

## Policy Recommendations & Action Steps

### Rob Ingram Youth Project Against Violence

#### Anti-Gay and Gender Policy Recommendations:

1. Schools should review curriculum and work to increase content on the history of the LGBTQ Community and the Women's Rights Movement, as well as share information about the historical targeting of these groups to build awareness and compassion.
2. Schools, businesses, and service agencies should learn the consequences of hateful language and advocate for strict enforcement of policies which promote respectful communication.
3. Conduct trainings to promote more understanding and acceptance of LGBTQ people and to stop violence against women.
4. Promote suicide prevention and intervention supports, especially in schools, building in peer-to-peer models of intervention.
5. All school districts in Multnomah County should ensure that LGBTQ students are named in district anti-discrimination policies and work to protect their rights.
6. Break the silence – create a campaign to speak out against Anti-Gay and Gender Violence and share stories of anti-gender violence impacts.
7. Maintain and work to expand access to school-based mental health services through Multnomah County Department of County Human Services.

#### Action Steps:

1. Incorporate information relevant to LGBTQ students into health and sex education classrooms.
2. Form Gay-Straight Alliance groups at all public schools.
3. Take action immediately when you see bullying.
4. Invite different cliques together to break down barriers between “popular” and “unpopular” students.
5. Provide resources to youth regarding organizations interested in having youth leadership related to the Safe Schools Act.
6. Create gender neutral, single occupant bathrooms and lockers at schools.
7. Commit to working with young people around issues that are important to them.

#### Cyberbullying Policy Recommendations:

1. Adults need support/awareness education of what cyber-bullying is and how to approach youth to talk about it through a campaign to speak out against cyberbullying.
2. Schools should work with youth to develop policies/reporting systems for cyberbullying.
3. Create authentic opportunities to engage parents and students to talk about cyberbullying, what it is, and how it impacts students.
4. Promote suicide prevention and intervention supports, especially in schools, building in peer-to-peer models of intervention (sometimes only other youth know when a youth is being cyber-bullied and considering suicide).
5. Break the silence- Create a campaign to speak out against cyberbullying.
6. School counselors should be available more often.
7. Student Unions should be created across all schools in Multnomah County.

#### Action Steps:

1. Have a discussion to build community within schools to address bullying and cyberbullying, as a collaboration between police, youth, and educators.
2. Host a smaller version of the Rob Ingram Youth Summit Against Violence in schools.
3. Institute a school-wide program where youth serve as anti-bullying consultants to groups and classes.
4. Start a “peer pressure” movement to tell people that bullying is not cool.
5. Make flyers that explain bullying.
6. Require teachers to attend trainings on gender identity, how to deal with bullying.
7. Keep records of all actions related to bullying.
8. Offer support to bullies and victims of bullying, through after-school programs that allow people to share their experiences and listen to others.

## Gang Policy Recommendations:

1. Expand the YouthPass program to all youth in Multnomah County so they can access jobs, after school activities and school.
2. Sponsor clean ups in the community and work to build pride in distressed neighborhoods. Efforts like the Rosewood Initiative should be continued and expanded to other neighborhoods that have high crime rates: community building as a prevention of crime.
3. Continue funding for Summer Youth Connect and 9th Grade Counts. Connection to jobs, internships and positive activities can help break the cycle of gang involvement.
4. City of Portland Parks and Recreation, Portland Children's Levy and Multnomah County should maintain funding and increase access to SUN Schools, especially concentrating services where gang violence is most prevalent.
5. Provide free, private counseling for youth involved in gangs.
6. Provide more information to youth about programs outside of school that are free.
7. Bring in more speakers and representatives from programs into the school to educate students about their services.
8. Have support for family and significant others of gang members.
9. Provide youth of all ages a safe, confidential environment to talk about gang involvement.

## Action Steps:

1. Focus on youth partner activities.
2. Increase awareness of accessibility of summer employment opportunities with the City and County.
3. Work with neighborhood businesses and organizations that engage with youth to provide job opportunities for youth.
4. Create opportunities for youth to transition from summer to full time employment.
5. Keep funding for youth programs, including Summer Youth Connect.
6. Organize trips and work for students to prevent dropouts.
7. Bring rival gang members together and have LA riot members talk to them.
8. Develop flyers and events at school.
9. Coordinate resources to reach out to families who have been impacted by gang involvement; link this program with systems and schools.
10. Reach out to younger brothers and sisters in gang-affected families to break the cycle.

## Home/Family Policy Recommendations:

1. Publicize and promote the child abuse hotline.
2. Promote holistic family services through school-based mental health and health center programs at Multnomah County. Many families have little access to care. Violence experienced by parents impacts the child.
3. Partner with, and support, domestic violence organizations.
4. Increase resources for better parenting and parent education.
5. Support alcohol and drug services for parents. Addiction can be a root cause of home violence.
6. Promote respectful ways anyone can intervene when they witness child abuse.
7. Ensure strict enforcement of policies to protect the safety of foster kids when being placed out of home. Work to prevent re-abuse or traumatization of foster youth.

## Action Steps:

1. Recruit youth to join a team that visits schools to provide education, support, and awareness about family violence and child abuse.
2. Fund and promote family counseling.
3. Form a support group at school for students affected by home violence.
4. Promote peer-to-peer counseling, with 18-25 year olds leading the process.
5. Work with legislature and elected officials to increase number of available counselors.
6. Incorporate girls' strength and empowerment programs (like SMASH) into SUN schools.
7. Have youth and adults work together to secure funding for counseling.
8. Advocacy to elected officials from youth and adults, to lobby for counseling services.
9. Set aside funding to standardize a youth-led education process about family violence and child abuse.
10. Make a pledge and public commitment to reduce home violence.
11. Increase awareness about home violence and available resources through posters, assemblies and events.

## Police Policy Recommendations:

1. Portland Police Bureau, Gresham Police Department, and Multnomah County Sheriff Department should develop or promote existing anonymous reporting of law enforcement officials who abuse their authority.
2. Educate police and work to address racial profiling of young people.
3. Promote better police/youth relations. **(Contact us if you are interesting in hosting a Youth-Police Workshop series at your school/ organization!)**
4. Educate young people on what to do when they encounter law enforcement and what their rights are during the encounter.
5. Eliminate all non-mandated school exclusions. Avoid making school discipline issues criminal justice issues.
6. When Police violence is reported, respond quickly and seriously to maintain trust of the community.

## Action Steps:

1. Ensure that all police officers receive 40 hours of mental health training, and an additional 40 hours if needed.
2. Create System Integration Resource Network training about youth by youth.
3. Address foul language, rude behavior, and excessive use of tasers and mace.
4. Create a youth oversight committee to improve relationships between police and young people, and hold officers accountable.
5. Host community events where police officers can attend and get to know area residents. **(Contact us if you are interesting in hosting a Youth-Police Workshop series at your school/ organization!)**
6. Set up a meeting between Commander of Transit Police and interested youth.
7. Make a "Know Your Rights" document to help youth, youth of color, and youth with disabilities.
8. Increase transparency for students and teachers regarding school police background checks.

## School (Bullying/ Discrimination) Policy Recommendations:

1. Speak up, talk about violence. Peers need skills and messages to call out bullies.
2. Teachers need to step in when someone uses derogatory language or harasses a student.
3. Implement Restorative Justice in all Multnomah County middle and high schools, similar to existing pilots led by Resolutions NW which works with the bully and those being bullied to have honest conversations and repair damage done. Multnomah County should continue funding for Restorative Justice in schools.
4. Promote suicide prevention and intervention support, building in peer-to-peer models of intervention
5. Allow space in schools for youth to anonymously share their stories of being bullied to break down feelings of isolation.

## Action Steps:

1. Have a discussion to build community within schools to address bullying and cyberbullying, as a collaboration between police, youth, and educators.
2. Host a smaller version of the Rob Ingram Youth Summit Against Violence in schools
3. Institute school-wide program where youth serve as anti-bullying consultants to groups and classes.
4. Start a "peer pressure" movement to tell people that bullying is not cool.
5. Make flyers that explain bullying.
6. Require teachers to attend trainings on gender identity, how to deal with bullying.
7. Keep records of all actions related to bullying.
8. Offer support to bullies and victims of bullying, through after-school programs that allow people to share their experiences and listen to others.

## Sexual/Dating Policy Recommendations:

1. Support organizations which provide victim services and resources to survivors of dating violence, sexual violence, and human trafficking, so that survivors have safe and confidential spaces.
2. Provide education for youth, while also raising public awareness on safe/healthy relationships, and what survivors and bystanders can do when relationship and sexual violence happens.
3. Provide support and training for parents on how to talk to their children about sexual and dating violence.
4. Increase the number of non-mandatory reporters in organizations that support youth, and allow them to work with youth.

## Action Steps:

1. Invite the appropriate people from SUN and Women's Strength to have a discussion about offering Women's Strength activities in SUN schools.
2. Advocate against violence- Facebook event/group, decide mission statement, gather & present stats, possible news article, present to City Hall, media coverage of sexual violence, broadcast online/TV.
3. Inform males that they don't have to fall into societal roles of aggression.
4. Develop appropriate education for younger youth, to teach about sexual issues, including violence.
5. Increase access and rights for single fathers.
6. Create opportunities for youth to share with people they know and trust.

## Restorative Justice Policy Recommendations:

1. Allow space in schools for youth to anonymously share their stories of being bullied to break down feelings of isolation.
2. Implement Restorative Justice in middle and high schools, similar to existing pilots led by Resolutions NW, which works with the bully and those being bullied to have honest conversations and repair damage done. Multnomah County should continue funding for Restorative Justice in schools.
3. Eliminate all non-mandated school exclusions and avoid making school discipline issues criminal justice issues.
4. Reduce or eliminate exclusions in schools through efforts to support a culture at the school building that productivity addresses conflict and prevents behaviors that could lead to enhanced discipline methods.
5. Promote positive activities for youth like SUN to provide connection to caring adults and activities to keep them out of trouble.

## Action Steps:

1. Stay committed and support Restorative Justice practices.
2. Train school administration, teachers, and staff in Restorative Justice, to learn how to have conversations with youth.
3. Institute Restorative Justice programs in as many schools as possible.
4. Change truancy policy.
5. Advocate eliminating the culture of violence at the root.
6. Address late/attendance policy of each school.
7. Explore how Restorative Justice can be applied to teen contracts within public/child welfare.

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