RECEIVED
9-20-2011

Memorandum

Date   :   August 25, 2011

Noted - of Approved

To   :   Scott Kernan
              Undersecretary (A), Operations

Subject   GANG MANAGEMENT POLICY PROPOSAL

This memorandum is to provide you a status report on the Gang Management Policy Proposal. Per your instructions, the Office of Correctional Safety (OCS) created a workgroup to review and propose potential modifications to the California Department of Corrections and Rehabilitation's (CDCR) current gang management policy including the Validation Process, the Debriefing Process, the Active/Inactive Review Process, and Indeterminate Security Housing Unit (SHU) procedures. The workgroup includes representatives from OCS, the Division of Adult Institutions (DAI), the Classification Services Unit (CSU), and CDCR headquarters. A report of the workgroup's review and proposals will be submitted to you no later than the third week of September 2011.

The workgroup reviewed the gang and SHU policies of 28 different state correctional agencies as well as the policies of the Federal Bureau of Prisons (BOP) to determine a "best practices" for a gang management policy. These various agencies were selected based on their inmate population, gang interdiction challenges, and/or physical layout being similar to that of CDCR. In addition, the Security Threat Group report funded by the California Legislature in 2007 detailing the recommendations of gang experts throughout the United States was also reviewed. The "best practices" derived from this review suggests the following be included within CDCR's gang management strategy:

1. A "Behavior-Based" Model
   a. Validation and housing based on gang-related behavior.
   b. Negative behavior to be placed in the SHU.
   c. Positive behavior to be released from the SHU via a step-down program.

2. Weighted Validation Process
   a. Replaces current CDCR three points of validation.
   b. Different indicia of gang involvement will be weighted differently (i.e. a self-admission would receive more points than a gang tattoo).
   c. Different levels of points would validate a person as a member or an associate of a gang or threat group.

3. Gang Observation and Management Program
   a. Multi-phase "step-down" process.
   b. Initial phase(s) similar to current SHU.

CDC 11-1 (3/89)

c. Subsequent phases inmate receives additional predetermined privileges following ICC review.
d. Educational component and non-negative behavior required to "graduate" to each less restrictive phase.
e. Negative behavior could result in returning to earlier phases following due process and ICC review.
f. Successful program completion would result in return to general population yards.

4. Debriefing Process
   a. Process will be similar to current CDCR process.
   b. Inmate may request to debrief at any time.
   c. Gang Renouncement Incentive Program (GRIP) with programs and incentives to support the rehabilitation of gang members and associates disavowing gang involvement.

5. Assessment Process
   a. Continuous evaluation and review of viability of the Gang Management Policy.
   b. Adjustments made on "lessons learned."
   c. Evidence based best practices.

Once you have reviewed and approved the report, it will be submitted to a Director's Advisory Group comprised of additional internal stakeholders. The purpose of this workgroup is to fine-tune the policy and identify any regulatory and legal changes that need to be made in order to implement the policy. This part of the process is anticipated to be completed by the end of 2011. Following that, the policy will be shared with external stakeholders including CCPOA, prison advocates, other law enforcement agencies, etc., for comment. I will continue to update you throughout the process.

Respectfully submitted for your information.

ANTHONY CHAUS
Chief
Office of Correctional Safety