

COMMUNITY-BASED ORGANIZATION (CBO) RELATIONSHIPS

REPORTED BY:

CBO RELATIONSHIP AD HOC COMMITTEE

Los Angeles County Probation Oversight Commission

October 21, 2024

What's the first word that pops up when you think about the youth you work with inside the facilities?

A word cloud of various words in different colors and sizes, centered around the words 'future' and 'workforce'. The words include: workers, self-expression, traumatized, heartbreaking, survivors, wise, gratitude, children, emotional, tired, resilient, emerging, hopeful, creative, depth, powerful, love, at-promise, careers, caring, needy, unconditional, goals, thoughtful, strong, hope, potential, and untapped-potential. The words 'future' and 'workforce' are the largest and most prominent.

EMERGING THEMES

RESULTS FROM SEPTEMBER 5, 2024 LISTENING SESSION

RECOMMENDATIONS

Clearances & Contracts

1. The processes to contract and/or provide services in Probation facilities should be made available in writing with an appropriate level of detail such that an agency or individual can know what to expect, rough timelines for the steps of the process, and be provided a list of charges that will cause automatic disqualification.
2. Individuals denied clearance should be provided with the specific reason(s) for the denial.
3. With a department wide clearance protocol in place, clearances should no longer be site specific. This use of a single, County-wide clearance would eliminate bureaucratic delays and allow providers to fill in for absent colleagues assigned to other facilities, preventing cancellations.
4. There should be clearly identified points of contact within Probation's administrative structure and within each facility to address questions and concerns. When any of those individuals are no longer in that role, all agencies should be notified of a new permanent or temporary point of contact.
5. Agencies and individuals need timely notification of expiration of clearances. Probation must consider that some providers indicated wait times between weeks and months, so expirations should be managed generously in advance to prevent any lapse in service provision.

RECOMMENDATIONS

Data Management

1. Connect appropriate administrative managers with facility specific administrators in charge of programming to create an electronic process in which data for all individuals cleared to enter any Probation facility can be centrally managed, disbursed, and emailed as needed. Each facility should have a way to access this information in the event that the facility specific administrators are absent.
2. Provide agencies and individuals with clear documentation of their clearance and date of expiry so they may dispute errors as needed.

RECOMMENDATIONS

Entering Facilities

1. Both Kilpatrick and Barry J. stood out as having more organized and communicated programming processes. Utilize those administrations to replicate their processes across facilities, uniformly.
2. Clarify and unify standards and clearances for use of technology across all facilities and communicate those expectations to all providers regularly.
3. Apply standards for searches evenly across facilities and ensure that contracted companies are willing to adhere to the standards.

RECOMMENDATIONS

Schedules, Probation-Initiated Cancellations, & Engaging Youth

1. When cancellation is called for, provider agencies need to be provided with reasonable advance notice, whenever possible. A point person at each facility should be responsible for providing these notices.
2. When cancellations are made upon a program provider's arrival to the facility, reasonable steps should be taken to discuss whether the program could be offered elsewhere in the facility at the provider's discretion.
3. When programming cancellations happen for any reason, the unit's staff and youth should be notified of such with reasonable advance notice, whenever possible.
4. One program should not be delayed due to other programming. Probation should clearly communicate expectations around respecting scheduled activity timeframes to providers and probation officers alike to encourage fidelity to the schedule.
5. Program providers should be able to attempt to engage youth into their program, as long as it is safe to do so. This should be a standard protocol that is clearly communicated to all facility employees.

RECOMMENDATIONS

Culture & Staffing

1. Probation should generate a set of direct and concrete practice behaviors associated with the facilitation of programming to be applied evenly across facilities and units and communicate these standards to all employees working in the facilities.
2. Probation leadership should develop a line of communication with the facilities and openly share with its employees the Department's formal stance and commitment to professional partnerships and explain how that serves the goal of rehabilitation for young people. Emphasis of care and healing must be a top priority to strengthen the eradication of Departmental culture and narratives that imply youth deserve ongoing punishment.
3. Accurate and updated programming schedules need to be posted in all units to help staff prepare for their shift.
4. Implicit bias trainings and specialized trainings that address working with credible messengers or any providers whose staff have lived experience should be mandated for all facility employees to reduce bias and help promote equity, inclusion, and workplace dignity for all.

NEXT STEPS

- ***Meeting with Chief Deputy Epps***
- ***Engaging Probation Officers***
 - ***Public Input Today***

Questions To Consider

Are there recommendations or key issues that we missed?

Which of the recommendations should be prioritized?

Are there other conditions or supports your program needs to be even better?

Do you have any suggestions for CBOs and Unit Staff to work together more effectively?

UPCOMING MEETINGS

Commission Meeting*

Thursday, November 14, 2024

Magic Johnson Park

905 East El Segundo Blvd., Los Angeles, CA 90059

9:00 a.m. – 1:00 p.m.

**This meeting will be conducted in a hybrid model.*



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