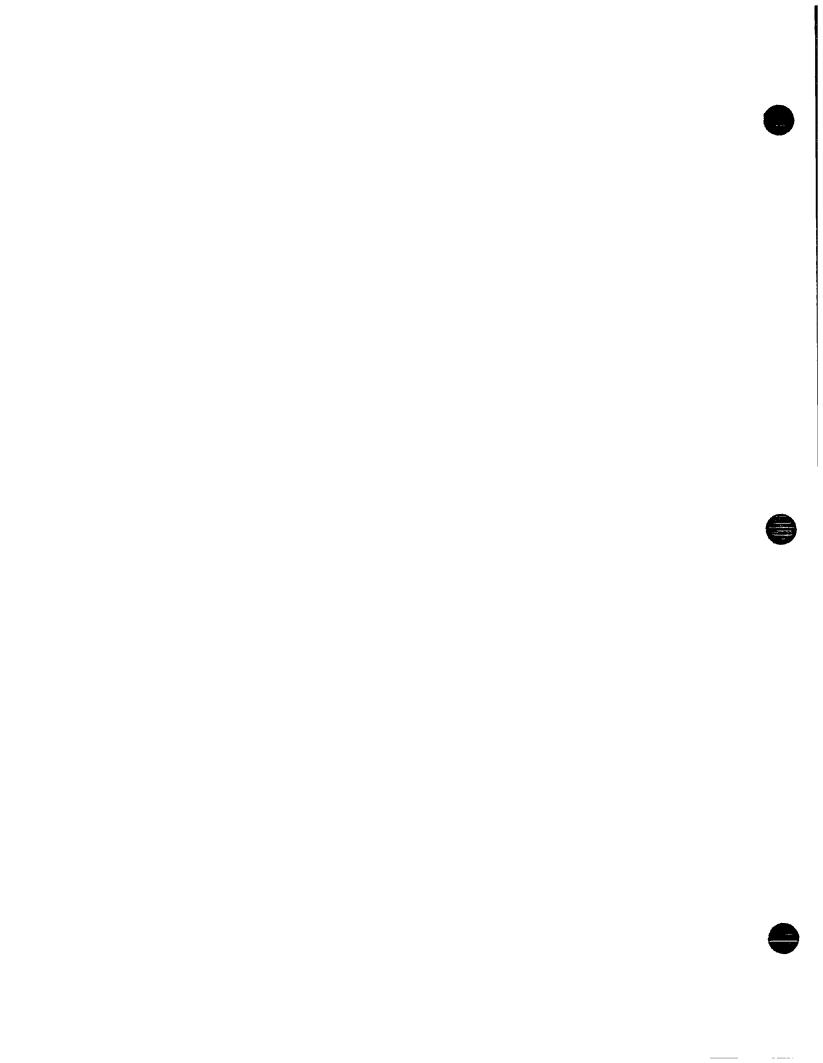
#### Robert L. Kreisa

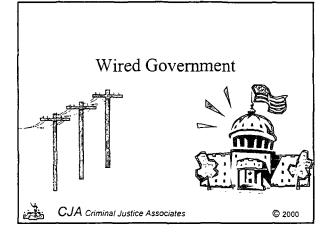
President
Criminal Justice Associates, Inc.
Stevens Point, WI

10/26/2000 1:00 PM - 2:45 PM

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"I see a world wide market for five computers"

1948, Tom Watson of IBM



"Computers will weigh no more that 1.5 tons"

Popular Science Magazine, 1948




#### "Prediction is difficult, especially about the future" Yogi Berra Perspective is Worth 50 Points of IQ Alan Kay formerly of Apple Computers. Now and Imagineer with Disney Singing greeting cards have more computing power than the original

computers

#### Pace of Life

- Rapid and speeding up
- Most believe that velocity will continue to increase







Hyperculture



America's Addiction to Speed

#### There has been a major shift in the economy

Percentage of population involved in agriculture

- 75% 110 years ago
- 30% in 1930
- Now less than 2%



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#### Information Technology is Driving Profound Change



- For society
- For corporations
- For government
- For law enforcement agencies
- For individuals

#### Knowledge now a bigger resource

- 1970's back office automation to improve efficiency and reduce clerical positions
- 1980's PC's and power to the workers
   Seminars on "runaway end users"
- 1994 to 2000 information infrastructure

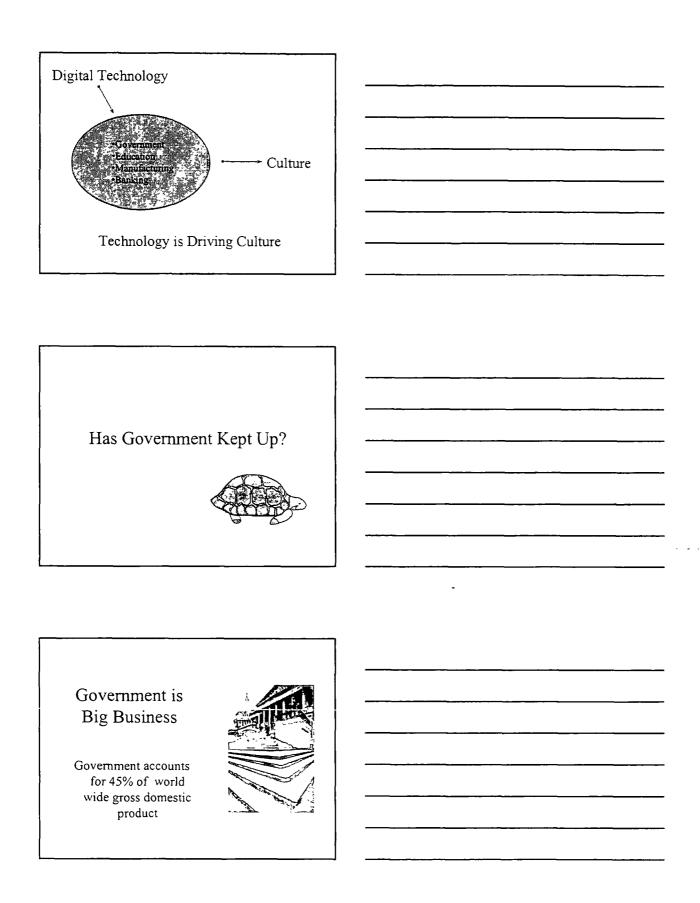


The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn



Alvin Toffler

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#### Government Has Not Thought of Itself as a Fortune 500 Company

- General Motors
- Ford
- California
  - No single payroll system
- Fragmented and lacks coordination



#### **Education Correlation**

Education has not moved at the pace of other areas - put person from 1800's into today's society with cell phones, cars, and computers, then in classroom where little has changed.

Technology is Driving Government to Change



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Trend towards market oriented government is driven by the information age

Reinventing Government Osborne and Gaebler, 1992

#### Trends Driving Change in Government Use of Technology

- Fiscal spending controls
- · Demand for services going up
- The need to competently manage IT to be successful

#### Federal government is discontinuing activities

State and local spending on IT is growing four times faster than federal spending

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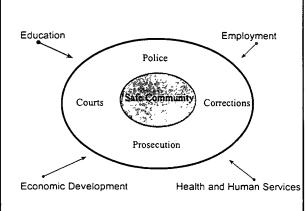
#### Applications Driving State and Local Automation

- Electronic benefits transfer
- · Integrated tax filing
- · Welfare reform
- Networked law enforcement and public safety
- · Law enforcement reform
- Handgun registration



#### Crime and Public Safety a Moral Imperative

- Number one government service issue
- Information in hands of officers is the key
- It is law enforcement's responsibility to know if people have criminal tendencies, warrants, restraining orders, even between jurisdictions
- Can prevent crime with jurisdictions shared more information



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7 X 24 Government Service Made Possible by Information Technology



Previously Strategic Plans and Technology Plans were Separate

Now they should be integrated!



Why Does Government Continue to be Reactive?



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#### Who Understands Technology?

• CIO's	86%
• CEO's	45%
<ul> <li>Managers</li> </ul>	36%
<ul> <li>Budget People</li> </ul>	26%
Legislative Bodies	7%

JFK School of Government-Harvard, 1997



We have a significant educational challenge to do strategic technology planning for government

#### Getting Stuck in Fixed Ideas

- Sometimes takes outsiders to see new business paradigm-Lou Gerstner at IBM
- Government based on structure in the past
- · Now being based on function



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## The Future is Enterprise



The Future is Function



This Audience Consists of 40% Potential Change Agents

People who are willing to look at their own beliefs and paradigms

In 1992 Peter Drucker said that every few hundred years throughout history a sharp transformation occurs, and our age is such a period of transformation



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Industrial Age  Mainframe Government  Old Government	Networked Government  New Government	
*	Government  Collaborative  Enabling  Virtual  Scalable  Responsive	
Lead Role of new poli	ership tical leaders is to	
clear the path for	increasingly small owerful parts John Naisbitt, Global Paradox	

#### **Smart Communities**

- Networked Government
- Public Private Partnerships



## Digital Infrastructure

Intellectual Resources

Computers



Network

Information Resources

Soft

#### **ATM Paradox**

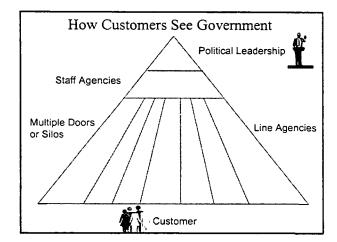
- Created a different service expectation
- Convenient times and places
- Less service
- · People are willing to pay for it
- · Convenience and saves time



ware Resources	
02	

## Evolution in Three Industries

Banking	Retail	Government
Poor Hours and Location	Poor parking Downtown	Multiple Offices
Drive Up Windows	Malls	
Better Hours	Catalog	
ATM's and PC's	Internet Shopping	



## Government Should Be One Door

• Striving for a single point of contact



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## Serving Customers



- · Forget what you know now
- Do you know what the customers want and need?
- Change can be evolutionary or revolutionary

## Organizational Structure

- Build from the customer up
- Eliminate bureaucracy and silos



Customer Service Staffing				
l	High			
	1	Expert Specialist 3		
Transaction Complexity		Generalist Automate		
	Low			
		Transaction Volume		

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#### What is Wired or E-Government?

- Network techniques
- Users access information, people, and processes
- Government to citizens
- · Government to business
- Government to government





# Why Should Government be Wired?

- Constitutional mandate-power is derived from people
- · Should be open and accessible at all times
- Should be customer driven- government is agent of the people
- · Reduce costs
- · Improve efficiency
- · Enhance service quality

#### E-Government Benefits

- Avoiding increased staffing costs and maintaining service levels without adding employees
- Savings to citizens and businesses by reducing their travel time to do business with government
- More government staff available to promptly address issues and problems
- · More efficient and less expensive procurement process
- Better information exchange between governmental units
- Improved integrity of information and public records because of reduced need for manual data entry

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#### Redesigning the Business **Process**

- Establishing on-line services and portal sites is easy.
- · Should do more than automate longstanding paper based process.
- Re-design entire business process to fully integrate technology and allow for data sharing

#### Get Rid of

- Delay
- Waste
- · Duplication



Without

## Quality is Defined By

• Less distant more accessible

• Less error prone more reliable

more consistency (Knowledge · Less conflicting

· Less confusing more navigable

· Less plodding more rapid

• Less bureaucratic more responsive

#### Best Practices and Portals

www.IndyGov.org

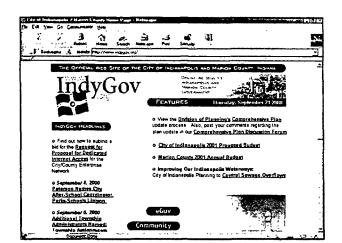
city/county site

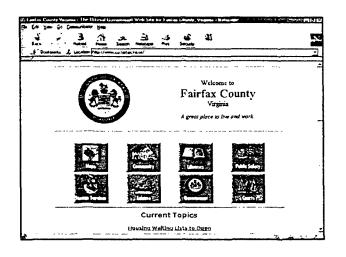
- www.co.fairfax.va.us
- www.ci.charlotte.nc.us/home.htm
- · www.state.ky.us

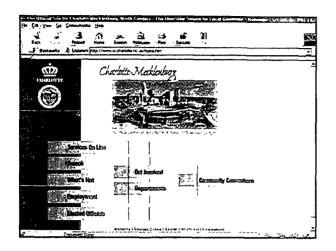
portal

• http://access.wa.gov

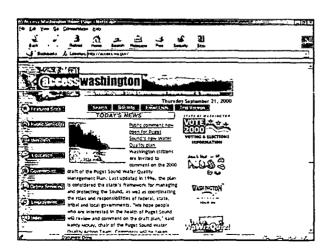
portal











#### How Can Law Enforcement Adopt Wired Government Principles?

- Eliminating our "silos"
- · A customer perspective
- Reengineering core processes
- Using technology to improve mission critical processes

#### Mission Critical Processes

- · Recruitment and selection
- Open records requests
- Receiving reports
- · Communication with other departments
- Training
- · Policies and Procedures
- · Possibilities are unlimited!

#### Wired for Better Government

Citizens Would Rather Be On-Line Than In Line.



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Criminal Justice Associates, Inc. 3180 Dans Drive Stevens Point, WI 54481 Phone 715-342-4872 Facsimile 715-341-7650 E-Mail rkreisa@cjanet.com www.cjanet.com


## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

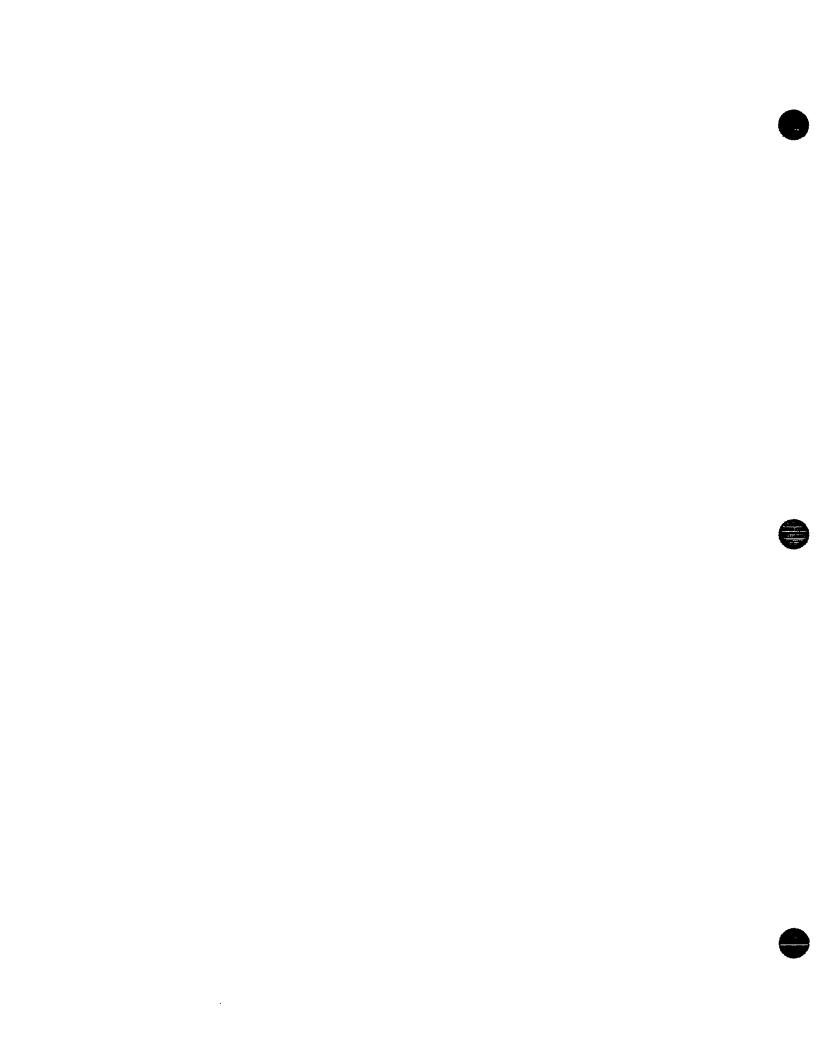
## **Session Notes**

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## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## Session Notes

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## Police Youth Cadet Program

This presentation will provide information on how to establish a cadet program by showing the benefits to the community and to the program participants. Youth from the Wolf Point, Montana program will be presenting on the impact the program has had on their lives. How to establish a program and possible funding sources will also be covered in this workshop.

#### Session Moderator:

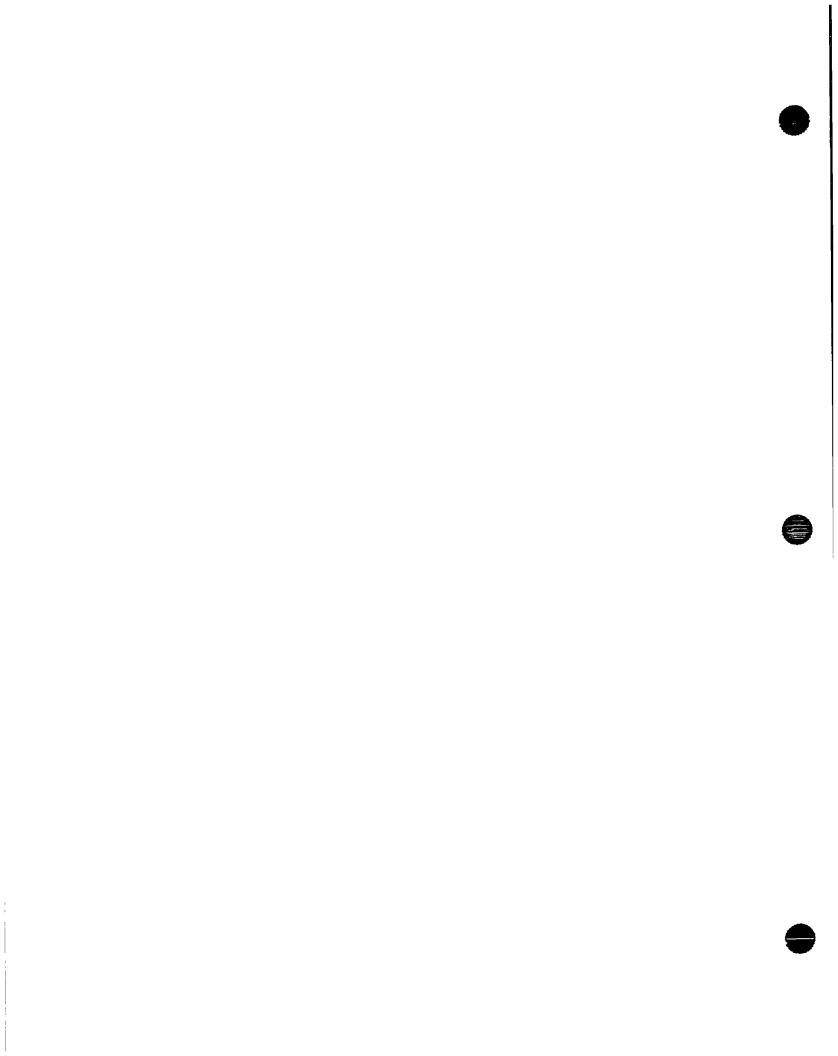
## Ron Kemp

Chief of Police Wolf Point, MT Police Department Wolf Point, MT

> 10/26/2000 3:00 PM - 4:45 PM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 14



## Wolf Point Police Department



Police Cadet Procedures Manual

## Receipt & Acknowledgment of Wolf Point Police Cadet Procedures Manual

,, certify	that I have
received copy # of the Wolf Point Police Procedures Manual and have also received a cowolf Point Police Department Procedures Manual Reep these copies in my possession. I understate my responsibility to keep the manuals current termination of employment for whatever reason, these copies.	py of the al. I will and that it will t and upon
I future understand that the position of police can temporary part-time position with the Wolf Point Department and City of Wolf Point. I understand employment as a cadet is contingent upon grant I serve at the desire of the Chief of Police. As so that should grant funds become unavailable, my be terminated. As a police cadet, I understand to no seniority with the City of Wolf Point or the Wolf Police Department concerning hiring practices.	Police d my t funding and uch, I know position will that I have
Date: / / .	
Cadet's Signature	
Parent or Guardian if Cadet is a juvenile	
Chief of Police	

#### Wolf Point Police Cadet Procedures Manual

#### Article 1 Law Enforcement Code of Ethics

#### Article 2 Canons of Police Ethics

- \* Primary Responsibility of Police Cadet
- \* Limitations of Authority
- \* Duty To Be Familiar With The Law
- \* Utilization Of Proper Means
- \* Cooperation With Public Officials
- \* Private Conduct
- \* Conduct Toward The Public
- \* Conduct In Dealing With Law Violators
- \* Gifts And Favors
- \* Attitude Toward Profession

# Article 3 Police Cadet Rules of Conduct/Disciplinary Action of Chief

\* Rules of Conduct

#### Article 4 Duties and Responsibilities of Rank

\* Responsibilities And Rank Structure

#### Article 5 Use of Force

- \* Use Of Force
- \* Authorization Of Force
- \* Escalation Of Force
- \* Passive Resistance Defined
- \* Active Resistance Defined
- \* Reporting Requirements
- \* Weaponless Restraint Techniques
- \* Chemical Agent Use

- \* Baton Use
- \* Firearm Use
- \* Firearm Training
- \* Use Of Restraints

## Article 6 Firearm Shooting Incidents

## Article 7 Department Equipment

- \* Police Cadet Equipment
- \* Care And Use Of Departmental Vehicles
- \* Use Of Emergency Equipment
- \* Departmental Vehicle Involved Accidents

#### Article 8 Uniforms

- \* Police Cadet Uniforms
- \* Authorized Uniform
- \* Uniform Appearance
- \* Hair-Styles, Sideburns, Mustaches, And Beards
- \* Footwear
- \* Departmental Issued Equipment

#### Article 9 Compensatory Time

- \* Compensation For Hours Worked
- \* Scheduled Hours
- \* Funding Source
- \* Wages
- \* Overtime
- \* Comp Time
- \* Vacation and Sick Leave
- \* Holidays

#### Article 10 General Orders/Directives

#### Article 1.01 Police Cadet Code of Ethics

As a Wolf Point Police Cadet, my fundamental duty is to serve mankind; to protect the innocent against deception; the weak against oppression or intimidation; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep by private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint, and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held as long as I am true to the ethics of police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession....... law enforcement.

#### Article 2.01 Primary Responsibility of Police Cadet

The primary responsibility of the police cadet is to act as a positive role model for their peers and the community. The police cadet will primarily be working with employees of the Wolf Point School District. The police cadet will also assist sworn officers of the Wolf Point Police Department as directed. The police cadet is not a law enforcement officer and has no powers of arrest or authority for use of force other than to defend themselves from harm.

#### Article 2.02 Limitations of Authority

The first duty of the police cadet is to present a positive image of themselves and their community. A police cadet for the Wolf Point Police Department is granted no arrest powers through their position.

# Article 2.03 <u>Duty To Be Familiar With The Law And Responsibilities</u> Of Self And Other <u>Public Officials</u>

The police cadet shall assiduously apply himself to the study of the principles of law. He will make certain of his responsibilities in the particulars of their enforcement and his authority to do so under this program, seeking aid from his supervisors in matters of technicality or principle when these are not clear to him; he will make special effort to fully understand his relationship to other public officials, particularly on matters of jurisdiction, both geographically and substantively.

#### Article 2.04 Utilization Of Proper Means To Gain Proper Ends

The police cadet shall be mindful of his responsibility to pay strict heed to the selection of means in discharging the duties of his office. Violations of law or disregard for the public safety and property on the part of the cadet are intrinsically wrong; they are self-defeating in that they instill in the public mind a like disposition. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

# Article 2.05 Cooperation With Public Officials In The Discharge Of Their Authorized Duties

The police cadet shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. He shall be meticulous, however, in assuring himself of the propriety, under the law, of such actions and shall guard against the use of his office or person, whether knowingly or unknowingly, in any improper or illegal action. In any situation open to question he shall seek authority from his superior, giving him a full report of the proposed service or action.

#### Article 2.06 Private Conduct

The police cadet shall be mindful of this special identification by the public as an upholder of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the police cadet and the police service. The community and the service requires that the police cadet lead the life of a decent and honorable person. Following the service of a police cadet gives no special perquisites. It does give the satisfaction and pride of allowing and furthering an unbroken tradition of safeguarding the public. The cadet who reflects upon this tradition will not degrade it. Rather, he will so conduct his private life that the public will regard him as an example of stability, fidelity, and morality.

#### Article 2.07 Conduct Toward The Public

The police cadet, mindful of his responsibility to the whole community, shall deal with individuals of the community in a manner calculated to instill respect for its laws and its police service. The police cadet shall conduct his official life in a manner such as will inspire confidence and trust. Thus, he will be neither overbearing or subservient, as no individual citizen has an obligation to stand awe of him nor a right to command him. The cadet will give service where he can.

#### Article 2.08 Conduct In Dealing With Law Violators

The police cadet shall use extreme caution when dealing with law violators. The police cadet is not a law enforcement officer. The police cadet has no authority to use any force other than to defend themselves against harm. Should it become necessary for the police cadet to intervene in a situation, the police cadet will use only verbal commands to control the violator. The cadet shall, at all times, have

clear appreciation of his responsibilities and limitations when dealing with violators; he shall conduct himself in such a manner as will minimize the possibility of having to use force. To this end, he shall cultivate a dedication to the service of the people and the equitable upholding of their laws whether in the handling of law violators or in dealing with the law abiding. It is the responsibility of the police cadet to notify their supervisor immediately at the first sign of trouble. The cadet's supervisor will be the person they are assisting at the time, be it a law enforcement officer of the Wolf Point Police Department or a civilian employee of the Wolf Point School District. Any cadet who violates Article 2.08 shall be terminated immediately.

#### Article 2.09 Gifts And Favors

The police cadet, representing government bears the heavy responsibility of maintaining, in his own conduct, the honor and integrity of all government institutions. He shall, therefore, guard against placing himself in a position in which any person can expect special consideration or in which the public can reasonably assume that a special consideration is being given. Thus, he should be firm in refusing gifts, favors, or gratuities, large or small, which can, in the public mind, be interpreted as capable of influencing his judgment in the discharge of his duties. No such gift, favor, or gratuity may be accepted without prior approval of the Chief of Police.

## Article 2.10 Attitude Toward Profession

The police cadet shall regard the discharge of his duties as a public trust and recognize his responsibility as a public servant. By diligent study and sincere attention to self-improvement, he shall strive to make the best possible application of science to the solution of crime, and in the field of human relationships, strive for effective leadership and public influence in matters affecting public safety. He shall appreciate the importance and responsibility of his office, and hold cadet work to be an honorable profession rendering valuable service to his community.

#### Article 3.01 Rules Of Conduct

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The purpose of this policy is to define the guidelines for the rules of conduct for members of this department. The intent of this policy is to establish guidelines regarding rules and regulations for all members of the department regardless of rank and/or position. While a police cadet does not possess the authority of a sworn officer of the Wolf Point Police Department, they are expected to conform to the same rules of conduct, both privately and at work. For the purpose of this section, the police cadet will be expected to have read and abide by Articles 3.01 through 3.02 found on pages 6 through 9 of the Wolf Point Police Department Procedures Manual.

#### Article 4.01 Responsibilities And Rank Structure

The purpose of this policy is to define the duties, roles and responsibilities of the ranks within the Wolf Point Police Department. The police cadet is expected to know and be familiar with the organizational structure of the Wolf Point Police Department. For the purpose of this section, the police cadet will be expected to have read and be familiar with Articles 4.01 through 4.10 found on pages 9 through 20 of the Wolf Point Police Department Procedures Manual.

The primary responsibility of the police cadet is to act as a positive role model for their peers and the community. The police cadet will primarily be working with employees of the Wolf Point School District. The police cadet will also assist sworn officers of the Wolf Point Police Department as directed. The police cadet is not a law enforcement officer and has no powers of arrest or authority for use of force other than to defend themselves from harm.

The first duty of the police cadet is to present a positive image of themselves and their community. The police cadet shall assiduously apply himself to the study of the principles of law. He will make certain of his responsibilities in the particulars of their enforcement and his authority to do so under this program, seeking aid from his supervisors in matters of technicality or principle when these are not clear to him; he will make special effort to fully understand his relationship to other

public officials, particularly on matters of jurisdiction, both geographically and substantively.

The police cadet shall be mindful of his responsibility to pay strict heed to the selection of means in discharging the duties of his office. Violations of law or disregard for the public safety and property on the part of the cadet are intrinsically wrong; they are self-defeating in that they instill in the public mind a like disposition. The employment of illegal means, no matter how worthy the end, is certain to encourage disrespect for the law and its officers. If the law is to be honored, it must first be honored by those who enforce it.

The police cadet shall cooperate fully with other public officials in the discharge of authorized duties, regardless of party affiliation or personal prejudice. He shall be meticulous, however, in assuring himself of the propriety, under the law, of such actions and shall guard against the use of his office or person, whether knowingly or unknowingly, in any improper or illegal action. In any situation open to question he shall seek authority from his superior giving him a full report of the proposed service or action.

The police cadet shall be mindful of this special identification by the public as an upholder of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the police cadet and the police service. The community and the service requires that the police cadet lead the life of a decent and honorable person. Following the service of a police cadet gives no special perquisites. It does give the satisfaction and pride of allowing and furthering an unbroken tradition of safeguarding the public. The cadet who reflects upon this tradition will not degrade it. Rather, he will so conduct his private life that the public will regard him as an example of stability, fidelity, and morality.

The police cadet, mindful of his responsibility to the whole community, shall deal with individuals of the community in a manner calculated to instill respect for its laws and its police service. The police cadet shall conduct his official life in a manner such as will inspire confidence and trust. Thus, he will be neither overbearing or subservient, as no individual citizen has an obligation to stand awe of

him nor a right to command him. The cadet will give service where he can.

The police cadet shall use extreme caution when dealing with law violators. The police cadet is not a law enforcement officer. The police cadet has no authority to use any force other than to defend themselves against harm. Should it become necessary for the police cadet to intervene in a situation, the police cadet will use only verbal commands to control the violator. The cadet shall, at all times, have clear appreciation of his responsibilities and limitations when dealing with violators; he shall conduct himself in such a manner as will minimize the possibility of having to use force. To this end, he shall cultivate a dedication to the service of the people and the equitable upholding of their laws whether in the handling of law violators or in dealing with the law abiding. It is the responsibility of the police cadet to notify their supervisor immediately at the first sign of trouble. The cadet's supervisor will be the person they are assisting at the time, be it a law enforcement officer of the Wolf Point Police Department or a civilian employee of the Wolf Point School District. Any cadet who violates Article 2.08 of this procedures manual shall be terminated immediately.

#### Article 5.01 Use Of Force

It shall be the purpose of the Wolf Point Police Cadet that all cadets shall only use the minimum degree of force necessary to accomplish the protection of themselves. Whereas the police cadet is not a sworn officer, does not have powers of arrest, and is unarmed, the intent of this article is to define the responsibility and limitations of the cadet in use of force situations.

#### Article 5.02 Authorization Of Force

The appropriate level of force as outline in this order may be used in the performance of a cadet's duty only under the following circumstances:

1. When necessary in the defense of the cadet's safety when other means have failed or are impractical.

#### Article 5.03 Escalation of Force

As circumstances permit, cadets shall attempt to gain voluntary compliance through the use of verbal techniques prior to the use of any force. The cadets shall increase the degree of force used only to the minimum level necessary to gain control of the situation.

The levels of force in progressively higher degrees shall be defined as:

- Notify supervisor immediately at the first sign of behavioral problems and take direction from the supervisor
- 2. Advise law enforcement if the behavior is assaultive in nature
- 3. Use verbal commands to control the violator
- 4. Cadets will not use physical force against anyone unless it is required to protect themselves from harm

#### Article 5.04 Passive Resistance Defined

Passive resistance shall be defined as physical resistance to the cadet's attempts to verbally control a subject where <u>no overt</u> actions are being directly made against the cadet.

#### Article 5.05 Active Resistance Defined

Active resistance shall be defined as physical resistance to the cadet's attempts to control a subject where overt actions are being made directly against the cadet.

#### Article 5.06 Reporting Requirements

Whenever a cadet uses physical force, he shall describe in a written report to the Chief of Police, the facts of the situation, a general description of the force used, and the reason why such force was deemed necessary. Additionally, the cadet shall verbally report the incident to his supervisor immediately. The cadet is to not to discuss the incident with anyone other than his immediate supervisor and the Chief of Police unless instructed to do so by the Chief of Police. Any cadet required to use force who fails to follow the above reporting procedure will be terminated.

#### Article 5.07 Weaponless Restraint Techniques

The police cadet will not use weaponless restraint techniques to control a subject unless a physical assault is directed at the cadet and all other methods to avoid the assault as described in Article 5.03 of this procedures manual have failed. The carotid restraints shall not be used.

#### Article 5.08 Chemical Agent Use

This section shall serve to address the use of chemical CS, CN, and OC aerosol. Wolf Point Police Cadets will not be allowed to carry or use chemical agents while acting in the scope of the their employment.

#### Article 5.09 Baton Use

This section shall serve to address the use of straight, sidehandle, collapsible, and all other types of batons. Wolf Point Police Cadets will not be allowed to carry or use any type of baton while acting in the scope of their employment.

#### Article 5.10 Firearm Use

This section shall serve to address the use of firearms. Wolf Point Police Cadets will not be allowed to carry or conceal any type of firearm, on or off-duty, while employed as a Wolf Point Police Cadet.

#### Article 5.11 Firearms Training

The police cadet will be allowed to participate in departmental firearms training with consent of the Chief of Police. The cadet will be expected to comply with all safety issues and know range safety rules as described in Article 5.34 through Article 5.35 found on page 32 of the Wolf Point Police Department Procedures Manual.

#### Article 5.12 Use of Restraints

This section shall serve to address the use of restraints by Wolf Point Police Cadets. The police cadet will not be allowed to carry standard or hinged type handcuffs, flex cuffs, quick-straints, or similar leg restraints will acting in the scope of a Wolf Point Police Cadet. The police cadet may assist a law enforcement officer, if requested, in apply approved restraints to a violator.

#### Article 6.01 Firearms Shooting Incidents

It shall be the purpose of this section to address shooting incidents. All police cadets who witness a shooting incident other than for authorized firearms training and the authorized destruction of an animal pursuant to Article 5.26 found on page 29 of the Wolf Point Police Procedures Manual, will be dealt with the same as sworn officers of the Wolf Point Police Department under Articles 6.01 through 6.10 found on pages 35 through 39 of the Wolf Point Police Department Procedures Manual.

#### Article 7 01 Police Cadet Equipment

It shall be the purpose of this section to discuss the use and care of equipment used by police cadets.

#### Article 7.02 Care And Use Of Departmental Vehicles

It shall be the policy of the Wolf Point Police Department that no police cadet be allowed to drive or operate a motor vehicle while acting in the scope of a police cadet unless:

- 1. The cadet possesses a valid Montana Drivers License
- 2. The cadet is under the direct supervision of a sworn officer of the Wolf Point Police Department
- 3. The cadet is directed by the sworn officer of the Wolf Point Police Department to do so

#### Article 7.03 Use Of Emergency Equipment

All emergency equipment in the patrol vehicles such as emergency lights, sirens, and public address system shall be utilized for official use. Such equipment is not to be utilized for any other purpose.

When blue lights are used for the purpose of stopping a violator, and the stop has been completed, amber lights will be displayed to the rear and the blue emergency lights displayed to the front only will be used.

#### Article 7.04 Departmental Vehicle Involved Accidents

Whenever any member of this department is assigned to a motor vehicle and it is involved in a traffic accident, the Shift Supervisor will investigate such accident. If the Shift Supervisor is the

involved officer, the officer next highest in command will investigate the motor vehicle accident. If this is not possible, another officer of equal rank shall be summoned to investigate. This is inclusive to departmental vehicles whether they are mobile or parked.

#### Article 8.01 Police Cadet Uniform

It shall be the purpose of this policy to ensure that members of the Wolf Point Police Cadet program display the utmost of professionalism in their appearance and dress through the proper wearing of departmental uniforms.

This policy is intended to describe appropriate appearance and dress standards. The policy shall give detailed specifications of uniforms, placement of uniform articles, and individual uniform equipment.

#### Article 8.02 Authorized Uniform

It shall be the sole responsibility of the Chief of Police to authorize the type, color, and wearing of departmental uniforms. The Chief of Police shall submit proper directives to all officers regarding any change in departmental uniforms or duty equipment.

The police cadet uniform will consist of the following:

- 1. Tri-color polo shirt issued by department
- 2. Blue dress jeans issued by department
- 3. Teal uniform jacket issued by department
- 4. Shoes issued by department

#### Article 8.03 Uniform Appearance

All uniforms shall be properly fitted. The shirts and trousers shall be tailored to the individual cadet's physique to eliminate the excess material. Uniforms and uniform articles shall not be worn at any time if they are noticeably worn, patched, or show other repairs that are obvious through casual observation. All uniforms and uniform articles shall be kept in good repair and maintained in a neat and clean condition.

Uniform shirts and pants shall be neat and clean. Shoes and leather items shall be maintained in a clean and serviceable condition, dyed and shined black to fulfill this end. Windbreakers, authorized by the Chief of Police, may be worn any time that weather conditions permit. Rainhats, baseball style caps, hats of any style, riot helmets, or crash helmets are prohibited as authorized headgear for use on duty. Riot helmets will be worn only during such time when an actual disturbance occurs and such headgear is warranted for officer safety.

Stocking caps which are navy blue and contain no writing may be worn only such times as when winter uniforms are authorized and it is necessary for the cadet to be exposed to extreme cold for prolonged periods of time. Examples of prolonged periods might include, but not be limited to:

- 1. Traffic or crowd control situations
- Foot Patrol

#### Article 8.04 Hair-Styles, Sideburns, Mustaches, and Beards

Male cadets of the Wolf Point Police Department shall wear their hair neatly trimmed, clean and well groomed at all times while on duty. The hair shall be moderately tapered and shall not extend below the top of the shirt collar nor cover any portion of the ears. The hair style shall not interfere with the proper wearing of any uniform cap, helmet, or protective mask.

Female cadets of the Wolf Point Police Department shall wear their hair neatly trimmed, clean and well groomed at all times while on duty. The hair shall be worn in a short style which approximates the required appearance for male officers or shall be fastened up off the neck and ears as not to allow an undue advantage to a physically aggressive attacker.

Sideburns shall not extend beyond a point even with the bottom opening of the ear. Sideburns shall be trimmed and neat in appearance.

A short and neatly trimmed mustache of natural color may be worn by any officer of the Wolf Point Cadet program. Mustaches shall not extend over the upper lip and may not extend below the corner of the mouth. Mustaches shall be trimmed as not to become bushy in appearance.

Cadets of the Wolf Point Police Department shall be clean shaven, with the exception of an authorized mustache, when reporting for duty. A facial growth of hair shall be permitted only for medical reasons and when authorized for special assignments by the Chief of Police.

#### Article 8.05 Footwear

Cadets of the Wolf Point Police Department shall be authorized only to wear plain toe boots or shoes. Such shoes shall be black in color and neat in appearance when on duty. During periods of inclement weather, such as deep snow, slush or rain, black rubber overshoes may be worn. Any snow boot that is not black in color shall be prohibited. During extreme cold weather conditions, the cadet will be permitted to wear footwear that will offer him comfort without jeopardizing his ability to perform his duties. Such footwear shall not distract from the professional image of the uniform.

It shall be the responsibility of the individual cadet to maintain the care of any equipment issued to them by the Wolf Point Police Department. The cadet will be required to sign an equipment inventory receipt for any equipment that is issued to him. Damaged or lost equipment shall be reported immediately to a supervisory officer. Upon termination of employment as a cadet, all departmental equipment shall be turned in prior to receiving final paycheck. Any items missing or damaged beyond normal wear and tear shall be paid for in full before issuance of final paycheck. Loss of equipment will be cause for dismissal.

#### Article 9.01 Compensation For Hours Worked

This shall serve as guidelines for compensating police cadets for hours worked.

#### Article 9.02 Scheduled Hours

Police cadets will work as needed. This determination will be made by the Chief of Police. A two week schedule will be completed detailing a cadets scheduled hours. Scheduled hours can be changed by the Chief of Police.

#### Article 9.03 Funding Source

Funding for police cadets comes from grants. Employment positions and the number of cadets will be determined by funding available, recommendations of the Chief of Police, and approval of the Wolf Point City Council. Should funding become unavailable, cadet positions will be terminated.

#### Article 9.04 Wages

Police cadets will be paid minimum wage.

#### Article 9.05 Overtime

Police cadets will not be paid overtime. Cadets will not work enough hours to require the payment of overtime wages.

#### Article 9.06 Comp Time

Police cadets will not be permitted to earn comp time for hours worked.

#### Article 9.07 Earned Vacation And Sick Leave

Police cadets will earn vacation and sick leave according to Wolf Point City policies governing other part-time temporary positions.

#### Article 9.08 Holiday Pay

Police cadets will not work holidays. Cadets will receive holiday benefits according to Wolf Point City policies governing other part-time temporary positions.

# Article 10 General Orders/Directives

#### Wolf Point Police Department Youth Cadet Program Application

Name	Address	
Phone No	Date of Birth	<del></del>
GradeScl	nool	
	Interests	
Parent's Name	Address	
Phone No	Occupation	
Applicant's Signature	Date	
Parent/Guardian's Signature	Date	

The Wolf Point Police Department is interested in involving youth and young adults with law enforcement in a positive way. The department has began to form a youth cadet program to allow youth and young adults who are interested in law enforcement to gain insight into a variety of career hands-on activities in law enforcement.

If involved in the program, you will be take part in community service programs and assist the officers of the Wolf Point Police Department as directed. This program is dependant upon grant funding. Should the funding be unavailable, the program will be terminated.

#### Wolf Point Police Department Youth Cadet Program Application

Name	Address	
Phone No	Date of Birth	
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Phone No	Occupation	
Applicant's Signature	Date	
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# Teens help to police Wolf Point

# Cadets build image, become role models

By RICHARD PETERSON Fribune Staff Writer

WOLF POINT — Chase Friesen can remember when he was 4 years old, watching police ars whizzing by his house with lights blazing and sirens blaring.

"I was always wondering what was going in," the 14-year-old recalled.

Now Chase has a front row seat for the ac-

He and nine other teen-agers are members of he Wolf Point Police Department Cadets. They

Reserve

AFORT Reck Indian

Fleservation

Glasgow
Poplar

Washual
Wolf Point

13

Detail
area

ride side-byside with patrolling police officers,
direct traffic,
supervise
school buses,
maintain order on the
playgrounds
and learn basic police duties and procedures.

They're paid \$4.75 an

hour and are considered part-time city employ-

And most importantly, the cadets, ages 13 to 16, have become role models for other youths, Police Chief Ron Kemp said.

The program, the only one of its kind in the state, is funded by a state Board of Crime Control grant and by Tribal Strategies Against Violence Partnerships, an agency recently formed on the reservation.

For years, city and tribal officials have pondered ways of curbing the rising juvenile crime rate on the reservation. They see this program as a step in that direction.

The cadets spend six hours a month patrolling and a dozen hours meeting and studying. They wear matching uniforms: green jackets with an embroidered badge, matching Tshirts and pants. Each is issued a flashlight, radio and code book; they're not allowed to carry firearms.

Being a cadet is not all fun and games, Kemp said. The cadets spend a lot of time learning the field; most are considering a career in law enforcement once they leave high school and college.

lege.
"I want them to know how our system of government works by giving first-hand experience on a limited basis, to the system," Kemp said.

Those who aren't interested in being officers just want to help out. "When people ask why do i do it, I tell them I like helping out the community." Friesen said.

The cadet program is one way of providing positive role models in the community, Kemp

And it's already working. Fifth- and sixth-graders in town — a few years shy of qualifying — now ask Kemp if and when they can become cadets.



Tribune photos by Richard Peter

Wolf Point police officer Bruce Bauer shows cadet Derek Mahlum, 13, how a police port is written. Mahlum is one of nine cadets in the police department.



Cadets shown are from left, Mahlum, Darci Hes-16, Chad Welch,13. Justin Azu 4. Frank Toves, 14 Jake Weyrauch 14, and Chase Friesen, 1 ds from sales of Susan McElbok "Animals as Teachers and " 10 to 11 a.m. at Walden-

nour at 1 p.m. at Bookmark It, ntral Ave., will feature Colette reading "Bogo the Invisible written by her mother,

vin. TA Carnival 5 to 9 p.m.

Plan Your Summer Vacation Great Child Discounts

**SALE ENDS MONDAY!!** 

in the Centerville School gym.

District music festival continues today at Great Falls and C.M. Russell high schools. Student musicians will perform for judges.

Simulcast racing in the Paddock Club at Montana ExpoPark. Horse races at 12:15 p.m.; dog races at 12:30 and 6:30 p.m.

Citizens Convenience Center, 1100



N SATURDAY (That's Right, Saturday!) 9 am-2 pm • CINE 4: 761-1343

15th St. N., a solid waste transfer site and recycling facility, open 9 a.m. to 5 p.m. Friday through Monday. Used motor oil and other recyclables may dispose of at the center.

#### PLANNING AHEAD

Road closure: 25th Street North from 8th Avenue North and River Drive will be closed to through traffic beginning Monday. Closure is necessary to complete water main replacement.

Poetry reading by winners of the Great Falls Tribune-University of Great Falls poetry contest at 7 p.m. Sunday in the UGF McLaughlin Center's "Coffee Corner." Other poets also are welcome to read. Free.

the focus of ABC's new series, "Leaving L.A.," starring Melinda Kanakaredes, Christopher Meloni, Hilary Swank and Billie Worley.

9 p.m., KFBB. "Gun" is a new anthology series from Robert Altman that features some blockbuster perform-

9 p.m., KRTV. A homeless man's dog helps "Walker, Texas Ranger" tonight. 9 p.m., HBO. "Head Above Water" is an uneven black comedy about a woman attempting to hide the corpse of her former boyfriend (Billy Zane) off the coast of Maine — with help from her husband, a respected judge. Cameron Diaz, Harvey Keitel and Craig Sheffer stars.

## islation today

ever, the public has heard ercent figure and it has widen interpreted as a 2 percent se in taxes. A state official Friggested the Crippen bill be tured so that it would, in fact, 2 percent tax increase.

Robinson, former state revierector and now a top aide to larc Racicot, suggested to the Taxation Committee that all be done by reducing the phase-in to 20 years and all a 5 percent increase per

percent to the home-

would be an average," Cripinted out in an interview. we problems with averages,"

d. "There might be a whole people, to reach the average ent, they'd have to have a 10 percent increase."

## orning hearing

the counties and cities ... that
they need this or that,"
said.

ger said that legislators were ag their time looking at all the salternatives for property tax and that the simple and cordution was to adjust the rate ation downward.

also surprised some commitmbers with the comment that only reasonable for property to go up as the value of propacreases.

property has gone up. It's more," she said. "If I can own operty I can pay the tax."

# Students rally around journalism school dean

MISSOULA (AP) — Journalism students at the University of Montana have rallied around Frank Allen, the dean who was recently dismissed following a lengthy battle with his faculty.

"I've been really gratified and impressed by the intensity of the student feeling on this issue," he said.

Journalism student Cameron Lawrence said problems in the School of Journalism go deeper than Allen.

"You're basically putting a Band-Aid on a festering problem," he said, warning Allen's successor would face the same conflicts because the faculty is resistant to change.

"I still feel I cannot move away from the decision," UM Provost Bob Kindrick said of his decision to dismiss Allen. "The information I have is persuasive enough to me or I never would have taken this step."

Professor Dennis Swibold said the faculty does not have a problem with Allen as a journalist but as an administrator. But no one will say what Allen did to earn the ire of his faculty because comments could be used against them in a possible court case, he said.

Allen has appealed his removal to UM President George Dennison. If Dennison backs Kindrick, Allen could appeal to the Board of Regents.

About 20 journalism students protested the move on the steps of Main Hall and the Internet.

Students aren't the only ones protesting.

Ted Hilgenstuhler, a 1950 graduate of the journalism school, has threatened to cancel a \$100,000 gift to the school if Allen loses his job. "The dean was terrific to me."

he said of meeting Allen.

## reens:,

# On waiting list to join police cadet program

FROM LA

And there's a waiting list of others who hope to join the program.

"I hope visitors can walk away with a positive impression of kids in this town," Kemp said. "Because this town has a lot of good kids."

Parents admit that the thought of their children riding in a on-duty police car can make their hair stand on and

"As a parent, who wouldn't be worried about them being confronted with a situation?" said Chase's dad, Pat Friesen, a Wolf Point businessman. "But I have every confidence in Ron Kemp and the program."

And the benefits outweigh their anxiety, some parents say.

To be a cadet, a student must have a satisfactory GPA. Chase's grades have risen since he joined the pro-

gram this year, his dad said.

"It helps the kids with self-esteem and they learn respect," said Agnes Heser, whose daughter Darci, 16, is the department's lone female cadet.

The police department tested the program last summer with two cadets. The pilot program sparked community interest, so Kemp expanded the program in September.

Other police departments in the state have asked about the program; neighboring Poplar is hoping to start one soon.

On a recent Saturday, Cadet Derek Mahlum, 13, patrols the streets from 10 p.m. to 2 a.m. with Officer Bruce Bauer.

After a quick briefing from Bauer on report writing, the two are off.

It's Derek's first night riding with the police. Even though his dad is an officer, he still has the jitters.

"I never worried when I rode with

my dad, but tonight I'm a little bit nervous," Derek says as the police car heads downtown.

It's prom night in Wolf Point. Sequins and bow ties are spotted in cars cruising Main Street, but the night is relatively uneventful.

Bauer stops a car with its headlights off and checks out the driver; Derek stands near the police car monitoring the radio and shines his flashlight on the pulled over vehicle.

Hours earlier, Derek's dad, Sgt Dean Mahlum, patrolled the streets with Chase. "If I wasn't riding I'd be at home watching TV," Chase said.

Both cadets will write in their journal about their experiences in the patrol car, another program requirement.

"They're very enthused," Kemp said. "They're here because they want to be here, not because they have to be."



Pioneer Voice of the Community

Award-Winning Montana No

Covering Roosevelt, Eastern Valley, Northern McCone, Sou

Vol 85 No. 7

# WPPD Cadet Program Unique Excursion

By Greg Little Herald-News Editor

Wolf Point Police Department Chief Ron Kemp says as far as he knows, the Cadet Program initiated by the department could be a first-of-a-kind in the state of Montana.

"We are kind of inventing the wheel here," said Kemp of the new program

The Cadet Program actually began last summer when Kemp decided he would like to come up with a program which might interest youth in law enforcement. "We wanted to give them some exposure," said Kemp.

Last summer, Action for Eastern Montana funded enough money for two positions, but that funding ran

Kemp then took a twopronged approach in an effort to keep the program going He approached Tribal Strategies Against Violence (TSAV) and also applied for a grant from the Montana Board of Crime Control

TSAV provided funding for uniforms and supplies Kemp said that around for the program And then \$7,000 is being spent for word came last November salaries and another \$3,000 that the funding from the Board of Crime Control had come through for the department. It was \$10,000 to fund the Cadet Program and the Neighborhood



Come Ride The Bus

Wolf Point Police Department cadet Justin Azure sits on the cold weather bus recently. Azure, along with others cadets, are helping out the school district with supervision on the bus. Greg Little photo,

for materials for both programs

Five people have been hired on a part-time basis to run the program. The students are Darcy Heser from

Chase Friesen from the junfrom the Fort Peck Tribal School.

Also, Kemp has hired adults Tony Rowe and John Olsen for the program. "I thought it was necessary to. Local Co

# Con Duri

By Greg Little Herald-News Edi

Contractor regis complicated issue i of Montana, that is

The debate about legislature's bill ai legislation this sesues and it front last F by Rep. Brad Moln. of Laurel was debat house committee.

Proponents of the would make conti sponsible for their o while opponents s. would lead to more working without coverage, which is 1995 law was de remedy

Wolf Point Barry Tjon and To were both in Helen day during the del say that contractors "accountable for i actions."

The bill which w and signed into lav has been struck dow trict court with an that said the state force the law which contractors register state or face pena court ruling did . state to continue contractors, 1 ment could be d

Russ Penkal. formed the Indepentractors of Montan says the state has spent all of the m lected in fees from



#### The Cadet Crew

Shown above are those involved in the Wolf. Rowe Darcy Heser. Chase Friesen and Bruce From left are John Olsen Jason Voice Tony page one

Point Police Department's Cadet Program. Bauer See related story about the program on

### Police Cadet Program

Continued from page 1 Kemp also said that anyone

who would like to know more

about the program can contact

The chief and that since the inception of the program he has been "fine tuning" things

to make the program "more cf-

ficient. We are playing it by

For a new program, things

seem to be going pretty well

and Kemp hopes it is a success

now and in the future

car and we adjust as we go."

him at the police station.

have someboxis else there to oversee the program? Kemp

He said he and officer Bruce Baner, who is the harson be tween Kemp and the cadets "can't be there all of the time."

Each person in the program has a uniform said Kemp They will be helping with traffic control during sports events and parades and doing other things as well said the chief

Though the program only has six months of funding left. Kemp is hopeful he can get another grant from the Montana Board of Crime Control

He said that when he was in Helena recently, a person connected to that board told hun that of the 30 grants awarded his was the only one which included a program The others were mainly for equipment

#### Contractors

Continued from page 1

are registered with the state The says it would be up to the homeowners to Lat individe the proceed paper which the contractors would

One thing which Kemp has instituted with the Carlet Program is forming a partnership with the school system. His cadets are now helping out with the cold weather bus being of fered by the school district They help the driver with handling all of the students who role the bus

Since being instituted the cold weather bus has been a resounding success During the bitterly cold weather there were 100 students riding the bus. The average is between 60 and 75 per day.

This cold weather bus is the best thing I have ever seen " said Rensvold driver Ted

He says the help of the police department has really made his life easier. The driver just does not have time to monitor that many kids? said Kensvold. "And we have a for of ridership. The cadets are doing a great job "

Southside principal Richard Rossignel says having the cadets involved is very impor-tant. The safety factor is the mportant thing" Sand Rossignal

Kemp said he is happy to be able to heip out the seriou district.

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#### School Bc

ments

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### Elks Me Set Thu.

Another meeting abou Elks will take week.

The meetin. uled for 7 p. day, at the Elk This is and

series of publi regarding th and future st. Elks building Street.

Community are being asl tend this meet

### Vet Offic∈ At Courth

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#### THE HERALD-NEWS - 3 Thursday, July 3, 1997



# Buckle Up For Safety!

Wolf Point Police Department cadets Frank Damon, Chase Friesen and Frankie Toves were out encouraging Buttrey's shoppers to drive safely and use a seat belt last Wednesday. They also handed out suckers as well as safety literature that said vehicle crashes are the leading cause of death for children ages 5 to 15.

William L. Spence photo

#### 2- THE HERALD-NEWS Thursday, June 12, 1997



### Take That!

Sidney Police Department officer A.J. Olson shows Wolf Point Police Department cadet Tony Rowe how to use handcuffs. Wolf Point Police Chief Ron Kemp said Olson was conducting a tactical handcuffing course for the young cadets to show them some of the liabilities involved in handcuffing persons. Also, they talked about injuries which can be sustained and techniques of putting handcuffs on people. Though the cadets don't carry handcuffs, Kemp said he felt it importnat they learn about the devices.



## Safety First

The newest officer for the Wolf Point Police Department Frank Toyes, rear, is shown helping out local resident Tyler Desjarlais with his bicycle during the bicycle registration held this past weekend. Also shown are Frank Damon, a

junior cadet, left, and Darci Heser. Around 75 bicycles were registered, said Chief Ron Kemp Helping with the event were the Tribal Police and the Poplar Police Local officers will assist Poplar with a similar program this weekend



### New Man On The Job

Matt Buckles of Northside School is shown above helping out with the Wolf Point Police Department bicycle registration program last weekend at the high school. Buckles is the newest member of the Junior Cadet program, started recently by Chief Ron Kemp. Around 75 people registered bicycles at the event last Saturday.

Greg Little photo.

# 2000 National Training Conference for Criminal Justice and Community Leaders

Green Bay, Wisconsin October 25 – 27, 2000

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### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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# Recruitment and Retention in Law Enforcement Hiring Practices

Due to the booming economy, there is a shrinking employment pool available to law enforcement agencies. While this presents a challenge to many agencies, this session will provide information on how two agencies are proactively working to hire and maintain their employees. Information will also be presented on the Alliance, a multi-racial group of law enforcement associations, and how they are working to address issues that impact minority police officers and minority communities.

### Maria Rubio

U.S. Department of Justice, COPS Office Washington, DC

### Thomas Hinz

Sheriff Brown County, Wisconsin Sheriff's Department Green Bay, WI

### Richard Myers

Chief of Police Appleton Police Dept Appleton, WI

10/26/2000 3:00 PM - 4:45 PM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 15



### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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# **External Gaming Fraud - Case Studies**

A case review of a Wisconsin Bank Robbery and attempt to launder money through a casino will be presented in this session. Discussion will center around the Casino's electronic financial tracking system, surveillance tapes, and soft count drop process used to recover evidence.

#### Keith Tourtillott

Chief of Police Menominee, WI Tribal Police Department Keshena, WI

> 10/26/2000 3:00 PM - 4:45 PM

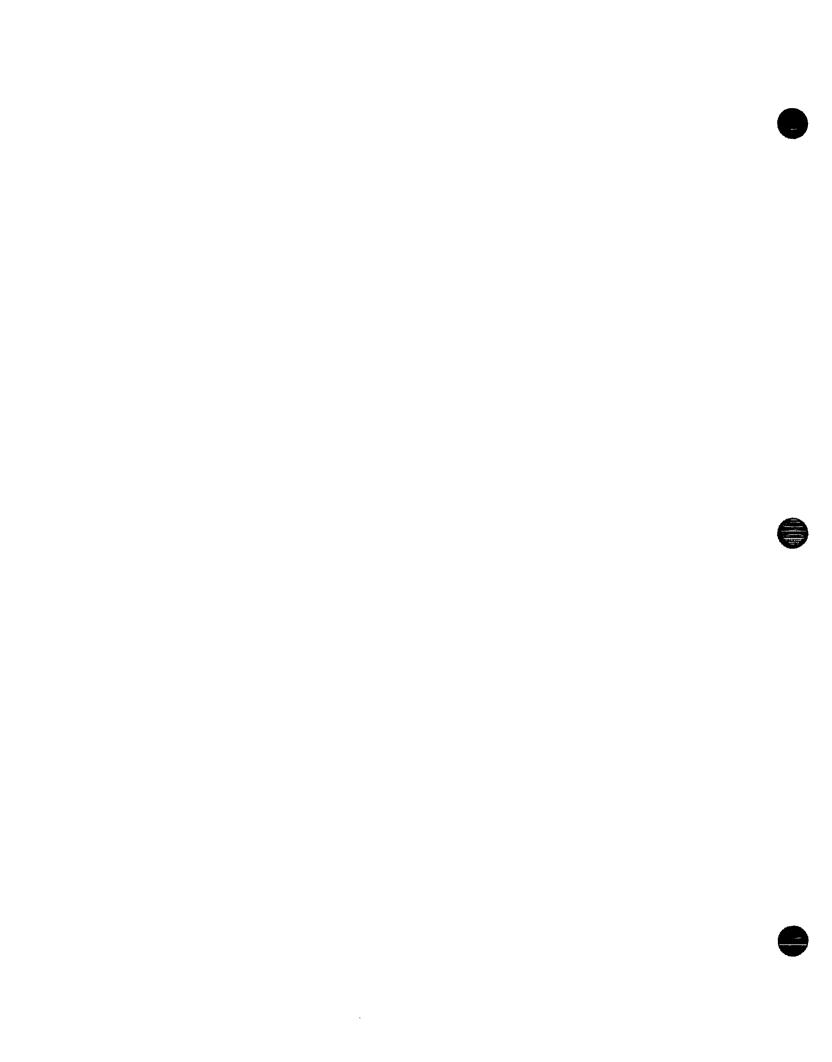
National Training Conference for Criminal Justice and Community Leaders October 25 – 27, 2000 Green Bay, Wisconsin

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\* = Slot Door Open MACHINE: 2141 EMPLOYEE: ANY EXCEPTION CODE: ANY STATUS: ON DENOMINATION: 1 GMU EPROM 10: DR\$0023 TYPE DESCRIPTION: BLKGLD

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16:17:27	2141	811113					8	2-12	15	4384	9731	3272	3867	8	8	0	483099	20
16:28:45	2141	011113					ð	2-12	59	4384	9731	3272	3871	8	0	0	483179	20
16:38:13	2141	011113	02BE	REDKELL	LE,	JUSEPH,		5-15	77	4384	9731	3272	3871	. 0	0	0	483179	20
16:30:18	2141#	011113	<b>OSBE</b>	REDKETT	LE	JOSEPH,		5-15	71	4384	9731		3871	0	8	8	483179	20
16:30:52	21419	611113	SECTION OF THE PERSON OF THE P	MEDIKE!	LE,	102554		5-15			9731	3272	3871	Q	9	Ø 9	483179	20 20
70:52 1:22	£141	011110	REBE	HEUKE ( )	LE	יואפסטר	٨	2-10	/B	4384 4384	9731	3272 3272	3871 3871	0	8 0	8	483179 483179	20
16 - 76 - 12	C191	011117	aane	DETVETT	1 =	וחכיבטוו	g	2-12	77	4004 1701	9731 9731		3871	Ø	9	g	483179	58
16:34:13 16:34:18	24 ¥4 ¥ €1 41	011112	000E	מבתעבור מבתעבור	LE:	THEEDO		2-12 G-12	71	430 <del>4</del>	9731		3871	<b>S</b>	8	0	483179	58
16:34:51	21414	011117	CELE	DEDUCTT.	LE;	100CDU		2-12	71	4304 5786	9731	3272	3871	8	Ø.	0	483179	56
16:34:57											9731		3871	8	8	Ø	483179	20
16:37:55			0252	AEMNE) :	۳,	400Cent	D	2-12	70 50		9731		3871	0	0	8	483179	20
16:48:59			@ORE								9731	3272	3871	9	0	Ø	483179	20
16:41:11											9731		3871	0	0	0	483179	59
16:41:37	21414	011113	asse	REDKETT	1.E.	INSEPH.		5-15			9731		3871	8	8	ø	483179	50
15:41:41	2141	011113	RORF	REDKETT	1.F.	JOSEPH.		2-12			9731		3871	8	0	0	483179	20
16:42:07			•		,		8	2-12			9731		3871	Ø	8	0	483179	281
16:44:43			02BE								9731		3871	2	0	Ø	483179	20 /
16:44:48											9731		3871	9	0	₽	483179	28 ັ
16:45:14	2141€	@11113	BEBL	REDKETT	LE.	JOSEPH.		2-12	72		9731	3272	3871	G	0	Ø	483179	20
16:45:24											9731	3272	3871	8	0	0	483179	20
16:58:53				1000077	676	Ø	10	2-12	77	4384	9731	3272	3871	0	8	0	483179	20
16:59:49		011113		10000977	676	8	10	2-12	78	4384	9731	3272	3871	0	0	Ø	483179	58
18:01:35				10000977			8	5-15	63	4384	9731	3272	3871	9	Ø	0	483179	20
IA: (9:53	2141	011113					8	2-12	59	4385	9731	3272	3871	Ø	3	Ø	483180	1
18:24:17	2141	Ø11113	02DD	BODAH,	EARL	•				4385		3272	3871	0	0	8	483180	1
18:24:22								2-12			9731		3871	0	0	0	483180	1
18:24:51										4385			3871	8	8	Ø	483180	i
18:24:52			<b>0500</b>	Bodah,	EARL			2-12			9731		3871	0	Ø	8	483180	1
18:25:20							8	5-15			9731		3871	8	0	9	483180	1
18:26:08								5-15			9731		3871	Ø	0	9	483180	1
18:26:40								2-12			9731		3871	0	8	Ø	483180	1
10-26:55								2-12			9731	3272	3871	0	0	18	483180	1 1
:56	2141	011113	OZDD	BODAH,	EHR!	•		5-15	/8	4 <b>5</b> 53	9731	3272	3871	0	8	8	483180	i

(RESTIA.RPT)

#### TRANSACTION REPORT MENOMINEE CASINO

PAGE: 2

FROM: 16:00:00 ON 12-Cct-99 MLIST

TO: 02:15:40 ON 14-Oct-99

RUN DATE: 14-Oct-99

TIME: 02:15

# = Slot Door Open

MACHINE: 2141 EMPLOYEE: ANY

EXCEPTION CODE: ANY STATUS: ON DENOMINATION: 1 GMU EPROM ID: BR18023 TYPE DESCRIPTION: BLKGLD

DATE: 13-Oct-99

TIME	SLOT NUMBR	STAND NUMBER	CARD ID	EMPLO PLAYER 1		e name HBONUS+4	TPT	LINE		-	BILL BILL	10 BILL	BILL BILL	50 BILL	108 BILL	COU PON	COIN OUT	LAST BILL
18:39:06	2141	011113		10008455	17	0	10	2-12	77	4385	9731	3272	3871		0	8	483188	1
18:41:36	2141	011113		10000455	17	Ø	10	5-15	78	4385	9731	3272	3872	Ø	0	0	483266	20
21:50:41	2141	011113		10000888	19	8	10	2-12	77	4385	9732	3272	3880	0	0	8	483365	20
22:00:49	2141	011113		10000888	19	8	10	5-15	78	4385	9732	3272	3889	0	9	0	483365	20
22:14:14	2141	011113		10000368	85	9	10	2-12	77	4385	9732	3272	3881	0	9	8	483385	20
32:32:17	2141	011113		10000368	<b>S8</b>	0	10	5~15	78	4393	9734	3274	3881	0	8	0	483423	1

DATE: 14-Oct-99

00:19:53	2141 01	11113 0278	WALKAU,	PATRICK	2-12	77	4393	9735	3276	3883	Ø	0	8	483488	5
00:20:02	2141# 01	11113 0278	WAUKAU,	PATRICK	e~12	71	4393	9735	3276	3883	0	6	8	483488	5
30:20:12	2141# 01	11113 0276	WALIKAU,	PATRICK	2-12	62	4393	9735	3276	3883	0	0	0	483488	5
00:20:35	2141# 01	11113 <b>02</b> 7E	WAUKAU,	PATRICK	5-15	72	4393	9735	3276	3883	0	0	0	483488	5
00:27:06	2141 01	11113 0278	HAUKAU,	PATRICK	2-12	12	4393	9735	3276	3883	0	8	0	483488	5
<b>00:</b> 31:56	2141 81	11113 0275	WAUKAU,	PATRICK	2-12	78	4393	9735	3276	3883	g	0	8	483488	5

#### TRANSACTION REPORT MENDMINEE CASINO

PAGE: 3

FROM: 16:00:00 ON 13-0ct-99 MLIST

TO: 02:12:42 ON 14-Oct-99

RUN DATE: 14-Dct-99

TIME: 88:13

¥ = Slot Door Open MACHINE: 2155 EMPLOYEE: ANY EXCEPTION CODE; ANY DATE: 13-Oct-99 STATUS: ON DEMOMINATION: 1 GAU EPROM ID: BROWNEZ TYPE DESCRIPTION: STRBRS

TIME	SLOT	STAND	71	D) ALIES S		120	LINE	*	DED00707781		COINS	****		-					
	NUMBK	MUMBER	773	PLAYER A	ID +BONUS+C	#I	HUNK	17.00	DESCRIPTION  ACCEPTOR LARGE BUY-I HOPPER CAN'T PAY EMPLOYEE CARD IN SLOT DOOR OPEN SLOT DOOR CLOSED EMPLOYEE CARD OUT HOPPER CAN'T PAY FILL EMPLOYEE CARD OUT EMPLOYEE CARD OUT EMPLOYEE CARD OUT EMPLOYEE CARD OUT EMPLOYEE CARD OUT EMPLOYEE CARD OUT FILL EMPLOYEE CARD IN SLOT DOOR CLOSED EMPLOYEE CARD OUT HOPPER CAN'T PAY EMPLOYEE CARD OUT HOPPER CAN'T PAY EMPLOYEE CARD OUT HOPPER CAN'T PAY EMPLOYEE CARD OUT HOPPER CAN'T PAY FILL EMPLOYEE CARD OUT HOPPER CAN'T PAY FILL EMPLOYEE CARD OUT HOPPER CAN'T PAY FILL EMPLOYEE CARD OUT HOPPER CAN'T PAY FILL EMPLOYEE CARD OUT HOPPER CAN'T PAY	IN	OUT	DROP	PULLS	F _	CI	ID <b>—</b> -	HPJP	756	SER
16:40:56	2155	011120				8	2-71	15	ACCEPTOR LARGE BUY-I	890765	360844	179747	417318	9	3			120	12
17:01:19	2155	011120				8	2-71	59	HOPPER CAN'T PAY	801293	361144	179747	417494	0	3			26	15
17:01:51	<b>2</b> 155	011120	02E!	DELGADO,	FRANK		2-71	77	EMPLOYEE CARD IN	801293	361144	179747	417494	0	3	00			0
17:82:04	2155*	011120	02E1	DELGADO,	FRANK		2-71	71	SLOT DOOR OPEN	801293	361144	179747	417494	4	3				1
17:02:19	2155#	911120	OZE:	DELGADO,	FRANK		2-71	72	SLOT DOOR CLOSED	801293	361144	179747	417494	4	3				2
17:02:25	2155	011126	02E I	DELGADO,	FRANK		2-71	78	EMPLOYEE CARD OUT	801293	381144	179747	417494	8	3 (	80			3
17:02:54	2155	011150				8	2-71	59	HOPPER CAN'T PAY	801293	361144	179747	417494	0	3			26	4
17:02:09	2155	011129		HEATH, V	ICKIE		2-71	101	FILL						J	FE	490.00	65	
17:03:53	2155	011120	02E1	DELGADO,	FRANK		2-71	77	EMPLOYEE CARD IN	801293	361144	179747	417494	0	3 1				5
17:03:59	2155*	011120	02E1	DELGADO,	Frank		2-71	71	SLOT DOOR OPEN	801293	361144	179747	417494	4	3				6
17:04:10	2155∗	011120	02E1	DELGADO,	FRANK		2-71	72	SLOT DOOR CLOSED	801293	361144	179747	417494	4	3				7
17:04:17	2155	011120	72E1	DELGADO,	Frank		2-71	78	EMPLOYEE CARD OUT	881293	361144	179747	417494	Ø	3 (	<b>70</b>			a
17:18:22	2155	011120	SEDE.	CORN, ME	CLIAN		2-71	77	ENPLOYEE CARD IN	801821	361735	179747	417670	0	3 (	70		1	10
17:18:28	215 <del>5</del> ¢	011120	<b>62DE</b>	CORN, ME	CHAN		2-71	71	SLOT DOOR OPEN	158108	361752	179747	417670	4	3			1	11
17:18:51	2155*	011120	02DE	CORN, ME	TURN		2-71	72	SLOT DOOR CLOSED	301821	36 1752	179747	417670	4	3			1	12
17:19:02	2155	011120	ØZDE	CORN, ME	DLIAN		2-71	78	EMPLOYEE CARD OUT	801321	361752	179747	417670	Ø	3 (	30		1	13
9:27	2155	011120		HEATH, V	ICKIE		2-71	101	FILL						F	C	400.00	65	
21:10	2155	011120	02DE	CORN, ME	THAN		2-71	77	EMPLOYEE CARD IN	801911	361854	179747	417700	0	3 (	<b>3</b> 20		1	14
17:21:15	2155#	211120	020E	CORN, ME	BLIAN		2-71	71	SLOT DOOR OPEN	801911	361854	179747	417700	4	3			1	15
17:21:29	2155*	011120	3DS0	CORN, ME	CUAN		2-71	72	SLOT DOOR CLOSED	801911	361854	179747	417780	4	3				0
17:21:39	2155	011120	92DE	CORN, ME	GUAN		2-71	78	EMPLOYEE CARD OUT	801911	361854	179747	417700	8	3 6	89			1
17:59:59	2155	011120			•	8	2-71	59	HOPPER CAN'T PAY	803309	363177	179747	418166	0	3			26	4
18:01:12	2155	011120	02E1	DELGADO,	FRANK		2-71	77	EMPLOYEE CARD IN	803309	363177	179747	418166	Ø	3 (	30			5
13:01:17	2155#	011120	02E1	DELGADO,	Frank		2-71	71	SLOT DOOR OPEN	803309	363177	179747	418166	4	3				6
18:02:27	2155*	011120	02E1	DELGADO,	FRANK		2-71	72	SLOT DOOR CLOSED	803309	363177	179747	418166	4	3				7
18:02:32	2155	011120	82E1	DELGADO,	FRANK		2-71	78	EMPLOYEE CARD OUT	803309	363177	179747	418166	8	3 8	10			8
18:03:02	2155	011120		·		8	2-71	59	HOPPER CAN'T PAY	803309	363177	179747	418166	0	3			26	9
18:03:28	2155	011120		HEATH, V	ICKIE		2-71	101	HUPPER CAN'T PAY FILL EMPLOYEE CARD IN SLOT DOOR OPEN SLOT DOOR CLOSED EMPLOYEE CARD OUT ACCEPTOR LARGE BUY-I ACCEPTOR LARGE BUY-I HOPPER CAN'T PAY						F	E .	466.69	65	
18:05:04	2155	011120	33E1	DELSADO,	FRANK		2-71	77	EMPLOYEE CARD IN	883369	363177	179747	418166	0	3 (	70		1	8
18:05:09	21554	011120	02E1	DELGADO.	FRANK		2-71	71	SLOT DOOR OPEN	803309	363177	179747	418166	4	3			1	11
18:05:20	2155*	811120	02E1	DELGADO,	Frank		2-71	72	SLOT DOOR CLOSED	803309	363177	179747	418166	4	3			1	ع
18:65:25	2155	811120	02E1	DELGADO,	Frank		2-71	78	EMPLOYEE CARD OUT	803309	363177	179747	418166	8	3 6	10	1	1	13
18:14:21	2155	011120		•		8	2-71	15	ACCEPTOR LARGE BUY-I	803309	363263	179747	418166	0	3		1	20 1	4
18:33:53	2155	011120				8	2-71	15	ACCEPTOR LARGE BUY-I	803861	363717	179747	418359	0	3		1	20	5
18:37:07	2155	011120				8	2-71	59	HOPPER CAN'T PAY	803930	363717	179747	418373	Ø	3			26	9
18:40:09	2155	011120	82DE	CORN, ME	OLIAN		2-71	77	EMPLOYEE CARD IN	803930	363717	179747	418373	8	3 8	0		1	10
19:40:20	2155#	811120	02DE	CORN, ME	CSURN		2-71	71	SLOT DOOR OPEN	803930	363717	179747	418373	Ą	3			1	1
18:40:30	2155*	011120	82DE	CORN, ME	DUAN		2-71	72	SLOT DOOR CLOSED	803930	363717	179747	418373	4	3			1	2
18:40:31	2155	911129	Ø2DE	CORN, ME	guan		2-71	78	EMPLOYEE CARD OUT	803930	363717	179747	418373	0	3 0	80		1	.3
18:40:51				HEATH, V			2-71	101	FILL						F	C ·	4 <b>63. 8</b> 8	65	
18:41:10				•		8	2-71	59	HOPPER CAN'T PAY	803938	363717	179747	418373	8	3			25 1	
18:42:23			02DE	CORN, ME	CLIAN		2-71	77	EMPLOYEE CARD IN		363717				3 8	Ø			15
18:42:29							2-71	71	SLOT DOOR OPEN	803930	363717	179747	418373	4	3				G
				CORN, ME					GLOT DOOR CLOSED	803930	363717	179747	418373	4	3				1
				CORN, YE			2-71	78	EMPLOYEE CARD OUT	803930	363717	179747	418373	ß	3 8	10			5

(ROST18, RPT)

# TRANSACTION REPORT

STATUS; ON DENUMINATION: 1 GNU SPROM ID: BR\$0023 TYPE DESCRIPTION: STRBRS

PAGE: 4

FROM: 16:00:00 ON 13-Oct-99 MLIST

TD: 02:12:42 ON 14-Det-99

RUN DOTE: 14-Oct-99

TIME: 02:13

\* = Slot Door Open

MACHINE: 2155 EMPLOYEE : ANY

EXCEPTION CODE: ANY

DATE: 13-Oct-99

TIPE	SLOT NUMBR		CARD 1D		E NAME +BONUS+OPT	LINE			CDINS IN	COINS OUT	COINS DROP	HANDL PULLS				CB MSG	
23:19:49	2155	011120	227E			2-71	77	EMPLOYEE CARD IN	884936	364675	179747	418712	ē	. و	 00	 39	4
23:19:59								SLOT DOOR OPEN	804936				-	•		31	
23:20:04	2155 <del>+</del>	011120	027E					SLOT DOOR CLOSED	804936								6
23:20:10	2155	011120	027E			2-71	78	ENPLOYEE CARD OUT	884936	364675	179747	418712	8	2 (	30		7
23:20:15	2155	011120	6959	KAQUATOSH,	ממסד	2-71	77	EMPLOYEE CARD IN	804936	364675	179747	418712	0	2 (	30		8
23:20:38	2155+	011120	0256	KAGUATOSH,	מססד	2-71	71	SLOT DOOR OPEN	804936	364675	179747	418712	4	2			9
23:20:48	215 <del>5</del> *	811129	9980	KAGUATOSH,	מממד	2-71	62	BLACKOUT	804936	364675	179747	418712	4	2		1	10
23:21:08	2155*	011120	0266	KAQUATOSH,	TODD	2-71	72	SLOT DOOR CLOSED	804936	364675	179747	418712	4	2		1	11
23:21:34	2155	011120	0266	KADUATOSH,	ממסד	2-71	78	EMPLOYEE CARD OUT	804936	36467 <del>5</del>	179747	418712	0	2 (	30	1	12

# TRANSACTION REPORT MENOMINEE CASINO

PAGE: 3

FRCM: 16:00:00 ON 13-Det-99 MLIST TO: 02:15:40 ON 14-Det-99

RUN DATE: 14-Oct-99

DATE: 13-0ct-99

TIME: 02:15

\* = Slot Door Open MACHINE: 2155 EMPLOYEE: ANY EXCEPTION CODE: ANY

STATUS; DN DENOMINATION: 1 GMU EPROM ID: SR\$6823 TYPE DESCRIPTION: STRBRS

TIME					DYEE NAME				1		10		50	100	COU	BILL	LAST
	NUMBR	NUMBER	ID	PLAYER :	ID +BONUS+C	ĮΨŢ	ADDR	COD	BILL	BILL	BILL	BILL	BILL	BILL	PON	COIN OUT	BILL
16:40:56	9155	011120				_	2_71	15	220	7107	4174	250K	0	0	0	518045	28
16:40:56 17:01:19 17:02:04 17:02:05 17:02:51 17:02:54 17:02:55 17:03:59 17:04:10 17:18:22 17:18:21 17:18:22 17:18:21 17:19:02 17:21:10 17:21:39 17:	2155	911120				д	2-71	20	337	2200	4174 6174	2518	8	8	0	518324	20
17-01-51	2155	011120	02F1	DET SADO.	FRONK	٠	2-71	77	224	3566	4174	2518	0	9	Ø	518324	56
17:02:04	2155#	011120	02E1	DELGADO.	FRANK		2-71	71	224	3200	4174	2518	Ø	8	8	518324	28
17:02:19	2155*	011120	02E1	DELGADO.	FRANK		2-71	72	224	3200	4174	2518	0	ě	Ø	518324	20
17:02:25	2155	811120	B2E1	DELEADO.	FRANK		2-71	78	224	3200	4174	2518	6	8	ō.	518324	20
17:02:54	2155	311120	7001	2221.me1	, , , , , , , , , , , , , , , , , , , ,	8	2-71	59	554	3560	4174	2518	8	8	ě	518324	20
17:03:53	2155	011120	22E1	DELGADO.	FRANK	_	8-71	77	224	3200		2518	ø	Ø	0	518324	20
17:03:59	2155*	011120	32E1	DELGADO.	FRANK		2-71	71	224	3200	4174	2518	Ö	Ø	8	518324	28
17:04:18	2155#	011120	02E1	DELGADO.	FRANK		2-71	72	224	3200	4174	2518	0	0	0	518324	28
17:04:17	2155	011120	02E1	DELGADO,	FRANK		2-71	78	224	3200	4174	2518	6	Ø	8	518324	20
17:18:22	2155	011120	050E	CORN, ME	QUAN		2-71	77	455	3200	4174	2526	0	0	0	518484	28
17:18:28	2155₽	011120	02DE	CORN, ME	CLIAN		2-71	71	224	3200	4174	2526	Ø	0	0	518484	28
17:18:51	2155¥	011120	OSCE	CORN, ME	QUAN		2-71	72	224	3200	4174	2526	0	0	0	518484	20
17:19:02	2155	011120	93D£	CORN, ME	OLIAN		2-71	78	224	3200	4174	2526	Ø	9	0	518484	56
17:21:10	2155	011120	95TE	CORN, ME	DUAN		2-71	77	224	3200		2526	8	0	0	518484	20
21:15	2155*	011120	<b>QSDE</b>	CORN, KE	DUAN .		2-71	71	224	3500	4174	2526	Ø	8	9	518484	<b>30</b>
21:29	21550	011120	02DE	CORN, ME	QUAN		2-71	72	224	3200		2526	8	9	8	518484	20
17:21:39	2155	011120	OSDE	CORN, ME	iguan		2-71	78	<del>2</del> 24	3200		2526	Ø	0	8	518484	20
17:59:59	2155	811120				8	2-71	59	227	3201	4175		8	8	6	519022	5
18:01:12	2155	011120	<b>₹2E1</b>	DELGADO,	FRANK		2-71	77	227	3201	4175		Ø	Ø	8	519022	5
18:01:17	2155#	011120	02E1	DELGADO,	FRANK		2-71	71	227	3201		2552	0	Ø	8	519032	5
18:02:27	215 <del>5*</del>	011120	02E1	Delgado,	Frank		2-71	72	227	3201		2552	ø	9	8	519032	5
18:02:32	2155	011120	02Ei	DELGADO,	Frank		2-71	78	227	3201		2552	0	9	Ø	519022	5
18:03:02	2155	01:120				8	2-71	59	227	3201		2552	0	0	0	519022	5
18:05:04	2155	011120	05E1	DELSADO,	FRANK		2-71	77	227	3201		2553	8	0	0	519032	5
18:05:09	2155#	011120	03E1	DELGADO,	FRANK		2-71	71	227	3201		2552	8	8	0	519022	5
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#### TRANSACTION REPORT MENONINEE CASINO

PAGE: 4

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TO: 62:15:40 ON 14-Oct-99

RUN DATE: 14-Oct-99

TIME: 02:15

\* = Slot Door Open MACHINE: 2135 EMPLOYEE: ANY

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DATE: 13-Oct-99

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# TRANSACTION REPORT MENOMINEE CASINO

PAGE: 1

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RUN DATE: 14-0ct-99

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\* = Slot Door Open MACHINE: 2141 EMPLOYEE: ANY EXCEPTION CODE: ANY DATE: 13-Oct-99

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Majestic Pines Casino

ATTN: Accounts Payable

W 9010 Hwy. 54 East

Black River Halls, WI 54615

Phone #: (715) 284-9098 Fax #: (715) 284-4461 Purchase Order: 10205

Vendor ID: FOXV

Ship to:

Fox Valley Sech. College

P.O.Box 227"

To:

Appleton, W: 54912-2277

FAX: (920) 996-7181

Majestic Pines Casino
ATTN: Accounts Payable

W 9010 Hwy. 54 East

Black River Falls, WI 54615

10/10/00	Origin   Net 3	30	
MPC	ASAP   Fletcher Collins		N
Required Item Number	Description	Unit Cost	Amount
1 Non-stock	National Training Conference	195.00	195.00

for Criminal Justice
Fletcher Collins

1 Non-stock National Training Conference 195.00 195.00
for Criminal Justice

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Training Registration Fees

Purchase Order Total: 390.00

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Authorized Signature

### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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### 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin

October 25 – 27, 2000

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# Indian Child Welfare Act

The history of the Indian Child Welfare Act (ICWA), basic guidelines for implementation of the Act, and the legal requirements of the Act will be discussed in this session, with time for questions and answers.

#### Jamie Cork

Assistant County Attorney
Hennepin County Attorney's Office
Minneapolis, MN

10/27/2000 8:30 AM - 10:15 AM

National Training Conference for Criminal Justice and Community Leaders

> October 25 – 27, 2000 Green Bay, Wisconsin

17



# ICWA AND STATE COURT PROCEDURES FOR THE NON-LAWYER

Presented at
The National Training Conference for Criminal Justice and
Community Leaders
Green Bay, Wisconsin
October 25-27, 2000

Workshop Presenter: Jamie Cork, Assistant County Attorney

Special Acknowledgement:
Anne McKieg, Assistant County Attorney
For the time, effort and expertise she put into the
creation of this manual

© Hennepin County Attorney's Office April 14, 1998 The pupose of this presentation is to provide basic information to advocates, tribal representatives, tribal commission members, law enforcement and other staff who work with children for whom the protections of the Indian Child Welfare Act apply.

The ICWA is complex. Child protection cases are complex. Mastery of both is difficult, but a good working understanding is necessary to determine if the ICWA requirements are being provided.

This workshop will present a brief summary of the ICWA requirements, followed by an overview of how a case progresses through a child protection system and when specific ICWA requirements must be met.

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#### Section I: THE INDIAN CHILD WELFARE ACT

#### A. INTRODUCTION

The Indian Child Welfare Act (ICWA) was passed in 1978.<sup>1</sup> Its passage was a congressional response to the high number of Indian children who were removed from their families and tribes by nontribal public and private agencies, and placed in non-Indian foster homes or made available for non-Indian adoption.<sup>2</sup> The placements in non-Indian homes resulted in a separation of Indian children from their culture, which led to serious adjustment problems as they grew up in a white culture that did not acknowledge their Indian heritage.

One of the most serious failings of the present system is the removal of Indian children from the custody of their natural parents by nontribal government authorities who have no basis for intelligently evaluating the cultural and social premises underlying Indian home life and childrearing,<sup>3</sup> and therefore have no understanding of how the Indian extended family can play a critical role in the life of an Indian child.

Both the congressional hearings that resulted in the passage of the ICWA and the subsequent Court cases that interpreted the ICWA noted the serious impact that removal

<sup>&</sup>lt;sup>1</sup> 25 U.S.C. §§1901-1963.

<sup>&</sup>lt;sup>2</sup> Mississippi Band of Choctaw Indians v. Holyfield, 490 U.S. 30, 109 S.Ct. 1597, 104 L.Ed.2d 29 (1989).

<sup>&</sup>lt;sup>3</sup> Id. at 34, quoting Hearings on S. 1214 before the Subcommittee on Indian Affairs and Public Affairs of the House Committee on Interior and Insular Affairs, 95<sup>th</sup> Cong., 2d Sess. 191-192 (1978).

of Indian children has on tribes. The very survival of Indian and tribal culture is significantly impaired when Indian children are removed from their families.<sup>4</sup>

The cornerstone of the ICWA is its recognition of the importance of tribal integrity, the cultural and social standards of the tribal community, and the concept of extended family in Indian society. Recognition of these principals resulted in the ICWA jurisdictional and procedural requirements that must be followed in any court proceeding where the result may be the removal of an Indian child from his or her home and the parent or Indian custodian cannot have the child returned upon demand. In most cases, these will be child protection proceedings.

Please note that the Indian Child Welfare Act must be read in conjunction with other applicable state or federal laws. Generally, ICWA procedures must always be followed unless other state or federal law provide a higher standard of protection for the Indian child, parent, or Indian custodian.<sup>5</sup>

<sup>&</sup>lt;sup>4</sup> Id. at 34, quoting Hearings on S.1214 before the Subcommittee on Indian Affairs and Public Affairs of the House Committee on Interior and Insular Affairs, 95<sup>th</sup> Cong., 2d Sess. (1978).

<sup>&</sup>lt;sup>5</sup> 25 U.S.C. §1921. See also <u>Bureau of Indian Affairs</u>, U.S. Dept. of the Interior, <u>Guidelines for State</u> Courts, 44 Fed. Reg. 67584-67595 (1979).

#### B. PROCEEDINGS COVERED BY THE ICWA

#### 1. CHILD CUSTODY PROCEEDINGS

The ICWA requirements apply to child custody and placement proceedings that take place in state courts. In many jurisdictions, a specialized Juvenile Court will hear these cases.

There are four types of proceedings that meet the ICWA definition of a "child custody proceeding". Each type of proceeding will have its own procedures and forms.

FOSTER CARE PLACEMENT is any action that removes an Indian child from his or her parent or Indian custodian for temporary placement in a foster home or institution or the home of a guardian or conservator where the parent or Indian custodian cannot have the child returned upon demand, but where the parental rights have not been terminated.

**TERMINATION OF PARENTAL RIGHTS** is any action that results in the termination of the parent-child relationship.

**PREADOPTIVE PLACEMENT** is a temporary placement of an Indian child in a foster home or institution after the termination of parental rights, but prior to or in lieu of adoptive placement.

**ADOPTIVE PLACEMENT** is the permanent placement of an Indian child for adoption, including any action resulting in a final decree of adoption.

#### 2. DELINQUENCY STATUS CASES

The ICWA does not apply generally to delinquency cases, but <u>does</u> apply to status cases such as Truancy and Runaways. A "status case" is a case in which the behavior is subject to court action because the perpetrator is a juvenile. These cases are brought to court through either police citation or agency petition. Truancy and Runaway status cases are subject to ICWA requirements because they are involuntary proceedings that may lead to an out-of-home placement.

#### C. ICWA REQUIREMENTS

#### 1. MEMBERSHIP

The starting point in determining whether the ICWA applies is a determination as to whether the child is an "Indian child" as the term is defined by the ICWA. The ICWA defines an Indian child as follows:

- o Unmarried.
- o Under the age of 18.
- o Member of an Indian tribe or eligible for membership in an Indian tribe.
- Is the biological child of a member of an Indian tribe.6

Each of the four requirements must be met for the ICWA to apply. It is important to note that not only must the child be a member or eligible for membership, but a biological parent must also be a member.

The tribes determine their own eligibility criteria for membership. The individual tribes must be contacted for written verification of tribal membership status as early in the proceedings as possible to determine whether ICWA will apply or not. A membership eligibility form requesting this information can be sent to the tribe or tribal representative at the onset of the proceeding. See Appendix, Form A, Membership Eligibility Form.

Even if the child or parent has knowledge of tribal enrollment process or eligibility requirements, the tribe is the ultimate authority and the tribal determination is the governing authority regarding membership of the child and parent. In instances where a child is eligible for membership in more than one tribe, both tribes should be contacted for written verification of eligibility.<sup>7</sup> If a child is eligible for membership in

<sup>6 25</sup> U.S.C. §1903 (4).

<sup>&</sup>lt;sup>7</sup> Guidelines for State Courts, 44 Fed. Reg. 67584-67595, §B.1-B.2.

more than one tribe but is actually a member of only one tribe, that tribe is designated the Indian child's tribe.

If the child is eligible for membership in more than one tribe but is not a member of either tribe, Minnesota guidelines require that the Court determine the tribe with which the child has the most significant contacts by considering the following factors:

- 1. Length of residence on or near the reservation of each tribe.
- 2. Child's participation in activities or each tribe.
- 3. Child's fluency in the language of each tribe.
- 4. Whether there has been a previous adjudication with respect to the child by a court of one of the tribes.
- 5. Residence on or near one of the tribe's reservation by the child's relatives.
- 6. Tribal membership of custodial parent or Indian custodian.
- 7. Interest asserted by each tribe in response to the notice received by the tribe.
- 8. The child's self-identification.8

<sup>&</sup>lt;sup>8</sup> Minn. Dept. of Human Services Regs §XIII at 3523 (Adapted from Guidelines for State Courts, Indian Child Custody Proceedings, Federal Register, November 26, 1979, B.2.).

#### 2. NOTICE REQUIREMENT

A primary tenet of the ICWA is the belief that the Indian child's tribe has a discrete interest, separate from the parent or Indian custodian, in any proceeding involving an Indian child. That tribal interest is protected throughout the proceeding.

Tribal involvement is initiated through the provision of notice to the tribe of a proceeding involving a child of the tribe.

The ICWA requires that notice be sent to the parent or Indian custodian and to the tribe at least ten days prior to any involuntary proceeding for foster care placement or termination of parental rights. If the tribe wishes to participate in the hearing, they may, upon request, be granted an additional twenty days to prepare.<sup>9</sup>

States may have additional requirements. As an example, Minnesota law requires that an informal social service notice be sent to the tribe's social service agency within seven days of a determination that the child's condition *could* lead to an out-of-home placement *and* agency involvement will be required beyond thirty days.<sup>10</sup>

The formal ICWA notice must be sent by registered mail and must inform the parent and tribe of the pending proceedings and of their tribe's right of intervention. If the identity or location of the parent or Indian custodian and the tribe cannot be determined, notice should be provided to the Secretary of the Interior by registered mail, who then has fifteen days after receipt to provide the required notice to the parties.

<sup>&</sup>lt;sup>9</sup> 25 U.S.C. §1912 (a).

<sup>&</sup>lt;sup>10</sup> See Minn. Stat. §257.352, subd. 2 (1985); Minn. Dept. of Human Services Regs. §XIII at 3531.

The Guidelines provide that notice shall include the following:

- Name of the child.
- Child's tribal affiliation
- Copy of the child's tribal affiliation, if known.
- Name of the petitioner and his attorney.
- Statement informing the parents, Indian custodian, and Tribe of their respective rights to intervene.
- Statement that if the parents or Indian child are unable to afford counsel, one will be appointed for them.
- Statement that the parents, Indian custodian, or tribe have up to twenty days to prepare for the proceeding.
- Location, mailing address, and telephone number of the court.
- Statement informing the parents, Indian custodian, or Tribe of the right to request a transfer to Tribal Court.
- Potential legal consequences on the rights of the parties if the child is adjudicated dependent.
- Statement that child custody proceedings should be kept confidential.<sup>11</sup>

#### 3. ACTIVE EFFORTS

A significant component of ICWA is the requirement that a child placement agency demonstrate that "active efforts have been made to provide remedial services and rehabilitative programs designed to prevent the breakup of the Indian family and that those efforts have proved unsuccessful." 12

Active efforts must take into account the prevailing social and cultural conditions and way of life of the Indian child's tribe. It must involve and use the available resources of the extended family, tribe, Indian social service agency, and individual Indian care givers.<sup>13</sup> Those resources are to be used to help the family function successfully to prevent the breakup of the Indian family. "Individual Indian care givers" refers to

<sup>11</sup> BIA Guidelines, §B.5(b), at 67588.

<sup>12 25</sup> U.S.C. §1912(d).

medicine men and women and other tribal members who may have special skills that can be used to help the child's family succeed.

The term "active efforts" is a term of art. As yet, it does not have a clear legal definition. It is, however, the highest standard a child placing agency is required to meet. In Minnesota, most placements are governed by the "reasonable efforts" standard, which is to exercise due diligence to use appropriate and available resources to prevent the child's removal from the home. The Court must be satisfied that sufficient efforts were made to meet the "active efforts" requirement, and this will be met on a case-by-case basis. At a minimum, the child placing agency must maintain regular, documented contact with the child's tribe through the designated tribal representative, make use of culturally appropriate services, and document active attempts to engage the parents in services to correct the underlying issues. If out-of-home placement is to be pursued, the placement preferences and criteria of ICWA must also be satisfied, including considering extended family.<sup>14</sup> Active efforts must continue throughout the duration of a child protection case until a final permanent decision has been made regarding the child.

<sup>13 44</sup> Fed. Reg. 67592 §D.2 (1979).

<sup>&</sup>lt;sup>14</sup> U.S.C. §1915(b). See also Matter of Welfare of M.S.S., 465 N.W.2d 412 (Minn.App. 1991).

#### 4. EXPERT TESTIMONY by QUALIFIED EXPERT WITNESS

When the Court orders the out-of-home placement of an Indian child, the ICWA requires that the petitioning party demonstrate by clear and convincing evidence that "continued custody by the parent or Indian custodian will result in serious emotional or physical damage to the child." The ICWA requires that this determination be supported by the testimony of a "qualified expert witness."

Once a child is placed out-of-home, the out-of-home placement cannot continue for more than ninety days, absent extraordinary circumstances, without the testimony of a qualified expert witness.<sup>16</sup>

#### Expert Testimony

Under the ICWA guidelines, the "qualified expert witness" must testify on two basic questions to determine whether or not serious damage to the child is likely to occur:

Is it likely that the conduct of the parents will result in serious physical or emotional harm to the child?

If such conduct will likely cause such harm, can the parents be persuaded to modify their conduct?<sup>17</sup>

The BIA Guidelines are almost silent on what conditions constitute serious emotional and physical harm. They do, however, provide several conditions that would not satisfy the requirement:

Evidence that only shows the existence of community or family poverty, crowded or inadequate housing, alcohol abuse, or nonconforming social behavior does not constitute evidence that continued custody is likely to result in serious emotional or physical damage to the child.<sup>18</sup>

<sup>15 25</sup> U.S.C. §1912(e).

<sup>&</sup>lt;sup>16</sup> BIA Guidelines, §B.7.(d) at 67589.

<sup>&</sup>lt;sup>17</sup> BIA Guidelines, §D.4. Commentary at 67593.

<sup>&</sup>lt;sup>18</sup> BIA Guidelines, §D.3.(c) and Commentary at 67593.

#### **Qualified Expert Witness**

Although the ICWA itself does not provide a definition of "qualified expert witness", the legislative history of the ICWA provides that "... the phrase 'qualified expert witnesses' is meant to apply to expertise beyond the normal social worker qualifications." 19

The Guidelines provide that persons with the following characteristics are most likely to meet the requirements for a qualified expert witness for purposes of Indian child custody proceedings:

- A member of the Indian child's tribe who is recognized by the tribal community as knowledgeable in tribal customs as they pertain to family organization and child rearing practices.
- A lay expert witness having substantial experience in the delivery of child and family services to Indians, and extensive knowledge of prevailing social and cultural standards and child rearing practices within the Indian child's tribe.
- A professional person having substantial education and experience in the area of his or her specialty.<sup>20</sup> along with substantial knowledge of prevailing social and cultural standards and child rearing practices within the Indian community.<sup>21</sup>

The testimony of the qualified expert witness may be provided to the Court by oral testimony or through an Affidavit signed by the qualified expert witness.

See Appendix, Form B, Affidavit of Expert Testimony.

The Guidelines recommend that the local agency enlist the assistance of the Indian child's tribe or the Bureau of Indian Affairs in locating persons qualified to serve as expert witnesses. The BIA is required by the federal regulations to provide this assistance.

<sup>&</sup>lt;sup>19</sup> H.R. Rep. No. 1386, 95th Cong., 2d Sess., 22 (1978).

<sup>&</sup>lt;sup>20</sup> BIA Guidelines, §D.4(b).

#### 5. RIGHT TO INTERVENE

The ICWA grants the parents, Indian custodian, and tribe the unqualified right to intervene at any stage of a foster care placement or termination of parental rights proceeding. Intervening in a case means that a tribe becomes a party to the proceeding. When a tribe intervenes, it is entitled to receive service of all motions and legal documents from that point forward.

There is no timeliness requirement for intervention, this right can be exercised at any time. Because the right to intervene is an absolute, not discretionary, right, even oral requests to intervene may be allowed by the Court.

<sup>&</sup>lt;sup>21</sup> Minn. Dept. Human Services Regs. §XII at 3586; <u>In the Matter of the Welfare of B.W.</u>, 454 N.W.2d 437 (Minn. App. 1990).

#### 6. JURISDICTION OF TRIBAL COURT

#### Right to Request Transfer to the Tribal Court

A Tribal Court may request that a case be transferred to its exclusive jurisdiction at any time during a child protection proceeding. Only a parent has the right to object to the transfer request. If a parent objects, the Court cannot transfer the matter. No other party has absolute veto power other than the Tribe itself.

Parties other than the parent or Tribe must argue why "good cause" exists to not transfer the matter. Examples of good cause include:

- The proceeding is at an advanced stage and the request to transfer is not timely.
- The Indian child is over twelve years of age and objects.
- The evidence necessary to decide the case cannot be adequately presented in Tribal Court without undue hardship on the witnesses.
- Parents of a child over five years of age are not available and the child has had little or no contact with the Tribe.<sup>22</sup>

The burden of showing good cause is on the party making the request.

#### Exclusive Jurisdiction of the Tribal Court

If an Indian child is subject to the exclusive jurisdiction of Tribal Court and the Tribe requests that the case be transferred to them, the state cannot refuse to transfer a case back to the tribe and must dismiss their petition. A child who is under the exclusive jurisdiction of a Tribal Court can only be removed if an emergency exists and immediate removal is necessary to protect the child, and the child is outside the Tribal Court jurisdiction.<sup>23</sup>

Financial Implications of Transfer of Jurisdiction

<sup>&</sup>lt;sup>22</sup> BIA Guidelines, §C.3. at 67591.

In Minnesota, if the county that placed the child in an out-of-home placement later transfers jurisdiction of the case to a Tribal Court, another county, or even another state, the placing county remains financially responsible for the child's placement.

#### 7. LEGAL STANDARDS

In addition to the requirements of active efforts and expert testimony, ICWA cases require higher legal standards than non-ICWA cases in certain parts of the proceeding.

#### Emergency removals

A state agency may make an emergency removal of an Indian child in order "to prevent imminent physical damage or harm to the child." In Minnesota, this ICWA standard for an emergency removal is not significantly different from the standard for other cases. The legal proof necessary to subsequently determine that the child is in need of protection or services is by "clear and convincing evidence".

In Minnesota, when an emergency removal of an Indian child occurs, the agency must demonstrate by affidavit at the initial emergency hold hearing, and at each subsequent Court hearing, the following:

That it has taken vigorous action to assist the parents or Indian custodians so that the child may safely be returned to their custody promptly; and That specific, emergent conditions continue to exist which threaten imminent physical damage or harm to the child.

<sup>&</sup>lt;sup>23</sup> 25 U.S.C. §1911(b).

<sup>&</sup>lt;sup>24</sup> 25 U.S.C. §1922.

#### Termination of Parental Rights

Before a Court can order a termination of parental rights on an Indian child, the ICWA requires that the petitioner must establish, *beyond a reasonable doubt*, that the continued custody of the parents or Indian custodian would result in serious emotional or physical harm to the child. This evidence must be supported by expert testimony provided by a qualified expert witness. This is the highest legal standard possible, equivalent to the standard required for a criminal conviction.

## Section II: APPLICATION OF ICWA TO CHILD PROTECTION PROCEEDINGS

#### A. EXPLANATION OF THIS SECTION

In all child protection proceedings, there are various points at which the ICWA requirements must be met. The remainder of this manual will set forth the basic steps in a child protection proceeding and the point during a proceeding that it intersects with ICWA requirements.

• ICWA requirements are indicated with a diamond bullet.

#### B. POLICY OF THE HENNEPIN COUNTY ATTORNEY'S OFFICE

The Hennepin County Attorney's Office has adopted a policy on general practices and procedures regarding its implementation of the Indian Child Welfare Act. This policy has been instrumental in establishing compliance with the ICWA as a priority within this office. A copy of the policy is included in the Appendix.

See Appendix, Form C, Policy on the Implementation of the Indian Child Welfare Act.

#### CHILD PROTECTION REPORT

#### CHILD PROTECTION INVESTIGATION

Each of the hundreds of phone calls received daily by social service agencies concerning possible abuse or neglect of children require further investigation to determine if the call is a credible report. In 1997 Hennepin County, Minnesota, in which the City of Minneapolis is located, received 72,000 calls. Of those calls, 5,716 calls reached criteria for investigation, 2,131 led to findings of maltreatment, and 800 were assigned to a child protection worker for a case plan and services. Three elements must be present to warrant a child protection investigation:

- 1. The reported act must violate a law;
- 2. The victim and perpetrator must be sufficiently identified for the agency to locate the parties; and
- 3. It must be a new report as the agency will not perform more than one investigation of an incident.

#### **DETERMINATIONS**

When a Child Protection Social Worker investigates a report made to the agency, two determinations must be made:

- 1. Whether a finding of maltreatment is warranted;
  - Maltreatment is defined as physical abuse, sexual abuse, neglect or mental injury.
- 2. If maltreatment is found, whether *protective services* from the agency are necessary.
  - Protective services are needed if there will be a significant risk of maltreatment without protective intervention and the parent will not protect the child from further maltreatment.

Possible findings of the investigation may include:

- No maltreatment occurred and no need for protective services.
- Maltreatment occurred but no services are necessary; in those situations, the agency may refer the parent to a community program for voluntary services.
- Maltreatment occurred and that protective services are needed. The agency usually consults with the County Attorney's Office regarding filing a petition to bring the family into the court process. The goal of bringing the family into the court process is to have a Court Order issued to require the parents to utilize services they are reluctant or refusing to use voluntarily.
- During this process, a Child Protection Social Worker will inquire whether the parent(s) or Indian custodian has any Native American heritage.

#### **OUT OF HOME PLACEMENT**

#### **VOLUNTARY PLACEMENTS**

Removing children from the parental home is a tool used by an agency to protect children. The agency may ask if the parent wishes to voluntarily cooperate with an out-of-home placement. Agreements to voluntarily place a child must be used with great discretion by an agency because it can be very easy for the parent to feel forced to sign such an agreement if the parent feels the alternative is to go to Court. In some instances, an agency will go to Court even if a voluntary agreement has been signed. If the voluntary placement continues more than three months, the Court must approve it.

◆ The ICWA attempts to protect a parent from a forced agreement by providing that the parent can have the child returned "upon demand". If a voluntary agreement is signed and the parents wish to have the child returned home, the parent must make the request in writing and have the statement notarized. The ICWA requires return of the child when "practicable"; Minnesota law requires return within 24 hours.

#### **INVOLUNTARY PLACEMENTS**

Any placement where the parent cannot have the child returned upon demand is a "foster care placement" and are subject to all ICWA requirements.

- Minnesota law requires that the agency send an ICWA Social Service Notice to the Tribal Social Service Agency if the parent or Indian custodian indicate they are members of a tribe, the possibility of out-of-home placement exists, and the child protection agency involvement will be longer than 30 days.
- ◆ Social Worker makes initial contact with the Tribe to determine Membership Status of the child and completes an Ancestry Form.

#### PLACEMENT INFORMATION

#### Financial Responsibility

In Hennepin County, when an agency places a child in a *relative foster home*, the agency is responsible for foster care payments to the foster family. However, the foster family must be licensed for the placement to occur and for the payments to be made. If the Tribe authorizes placement in an unlicensable home, the agency may defer to the wishes of the Tribe but the agency is no longer responsible for foster care payments. In Hennepin County, non-custodial parents and Indian custodians are not considered relative placements and the agency does not pay foster care when children are placed in these settings.

When a *transfer of custody* to a relative occurs, foster care payments end. The relative with custody of the child may be entitled to Aid to Families with Dependent Children (AFDC), Medical Assistance, or a possible relative assistance subsidy.

Long Term Foster Care placements require the agency to pay foster care subsidies to the foster family until the foster care placement ends.

Families that *adopt* children are entitled to adoption subsidies if the child satisfies the state subsidy requirements.

#### Interstate Compact Agreement

The Interstate Compact is a law regarding the placement of children that has been mutually adopted by many states. This law provides guidelines for placing children from one state to another and determines which state bears financial responsibility for the child if the child is moved. Generally, the *placement* is determined by the licensing requirements of the receiving state. The agency sending the child is *financially responsible* for the placement unless the receiving state redirects the placement.

The Interstate Compact does <u>not</u> apply to Tribes that are under the jurisdiction of the Federal government. However, the Compact <u>does</u> apply to Tribes that are under the jurisdiction of state court and where a state social service agency is responsible for the well-being of the Tribe's children and supervision of the proposed home.

#### **COURT PROCESS**

#### A. INITIATION OF A COURT HEARING

In Minnesota, the first hearing of a child protection case is initiated in several different ways:

- 1. Police Health and Welfare Hold. A child can be placed on a 72 hour health and welfare hold by the police if they have been called to a home and determined that the family situation is unsafe for the child. The child is brought to a shelter and a child protection investigation is initiated. If the child is not returned to a parent or custodian and remains in the Court system, a hearing must be held within 72 hours from the time the child was picked up. If the 72 hour period expires with no hearing, the child must be released to the parent(s). The 72 hour period does not include weekends and holidays. The police can bar the parent(s) from contact with the child while the hold hearing is pending.
- 2. Order for Immediate Custody. If a social worker has investigated a child protection report and made a determination that: (1) maltreatment has occurred, (2) services are necessary, and (3) leaving the child in the care of the caretaker would place the child at serious risk of harm, the social worker consults with the County Attorney. If the evidence is sufficient to warrant imminent harm and danger to the child, a petition or affidavit is drafted with an Order asking the Court to order that the child be picked up by the Sheriffs' Department and placed in a shelter pending a hold hearing. Once the child is picked up, a hearing must be held within 72 hours, not including weekends and holidays.
- 3. Order to Show Cause. This is an Order requiring the parent to come to Court and tell the Judge why their child(ren) should not be removed from their care. This type of Order is generally requested when a parent has refused to cooperate with the investigation of a child protection matter and the social worker has been unable to complete a maltreatment assessment, or when a parent has been ordered to comply with a case plan and is failing to cooperate with it. Order to Show Cause hearings may result in the child(ren) remaining in the parents' home but with a commitment to cooperate with the social worker.
- 4. <u>Protective Supervision.</u> In lower risk situations, if a "safety plan" has been worked out between the social worker and the parents, the child(ren) may be returned to the parents' care but under protective supervision of the Court. This type of order allows the Court to have jurisdiction over the children but return them to their home and orders the parents to comply with certain conditions and cooperate with the social worker. The social worker monitors the family situation and periodically reports back to the Court.

#### B. EMERGENCY PLACEMENT OR HOLD HEARING

The first hearing of a child protection case is called the "hold hearing" or an "emergency placement hearing".

♦ Every attempt is made to notify the Tribe of an emergency placement or hold hearing, usually by FAX or telephone call.

At a hold or emergency placement hearing, the Court must determine two issues:

- 1. Whether there is **probable cause** that a child protection matter exists; that is, if the allegations in the petition were proven true, would they support a finding of CHIPS (Child in need of protection or services); and
- 2. Would the child be in imminent harm and danger if the child(ren) were returned to their parents care.

If the Court determines that <u>no</u> probable cause exists, the petition is dismissed and the child(ren) are returned home.

If the Court determines that <u>probable cause</u> exists but there is <u>no imminent harm and danger</u> to the child if returned home, the Court could order the child(ren) home under Protective Supervision.

If the Court determines that both probable cause and imminent harm and danger exist, the Court may transfer *interim custody* of the children to the social service department and order the children into out-of-home placement.

- \* For ICWA cases, the Court must also determine whether *active efforts* have been made to prevent an out-of-home placement, and whether such efforts have been unsuccessful.
- Active efforts of the social service agency must be documented if the agency receives federal funding. This funding is often referred to as IV-E funding or 96-272 funding. If an agency has not documented active efforts, this funding will be in jeopardy or curtailed.
- ♦ In Minnesota, a separate social service notice must be sent to the Tribal Social Service office when a social worker determines that services will exceed 30 days and an out-of-home placement is possible for an Indian child. This is a different notice than the Tribal Notice that is required by the ICWA.
- ♦ ICWA placement preferences require a child to be placed in the least restrictive setting which most approximates a family, meets the special needs

of the child, and is as close to the child's home as possible. Preferences are in the following order:

- 1. Member of the Indian child's extended family.
- 2. Foster home licensed, approved or specified by the Indian child's tribe.
- 3. Indian foster home licensed or approved by an authorized non-Indian licensing authority, or
- 4. An institution for children approved by the Indian tribe or operated by an Indian organization which had a program suitable to meet the Indian child's needs.

A Court can determine that good cause exists to not follow the order of preference based upon one or more of the following factors:

- Request of a parent or request of a child of sufficient age.
- Extraordinary physical or emotional needs of the child as established by a qualified expert witness, or
- Unavailability of suitable families within a placement preference after a diligent search.

#### C. ARRAIGNMENT

• Formal ICWA Notice must be sent to the Tribe prior to arraignment of a petition. The arraignment cannot take place until the proper time for notice has elapsed.

At the Arraignment, the parent(s) or Indian custodian admits or denies the allegations of the petition.

If the allegations are admitted, the Court will adjudicate the children as CHIPS [Children in need of Protection or Services] and order the parent or Indian custodian to complete a case plan.

Until the children are adjudicated CHIPS, the parent retains legal custody of the child(ren) and case plans are voluntary.

- ◆ Expert Testimony is required in an ICWA case before the Court can adjudicate a child as CHIPS. See Appendix, Form B, Affidavit of Expert Testimony.
- Often a Tribe will send a *Motion to Intervene* prior to the Arraignment hearing to put the Court and County on notice that it intends to participate as a party. Even if a motion is not formally served, the Tribe may be allowed to participate.

♦ Placements of the child(ren) are discussed at the Arraignment to ensure that the placement preferences of the ICWA are being followed. See Section B above for placement preferences.

State law will vary on placement requirements. In Minnesota, a relative must be licensable, as well as foster parents. Minnesota law also, however, defers to tribal judgment on the suitability of a particular home. Therefore, a relative who may not otherwise being licensable but is desired by the Tribe for placement is considered a possible placement.

- ♦ Kinship studies for the child must be initiated by the agency.
- ♦ Tribal Membership information is needed.

#### D. <u>PRE-TRIAL CONFERENCE</u>

At the pre-trial conference, the parent(s) or Indian custodian have a second opportunity to settle the case.

♦ ICWA cases may combine the arraignment and pre-trial, as a parent in an ICWA case cannot be arraigned until the tribe has had the required notice period.

If the allegations of the petition are admitted, the CHIPS trial is settled and the child(ren) will be adjudicated CHIPS and the parent or Indian custodian is ordered to complete a case plan.

If the case is not settled, the parties discuss what issues are in dispute and attempt to narrow the issues for trial and set a trial date.

Placements and progress on case plans may be discussed.

#### E. TRIAL

At the trial, the Court hears all of the evidence presented by the parties and makes a determination as to whether the CHIPS petition was proven by the petitioner by clear and convincing evidence.

◆ An ICWA case cannot be adjudicated CHIPS without the testimony of a qualified expert. See Appendix, Form B, Affidavit of Expert Testimony.

The scheduling of a CHIPS trial will vary from jurisdiction to jurisdiction. In Minnesota, a trial must be scheduled within ninety days of the arraignment in cases where the child is in out-of-home placement, or within 120 days if the child has been returned home under Protective Supervision, unless the parent has waived their right to a timely trial.

- ♦ The Court cannot continue out-of-home placement for an ICWA child for longer than ninety (90) days unless there is testimony from a qualified expert that "continued custody of the child by the parent or Indian custodian is likely to result in serious emotional or physical damage to the child."
- Active efforts by the agency must be established.

#### F. DISPOSITION REVIEW

Issues to be addressed at the disposition are:

How the children are doing in their placement.

Case plan and proposed changes.

Evaluation of progress on the case plan.

Visitation.

Projected reunification.

In Minnesota, dispositional review hearings may be scheduled by the Court approximately every sixty to ninety days, as a way of making sure the case is moved along through the court system.

A review of possible relatives for long-term placement is initiated if it appears that reunification may not occur.

• Active efforts by the agency continues.

In Minnesota, children cannot continue in out-of-home placement for longer than twelve months without a permanency determination.

#### G. PERMANENCY

Establishing a permanent custodial arrangement for the child is the goal of the permanency stage.

It is the goal in Minnesota to have permanency established within twelve months of the out-of-home placement date. Minnesota has recently changed the permanency law which now calculates out-of-home placement time cumulatively. Any out-of-home placement made after August of 1995 counts against the total twelve month period. For example, if a parent had their child in placement for 4 months in June of 1996, the child was returned home and the petition dismissed and then a subsequent CHIPS action is inniated, the social service agency has 8 months until is must establish a permanent plan for the child.

There are four permanency options for CHIPS children, in order of preference:

- 1. <u>Reunification</u> is returning the children to their parent(s) or Indian custodian. The Court may retain jurisdiction through Protective Supervision.
- 2. Transfer of legal and physical custody to relatives or kin means that the custodian becomes the parent for the child(ren) and assumes responsibility for providing for the children both physically and financially. The natural parent or Indian custodian retain their right to visitation and maintain their legal status as parent. If circumstances change and they are able to assume responsibility for the child(ren), they may petition the appropriate Court for the return of the custody of their child(ren).
  - \* Formal notice to the tribe must be sent for *transfer of custody* proceedings because this is a separate legal proceeding with new legal documents.
  - Active efforts by the agency must continue.
  - Expert testimony supporting the transfer is required.
  - Placement preferences are sought from the tribe. Relatives or kin receive highest preference.
- 3. <u>Termination of parental rights</u> ends any and all parental rights of a parent and transfers guardianship to the State Commissioner of Human Services, at which point the child becomes a candidate for adoption.
  - For ICWA cases, the standard of proof that must be shown by the petition is "beyond a reasonable doubt", which is the highest legal standard and is equivalent to the standard required for a criminal conviction. This standard may also apply to proof of active efforts.

Once a TPR Order has been entered, it is absolute and final and the parent(s) or Indian custodian cannot change their mind, unless the termination had conditional terms. A *conditional termination* occurs very rarely because it creates more uncertainty for the child. A conditional TPR gives the parent or an Indian custodian the opportunity to revoke a voluntary termination if certain conditions are not met, such as an expected adoption by a particular person does not occur.

A parent can *voluntarily terminate* their parental rights if the Court is convinced that the parent believes it is in their child's best interest to do so.

- ♦ Formal notice to the tribe must be sent for termination proceedings because this is a separate legal proceeding with new legal documents.
- Active efforts by the agency must continue.
- Expert testimony supporting the termination is required.
- ♦ The Tribe may make specific requests to the Court, such as adoption by a tribally approved home.
- 4. <u>Long-term foster care</u> is appropriate for children who cannot return home and for whom there is no one willing or able to take custody of or adopt the child. In Minnesota, long-term foster care may only be requested for children who are over the age of twelve or are placed in the same foster home with a sibling who is over the age of twelve.
  - ♦ The Court must make the determination that the child is unlikely to return to the care of their parent or Indian custodian in the foreseeable future and it is in the best interest of the child to remain in long-term foster care.

Although the parent or custodian may retain the right to visit, they must pursue the visitation through the social service agency.

Court reviews are held once each year if a specific home has not been named. If the child is placed in a specific home, a written report is ordered once each year unless a disruption in the placement occurs and the matter returns to Court.

- ♦ The motion for long-term foster care is served upon the Tribe.
- Expert testimony supporting the long-term foster care is required.
- The Court must determine that active efforts have been unsuccessful.
- The agency is relieved of providing any further services to the parent or Indian custodian aimed at reunification.
- ♦ The Tribe may make specific requests to the Court, such as a specific placement of the child in a tribally approved home and that the agency be ordered to keep the Tribe informed as to the status of the children and their placements.

## **EXPERT WITNESS**

Purpose: "to provide the Court with knowledge of the social and cultural aspects of Indian life to diminish the risk of any cultural bias" <u>S.E.G.</u>, 507 N.W.2d 872, 844 (Minn. App. 1993).

## Practice Tips

#### Preparation

- Prepare a written resume outlining all of your experience and qualifications.
- Be clear about your fee, be sure to ask for reimbursement for any costs related to travel.
- Dress professionally and appropriately for Court. Keep in mind that court room attire for state court may be more formal than tribal court.
- Be prepared. Take the time to talk to the attorney who is calling you as a witness so that you are aware of the type of questions they may ask you, and ask about possible questions that may be asked by the opposing attorney. Ask to see the information from which you are being asked to draw your conclusions. For example, most ICWA experts will want to review the child protection social worker file, interview the parents, children and extended family members, and talk to other professionals who are working with the family.

#### ICWA Procedures

- Has formal notice been sent to the tribe and parents?
- Have the placement preferences been followed? If not, has the Court found good cause to the contrary?
- Have active efforts been made to eliminate the need for out-of-home placement?
- Have the services been culturally appropriate?
- Have the services addressed the underlying family problems?

Have the services been realistic and least restrictive?

#### Testimony

- Be familiar with the Tribe with whom the child or children are members.
- What are the Tribes parenting standards?
- What is your tribal affiliation?
- Do you have knowledge of the tribal government system within that community?
- Do you have any past or present experience with the tribe?
- Do you speak the native language?
- Do you have any knowledge regarding the ceremonial or religious practices of the tribe?

#### Court room tips

- Be honest in your responses.
- When an objection is called by an attorney, do not answer the question, wait for the Judge to rule on the objection.
- Avoid using excessive professional jargon.
- Be direct in your responses.
- Speak slowly and clearly.
- When responding yes or no to a question, answer aloud.
- Be calm in your responses, do not lose your temper or argue.
- Do not chew gum or bring any food into the Court room.
- Address the Court as "Your Honor".

## Courtroom Terms

<u>Objection</u>- When an attorney asks the Court to not allow the question based upon the rules of evidence.

<u>Overruled</u>- The Court decides the question asked is appropriate and allows the witness to answer the question.

<u>Sustained</u>- The Court determines that the question is inappropriate based upon the rules of evidence and does not allow the witness to answer the question or if the witness has answered, instructs the Court reporter to strike the testimony.

<u>Cross-examination</u>- the style of questioning used by an attorney to elicit favorable testimony by getting the witness to agree with your statements or attempting to discredit the witness by poking holes in the witness testimony.

<u>Direct examination</u>- the style of question used by an attorney to elicit a clear, logical progression and observations of the witness.

<u>Subpoena-</u> a process used to order a witness to appear at Court and testify before the Court.

<u>Opening Statement</u> the first opportunity for an attorney to outline for the Court in a organized fashion their version of the facts that will be presented at trial.

<u>Closing Argument</u>- the last opportunity for an attorney to argue the facts presented during trial in a fashion that is most positive for their client.

STA	TATE OF MINNESOTA FOURTH	I JUDICIAL DISTRICT COURT
COU	OUNTY OF HENNEPIN	JUVENILE COURT DIVISION
		T TESTIMONY AFFIDAVIT
Moth	other's Name,	FAM ID No. JC Case No.
CHII	HILD: , dob , Age, Gender, YID No.	
STA'	OUNTY OF) ss.	
	Tribal Rep, being duly sworn upon oath, deposes an	d states:
1.	That she is the Title employed by the Tribe's Name.	
2.	That this affidavit supports the out-of-home placement	in connection with the hearing.
3.	That the above-named child is enrolled or eligible for n	nembership with the Tribe's Name
4.	That this matter falls under the Indian Child Welfare A	ct because the child is eligible for
	membership with the Tribe's Name.	
5.	That the Tribe's Name received appropriate notice of the	ese proceedings pursuant to the
	Indian Child Welfare Act.	
6.	That she is qualified to provide expert testimony under	the Indian Child Welfare Act as
	she is knowledgeable in tribal customs as they pertain t	o family organization and child-
	rearing practices.	
7.	That conduct of the parent(s), demonstrated by chemical	al dependency, failed treatment,

inability to maintain sobriety, inability to maintain safe and stable housing, involvement

in do	omestic	violence,	and fa	ilure to	protect	the	child(ren)	from	abuse 1	has r	esulte	i in
chile	d-raisins	g practices	s whic	h are u	naccepta	ble	in the Indi	an cor	nmuni	tv.		

- 8. That continued custody of the child by the parent(s) is likely to cause serious emotional and/or physical damage to the child.
- 9. That the placement of the child in a culturally appropriate foster home, pending placement with relatives, is consistent with the order of preference under the Indian Child Welfare Act.
- 10. That appropriate services were provided to the family to prevent placement out of the home.

FURTHER YOUR AFFIANT SAYETH NOT.

	Tribal Rep's Name Title Tribe
Subscribed and sworn to before me on this day of, 20	
Notary Public	

## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## **Session Notes**

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## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## **Session Notes**

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## **Tribal Drug Courts**

The purpose and intent of this session is to provide the participants with information regarding the Tribal Drug Court Initiative, the ten key components, and the development of a culturally relevant Tribal healing to Wellness Court as a therapeutic and intensive supervision process.

## Raymond Perales

Consultant Appleton, WI

10/27/2000 8:30 AM - 10:15 AM

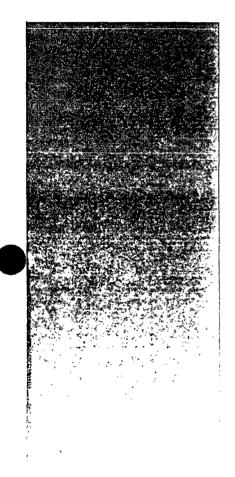
National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 18



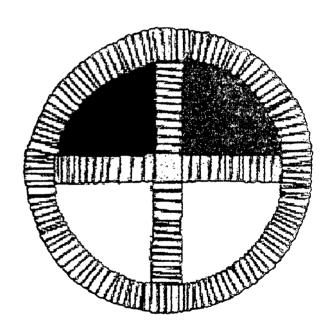


# **Drug Courts Programs Office**



# Healing to Wellness Courts: A Preliminary Overview of Tribal Drug Courts

July 1999



PREPARED BY THE

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## Background

The drug court movement began in the late 1980s in response to the growing number of drug-related court cases and the resulting overcrowded jails and prisons. The standard law enforcement and corrections policies alone were not having the impact on drug supply and demand that the proponents of the "War Against Drugs" had hoped. The drug court approach departed from the standard court approach by systematically bringing drug treatment to the criminal justice population entering the court system. In the past, courts had referred selected offenders "out" to treatment as a condition of probation. In the drug court, however, treatment is anchored in the authority of the judge who holds the defendant or offender personally and publicly accountable for treatment progress.

Beginning as a grassroots initiative, drug courts have spread across the nation. Local teams of judges, prosecutors, attorneys, treatment providers, law enforcement officials, and others are using the coercive power of the court to force abstinence and alter behavior with a combination of intensive judicial supervision, escalating sanctions, mandatory drug testing, treatment, and strong aftercare programs.

Native American and Alaska Native tribal courts expressed an interest in the drug court approach and have made significant progress in recent years. There are now at least a dozen operational tribal drug courts and at least 30 more are being planned (A listing of these tribal drug courts is provided in Appendix A). Tribal drug courts, however, face critical issues and challenges not generally encountered by state drug court systems.

The U.S. Department of Justice, Office of Justice Programs, Drug Courts Program Office (DCPO) determined early on that the drug court concept would need to be adapted significantly in order to meet the specific needs of Indian Nations. Consequently, in 1997, the DCPO developed a special program to assist Indian Nations that were federally funded to plan or implement drug courts within tribal governments. DCPO charged the National Association of Drug Court Professionals (NADCP) with the task of creating a culturally sensitive training program that would meet the needs of the initial twenty-two Indian Nations who had been awarded drug court grants through the DCPO.

NADCP, in collaboration with DCPO, identified a group of individuals with expertise concerning tribal courts and/or substance abuse in August 1997 to help design an adapted curriculum for tribal drug court training sessions. These professionals served as an informal advisory committee and as facilitators at the tribal drug court training sessions. The first of a series of tribal specific training sessions was held in Stillwater, Oklahoma in September 1997. These tribal drug court training sessions have served a vital role in explaining the drug court concept and in working with the tribal representatives from each community to adapt the drug court concept to meet the needs of their individual communities. At each session, representatives from tribal courts, law enforcement, treatment providers, tribal government, Native communities, and others come together to develop an action plan for drug court development in their individual community.



In September 1998, DCPO awarded two cooperative agreements in order to provide training and technical assistance for Indian tribes who are planning or implementing Tribal Healing to Wellness Courts. The National Association of Drug Court Professionals (NADCP) is responsible for providing training programs. The Tribal Law and Policy Institute (TLPI) is responsible for providing on-site technical assistance and the development of tribal court specific resource materials. In addition, the Drug Court Clearinghouse and Technical Assistance Project at American University compiles and disseminates operational materials developed by both tribal and state drug court programs and compiles and publishes information on state and tribal drug court activity on an on-going basis.

In December 1998, a formal Tribal Advisory Committee (TAC) was formed (A listing of the Tribal Advisory Committee members is provided in Appendix B). The purpose of the Tribal Advisory Committee is to take an active role in the development of a more comprehensive training and technical assistance program for the tribal drug courts.

Development of tribal drug courts is proving to be a complex task. Tribal drug courts face many critical issues and challenges. Many of these are unique to tribal drug courts. Others are problems which are faced by all drug courts, but often present more substantial problems for tribal drug courts.

These issues and challenges include the following:

- \* Tribal courts must address the specific cultural needs of their individual communities, including the challenge of incorporating tribal custom and tradition into the tribal drug court.
- \* The nature and high volume of alcohol abuse cases in most tribal courts present unique adaptation
- \* Tribal courts face jurisdictional barriers which complicate their ability to implement an effective drug court process.
- \* Tribes seeking to establish drug court systems often face a broad range of other issues and challenges, including isolated rural locations, small community issues, lack of resources and services, and lack of funding.

The development of tribal drug courts has, therefore, required special strategies to address these and other issues that have emerged during the course of program planning and implementation. Because tribal drug courts are relatively new and evolving, they are continually adapting to meet the needs of their target populations and their communities.



## Unique Role and Importance of Tribal Justice Systems

In order to understand the critical issues and challenges facing tribal drug courts, it is critical to have a general understanding of the unique role and importance of tribal courts generally. There are approximately 300 tribal justice systems serving the more than 550 federally recognized Indian Nations. These tribal justice systems are the most important visible manifestation of tribal sovereignty.

The United States Congress has repeatedly recognized the unique role and importance of tribal justice systems - most recently when Congress enacted the Indian Tribal Justice Act of 1993 (Public Law 103-176). The Indian Tribal Justice Act included the following specific Congressional findings:

- (1) there is a government-to-government relationship between the United States and each Indian tribe;
- (2) the United States has a trust responsibility to each tribal government that includes the protection of the sovereignty of each tribal government;
- (3) Congress, through statutes, treaties, and the exercise of administrative authorities, has recognized the self-determination, self-reliance, and inherent sovereignty of Indian tribes;
- (4) Indian tribes possess the inherent authority to establish their own form of government, including tribal justice systems;
- (5) tribal justice systems are an essential part of tribal governments and serve as important forums for ensuring public health and safety and the political integrity of tribal governments;
- (6) Congress and the Federal courts have repeatedly recognized tribal justice systems as the appropriate forums for the adjudication of disputes affecting personal and property rights;
- (7) traditional tribal justice practices are essential to the maintenance of the culture and identity of Indian tribes and to the goals of this Act;
- (8) tribal justice systems are inadequately funded, and the lack of adequate funding impairs their operation; and
- (9) tribal government involvement in and commitment to improving tribal justice systems is essential to the accomplishment of the goals of this Act.



## Adapting "Drug Court" Term for Tribal Justice Systems

As the tribal drug court programs began developing, it became apparent that a term other than "drug court" be used to describe the tribal drug court program. The term used needs to (1) clearly incorporate alcohol abuse cases since alcohol abuse is the predominant drug problem in most Native American and Alaska Native communities, and (2) allow the community to take ownership of the drug court concept.

Individual tribal courts have adopted various terms for their programs. These terms have included "Wellness Court", "Healing Court", "Treatment Court", and "Alternative Court". Initially, the tribal drug courts were referred to generally as "Tribal Wellness Courts". Some tribal drug court personnel, however, were concerned that the term "wellness" might imply that the participants had achieved wellness instead of still striving to achieve it. Ultimately, a tribal advisory group developed the idea of calling the tribal drug courts "Healing to Wellness Courts" to (1) incorporate two important Native concepts - both Healing and Wellness and (2) promote the program's efforts to achieve wellness for the participants.

Although the names "Healing to Wellness Courts" or "Tribal Healing to Wellness Courts" are used as the generic terms for tribal drug courts, individual courts continue to develop individual names for their programs to address the specific needs of their individual communities. In fact, tribal courts are now increasingly using words from their Native languages for their drug courts. These words often mean healing, wellness, or other appropriate Native concepts in their Native language which summarize or identify the goal for their programs. The use of a Native language name allows the community to take ownership of the drug court concept as adapted to meet the individual needs of their communities.



### **Defining Drug Courts**

The drug court concept involves leveraging the coercive power of the criminal justice system to achieve abstinence and alter criminal behavior through the combination of judicial supervision, treatment, drug testing, incentives, sanctions, and case management. A drug court is a special court docket given the responsibility to handle cases involving drug-using offenders through an extensive supervision and treatment program. Drug court programs bring the full weight of all intervenors (judge, prosecutor, defense counsel, substance abuse treatment specialists, probation officer, law enforcement and correctional personnel, educational and vocational experts, community leaders and others) to bear, forcing the offender to confront their substance abuse problem.

The design and structure of drug court programs are developed at the local level, to reflect the unique strengths, circumstances and capacities of each community. Many sectors of the community are integrally involved in the planning and implementation process of a drug court system, including: criminal justice, substance abuse treatment, law enforcement, educational and vocational entities and community anti-drug organizations.

Drug courts across the country rely on the capability to provide immediate responses to participant progress or lack of progress. If a participant does not comply with program requirements (for example, the participant continues to use alcohol or drugs), sanctions are immediately applied. The most common sanctions typically include increased drug testing, increased court appearances, increased frequency of contact with the treatment provider, community service assignments, and/or short term incarceration. When a participant shows progress in becoming and maintaining sobriety, on the other hand, their accomplishment is also immediately recognized - with praise from the drug court judge and often accolades from others in the drug court program.

The following is a listing of the ten key components identified for state adult drug court programs. A complete analysis of each of these components is provided in *Drug Courts: The Key Components* (OJP Drug Courts Program Office, January 1997). A committee of officials involved in the development of tribal drug courts are currently examining these "key components" to determine which might be adapted by Tribal Healing to Wellness Courts as well as what additional components should be added.

KEY COMPONENT #1: Drug courts integrate alcohol and other drug treatment services with justice system case processing.

KEY COMPONENT #2: Using a nonadversarial approach, prosecution and defense counsel promote public safety while

protecting participants' due process rights.

KEY COMPONENT #3: Eligible participants are identified early and promptly placed in the drug court program.

KEY COMPONENT #4: Drug courts provide access to a continuum of alcohol, drug, and other related treatment and

rehabilitation services.

KEY COMPONENT #5: Abstinence is monitored by frequent alcohol and other drug testing.

KEY COMPONENT #6: A coordinated strategy governs drug court responses to participants' compliance.

KEY COMPONENT #7: Ongoing judicial interaction with each drug court participant is essential.

KEY COMPONENT #8: Monitoring and evaluation measure the achievement of program goals and gauge effectiveness.

KEY COMPONENT #9: Continuing interdisciplinary education promotes effective drug court planning, implementation, and operations.

KEY COMPONENT #10: Forging partnerships among drug courts, public agencies, and community based organizations generates local

support and enhances drug court effectiveness.



### **Defining Tribal Healing to Wellness Courts**

Tribal Healing to Wellness Courts are not simply tribal courts which handle alcohol or other drug abuse cases. Instead, a Tribal Healing to Wellness Court is a tribal justice system which incorporates and adapts the drug court concept to meet the specific needs of their individual community. It provides an opportunity for a Native community to address the devastation of alcohol or other drug abuse by establishing more structure and a higher level of accountability for these cases through comprehensive supervision, drug testing, treatment services, immediate sanctions and incentives, and case management.

Some Indian Nations are establishing adult drug courts. Other Indian Nations are establishing juvenile or family drug courts. Many Indian Nations are planning to ultimately establish both adult and juvenile drug courts.

The following are a series of definitions and descriptions of Tribal Healing to Wellness Courts provided by officials who have been involved in the training and development of Tribal Healing to Wellness Courts:

"The story goes that around the turn of the century a coalition of Hopi elders sent a young Hopi volunteer to the white man's boarding school as a spy to discover the white man's weaknesses and report back on how these leaders might wage war on the intruder. The young man went away for several years. He learned to read and write in English, he saw industrialized cities for the first time, and he saw many amazing modern things. When he returned home his message to his elders was that there were so many white people, and many of them were good people with good things to offer, and that the best strategy would be to pick and choose what could better the Hopi world and leave the rest behind. The elders were angry and banished the young man from the village. Over time, and amidst much controversy younger Hopis have begun to pick and choose from the offerings of the outside world to build the Hopi Nation. Despite colonization, piece by piece, generation by generation, Indian people have taken control of their futures as a people by merging the old with the new, by finding the common human threads across cultures and using what works. It has never been easy. It has always been controversial, and the outcomes are never certain. However, the Indian people who engage in these efforts are dedicated to making their communities better. They are willing to be creative, to work hard, to take risks and to keep moving forward in the face of many obstacles. This is true for Indian people that are involved in the tribal drug court movement, and slowly but surely, they are making their communities well."

-Pat Sekaquaptewa, Associate Director, Tribal Law and Policy Institute.



"Our tribal leaders are currently engaged in the process of nation building as well as fulfilling their traditional roles as wayshowers. As such, our leaders face enormous responsibilities and obligations in a time when reservations are undergoing rapid cultural, social, economic, and demographic changes. Modern nation-building necessarily entails incorporation of traditional concepts, and careful consideration and importation of successful modern tools which will move tribes forward in their efforts to ensure safe, healthy, tribal communities. At Hualapai, the Jiway Gwavo, or "fight talk", is a way of positioning the Tribe's efforts and offensively fighting social problems - instead of simply responding to them once they manifest. At Hualapai, planning, developing, and implementing the drug court model utilizes the Jiway Gwavo by adjudicating alcohol and drug related cases in a way which requires individual, family, community accountability, and responsibility for the wellness of individual community members. By tailoring and adapting the drug court model for tribal communities, our leaders are creating governmental forms that fight for the health and safety of our people."

-Judge Joseph Flies-Away, Hualapai Tribal Court.

"For the Northern Paiute tribes whose traditional dispute resolution systems were destroyed in the late 1800's and early 1900's. I think the Drug Court grants project provided my tribe and others with the funding necessary to return, as nearly as possible, to a traditional way of resolving matters which come before their courts. Before non-law trained Indian Agents created what they believed were mirror images of state court systems in the late 1800's in Nevada, called Court of Indian Offenses, Northern Paiute medicine men resolved not only the disputes at hand, but treated all individuals affected by the dispute. Those Indian Agents, in writing the Commissioner of Indian Affairs, repeatedly said that our medicine men were much more than mere "Indian doctors", that they were "judges of civil and political disputes of the tribe and family disturbances." How splendid it is that mainstream society now not only embraces the concept of mediation, but the federal government now provides Drug Court funding to tribes to re-establish, in a general sort of way, the traditional means our medicine men used to resolve disputes and re-established harmony in our communities."

-Judge Ronald Eagleye Johnny, Chief Judge, Duckwater Shoshone Tribal Court.

"A Drug Court is a council of responsible professional elders and their warriors of both genders coming together in harmony to do battle against both a visible and an invisible enemy - "the disease of alcohol and drug abuse and dependence". The tactic that this team/council/war party takes is to act as a legal and culturally sanctioned authority that meets the patient/client/tribal member where he/she



is at in relation to his/her abusive relationship with mood and behavior altering chemicals. It is understood that the relative has come before the Drug Court Council because it has been determined that the individual will continue to abuse without some sort of holistic intervention. The "Drug Court" basically uses the circle of helpers in assisting the chemically abusing/dependent relative to consider a path of health rather than a path of self-destruction."

-Wilbur Woodis, Management Analyst, Indian Health Services Headquarters West

"A Drug Court is an opportunity ... It is an opportunity for offenders, the courts, support services, and the community, to develop a coordinated and responsive partnership for addressing drug related crime."

-Michelle Chino, Director of Research and Development, American Indian Development Center

"Drug Court is a partnership between all the professionals in a community who deal with drug/alco-hol offenders, judges, law enforcement, prosecutors, defense attorneys, probation officers, treatment providers, etc. This team is developed by bringing together community resources, structured to meet the needs of the individual community, strengthened by communication and cooperation of the team members and maintained by a common goal. It gives a community the opportunity to address the devastation of drug/alcohol abuse by providing drug/alcohol offenders with a much needed structure and higher level of accountability through education, treatment, case management, and supervision. This is accomplished with a judge or other official who monitors participants' progress and imposes appropriate sanctions and incentives."

Janna Cooper Walker, Program Manager - National Association of Drug Court Profe

"A Drug Court or a Wellness Court - is a system for bringing together the court, service providers and the community to address alcohol and other drug related offenses in a coordinated manner which provides intensive treatment and supervision for offenders. In many ways, it involves using a child protection team type of approach for alcohol and drug related offenses. The drug court concept is a flexible approach, which can be adapted to incorporate tribal customs/traditions and to meet the needs of an individual Indian community."

Jerry Gardner, Executive Director, Tribal Law and Policy Institute (TLPI) and Administrator, National American Indian Court Judges Association (NAICJA).



## The Role of the Native Community and Tribal Custom and Tradition

For Tribal Healing to Wellness Courts to succeed, the program must be designed to meet the specific cultural needs of the individual Native community to be served. This process requires the involvement of the Native community. It also usually involves the incorporation of tribal custom and tradition into the Tribal Healing to Wellness Court development and implementation process. The process varies substantially from community to community depending upon many factors such as individual historical issues, the land base and economy of each community, whether the community primarily consists of one tribe or is a confederated reservation involving more than one tribe, the specific customs and traditions of the individual tribe or tribes in the community, and the type of available resources.

It is important to note that the drug court approach is a flexible concept generally consistent with traditional Native justice concepts and methods. The Tribal Healing to Wellness Courts return to a more traditional method of justice for Indian people by (1) creating an environment that focuses on the problems underlying the criminal act rather than the act itself and (2) stressing family, extended family, and community involvement in the healing process. In traditional Native societies, accountability to the community was a responsibility that was kept in balance through cultural norms and values. The Tribal Healing to Wellness Courts are a modern revitalization of guiding Native principles of justice - truth, honor, respect, harmony, balance, healing, wellness, apology or contrition, restitution, rehabilitation, and an holistic approach. The Tribal Healing to Wellness Court concept can be adapted by Native communities to restore harmony and balance to the individuals, the families, and the communities which have been devastated by alcohol and drug abuse.

## Tribal Healing to Wellness Courts are addressing community and traditional issues in all aspects of development and implementation. Among the specific methods being utilized are the following:

- 1. Involving Traditional People in the Planning and Development Process. Many Tribal Healing to Wellness Court programs are involving tribal elders, medicine men, and people with traditional knowledge in all aspects of planning and development in order to ensure that traditional values are respected and included in all aspects of the Tribal Healing to Wellness Court program.
- 2. Establishing a Broad Based Community Development Process. Tribal Healing to Wellness Court programs are establishing a broad based community development process including not just the court and treatment providers, but also tribal council, schools, community agencies, community resources, and community representatives in order to ensure that the program builds the community support needed to succeed.
- 3. Adopting a Traditional Name. Many Tribal Healing to Wellness Courts are using words in their Native language to name their drug court program, often involving tribal elders in the identification of an appropriate term. The use of a Native language name allows the community to take ownership of the drug court concept as adapted to meet the needs of their individual communities.
- 4. Traditional Healing Processes and Treatment Modalities. Tribal Healing to Wellness Courts are incorporating a wide range of traditional treatment components into their treatment programs. Traditional healing practices have proven particularly effective in addressing Native alcohol and substance abuse problems. Involvement in traditional, cultural heritage and/or community activities has also proven effective in providing a productive focus in the lives of Native people who have been devastated



by alcohol and substance abuse. These traditional treatment components may include traditional healing ceremonies, talking circles, peacemaking, sweats, sweat lodge, visits with a medicine man, sun dance, and vision quest. The specific traditional healing practices, traditional ceremonies, and cultural activities vary substantially from tribe to tribe depending upon the traditional practices of the individual Native community.

- 5. Traditional or Community Based Sanctions. Tribal Healing to Wellness Courts are incorporating community based or traditional sanctions into their drug court programs. Some of these community based or traditional sanctions include community service requirements, spending time with elders or storytellers, and required appearances before traditional forums.
- 6. Traditional or Community Based Incentives. Tribal Healing to Wellness Courts are incorporating community based or traditional incentives into their drug court programs. Most of these community based or traditional incentives include involvement in community and cultural activities and community recognition of participant success in the program (for example, one program is planning to award Pendelton blankets to program graduates in a community ceremony).
- 7. Involving Extended Family and Community. Many Tribal Healing to Wellness Courts are attempting to involve the participant's family, extended family, and the community in all aspects of the program, including the decision to enter the program, the healing practices and ceremonies, the cultural activities, graduation, and aftercare.
- 8. Traditional Dispute Resolution Mechanisms. Many Tribal Healing to Wellness Court programs are incorporating traditional dispute resolution mechanisms. These dispute resolution mechanisms include peacemaking, family conferences, elders panels, appearances before traditional or religious leaders, and other traditional or community based dispute resolution mechanisms. Usually, the traditional dispute resolution mechanism is utilized as a program treatment component. Some tribes have been considering using the traditional dispute resolution mechanisms as the Tribal Healing to Wellness Court itself, but this has presented problems in that most of these traditional mechanisms function in more of a mediation role without the full coercive judicial authority required under the drug court approach. Other tribes are examining the possibility of using a traditional community leader or a panel of elders This approach is based on a view that drug court participants may be more likely to conform their behavior to avoid failure in front of a more traditional or community based forum.
- 9. Traditional or Spiritual Component. Tribal Healing to Wellness Courts are incorporating traditional or spiritual components in all aspects of their programs. Many programs, for example, are including invocations at all drug court hearings and group treatment components. Spirituality is central to Native life and a critical component of the healing to wellness process.



### Addressing Alcohol and Drug Issues

Tribal Healing to Wellness Courts must face a number of specific alcohol and drug issues which are often more complex and intractable than the issues faced by state drug courts. Some of the most important alcohol and drug issues Tribal Healing to Wellness Courts must address include:

- 1. Prevalence of Alcohol Abuse. The arrest rate among Native Americans for alcohol related offenses was more than double that found among other races as reported by the Bureau of Justice Statistics in its publication American Indians and Crime. That study also found that 55% of all Native American victims of violent crimes reported that the offender committed the offense while drinking. As a result, Native Americans have the highest incarceration rate. Alcohol and/or substance abuse is involved in more than 90% of the criminal cases in most tribal courts. Alcohol abuse is the predominant problem in most Native American and Alaska Native communities. Although many of the current state drug courts address alcohol abuse, it is not the primary focus of most state drug courts. Handling alcohol abuse cases through a drug court approach requires the program to adopt different strategies such as creative approaches to alcohol testing programs and the need to address medical concerns related to alcohol detoxification. The drug court concept, however, presents a potentially effective mechanism for Native American and Alaska Native communities to address the devastating problem of alcohol abuse.
- 2. Dealing with Alcohol Prohibition. Alcohol abuse issues in Native communities have an added dimension in many Native American and Alaska Native communities which are "dry" (the sale of alcohol and often mere possession is prohibited). In these communities, alcohol issues are more closely analogous to other drug issues where mere possession is illegal along with alcohol dealing or bootlegging. Programs in these communities must develop strategies for determining the difference between mere possession of alcohol and alcohol abuse which requires drug court processing. Furthermore, program staff on completely dry reservations are required to abstain from all alcohol use.
- 3. Fetal Alcohol Syndrome (FAS) Fetal Alcohol Effects (FAE). In many communities, the significant number of drug court participants with fetal alcohol syndrome (FAS) or fetal alcohol effects (FAE) is an issue which must be addressed. A June 1999 survey of operational tribal drug courts indicated that fully one third of tribal drug court participants suffer from FAS or FAE. Drug court participants suffering from FAS or FAE may not fully understand and comprehend the consequences of their actions. These participants may have added difficulties dealing with their substance abuse problem and conforming to the program expectations and requirements. Consequently, the court and program staff must be provided with training concerning FAS and FAE and develop an appropriate treatment strategy to force abstinence and alter the behavior of FAS and FAE participants.
- 4. Dealing with Abuse of Other Drugs. Most Native communities must deal with abuse of other drugs beyond alcohol. These problems are usually more serious in Native communities which are near major urban centers and/or near the borders with Mexico where smuggling problems are greater. In these communities, the issues related to specific drugs are more similar to those issues which the state drug courts must confront.
- 5. Inhalant Abuse. There is at least one additional drug abuse issue which presents special challenges for many Native communities. Many Native communities have substantial problems with toxic inhalants. In these communities, the program must develop appropriate and creative strategies for screening, testing, treatment, and dealing with critical issues such as the risk of permanent brain damage.



### Addressing Jurisdiction and Resource Issues

Tribal Healing to Wellness Courts must face a number of jurisdiction and resource issues which are often more complex and intractable than the issues faced by state drug courts. The following are some of the most critical jurisdiction and resource issues:

- 1. Lack of Criminal Jurisdiction over Non-Indians. The United States Supreme Court has ruled that tribal courts do not have criminal jurisdiction over non-Indians (*Oliphant v. Suquamish Tribe*, 435 U.S. 313, 1978). This ruling greatly limits the ability of tribal justice systems to address criminal offenses involving alcohol or substance abuse which are committed by non-Indians living on Indian reservations, including non-Indian family members. Many Indian Nations, however, have developed alternative methods of handling these cases, including the use of civil court processing, civil forfeiture, and exclusion. Tribal Healing to Wellness Courts must also use these alternative methods in order to handle alcohol and drug abuse cases involving non-Indians.
- 2. Public Law 280. Public Law 83-280 provided concurrent state jurisdiction over many criminal and civil actions on Indian reservations in selected states (that is, both state and tribal court may have jurisdiction). As a practical matter, it has also inhibited the development of tribal criminal justice systems on many reservations in Public Law 280 states. Consequently, many Indian Nations in Public Law 280 states face additional jurisdictional problems, including the necessity of processing criminal offenses involving alcohol and drug abuse as civil offenses and the risk that the offender may be subject to proceedings in both tribal and state court. These Public Law 280 issues can be addressed through strategies such as the development and enhancement of tribal criminal justice systems and improved coordination and cooperation between tribal and state court systems.
- 3. Sentencing Limitation in the Indian Civil Rights Act. The Indian Civil Rights Act limits tribal court sentencing authority to "in no event impose for conviction of any one offense any penalty or punishment greater than imprisonment for a term of one year or a fine of \$5,000 or both" (25 U.S.C. 1302(7)). This sentencing limitation significantly limits the coercive power of tribal courts, especially when it comes to requiring drug court participants to complete a phased treatment program which may last more than one year. (Note: The more serious criminal charges are generally handled in the federal court system.) Tribal Healing to Wellness Courts have been developing creative procedures such as suspended imposition of sentences, consecutive sentencing, and the reliance upon community pressures to ensure participant completion of the treatment program.
- 4. Historically Strained Relationship with State Courts and State Agencies. Although it varies from reservation to reservation, many Tribal Healing to Wellness Courts have to address an historically strained relationship with nearby state courts and state agencies. Some of the Tribal Healing to Wellness Courts have already had success, however, in working together with state entities on drug court issues. For example, tribal drug courts have already successfully established cross deputization agreements with nearby state jurisdictions. There is even one community in which the tribal and state drug courts are being developed together in a closely coordinated manner.



- 5. Tribal Members Charged with Off-Reservation Crimes. In many communities, especially those with a limited land base, tribal members are often charged with criminal offenses involving alcohol or drug abuse in off-reservation state court systems. Some Tribal Healing to Wellness Courts, however, have already had success in reaching agreements with the state courts which allow the Tribal Healing to Wellness Courts to handle these cases.
- 6. Lack of Funding for Tribal Justice Systems. When Congress enacted the Indian Tribal Justice Act in 1993 (Public Law 103-176), it included specific findings that "tribal justice systems are inadequately funded, and that the lack of adequate funding impairs their operation". The Act promised \$58 million in additional funding annually for tribal justice systems, but Congress has yet to appropriate funds under the Act. In fact, tribal justice systems currently receive less Bureau of Indian Affairs funding than they received in 1993 (approximately \$14 million annually for 300 tribal justice systems). The Drug Courts Program Office implementation grants, however, are providing significantly increased funding for Indian Nations who are implementing Tribal Healing to Wellness programs.
- 7. Lack of Staff, Resources, and often Jail Facilities. This lack of funding also results in a substantial lack of staff and resources. Many tribal justice systems also have no access to jail facilities, or have to pay state jails at a daily rate to confine tribal offenders. Consequently, Tribal Healing to Wellness Courts must often rely on creative strategies, such as community pressure and sanctions, to encourage offenders to enroll in the program and to sanction non-compliance. The drug court approach, however, does provide a mechanism for making the most of the limited resources available in a community since it involves the realignment of resources in a more coordinated manner with more communication and accountability between agencies.
- 8. High Juvenile Population. Many American Indian and Alaska Native communities have high juvenile populations, often more than 50% of the reservation population is under the age of 18. As a result, many Tribal Healing to Wellness Courts are choosing to establish juvenile drug courts first. These juvenile Tribal Healing to Wellness Courts are already having significant success in establishing innovative programs to address the specific needs of tribal juvenile participants.
- 9. Addressing Rural and Small Community Issues. Most Tribal Healing to Wellness Courts are in small communities situated in isolated rural locations. Generally, these courts must address issues similar to other small and rural drug courts concerning lack of accessible resources and other increased barriers to coordination and collaboration. Strategies to address these issues are generally similar to those of other small and rural drug courts, including resource sharing and multiple roles for program staff.
- 10. Violent Offender Prohibition Problems. Many of the jurisdiction and resource issues identified above work together to present uniquely difficult problems for Tribal Healing to Wellness Courts in complying with the prohibition on handling violent offenders with federal drug court funds. Many Tribal Healing to Wellness Courts find that most defendants with alcohol and substance abuse problems come to the court's attention as the result of a violent act, especially domestic violence. Furthermore, tribal courts do not have the coercive authority of a state court system where many of the participants may be facing long jail terms if they fail to comply with the drug court program requirements. The Drug Courts Program Office, the National Association of Drug Court Professionals, and the Tribal Law and Policy Institute are working with other federal agencies to develop possible strategies to address these issues.



#### Conclusion

The Justice Programs Office at American University reports that approximately 140,000 drug-using offenders have participated in drug court programs since their inception in 1989. In 1997, the Government Accounting Office (GAO) reported that 71% of all offenders entering drug courts since 1989 have either successfully completed their drug court program or are at the present time actively participating in the program. The Columbia University Center on Addiction and Substance Abuse (CASA, 1998) has concluded a definitive study of drug court research, evaluations, and literature, finding that drug courts provide the most comprehensive and effective control of the drug-using offenders' criminality and drug usage while under the court's jurisdiction.

Alcohol and/or substance abuse is involved in more than 90% of the criminal cases in most tribal courts. These cases have always been very difficult to handle. Often, the same people appear before the tribal court over and over again, and the court has very limited options and resources to effectively address these cases. Because the standard court process does not generally subject either the adult or juvenile substance abuser to intervention measures that provide the sanctions and services necessary to change their behavior, most of these people repeatedly cycle through the system.

The drug court concept, however, has proven effective in addressing these difficult drug and alcohol cases. The drug court approach is a flexible concept which is consistent with traditional Native justice concepts and methods. Moreover, it can readily be adapted to meet the specific needs of individual Native communities.

Tribal courts have only recently adapted and implemented the drug court concept, but the Tribal Healing to Wellness Courts are already achieving positive results. The dozen operation Tribal Healing to Wellness Courts are reporting successful results consistent with the state drug court findings. American University's OJP Drug Court Clearinghouse and Technical Assistant June 1999 which found that at least 259 individuals have already been enrolled in tribal drug court programs and at least 23 have already graduated from these programs (see attached survey for more findings).

In June 1999, the Drug Courts Program Office (DCPO) and the National Association of Drug Court Professionals (NADCP) identified three Tribal Mentor Court sites as follows (each of these tribal mentor courts is described in more detail in NADCP's publication *Tribal Mentor Courts*):

- \* Blackfeet Tribal Alternative Court (Browning, Montana)
- \* Poarch Creek Indians Drug Court Program (Atmore, Alabama)
- \* Fort Peck Community Wellness Program (Poplar, Montana)

With adequate support and assistance, the drug court concept is already proving to be an effective tool for addressing criminal justice issues in Indian Country.



#### Where Do I Find More Information?

Marilyn M. Roberts, Director

Lori Sherrod. Program Officer

Dionne Johnson, Program Officer

Drug Courts Program Office (DCPO)

Office of Justice Programs

U. S. Department of Justice

810 Seventh Street N.W.

Washington D. C. 20531

Telephone.: 202/616-5001

Fax: 202/514-6452

Website - http://www.ojp.usdoj.gov/dcpo

Jerry Gardner, Executive Director

Pat Sekaquaptewa, Associate Director

Tribal Law and Policy Institute (TLPI)

P.O. Box 460370

San Francisco, California 94146

Telephone: 415/647-1755

Fax: 415/647-1760

Website - http://www.tribal-institute.org

#### Janna Cooper Walker, Program Manager

National Association of Drug Court Professionals (NADCP)

901 N. Pitt Street, Suite 370 Alexandria, Virginia 22314

Telephone: 703/706-0576

Fax: 703/706-0577

Website - http://drugcourt.org

#### Caroline S. Cooper, Director

#### OJP Drug Court Clearinghouse & Technical Assistance Project

American University, Brandywine 660

4400 Massachusetts Avenue, N.W.

Washington, D.C. 20016-8159

Telephone: 202/885-2875

Fax: 202/885-2885

Website - http://www.american.edu/justice

This report was prepared by the Tribal Law and Policy Institute. This project is supported by Grant No. 98-DC-VX-K004 awarded by the Drug Courts Program Office, Office of Justice Programs, U.S. Department of Justice. Points of view or opinions in this document are those of the authors and do not necessarily represent the official position or policies of the U.S. Department of Justice.



### Appendix A: Tribal Healing to Wellness Courts

Total Native American Jurisdictions: 45
Total Operational Tribal Drug Courts: 13

#### Alabama

1. Poarch Band of Creek Indians, Atmore - 97 Planning, 98 Implementation\* (Mentor Court)

#### Alaska

- 1. Chevak Traditional Council, Chevak 97 Implementation
- 2. Organized Village of Kwethluk, Kwethluk 97 Implementation
- 3. Native Village of Napaskiak, Napaskiak 99 Planning

#### Arizona

- 1. Salt River Pima-Maricopa Indian Community, Scottsdale 95 Planning, 99 Implementation
- 2. Hualapai Tribe, Peach Springs 97 Planning, 99 Implementation\*
- 3. Gila River Indian Community, Sacaton 97 Planning
- 4. Pascua Yaqui Tribe, Tucson 97 Implementation, 99 Continuation\*
- 5. Yavapai-Apache Nation, Camp Verde 98 Planning
- 6. Navajo Nation, Window Rock 98 Implementation
- 7. Havasupai Tribe, Supai 99 Planning
- 8. Kaibab-Paiute Tribe, Pipe Springs

#### Idaho

1. Shoshone Bannock Tribes, Fort Hall - 97 Implementation\*

#### Maine

- 1. Passamaguoddy Tribe, Indian Township 97 Implementation
- 2. Penobscot Nation, Old Town 98 Planning

#### Michigan

1. Sault Saint Marie, Sault Saint Marie - 98 Planning

#### Montana

- 1. Blackfeet Tribe, Browning 97 Planning, 98 Implementation\* (Mentor Court)
- 2. Fort Belknap Community Council, Harlem 97 Implementation\*
- 3. Fort Peck Assiniboine & Sioux Tribal Court, Popular 97 Implementation, 99 Continuation\* (Mentor Court)
- 4. Northern Cheyenne Tribe, Cheyenne 98 Planning

#### Nebraska

1. Omaha Tribe of Nebraska, Marcy - 98 Planning

#### Nevada

- 1. Duckwater Shoshone Tribe, Duckwater 99 Planning\*
- 2. Pyramid Lake Pauite Tribe, Nixon 99 Planning



#### New Mexico

- 1. Pueblo of Taos, Taos 98 Implementation
- 2. Mescalero-Apache Tribe, Mescalero 98 Planning
- 3. San Juan Pueblo Tribe, San Juan 98 Planning

#### North Carolina

1. Eastern Band of Cherokee, Cherokee - 97 Planning, 98 Implementation\*

#### North Dakota

- 1. Turtle Mountain Band of the Chippewa 97 Planning, 98 Planning, 98 Implementation\*
- 2. Spirit Lake Sioux Tribe, Spirit Lake 98 Planning

#### Oklahoma

- 1. Muscogee (Creek) Nation. Okmulgee 95 Planning, 98 Implementation
- 2. Iowa Tribe of Oklahoma, Perkins 98 Planning
- 3. Citizen Band Potawatomi Tribe, Shawnee 99 Planning

#### Oregon

1. Confederated Tribes of the Umatilla Indian Reservation, Pendelton - Planning 97

#### South Dakota

- 1. Flandreau Santee Sioux Tribe, Flandreau 97 Planning, 99 Implementation
- 2. Lower Brule Sioux Tribe, Lower Brule 97 Planning
- 3. Oglala Sioux Tribal Public Safety, Pine Ridge 97 Planning
- 4. Sisseton Wahpeton Sioux Tribal Court, Agency Village 97 Implementation\*
- 5. Yankton Sioux Tribal Court, Wagner 97 Implementation
- 6. Rosebud Sioux Tribe. Rosebud 98 Planning

#### Texas

1. Ysleta Del Sur Pueblo, El Paso - 99 Planning

#### Washington

- 1. Makah Tribal Council, Neah Bay 97 Planning, 98 Implementation\*
- 2. Spokane Tribe of Washington 99 Implementation\*
- 3. Yakama Nation, Toppenish 99 Planning

#### Wisconsin

- 1. Stockbridge-Munsee Tribe, Bowler 98 Planning
- 2. Menominee Indian Tribe of Wisconsin, Keshena 98 Planning
- \* Indicates Operational Drug Court



## Appendix B: Tribal Advisory Committee (TAC) for Tribal Healing to Wellness Courts

Donna Arch, Court Counselor, Eastern Band of Cherokee Indians North Carolina

Caroline Cooper, Director, Drug Court Clearinghouse, American University Washington, D.C.

Brenda C. Desmond, Special Master, Missoula County Judicial District

James Edwards, Caseworker/Consultant, Cook County Social Casework Department

Reba Elders, Treatment Specialist, Eastern Band of Cherokee Indians

Hon. Joseph Flies-Away, Associate Judge, Hualapai Tribal Court

Herman (Chico) Gallegos, Defense Attorney, Las Cruces Juvenile Drug Court

Jerry Gardner, Executive Director, Tribal Law and Policy Institute

Hon. Ronald E. Johnny, Chief Judge, Duckwater Shoshone Tribal Court

Dionne Johnson, Program Manager, Drug Courts Program Office

Hon. B.J. Jones, Chief Judge, Sisseton-Wahpeton Tribal Court

Kimberly Martus, Tribal Justice Consultant, Chevak Tribal Drug Court

Ada Pecos Melton, President, American Indian Development Associates

Edward Reina, Chief of Polic, Reno-Sparks Indian Community

Marilyn Roberts, Director, Drug Courts Program Office

Dr. Kenneth Robinson, President, Correctional Counseling, Inc.

Pat Sekaquaptewa, Associate Director, Tribal Law and Policy Institute

Lori Sherrod, Program Manager, Drug Courts Program Office

Hon. Don Sollars, Tribal Judge Emeritus

Susan Spotted Bear, Program Director, Blackfeet Tribal Alternative Court

Hon. Irene Toledo, District Judge, Navajo District Court

Edward Vance, Tribal Court Prosecutor

Rita Weeks, Court Administrator, Fort Peck Tribal Court

Wayne Weston, Treatment Specialist, Cangleska

Donna White, Court Administrator, Poarch Creek Tribal Court

Hon. Earnest White, Judge, Poarch Creek Tribal Court

L Winnemucca, Substance Abuse Counselor, 16th Judicial Circuit Court

Wilbur Woodis, Data Manager/Counselor, Indian Health Service

Montana

Illinois

North Carolina

Arizona

New Mexico

California

Nevada

Washington, D.C.

North Dakota

Alaska

New Mexico

Nevada

Washington, D.C.

Tennessee

California

Washington, D.C.

Montana

Montana

New Mexico

Arizona

Montana

South Dakota

Alabama

Alabama

Florida

New Mexico.

## FY98 Tribal Drug Court Initiative Organizational Chart

## Drug Courts Program Office, Office of Justice Programs, U.S. Department of Justice

Marilyn Roberts, Director
Lori Sherrod, Grant Manager - P (202) 305-7424 F (202) 305-9075
Dionne Johnson, Grant Manager - P (202) 305-9003 F (202) 305-9075

National Association
of
Drug Court Professionals

Janna Walker, Program Director
P (888) 31 NADCP
F (703) 706-0577
cmail: jwalker@nadcp.org
www.drugcourt.org
Responsibilities include DCPO Tribal Drug Court
Grantees Trainings, Pacilitator Trainings and the
Tribal Advisory Committee (TAC)

## Tribal Law and Policy Institute

Jerry Gardner, Executive Director P (415) 647-1755 F (415) 647-1760

Email: jerry@tribal-institute.org www.tribal-institute.org

Responsibilities include on-site Technical Assistance & Publications

#### American University Drug Court Clearinghouse

Caroline Cooper, Associate Director P (202) 885-2875 ccooper@american.edu

www.american.edn/~justice

Subcontractor to Tribal Law & Policy for Technical Assistance & Publications

## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

## **Session Notes**

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# Medicine Wheel • Twelve Steps

This session will present information on the Medicine Wheel and the

Twelve Step Recovery Programs; including an understanding of the principles, laws and values. Learn more about the components of the two thought systems and how the programs work for communities.

Pon Coyhiss

President

White Bison, Inc.

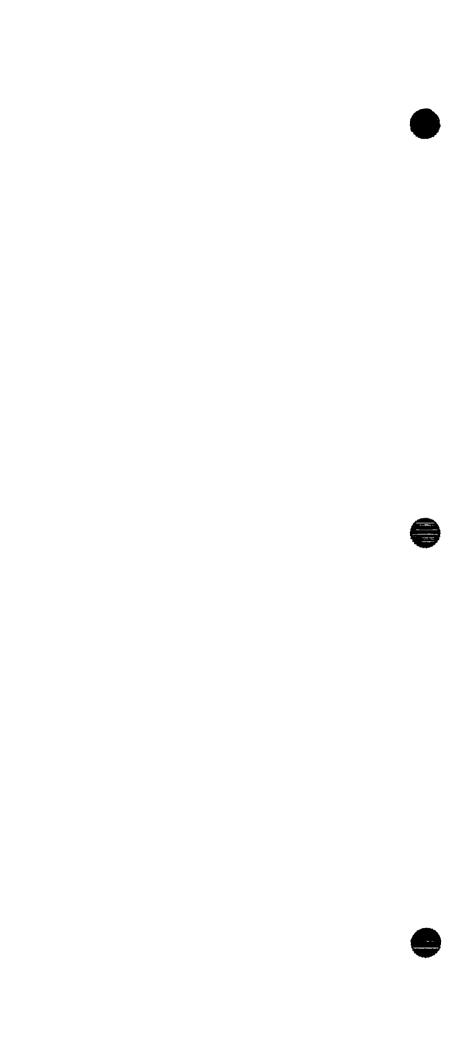
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Green Bay, Wisconsin

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## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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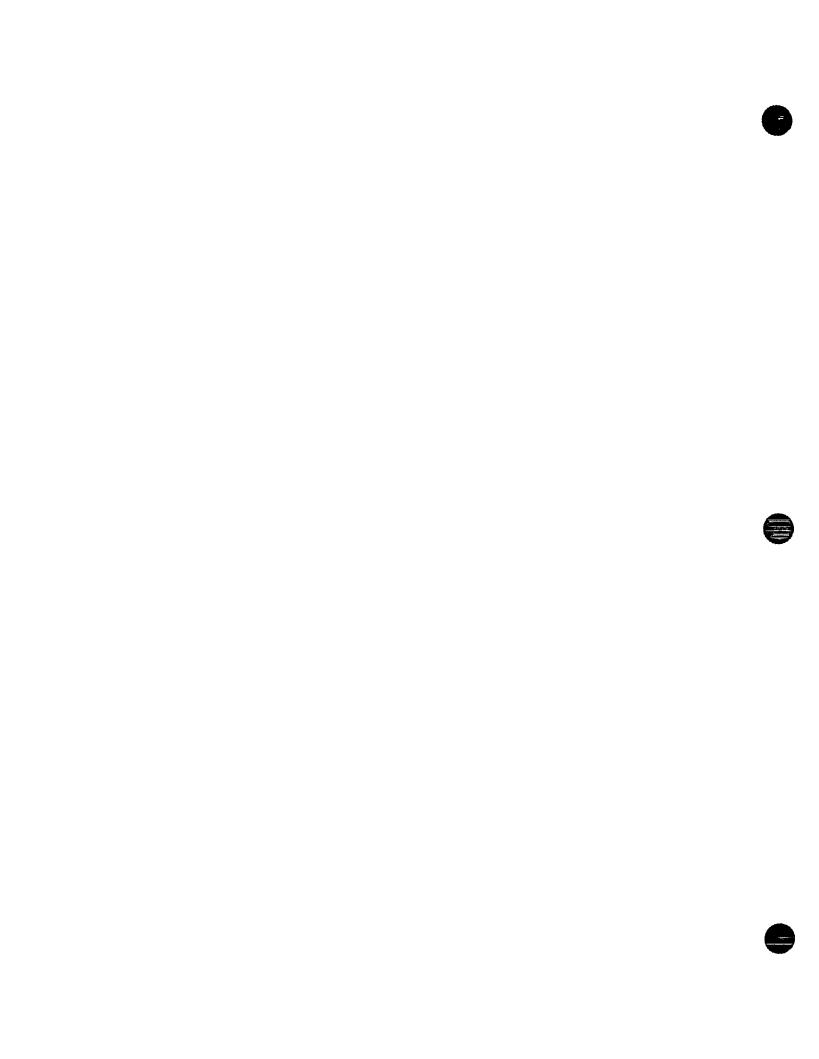
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## **Jurisdictional Issues** for Tribal Courts

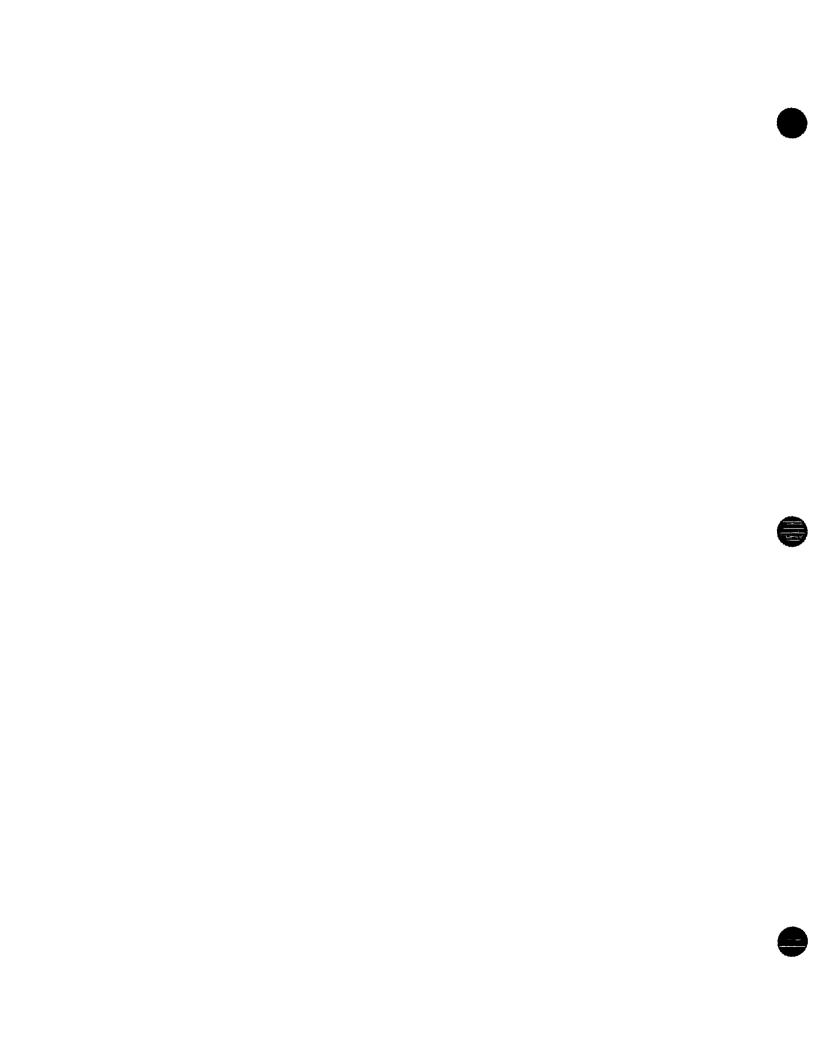
This sesison will focus on the development, monitoring, and sustainability of a tribal court system, including information on constitutional, non-constitutional, jurisdiction, and authority of tribal courts. Learn more about the tribal court process, including accords with State, Federal, and US Supreme Courts.

The Honorable Joseph H. Martin Chief Justice Supreme Court of the Menominee Nation Keshena, WI

> 10/27/2000 8:30 AM - 10:15 AM

National Training Conference for Criminal Justice and Community Leaders

October 25 – 27, 2000 Green Bay, Wisconsin 20



## 2000 National Training Conference for Criminal Justice and Community Leaders Green Bay, Wisconsin October 25 – 27, 2000

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# Community Involvement in Boys & Girls Clubs

This session will begin with an overview by the Panel Discussion Moderator on the importance of community involvement. This will then be followed by various club representatives providing information on outreach to rural clubs, issues relating to teen outreach, board development, and involvement by local law enforcement and school districts. There will be plenty of time for interaction by the audience.

### Panel Discussion Moderator:

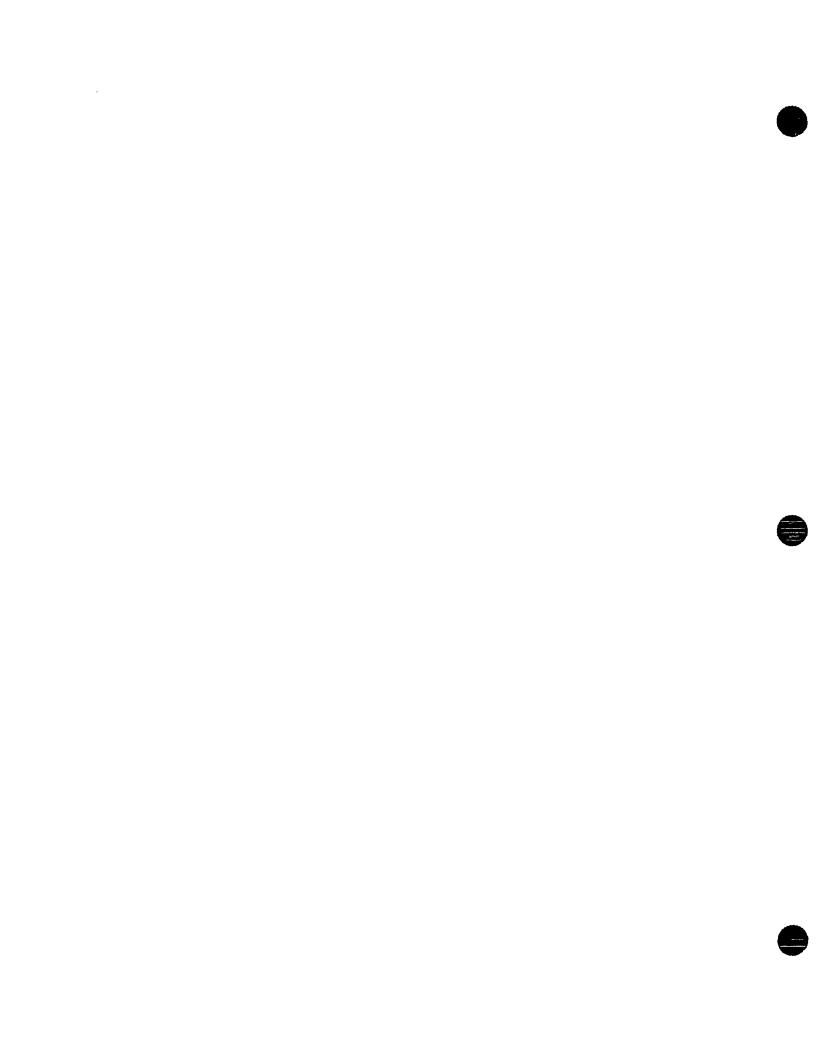
Phil Jachdwicz

Regional Service Director in the Midwest Region Boys & Girls Clubs of America Schaumburg, IL

> 10/27/2000 10:30 AM - 12:15 PM

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October 25 – 27, 2000 Green Bay, Wisconsin 2]



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# Making Change Happen at the Community Level

This interactive session will explore the dynamics of community change, the theory and application of key principles that create positive environments even in the hardest hit communities, and the role of individuals, agencies, and institutions as change agents on individuals, neighborhoods, communities, and systems. Learn the latest thinking, research and applications on this topic.

### Colleen Minson

Section Team Leader, Training Section National Crime Prevention Council Washington, DC

> 10/27/2000 10:30 AM - 12:15 PM

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### ROLE OF FAMILY IN GANG PREVENTION

#### **RISK FACTORS:**

Loss of time together, actual commulcation/interaction almost nonexistent. Loss of adult supervision, structure, modeling of healthy behaviors. Stress. Family instability: divorce, mobility, substance abuse, etc... Rapid social change. Loss of clear role definitions. Values confusion.

#### PROTECTIVE FACTORS:

Clear expectations, clear identity, consistency, stability, sense of belonging, competency, order and a knowledge that they are loved.

1. Establishing a clear identity.

Genelogy/Roots-understanding cultural and family heritage Family Constitution Consistent values/routines

2. Family stability/commitment.

Loyalty Fidelity Family first

3. Consistency/supervision/structure

Be there.

Know their friends, where they are, what they're doing. Have agreed upon family rules and consistently enforce consequences.

4. Active teaching of healthy behaviors.

Teach them to do for themselves Model healthy behaviors Teach them to how to help others

5. Literacy/school success.

Read, read: "Families that read have kids who succeed.." Control TV viewing, video games, etc...
Set up consistent homework practices

6. Order/simplicity.

Simplify physical, social environment Maintain orderly physical environment

### "REINVENTING NEIGHBORHOODS"

#### THE ROLE OF COMMUNITY IN SOLVING THE GANG PROBLEM

#### **COMMUNITY RISK FACTORS:**

- \* Social disorganization
  - 1) Neighbors seldom interact or don't know each other.
  - 2) Youth are viewed with fear or apprehension, youth feel isolated, alienated.
  - 3) The community views itself as powerless or victimized.
- \* Barriers exist within the community related to culture, language, religion, poverty, etc...
- \* Children and youth have no access or limited access to supervised, constructive activities after school, on weekends and during the summer.
- \* Graffiti is allowed to remain up for extended periods of time.
- \* Gang culture is viewed by youth as giving a sense of power, protection, belonging, family.

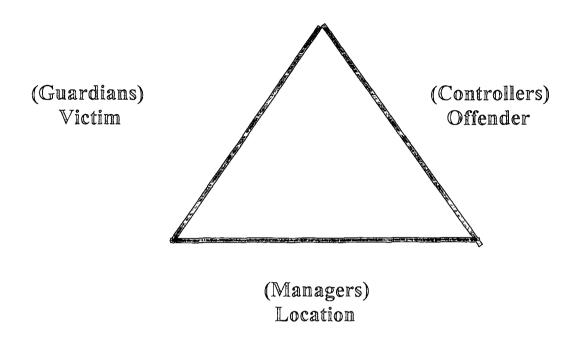
#### **COMMUNITY PROTECTIVE FACTORS:**

- \* Strong social neighborhood network
  - 1) Communication, interaction and trust is high between neighbors.
  - 2) Youth are an integral part of neighborhood interactions.
  - 3) The community is proactive, not reactive. It is able to identify problems, develop and implement solutions in ways that involve everyone in the neighborhood.
- \* All segments of the community feel like they belong, like they are a valued, involved part of the neighborhood.
- \* Children and youth have appropriate supervision and access to constructive activities in their free time, including job opportunities for older youth.
- \* Graffiti is removed quickly. The neighborhood shares in the responsibility of removing graffiti.
- \* Youth have alternatives that provide positive leadership opportunities, a sense of belonging and a sense of competence and self esteem.

#### ROLE OF NEIGHBORHOOD ORGANIZATIONS:

- \* Provides setting for all members of the neighborhood to come together to decide on mutual concerns and united action to address the concerns.
- \* Develops ownership for solving problems at the most basic level.
- \* Builds and strengthens communication, trust and relationships at the block level.
- \* Helps people overcome fears and discomfort about people who are different from themselves by encouraging them to do things together.
- \* Recreates a social neighborhood network that helps everyone, but especially children and youth, feel that they are each an integral and valued member of the community.
- \* Provides neighborhoods the opportunity to make conscious decisions about their lives and environment, both social and physical.
- \* Provides opportunities for people to have fun together, do service projects, clean up projects and more.
- \* Provides a united group to address concerns with the community council, city and government agencies when necessary.

### Crime Triangle



Much like combustion requires three things to occur: a heat source, fuel and oxygen, so too does crime require three things to be present in order for an offense to be committed. Crime requires a victim, an offender and a location. If something is done to remove any one of those elements, crime is eliminated.

Each of these three elements have individuals whose presence and influence can remove or reduce the likelihood of a crime. Victims have protectors or guardians. An example might be that a child has parents, school teachers, and neighbors to act as guardians. Offenders have controllers. For example, a juvenile delinquent has a probation officer, parents, church leaders and others who could act as controllers. Locations have managers. Or if they don't, they may need them. Managers could include playground supervisors, street vendors, police officers or security guards and neighbors walking in the neighborhood.

By examining the characteristics of a problem or crime, you can generally identify specific strategies using the crime triangle, guardians, controllers and managers to eliminate at least one element of the crime triangle and thus eliminate crime.

### Thoughts about Disruptive engagement:

#### Theorems:

#1: Isolation increases an individual's and a community's risk of both victimization and criminal behavior.

#2: Individuals moderate behavior based on their relationships—

• the higher the level of bonding and attachment, the greater the conformity to community norms and standards of behavior.

#3: Criminals adapt and modify behaviors and responses based on community environment.

Law of physics: for every action there is an equal and opposite reaction.

So what's the law of human dynamics? If it is not equal and opposite, what is it?

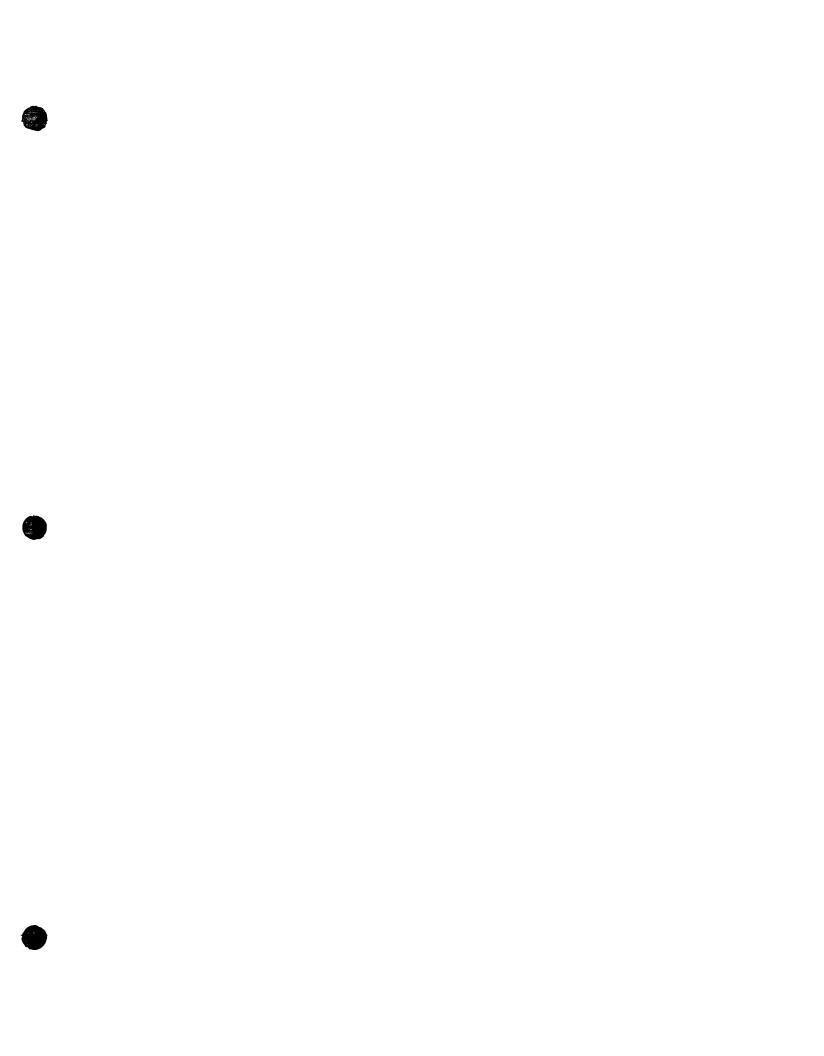
Disruptive Compassion: restorative justice, community corrections, community courts, etc....

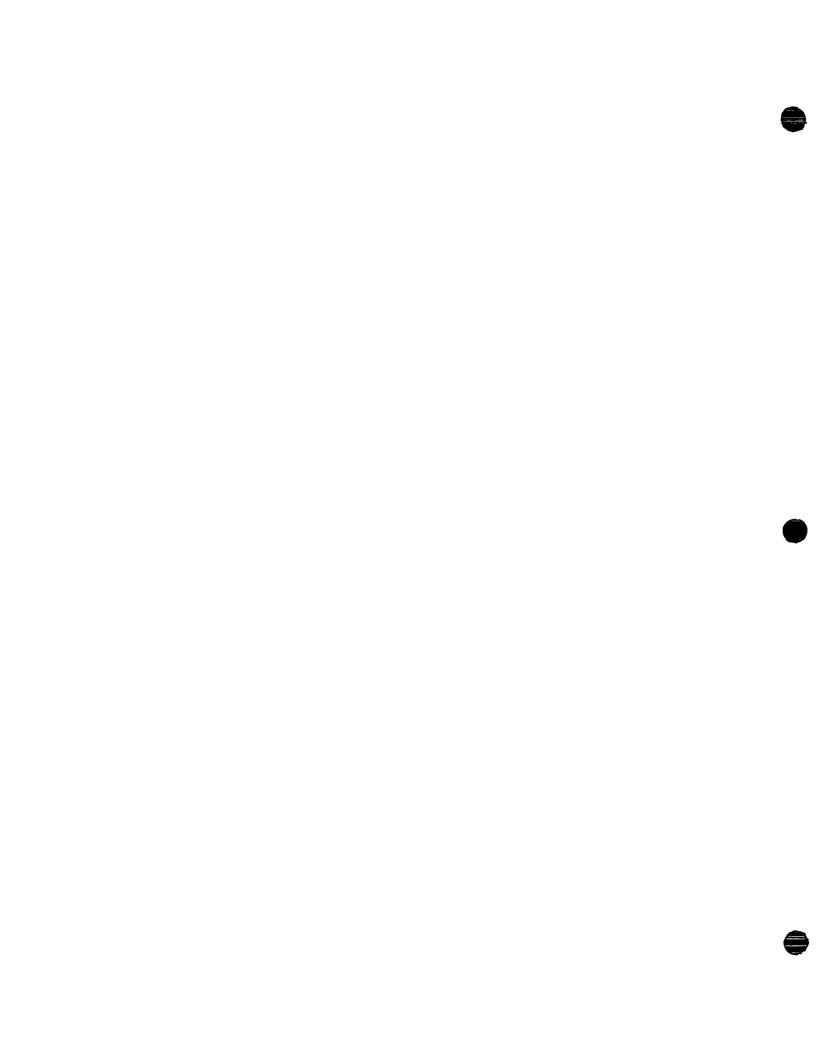
Medical example: viral response to penicillin/antibiotics—survival response is mutation/adaptation

How is it that criminal behavior adapts and mutates to enforcement and environmental factors? How do we stay ahead of the curve?

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### MINSON FAMILY CONSTITUTION

We, the members of the Minson family, in order to form a more perfect union, establish justice, insure domestic tranquillity, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain this FAMILY CONSTITUTION.

### BILL OF RIGHTS AND RESPONSIBILITIES

### RIGHTS OF THE PHYSICAL ENVIRONMENT

1. To live in a safe and clean environment.

### RESPONSIBLITIES OF THE PHYSICAL ENVIRONMENT

- 1a. Individual family members need to carry their share of the workload to make the family run.
- 1b. We will respect the rights and property of others, in and out of the family.
- 1c. We will keep ourselves physically clean.
- 1d. We will be thrifty, making the most of what we have.
- 1e. We will be responsible and reasonable in our spending.

### RIGHTS TO EMOTIONAL AND MENTAL NURTURING

1. To improve ourselves, to become better people.

### RESPONSIBILITIES OF EMOTIONAL AND MENTAL NURTURING

- 1a. We will do our best at whatever we do.
- 1b. We will not avoid responsibilities, no matter how unpleasant.
- 1c. We will give of ourselves to others through service.
- 1d. We will obey the laws of the land.

2. To express ourselves freely.

- 3. To not be judged harshly for mistakes; to be given the opportunity to repent and learn.
- 4. To be respected, and to have our feelings respected.

5. To be nurtured, strengthened, and supported.

- 1e. We will continue to learn throughout our lives.
- 2a. We will express ourselves in ways appropriate for a follower of Jesus Christ.
- 2b. We will communicate with others clearly and honestly.
- 2c. We will speak tactfully and kindly.
- 3a. We will listen without interrupting.
- 3b. We will tell the truth, even if it means getting in trouble.
- 3c. We will accept responsibility for our mistakes and learn from them.
- 4a. We will be respectful of others, especially of our elders, in and out of the family.
- 4b. We will be understanding of others' feelings.
- 4c. We will talk out our feelings.
- 4d. We will respect our leaders.
- 4e. We will be courteous and patient in our actions and speech.
- 4f. We will think before we speak and act.
- 5a. We will support other family members, in their school, work, activities, dreams, troubles and joys.
- 5b. We will tell each other that we love each other.
- 5c. We will give hugs and positive feedback.

#### RIGHTS OF SPIRITUALITY

### 1. To have the guidance and promptings of the Spirit of the Lord.

### RESPONSIBILITIES OF SPIRITUALITY

- 1a. We will keep ourselves morally clean in all respects, that we may be worthy of the promptings.
- 1b. We will have prayer daily, both as a family and as individuals.
- 1c. We will read the Scriptures daily, both as a family and as individuals.
- 1d. We will try our best to keep the Lord's commandments.
- 1e. We will obey our Church leaders, seeking the Lord's help as needed to understand our leaders' requests and desires.
- 1f. We will be honest with our fellow men.

#### RIGHTS OF CITIZENSHIP

### 1. To be protected under the laws of whatever land we live in.

#### RESPONSIBILITIES OF CITIZENSHIP

- 1a. We will obey the laws of the land.
- 1b. We will set an example of good citizenship for our neighbors.
- 1c. We will vote and be active in the political process.

#### FIRST AMENDMENT

- 1. Mom and Dad agree to take the time to listen to the children's side of the story when they are in trouble.
- 2. We will not use terms like shut up, hurry up, freak, etc....

Amendments may be added to this family constitution from time to time as deemed necessary by the members of the family. It is agreed that they must be based on Gospel principles, must be voted on by all family members regardless of age, and must be adopted by unanimous consent.

## THE REST OF THE STORY: REINVENTING NEIGHBORHOODS

By Colleen Minson, Dec. 1997

Getting tough on crime has been a politically popular thing to do for a long time. It's what the voters want. It's pretty simple and straightforward. It requires little or no personal or individual effort. So we build more prisons, put 100,000 more officers on the street and get tough with violent juvenile offenders, treating them as adults. Effective law enforcement and a speedy, fair justice system are core elements of a democratic society. But they are not the only elements that are necessary for democracy to flourish. As Paul Harvey would say, "Here's the rest of the story."

Things aren't like they used to be when we were kids. Social forces have been at work throughout the world at a pace more rapid than at any time in the history of mankind. Those changes have had a significant impact on all of us, but especially on the way families and neighborhoods interact with children. A college professor I know regularly asks his freshman classes how many of them grew up in neighborhoods where other adults, besides their parents, would interact with them? He has found that generally individuals over the age of 25 answer yes and students under the age of 25 generally answer no.

"We are the most age segregated society in the history of the world. Children have less interaction with adults than any previous generation."

Dr. Peter Benson

The positive socializing influences of parents, extended family, caring neighbors, churches, schools and other institutions are reduced by changes in the number of children home alone after school, the amount and content of media viewed, legal liability, changing values, family stability, and other global issues.

These changes may be global, but they affect us all, right where we live. Small towns, big towns, rich or poor, black, brown or white. Not all changes are bad. Many changes

are healthy moves to a fairer, more democratic society. The key to change is how we handle it. Do we recognize the down side of change and find ways to reduce the damage?

I have learned over twenty years of parenting and being involved in my community that each of us **does** have the power to shape the quality of life in our own families and neighborhoods. Not only do we have the power, we have the responsibility to consciously act in ways that strengthen

society, ways that benefit all of us, but especially our most vulnerable citizens, our children.

Shaping the environment of our neighborhoods is not something someone else can do for us, it's something we have to do for ourselves. No mayor, police chief, church or school can do what we can do. We act, each of us, to create our own social environments through our individual and collective

"Whether this generation is a blessing or a curse to the history of mankind is up to us, each of us," Elie Wiezel.

actions. Coercion is seldom effective. We increase our circle of influence through positive interactions, through building meaningful relationships with our neighbors, with children and young people.

Let me give you some concrete examples. During a time of great crisis in my neighborhood, we learned the hard way the price of losing touch with our children. In the early nineties we began seeing graffiti and other signs of gang activity. These were rapidly followed by drive-by shootings, many drive-by shootings. We were angry, we were frightened. Some people moved, some stayed in their houses, some found another way.

We worked with the police, courts, city officials and others to make changes in laws and enforcement. But the thing that changed the way our neighborhood felt and how it supported children had little to do with those things. We began holding weekly activities on our block: water fights, cultural events, service projects, read-a-thons, you name it. The only limitations were that it couldn't cost anything or take a lot of time to prepare and it had to be fun. Everyone was invited. Within a couple of weeks the walls began to come down. Young boys who were vulnerable to being recruited by gang members simply took a different path. The circle of the neighborhood opened up and took them in, instead of shutting them out.

"The government can hire more police officers, build more prisons, or try new rehabilitative techniques, but the worldwide rise in crime and drug abuse is the result of a profound cultural shift for which family life has not yet found a way to compensate. The burden we face is to strengthen the ties that bind and fortify us within the intimate precincts of family, friends and neighborhood so that the strain placed on those ties by modernity can effectively be checked."

James O. Wilson

Rather than having several drive-by shootings every weekend, we no longer had drive-by shootings. Kids were playing basketball in driveways, able to safely walk down the street in their own neighborhood and have other people greet them by name and inquire about their sports or schoolwork. Young people were known, valued and interacted with. Adults did not avoid eye contact or conversation out of fear or discomfort. They knew them and were concerned about them. An hour a week was all it took to reconnect a besieged neighborhood.

In a different setting, a retired couple in their seventies moved in to a new neighborhood, the only family without children on the block. Instead of being frustrated with the noise and children picking their flowers, they took a positive approach. At seven o'clock one evening they went up and down the street knocking on doors. Each time someone answered, they asked, "Will

you come out and play with me?" Soon the whole neighborhood was in the street playing games together. This couple became the neighborhood grandparents and were immediately welcomed by families on that street. No one picked their flowers without asking and children looked to them for positive words and encouragement.

Bea, a single woman in her sixties, has created a tradition in what many would call a high risk neighborhood. Every day after school the children on her street stop by her house for a piece of candy. The trade is one piece of candy for telling her something they've learned in school that day. No one will ever graffiti her fence or break into her car. She is the most valued grown up on the street.

These examples all have something in common. They each demonstrate a proactive approach to creating safer, healthier communities. They focus on the voluntary, simple actions of a few individuals that have a profound impact on the quality of life in a neighborhood.

I have found that a leader is the person who takes the first step when something needs to done. Then others follow. Responsible adults recognize that we cannot change others, we can only change ourselves, how we respond. But when we do, the results are almost magic. Our circle of influence expands to fill the emptiness. I challenge you to look at your own family, your own neighborhood, and determine what you could do that would make a difference.

Practice the responsibilities of democracy, choose wisely, choose deliberately.

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### C.E.M.E.N.T. - Gaming Management

The CEMENT concept was developed to be a tool for training and guiding protective service decision makers, allowing the trainer to bring the trainee to the table with concepts that are understandable in a story line format. The primary elements to the CEMENT foundation are: Compensation, Education, Manpower, Equipment, Networking, and Teamwork. Learn how this program can help personnel decision-makers.

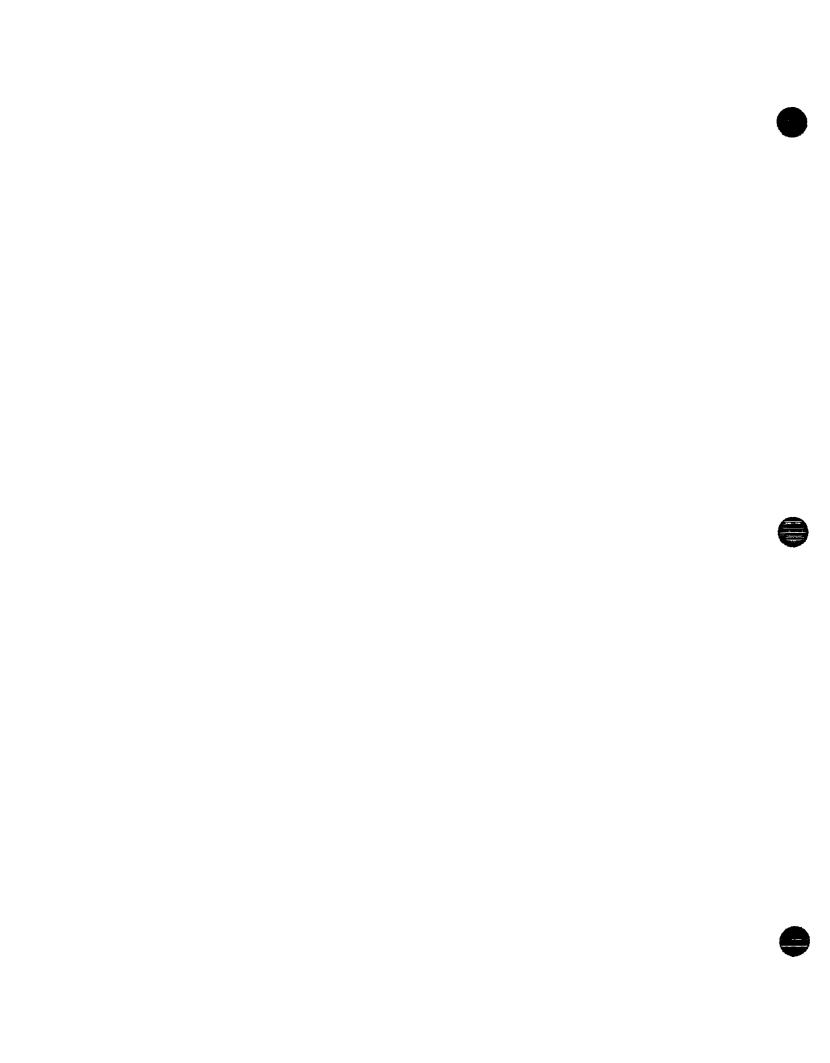
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National Training Conference for Criminal Justice and Community Leaders October 25 – 27, 2000

Green Bay, Wisconsin

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C.E.M.E.N.T. Compensation Education Manpower Equipment Networking Teamwork

# C.E.M.E.N.T.

The **CEMENT** concept was developed to be used as a tool for training and guiding protective service decision makers, in an easily read format. As training and guideline tools, the use of **CEMENT** as an acronym allows the trainer to bring the trainee to the table with concepts that are understandable in story line format.

The best teaching tool is the use of stories and conceptual presentations of otherwise static information. An example of this is the presentation of the concept **CEMENT**:

For a strong foundation of any gaming operation, it takes strong and uniform operational guidelines. A strong foundation starts with strong **CEMENT**. To have strong cement it requires an input of ingredients that mixes well. Also re-bar is used to reinforce the cement. The ingredients to the cement are the directives of the gaming operation, personnel and equipment. The re-bar for a strong cement foundation is the protective services, decision-makers and communication between all departments.

When a strong **CEMENT** foundation is created, it will last for generations, and withstand deterioration from elements that want to undermine or destroy the foundation. This foundation was created to ensure gaming integrity is not compromised, and is understood by all gaming personnel decision-makers, that **CEMENT** is the backbone of the gaming operation.

C.E.M.E.N.T. concepts can be used by any department.

# Compensation

In the gaming protection environment, it is easy to overlook the protective services provided to the casino gaming operation. When things go right, problems are perceived to be under control and the first economic cuts or downsizing have been inherently put on the protective service staff, with the concept of saving bottom line dollars. When reviewing this ongoing policy, it helps to keep in mind this simple concept, that will assist the decision makers in evaluating compensation for their protective services.

The protective services for the gaming industry, work and perform their tasks 24-hours a day, 7-days a week including all holidays. The decision-makers in the gaming industry work and perform their tasks mostly during normal business hours, Monday through Friday. This is understandable, as normal casino business decisions are made during a normal business week. When the decision-makers leave the premises for the day or weekend, the keys to the multiple million-dollar asset gaming operation are given to \$8.00/\$10.00 Security and Surveillance staff. These departments are not only responsible for asset protection, but are also required to ensure that gaming integrity is not compromised by inside and outside forces.

This scenario is repeated each week, without forethought, to the caliber of personnel protecting the gaming assets. Many Indian Gaming Casinos have already recognized this defective practice, and have adjusted compensation with the intent of hiring qualified and professional staff.

# **Education**

Compensation will and does bring a higher qualified person to the employment table. With the higher qualified employee, development and self-improvement on a professional level, is made easier through training and specialized education. Service and task performance of duties is improved and continually upgraded. With concise training and evaluation of training, self worth of the employee is developed and enhanced. Self worth is a very motivating factor in performance, attendance and motivation.

Lawsuits and litigation have become ever more common, when the litigants look at the protective services provided to them at our gaming facilities. One of the most detailed areas questioned in litigation is the protective service staff properly trained? Before this question is asked in litigation, decision-makers should ask the same thing of their protective services. Comprehensive training, with documentation, will make a decision maker sleep better at night, knowing those protecting the assets, have the knowledge and skill to protect the multiple-million dollar gaming operation. Another aspect of litigation consideration is proper staffing numbers.

# Manpower

One of the most discussed operations of the protective service, along with compensation, is the actual physical manpower needed to provide protective service to the gaming operation. Numbers are developed through a process of actual requirements of one person overseeing an operation over a period of time. (Shift, Post, Service) A quick glance review of this process is shown below:

### The following scenario:

On the day shift I need (5) posts covered for 7days a week. Such as; 1) Parking lot, 2) Front door, 3) Black Jack, 4) Slots, 5) Cage/Vault

The above schedule is considered a balanced schedule. It will take 7 staff members to cover 5 post for seven days a week. When staff members are off on personal leave, sick etc, these posts must be filled by overtime or a shortage of protective coverage in other areas will occur to fill this post.

# Equipment

Another aspect of protective service proficiency is the physical tools used in the performance of tasks required. Our protective systems following the **CEMENT** concept have covered compensation, education and manpower. When these areas are accomplished to an adequate level, equipment for these professionals should be considered as a critical element in the total picture of a professional, effective and proactive protection service. Shoddy, outdated or ill developed equipment procurement, is not only dangerous, but also detrimental to the professionalism of the protective services, rendered to the gaming operation.

Equipment includes uniforms, protective devices, radios, jumpstart vehicles packs, first aid kits, fire suppression equipment, computers, software etc. When protective service is ill equipped, defective protection practices becomes a normal business practice. Any weak link in the **CEMENT** elements will affect each other element.

A professional protective service department requires state of the art tools to accomplish their proactive protection mission. State of the art equipment and tools used to perform daily tasks, also gives the protective service confidence and pride in conducting their professional careers with dedication and motivation.

# Networking

Networking is another element of the CEMENT concept that not only assists the professional growth of the protective service, but can also enhance the protective services in the protection of gaming integrity. Networking starts with the communication between departments in your gaming operation. Managerial, supervisory and line employees need to operate with interdepartmental communication on a daily basis, with fresh and pertinent information, to ensure service to the gaming operation is conducted in a proficient manner.

When in house communication is at the highest level, networking within an organization allows the flow of information to become smooth, concise, accurate and timely. The concept of networking is having a friendly working relationship with all departments, as each department operation is dependant on each other, more so with the protective services.

When an organization communicates with effective information to their departments, the protection of that organization is enhanced. Detection and prevention of inside/outside forces that want to commit a gaming integrity compromise at your facility can be shared with other Indian gaming operations, which helps to mutually protect all of our respective gaming operations. This is networking at it's finest.

# **Teamwork**

To accomplish the **CEMENT** program, it requires an all facility teamwork concept. The decision-makers should look at this working concept as a tool. The protective service decision-makers already use the **CEMENT** concept on a daily basis, in their duties to providing the best protective service available to the gaming operation. Protective services already require teamwork in the performance of their protective mission. Teamwork and Networking work hand in hand, providing goals, projections and sharing information, which can only enhance gaming operations.

When all gaming decision making personnel understand the concept of the **CEMENT**, decision making can be done in a more proficient and proactive manner. Teamwork is made easier when the protective services have common ground to work from. As the professional protective services move forward, common ground opens communication avenues that are priceless. Open communication enhances and encourages teamwork, which improves performance and services to the gaming organization.

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# 2000 National Training Conference for Criminal Justice and Community Leaders

Green Bay, Wisconsin October 25 – 27, 2000

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## The Changing Face of America: Implications for Law Enforcement and Communities

Law enforcement has been the pillar of society stabilization for over 150 years. There is controversy over whether our communities are safer because of the efforts of law enforcement. Today many communities are questioning alleged police practices regarding racial "profiling", traffic stops and investigations. Are there questionable police tactics? As this may appear to be a police problem, research indicates it is actually a community problem. Community leaders need to collaboratively evaluate the demographics of their community and then work comprehensively to address the community's changing face and evolving needs.

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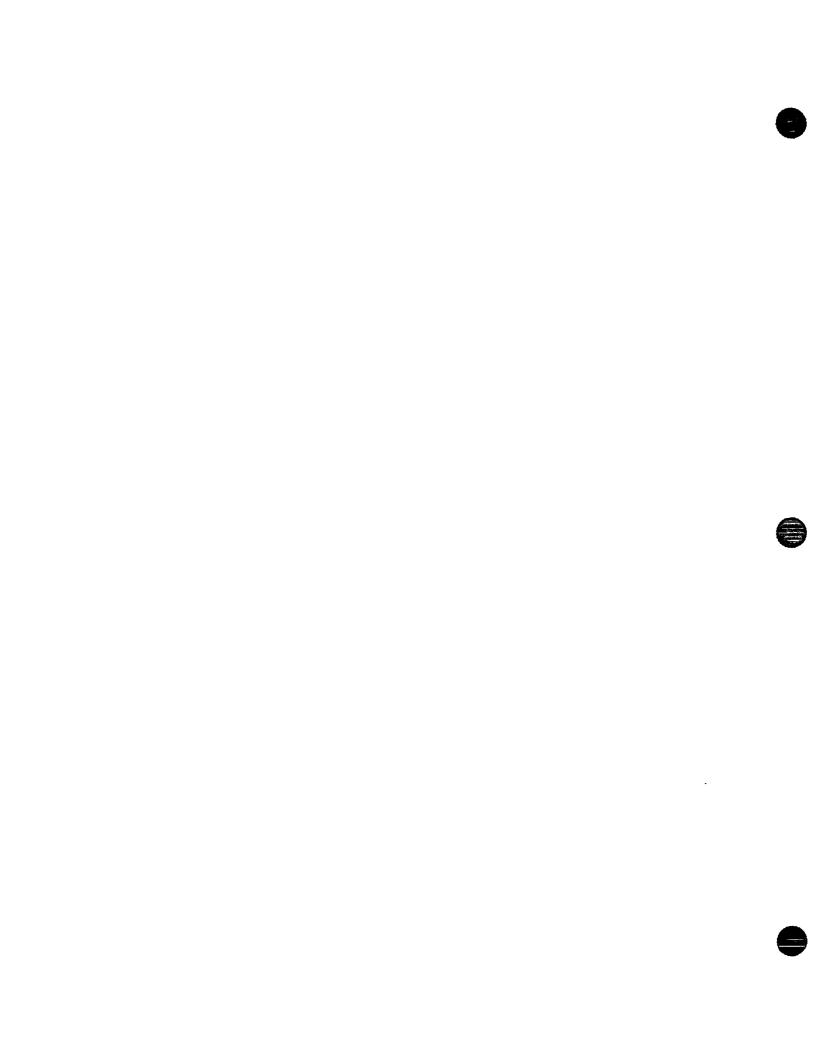
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National Training Conference for Criminal Justice and Community Leaders 

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#### Session Notes

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Green Bay, Wisconsin

October 25 - 27, 2000

# "Working Together to Serve Better" Expanding Jurisdictional Partnerships

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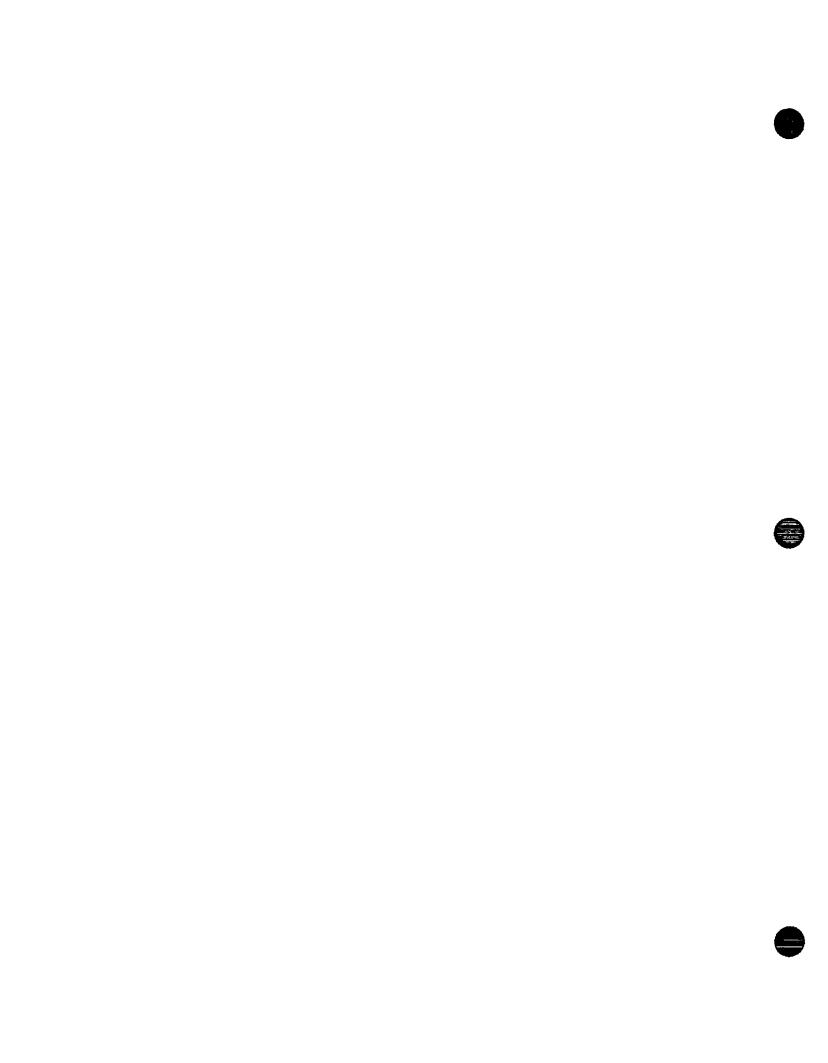
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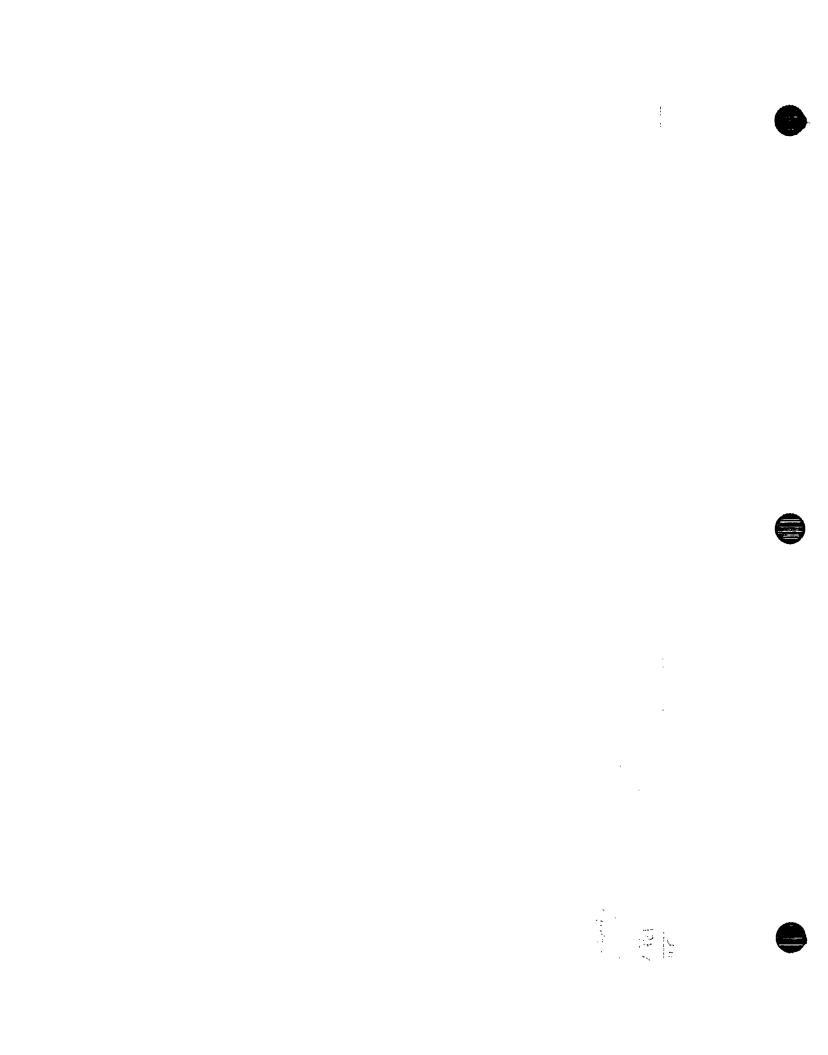


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Friday, October 13, 2000

And Johnson Williams

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