Final Evaluation Report for the North Central Community Association Regina Anti-Gang Services Project

File #6755-N1

Mark Totten and Sharon Dunn,
Totten and Associates
819-682-0756/613-296-8433
32 Butternut Street, Gatineau, QC J9H 3Z9
mark.totten@tottenandassociates.ca
tottenandassociates.ca

March 24, 2011

ACKNOWLEDGEMENTS

This report would not have been possible without the support and critical feedback of many persons. The authors would like to thank the following individuals: Jacqui Wasacase, Director of the RAGS project, and her staff team; Superintendant Bob Mills, Officer in Charge F Division, Operation Strategy Branch, RCMP, and Chair of the RAGS Advisory Committee; Members of the Advisory Committee, including Wendy Stone, Regina Police Service; Neil Hintz, Indian and Northern Affairs Canada; Janice Solomon, City of Regina; Shelby Antonowitsh, Service Canada; Rob Deglau, North Central Community Association; Giselle Rosario, Barb Rawluk, and Brian Lunde, National Crime Prevention Centre. Other individuals who played key roles in the Project include Brian Rector and Blair Wotherspoon, Saskatchewan Ministry of Corrections, Public Safety and Policing; Dr. Craig Bennell, Carleton University Department of Psychology; and Monica Prince, Prince Computing.

Last, special thanks are owed to the young adults involved in the RAGS Project. Your participation in the evaluation of RAGS is commendable. You have given freely of your time and your voices form the foundation of this report.

Mark Totten and Sharon Dunn

My mom passed away last month, my dad is in jail looking at a Dangerous Offender status. I was raised by foster homes and my grandma. I quit 3 months into grade 12 because I wanted to be a gangster, be cool. I got more hard into it. That's when drugs came in. Started off smoking weed then to harder ones, coke and mo. Started off somewhat positive with my friends then we all started taking off from school. Getting high then started off into drugs, violence, selling drugs then in and out of jail, after grade nine. I was doing missions for my gang, scamming and taxing people. Basically all drug dealers, doing armed robberies. I made the paper a couple of times. Even when I stayed in (city) I made the paper there – stabbing. I got a thrill outta that.

Twelve years of my life a gang member – half of my life. I am out now. I dropped my rag because of family life. I have three kids. I started basically seeing the better side of life, having friends who actually cared. Like when I was in the hospital, I found out who my friends really were, who my true friends were.

It wasn't easy getting out. Not just takin' a lickin', but I still got problems. I don't answer to anyone but myself. The hardest part was abandoning them. When I needed they there were there. But when I really needed them they were nowhere to be found. Having people like you guys around, for showing the positive side, what I never seen. There's more to life that that. Someone listening to you and you being heard. 'Cause I know I don't have to answer to anyone, I am in charge now.

(Anthony[1] was 26 years old and had been out of his gang for 22 weeks after having attempted to exit for two years. He was an IV drug user [cocaine and morphine] and HIV+. He was a soldier in his gang and got "stabbed out" (as a consequence of leaving his gang).

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[1] All names are fictitious in order to protect the identity of participants.

1. EXECUTIVE SUMMARY

The purpose of this report is to provide an overview of the evaluation activities for the Regina Anti-Gang Services Project for the period of March 2008 – January 2011.[2] The RAGS Project is a unique initiative for gang-involved Aboriginal youth and young adults aged 16 – 30 years living in the North Central neighbourhood of Regina. It is the only Canadian project of its kind. The program engages clients in intensive daily services aimed at reducing their involvement in gang life and facilitating their exit from gangs. The four core programs are Life Skills Programming for Young Men; Circle Keeper Program for Young Women; Intensive Gang Exit Counselling; and Outreach to schools and institutions.

A variety of data collection and analytical techniques, including both quantitative and qualitative methods, were utilized. A non-randomized comparison group design was used, consisting of a control sample of 29 gang-involved high risk Aboriginal offenders. The control group sample was matched to the treatment group on key variables including age, gang involvement, gender, Aboriginal status, housing and place of residence, offending, employment and school status. A pre-, mid, post and follow-up design for both the treatment and control groups allows for the measurement of change over time. The mid-point measures were administered every six months following the baseline measure.   It is clear that the RAGS intervention has had a significant positive effect on the treatment group.

A total of 99 individual clients were served in counselling services, including 66 male and 33 female youth. The mean and median ages of these participants were 23.9 years and 23 years respectively. Seventy-four were primary (intensive) cases and 25 were secondary (non-intensive) cases. A minimum number of sessions and duration of involvement determine the level of intensity of the service. Twenty-four cases are still active and 51 cases have been closed.

All but seven of the closed primary cases exited their gangs. Of the 41 primary participants who successfully completed the service, all were gang free, all but one completed life skills, fifteen were working full time at jobs, three graduated from high school and had started university, five were in witness protection, five were serving long-term prison sentences on gang-free ranges or in protective custody, one was still active in the sex trade, seven completed an employment training program, nine completed residential substance abuse treatment, and thirty-six were living independently. In addition, three young men partially completed the service (all three were gang free but were involved in a drug trafficking crew headed up by an active client). Despite these positive outcomes, seventeen young people remained drug and/or alcohol abusers at the end of the intervention, and six of these had been recently convicted of assaulting their girlfriends. Each participant had a total of 362.2 hours on average, and the average number of weeks of involvement was 86.8. A total of 5,643 face-to-face sessions took place, with an average of 146 meetings with each youth.

The outcomes on the 21 closed secondary cases are understandably less successful, given their sporadic involvement in programming. Of this latter group, nine had exited their gangs, and eleven remained active gang members following case closure.

RAGS delivered a very high dosage of programming to its clients. The total average hours of programming per 99 youth over 34 months was 304 hours. Each participant had on average 194 face-to-face contacts with staff. Each of the 74 primary cases received on average 385 hours of programming and had on average 248 face-to-face contacts with staff. Each of the

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[2] Although NCPC funding started October 2007, the evaluation started in March 2008.

25 secondary cases received on average 64 hours of programming and had on average 33 face-to-face contacts with staff.

Two hundred surveys were completed by treatment group participants over five points in time and 59 surveys were completed with control group participants. Follow-up survey completion rates are excellent and increase the power of statistical tests.

The RAGS project clearly targeted gang-involved young people and their partners/family members. All participants were gang involved: 35% were active members, 60% were past members, and 5% were affiliated through their boyfriends. Of the participants who provided data on their most recent position (rank) in their gang at baseline, 17% reported that they were leaders, 38% said that they were influential core members, 22% were regular members, and 8% were peripheral members.

Participants were involved in very serious crimes. Fourteen had been convicted of murder or manslaughter and four had been convicted of attempted murder. Fifty-one had been convicted of assaults causing bodily harm or assaults with weapons. Twenty-six had been convicted of other weapons-related offenses. Robberies, home invasions, auto theft, drug trafficking and prostitution-related offences were common.   Most reported that they had beaten or battered someone using a dangerous weapon during the past six months and had been victimized by serious violence as well (including being stabbed and shot with guns).

Almost all RAGS participants reported having serious addictions issues, having abused drugs and alcohol most days over the previous six months. The most frequently abused drugs, in rank order, were marijuana, cocaine, ecstasy, prescription drugs and intravenous drugs. Only 18% did not use drugs and only nine percent did not binge drink regularly (these young people who did not use drugs or alcohol were clean and sober for this period of time). Most reported having indicators of clinical depression.

The major evaluation procedure involved performing a set of T-tests[3] for paired sample means for ten risk indices. There were up to five possible time-period comparisons for each index. No adjustment to the standard 0.05 significance level was made for the performance of multiple tests on the data. The number of data cases is low enough that such an adjustment would essentially guarantee that none of the comparisons would be large enough to qualify as statistically significant.

A number of general conclusions can be drawn about the impact of RAGS programs on participants. Of the ten outcome areas examined, three did not produce significant changes over time. No changes were evident in the employment index, the ethnic identity index, nor the gang-involved peers index. However, significant changes were observed in the other risk areas. In particular, there is strong evidence that gang-affiliation, substance abuse, beliefs supporting aggression and retaliation, and violent and non-violent criminal behaviour have all improved substantially.

The pattern of time periods where significant changes appear suggests that the first six month of exposure to RAGS produces the greatest likelihood of significant positive changes. Of the 22 significant changes that were identified, ten occurred between entry to programs and the first follow-up evaluation 6 months later (Time 2). Five more significant changes were observed between entry to the program and the 12 month follow-up (Time 1 and Time 3), three occurred between entry and the 18 month follow-up (Time 1 and Time 4), and three occurred between entry to the program and the 24 month follow up (Time 1 and Time 5).

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[3] The t-test is a type of statistical analysis that tests the null hypothesis (i.e., that the effect = zero). If the result is significant, this means that there is a 95% chance that the effect is not zero.

Overall, the analysis shows that RAGS programs produce important reductions in the overall levels of risks encountered by participants. The extent of risk among these young people is notable: approximately 69% qualified as being at high risk at intake. When total risk is assessed on a 4-point scale from very low to high, there is a significant decline in risk scores over all of the time points after entry into the RAGS program. In more concrete terms, the entry level of risk remained constant for 45.9% of the youth, and declined for 48.6% youth after 6 months in the program. After 12 months, level of risk remained stable for 44% of the youth, and declined for 44% of the youth. After 18 months, level of risk remained stable for 8.3% of youth, and declined for 83.3% of youth. Finally, after 24 months, level of risk remained stable for 50% of youth, and declined for 50% of youth. On the basis of these comparisons, and the large effect sizes, it is clear that the RAGS program produced a significant decline in the participants' risky attitudes and behaviours. Overall, the analysis shows that the RAGS services produced important reductions in the levels of risk these participants encounter.

In order to compare the youth taking part in the RAGS program and the control group, T-tests[4] for independent samples were used to compare the two groups across the ten risk indices. For the majority of comparisons made between the treatment group and the control group, no significant differences existed. However, there were a few occasions where significant differences were found, which indicated more positive outcomes for youth in the treatment group: gang affiliation, employability, involvement in non-violent crime, and overall levels of risk. Importantly, in a reasonable number of cases where more positive outcomes were observed for youth in the treatment group, the between-group differences got larger over time. This occurred in the case of gang affiliation, employability, substance abuse, involvement in non-violent crime, and overall levels of risk. This presumably indicates that, over time, treatment is having an important effect on youth, either by resulting directly in positive change or by protecting youth from the negative change that might have impacted them if they were not targeted for intervention (or both).

Gang exit status is categorized into five groups: Long-term disengagement (no gang affiliation for a minimum of 61 weeks); Medium-term disengagement (no gang affiliation for 27 - 60 weeks); Short-term disengagement (no gang affiliation for 17 – 26 weeks); Immediate disengagement (no gang affiliation for 4 - 16 weeks; and Attempting to disengage. Of the 99 participants, forty-nine were long-term disengagers, nine were medium-term disengagers, four were short-term, six were immediate, fifteen were attempting to disengage, and fourteen were active gang members (two cases had missing data). The average age of the start of disengagement was 23 years for these participants.

On average, the total cost per case was $23,045.62 over 34 months, or $677.81 per month. Given the project's success in supporting gang exit, and costs associated with gang crime in the North Central community, this was a very cost-effective initiative.

Key conclusions of the evaluation focus on participant change in overall risk levels over time, participant change in individual risk domains over time, and treatment group versus control group findings. Overall, the analyses show that the RAGS programs produce important reductions in the overall and individual risk levels of participants over time. Young people in the treatment group showed significantly more positive outcomes than those in the control group and

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[4] The logic underlying independent samples t-tests is the same as paired samples t-tests, but the groups being compared are independent of one another (versus the same set of participants being tested at different points in time). Significant results in the case of independent samples t-tests indicate that there is a 95% chance that the difference found between the treatment and control group is not zero.

these differences got larger over time. The data clearly show that gang-involved participants exited their gangs over time. Given the success of the RAGS project, it should be replicated in Canada.

2. TABLE OF CONTENTS

3. INTRODUCTION

The sponsoring organization of the RAGS Project was the North Central Community Association (NCCA), located in the heart of the North Central neighbourhood at 1264 Athol Street. Funding by the National Crime Prevention Centre (NCPC) was provided for a 3 ½ year period, starting in October 2007 and ending in March 2011. The Project was evaluated by Totten and Associates. Evaluation activities covered the period of March 2008 – January 2011.

The Regina Anti-Gang Services Project (RAGS) was developed in 2007 in response to the high level of gang activity in the North Central neighbourhood of Regina. At the time, active Aboriginal gangs included Native Syndicate, Native Syndicate Killers, Natives Looking To Get Paid, and Indian Posse. Regina Anti-Gang Services was a direct result of community consultation with experiential youth involved in gangs and research on gang exit projects in North America. The RAGS proposal to the NCPC was the outcome of a community coordinating committee, which had been developing a strategy to address the gang problem in Regina.

Saskatchewan has recorded the highest crime rates of all the provinces for most of the past decade. At the time of the NCPC proposal, it had 13,711 crimes per 100,000 people. It was followed by Manitoba (11,678 per 100,000) and British Columbia (11,365 per 100,000). That was despite a four percent drop in overall crime in Saskatchewan. Saskatchewan also reported the highest murder rate among the provinces — 4.1 homicides per 100,000 people. Historically, the province has seen a very high number of Aboriginal offenders incarcerated in the correctional system. Recent figures indicate that 75 to 80 per cent of offenders admitted to custody in Saskatchewan are of Aboriginal descent.[5] This is indicative of the systematic barriers Aboriginal peoples face regarding educational and employment opportunities, and of the inherent racism not only within the Canadian justice system but permeating broader society.

At the time of the RAGS proposal, Regina had the highest murder rate among all Canadian metropolitan areas (4.5 per 100,000 pop.), followed by Edmonton (3.7) and Saskatoon (3.3). The lowest provincial homicide rates were in Prince Edward Island, New Brunswick and Quebec. Violent crime in Saskatchewan was increasing at the time of the proposal. Common assault accounted for about 3 in 4 assaults, and 3 in 5 violent offences. Sexual assaults accounted for six percent of all violent crimes and robberies accounted for seven percent. Robbery was up by 223 incidents in 2006 (an increase of eighteen percent), while there were 101 fewer sexual assaults (a seven percent decrease). About two out of three victims of violent crime in Saskatchewan knew their assailant in 2006. One in four was victimized by a family member, while four in ten were victimized by friends and acquaintances. One in three was victimized by a stranger. Females were far more likely to be victimized by someone they knew (four in five).[6]

In a 2006 report, The Criminal Intelligence Service of Saskatchewan identified the province as having the highest per capita number of gangs in Canada. Almost all gangs in Saskatchewan were reported to be Aboriginal. The Canadian Police Survey on Youth Gangs estimated the number of youth gangs in Canada at 434 with an estimated membership of 7,071. The largest concentration of youth gang members was reported in Ontario, followed by Saskatchewan. However, on a per capita basis, Saskatchewan reported the highest concentration

[5] data from Corrections Management Information System.
[6] Statistics Canada, 2007.

of youth gang members (1.34 per 1,000 population) or approximately 1,315.[7] At the time, there were 15 – 20 known adult and youth gangs operating in Saskatchewan. Some of the adult gangs included Native Syndicate, Indian Posse, Redd Alert, Saskatchewan Warriors, Crazy Cree, Mixed Blood, Tribal Brotherz, and West Side Soldiers. Examples of youth gangs in broader Saskatchewan were the Crips, Junior Mixed Blood, Indian Mafia Crips, and North Central Rough Riderz.

Historically, Regina's North Central has had the presence of socio-economic disadvantage which plays a part in a high crime rate. It has the highest Crime Location Quotient (LQV) in the city of Regina[8]. The Regina population is roughly 200,000 individuals; approximately ten percent are Aboriginal. Not including the Downtown East Side in Vancouver, Regina's North Central is likely the most deprived neighbourhood in Canada. About one-third of all residents are on social assistance, and many depend on food banks to make it through the month. Fully one-quarter of all police calls originate from the 175 blocks of North Central, with a population of 10,500 transient residents. The rates of serious and violent crime are exceptionally high compared to all other areas of Regina.[9] Almost one-half of the residents are Aboriginal (many move from the intolerable conditions of their reserves to North Central), and their numbers are ballooning given the fact that the Aboriginal birth rate is very high in Canada.[10] The incidence of 'babies having babies' (young teens having children) is estimated to be just about the highest in Canada.   The average family income is about one-half of the Regina average ($25,000).

There are four elementary schools in North Central and most kids have multiple school moves in any given year. Multiple school transitions is one of the key risk factors for school drop-out and failure. In 2006, the Regina Qu'Appelle Regional Health Authority's Needle Exchange program[11] distributed about 1.8 million needles. Some studies suggest that that North Central has a higher incidence of intravenous drug users than the Downtown Eastside.[12] This is not surprising given that in Canada in 2002, Aboriginal persons accounted for 14.1% of the total reported AIDS cases where ethnicity was known.[13] It is common to see very young Aboriginal girls trading sex for money, drugs, food or a place to stay in North Central. This is commonly referred to as 'survival sex'. Violence against sex trade workers is widespread.

Given the above situation, the North Central Community Association positioned itself to be a key spokesperson for the community, and worked with the community to enhance the quality of life by representing, promoting, developing partnerships and unifying community through programs and services.   In 2007 it was part of the Regina response to a larger gang strategy that included two other initiatives: 1) The Regina Regional Intersectoral Committee (RRIC), a collective forum of human services leaders working in partnership and with others in the community to develop and deliver human services in a coordinated responsive and effective

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[7] Astwood, 2004

[8] Statistics Canada, 2006.

[9] Parnes and the Regina Inner City Community Partnership, 2003.

[10] Statistics Canada, 2006.

[11] www.rqhealth.ca/programs The Street Project van is on Regina streets Monday to Friday evenings. The program helps prevent the spread of HIV/AIDS, Hepatitis B and C, and other blood borne and sexually transmitted diseases. There is counselling for sex trade workers and street youth, and a Needle Exchange program for injection drug users and condom distribution. Needle exchange services are also available at Carmichael Outreach (1925 Osler Street) and through the STD clinic at 2110 Hamilton Street.

[12] Findlater et . at., 2000.

[13] Public Health Agency of Canada, 2003.

manner. The RICC made gangs one of its top five priorities in 2007 and worked on a city-wide strategy; and 2) The Ganging up on Violence Committee, a sub-committee of the North Central Community Association.

The Chief of Police was the Co-Chair for the RRIC and was instrumental in ascertaining that any youth gang initiative be community based. Preliminary research and consultations showed Regina had many programs that were targeted for youth at risk, however none were specific in targeting youth that were gang-involved. The RRIC concluded that the existing patchwork of services had to be remedied so that the needs of high risk youth and their families could be addressed.

Three boys in my family we were all going to be hell raisers. In elementary school I got good grades, I was an A+ student. In high school I got into drugs and alcohol, started drinking more. I started in grade 8, grade 9, and I fell into a bad crowd. Part of it may be just to fit in. When I was growing up I was the loner kid, always by myself. I wanted to be the cool guy, the one everyone respects. Two years in the (young offender centre) all together. First job was at (an employment program), a changing experience for me. I had never worked a day in my life. Respect, learning to wash dishes properly. Eventually I learned how to cook. Money was my motivation, I found it easier to work than go to school.

My friend, he was on the wrestling and football teams, he showed me around. There were some positive peers. I was on the wrestling and football team about 2 years. About grade 9 year I started to get into gangs. My life, I kinda knew about gangs because some of my family are gang members. I was aware of it but didn't think it would affect me. I kinda knew about it because some of my family were gang members. I didn't know much about them. My role, how I got started in it was through my friends, friends of friends. I started hanging out with them. Then I got my first minute. That was my initiation. I was an enforcer, short little guy like me, I was their muscle, a force to be reckoned with. What I did was I made well sure everybody paid. If you did not there were going to be problems. I just was just like the collector, if you had problems with this guy, hurt my bros. I was the one who dealt with it. It's a mixture because I did do muscle. I was the muscle for a while then I was kinda sick of it. I did not want to keep on breaking people's arms and legs, smash their heads. So I started dealing. Was numb, I had no feelings. I did not feel anything. I was doing more things, when someone needed a car I would steal it. I was using. I had no remorse or pity. It was business, nothing personal. I seen my little bros going into gangs. I kinda felt bad, it made me feel, like I led them to that life, to go into gangs. We didn't have much food to eat growing up, I lived in poverty. I had to have some source of income, even though it was illegal.

(Billy, 20 years of age, had been gang-free for 2 ¾ years. He was in school full-time, working part-time, and had completed a residential drug treatment program).

4. PROJECT DESCRIPTION

4.1 Description of Model and Literature Review

In October 2007, NCCA was awarded $2.6 million over four years through the NCPC Youth Gang Prevention Fund. There are five key programs in the RAGS Project. Each program employs elements of Multi-Systemic Therapy, Wraparound, harm reduction, and provides cultural and faith-based support to participants. Traditional circle practices, which focus on the mental, emotional, physical, and spiritual aspects of life, frame the activities. Participants who do not wish to reconnect with traditional Aboriginal culture are provided with other faith-based alternatives. All services are gender-responsive – whenever possible, female staff work with female participants, and the content of the programs for female participants addresses the unique needs of young women. [14] All group programming is gender-specific – male and female participants are never mixed in the same group. All programming for young men addresses their unique needs and a mixed gender staffing model is employed. These practices are evidence-based, adhering to the guidelines of quality programs in other countries.

Wraparound Process (WP) and Multi-systemic Therapy (MST) models were modified to better suit the needs of gang-involved Aboriginal young people. MST focuses on the multiple determinants of criminal and anti-social behaviour, and provides services in the youth's own neighbourhood. Offending is viewed as having many causes; therefore, interventions focus on the multitude of factors influencing anti-social behaviour. The family is the primary area of work, and building on the youth and family's strengths is a main focus of the intervention. There is an average of 60 hours of contact with families over a four month period (a couple of hours weekly). [15]

WP has been successfully used with adolescents who have serious emotional disturbances and are at risk of out-of-home placement. WP refers to a specific set of policies, practices, and steps which are used to develop individualized plans of care that are based on the unique strengths, values, norms and preferences of the youth, family and community. WP has emerged as a major alternative to the traditional treatment planning processes inherent in the 'categorical' services (meaning restrictive, pre-developed services which youth and families must 'fit into') for children and adolescents with serious emotional and behavioural disorders. The Wraparound Milwaukee model is integrated with the child welfare, mental health and juvenile justice systems. [16]

RAGS focuses on both the social context in which gang-related behaviours develop, while at the same time targeting individual change. Education, employment, social service, addictions, child welfare and justice sectors are key partners. Staff members employ an intensive case management model. Individual and group counselling targets problems that predict known risk and protective factors. The intensity of programming is much higher compared to that in MST and Wraparound (for example, MST averages approximately 60 hours over a typical four month intervention, whereas RAGS intensive cases average roughly 385 hours over 77 weeks.

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[14] Totten, 2004.

[15] Interventions follow the trademarked MST intervention of the Family Services Research Centre at the Medical University of South Carolina. See Henggeler et al., 2002.

[16] Kamradt 2000; Burchard, Bruns and Burchard, 2002.

In grade 8, I dropped out. I started getting into heavy drug use at age 13. I was doing jobs, selling drugs to support my drugs. Friends were cool, okay, kind. Not really friends but associates. So you have cash, dope, that was the main thing. When I was getting high, 13, 14, 15, I was never in a gang. I got initiated, I was down, a gangster. I sold drugs for my homies, sold drugs, got high with them. It (was a) group thing, not missions. Ever since that I've been hanging with NS, selling dope and stuff. I could stab people, bear spray, mace, pepper spray, club them wrong, shoot somebody…Since I was born I got involved in gangs. Since age 15, in and out of jail. Correctional, penitentiary, group homes when old enough to get charged then Juvie. I have mixed feelings, everything. There was no medium – happy, sad, really happy, really sad. It is not even a lifestyle. Gang life is sickening, it leads nowhere. Down, like lock down in jail, or up, like heaven.

(Steve, 23 years old, had exited his gang for 37 weeks. He was in a half-way house and addicted to drugs. He was HIV+. He completed the life skills group but was still engaged in drug dealing. His father had led a drug crew for many years).

4.2 Figure 1: Logic Model

Inputs

| RAGS Director (1), staff (7), Admin staff (0.5) | Volunteers, Elders, and Evaluation Advisory team | Referral sources and community partnerships (Regina Schl Boards, Regina Police, RCMP, North Central Community Assoc.; Ministry of Corrections, Public Safety and Policing; Ministry of Family and Children's Services) | RAGS office; Program and Safety Equipment: Cell Phones, office supplies | Program Supplies: (Food, Life Skills/Circle Keeper program Materials, Elder Supplies and Cultural Materials) Gang Exit: Relocation money for travel and other expenses |

Activities

| Daily *Circle Keeper* group life skills programming for female gang members to support exit from sex trade: **Risk Factors: 1, 2, 3, 4, 6** | Daily *Life Skills programming for Young Men* **Risk Factors: 1, 2, 3, 5** | *Gang Exit Strategy* **Risk Factors: 1, 2, 3, 4, 7, 10** | Weekly *Intensive Ind./ Fam/Group/ Crisis Counselling* **Risk Factors: 2, 3, 5, 6,** | Daily *Cultural/ Traditional/ Faith-based support* **Risk Factors: 1, 2, 3, 9, 10,** | *CONNEX* weekly Outreach Services **Risk Factors: 1 - 10** |

Outputs

| 15 clients in daily Support Group program (50 annually). Life Skills programming for young women involved in sex trade and gangs | 15 clients participate in daily parenting, literacy, problem-solving, personal awareness and addictions programming | 10 youth/year participate in gang exit safety programming, housing, geographic relocation | 15 youth take part in individual counselling sessions with RAGS staff weekly (50 clients engaged per year) | Youth involved in drumming, singing, sweats, circles, Elders, church activities, spiritual activities | 40 gang involved young people contacted monthly in institutions, court, inner city schools |

Immediate outcomes

| Target gang members obtain employability and life skills, decrease criminal thinking, increase safety in sex trade | Regina gang members attempt to safely exit from gangs, use safe houses, relocate to other provinces, and support themselves through jobs or income assistance | Target young adults achieve counseling goals and maintain progress (such as reduced substance use/ self-harm, mastery of skills) | Target young adults have increased cultural/spiritual/fai th-based identity and reduce gang-related identity | Target young adults have increased knowledge of risks of gang life and/or access more intensive RAGS gang-related services |

Intermediate outcomes

| Increased attachment of ex-gang members to labour force, school, retraining | Increased attachment to healthy adult role models | Reduced involvement in gang related violence and crime | Decreased gang-related sex-trade activity (female) |

Long term outcome

Gang members exit using safe strategies in Regina

The dotted lines connecting the various activities and outputs indicate the interconnectedness of services and outcomes.

4.3 Program Activities

The objectives of RAGS were to: increase protective factors for gang involved young adults who are working to exit, along with their family members and partners; decrease risk factors for gang involved young adults who are motivated to exit by increasing access to evidence-based programming and harm reduction strategies; support clients to leave gangs through individual/family/ crisis counselling, cultural and faith-based supports and activities, and life skills programming; increase access to RAGS intensive services for youth involved in CONNEX outreach; support geographic relocation of gang members and provide economic supports; increase attachment to the labour market; and reduce gang-related crime in the North Central area. These objectives were met through delivery of the following four programs:

1) Life Skills Programming for Young Men: The life skills program activities were educational, skill-based and in a group format. Male staff facilitated this program. Many young men in this program chose to access more intensive individual counseling to address individual issues raised in these groups. Topics covered in the life skills program included: gang exit; violence; personal awareness; medicine wheel teachings; problem solving; healthy relationships; parenting and fathering; goal setting; values and beliefs; addictions; team building; empowerment; behaviour modification; life space crisis intervention; asset building; and literacy.

2) Circle Keeper Program for Young Women: In the Circle Keeper Program, young women who were gang members or gang affected (they have a parent, sibling or boyfriend in a gang) received gender-specific life skills and traditional cultural training. The ultimate goal was to support exit from the sex-trade and gangs through education, personal healing and empowerment. The focus of Circle Keeper was on education and skill training. Many clients also participated in more intensive counseling as a result of their desire to address personal issues raised in the life skills groups. The Circle Keeper Program used therapeutic support groups with female-only staff to address needs in the areas of personal safety, addictions, family, parenting, employment, self-esteem, healthy relationships, and literacy.

3) Intensive Counseling: Individual, crisis, and family counseling sessions were provided to participants who indicated that they wanted to pursue personal issues related to specific goal areas. Gang exit was the primary objective. A case manager was assigned for each counseling case. Responsibilities included case coordination, maintaining a client file, conducting weekly therapy sessions, and monitoring client progress. Typical goal areas included safe exit from gangs and the sex trade, healing from trauma and abuse, addictions, safety planning, parenting, self-injurious behaviour, self-esteem, body image, disordered eating, life skills development (housing, employment, school, etc), legal and court support, community reintegration following incarceration, and mental health issues. Geographic relocation and witness protection were part of a holistic continuum of supports for gang members wishing to exit immediately or who had provided testimony against other gang members. Counselling was available 24/7 and was often crisis-driven during late evenings and early mornings.

4) CONNEX Outreach: Outreach services were provided to potential RAGS clients in a variety of settings. Contact was made with gang-involved young adults in inner city schools, correctional centres, in court, and occasionally on the street. The goal of making contact with these young people was to explain RAGS services and build purposeful and trusting relationships. A second component of Outreach was providing community and agency presentations to residents and professionals having an interest in addressing gang issues in inner-city Regina and in the broader province of Saskatchewan. A key objective of this second component was to provide accurate information about gangs, prevention, and intervention.

Figure 2 below describes the RAGS service flow. Although there is a self-referral process, secondary referral sources include the justice system (courts, police, Corrections, Public Safety and Policing), Regina inner city schools, other community organizations serving high-risk youth (social services, faith-based, youth agencies), peers (who tell gang-involved friends about the programs), and gang-involved family members. Referrals flowed through four main access points into RAGS programs. These access points were: court outreach; presentations to high-risk students in inner city schools; outreach into institutions (Sask. Pen., Paul Dojak Youth Centre, Provincial Correctional

Centre); and siblings of RAGS clients. As *Figure 2* illustrates, contacts by young adults with these access points resulted in one of two outcomes: 1) the case remained as an informal 'contact' (secondary case) with the RAGS program (this decision was made by the young person), with ongoing participation in services designed to provide information, referral, and engagement in more intensive services; or 2) the case was designated as 'intensive' (also referred to as a 'primary' case). This decision was again made by the young person. Intensive cases were assigned a case manager and the intake assessment was initiated. 'Intensive cases' were defined as those youth who met the minimum risk criteria and who had regular (at minimum bi-weekly) contact with program(s) for a minimum three months - 30 hours over 90 days minimum. 'Contact' (or non-intensive) cases had irregular contact with the RAGS Project, primarily through the Outreach Program to schools and institutions. At minimum, monthly face-to-face contact with program(s) for three months (ten hours over 90 days minimum) was required for the 'secondary' designation.

The intake consisted of the standard set of baseline instruments (see *Appendix B*). The young person met with a RAGS staff and basic information relating to their address, telephone number, and social history was gathered and placed in the file.

Cases which remained at the 'contact' level of service (CONNEX court, school, institutional outreach contacts and contacts with siblings of RAGS intensive clients) were not assigned a case manager, nor were client files opened. Instead, basic socio-demographic data was collected during the first couple of contacts with the RAGS service. The dates of each subsequent contact, and the nature of the contact (for example, provision of legal information, safety planning) were tracked in the Excel tracking database.

The intensive cases were opened under one primary program: Circle Keeper, Life Skills, or Counseling (this included crisis intervention, individual counseling, family counseling). Although the intensive cases were opened under the one primary program and were assigned one case manager, most participants were involved in more than one of these services. These activities were tracked in the Excel database.

The 'intensive' services were long and open-ended programs. None of the RAGS programs were short due to the complexity of the needs presented by participants and the very high-risk lifestyles they led.

Figure 2: RAGS Project Service Flow
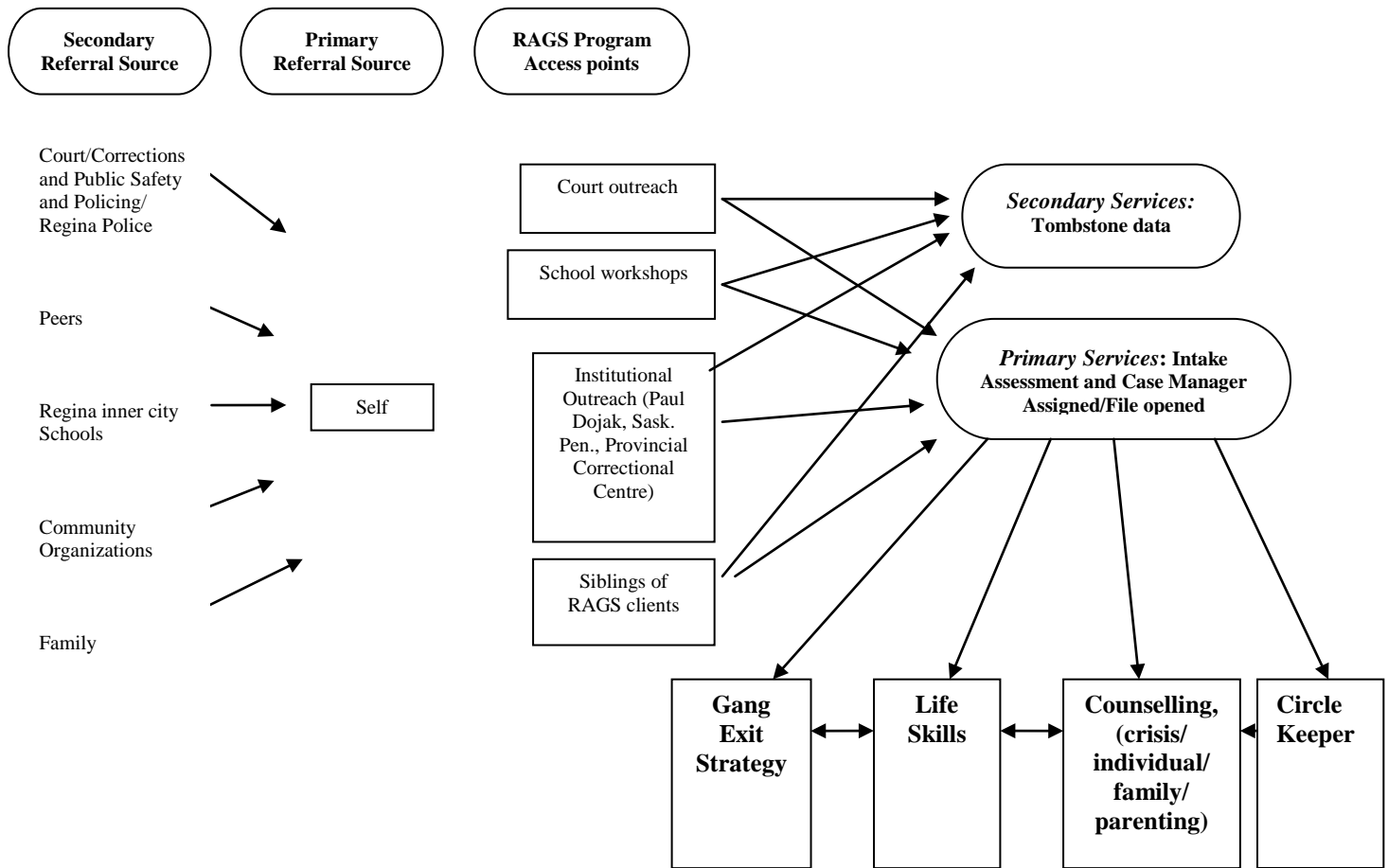
4.4 Target Group:

Young adult gang members aged 16 – 30 and their partners and/or family members where appropriate.

The ten key risk factors addressed by the RAGS Project included individual-level factors (1. prior delinquency and criminal behaviour, 2. anti-social attitudes, 3. aggression and violence), peer group-level factors (4. friends who are gang members), school-level factors (5. poor school performance/learning difficulties), family-level factors (6. family violence, 7. family members in a gang, 8. extreme economic deprivation), and community- level factors (9. social disorganization, 10. presence of gangs in the neighbourhood).

I'm from Ontario and I grew up in Regina. Half my bros we are all split up. One passed away in a fire. My dad is deceased and I got my Mom who is still alive. We all got split up, foster homes. One still lives in the city...I grew up without a father, a father figure. My mom was always drunk, drinking and what not. I went to at least 10 different elementary schools in Regina. High school I ended dropping out, going back, dropping out. The streets, getting high, partying, smoking too much weed. 2003 – 2002 when I was in elementary, started getting high, drinking. I was just in elementary. Half my life – I am 21 now . I tried working and going to school at the same time. Too hard for me – I wanted to work, make money. I work now. Pretty much just hung out with anyone and everyone. Started getting into music, the arts. High School was good, all about the music. It all depends, the ones I went to school with were positive, the ones I dropped out with were negative, the drugs, weed, ecstasy. Probably since I was

young I started hanging out with gangsters. Baby sat by my cousin, she had boyfriends who were gangsters. They would say to me (later) "hey I remember you when you were young."

(Jordan, aged 21 years, had been out of his gang for almost two years. He was an alcoholic and had partially completed the life skills group. Recently, he had been convicted of beating up his girlfriend. He had a roofing job).

5. EVALUATION QUESTIONS AND OBJECTIVES

The purpose of the evaluation was to thoroughly document the RAGS project implementation in order to contribute to the knowledge of what project components work best to prevent or reduce gang involvement. The Evaluation collected information from participants to determine their level of gang involvement and/or their level of risk of becoming involved in a gang; collected baseline and follow-up information at pre, mid and post intervals, which indicate if there was a change over time in participants' level of risk and their level of gang involvement; measured and reported on whether participants join or remain in gangs and their involvement in gang-related crime; and measured specific risk and protective factors which were addressed in RAGS activities.

The key outcomes which were measured by the Evaluation include:

- increased protective factors and reduced risk factors for young adults involved in gangs and their family members/partners.
- reduced gang-related crime in North Central area.
- increased access to RAGS intensive services for youth involved in CONNEX outreach.
- increased exit from gangs supported by individual/family/crisis counselling, cultural and faith-based supports and activities, life skills programming;
- increased geographic relocation of gang members and provision of economic supports;
- increased attachment to the labour market

There are three primary categories of questions for the RAGS Evaluation: process questions, outcome questions and descriptive cost analysis questions.

a) **Process-related questions**: How was the RAGS project implemented? What will facilitate the replication of the RAGS project? What are the recommendations for implementation of a project such as the RAGS in order to increase the likelihood of achieving desired outcomes? *Table 3, Process Analysis: Program Description, Research Questions and Data Sources* in *Appendix A* describes these issues in more detail.

b) **Outcome-related questions**: What were the specific goals and objectives of the RAGS project? What was the effect of the RAGS interventions on clients? Was the dosage of intervention (intensity) related to outcome? *Table 1, Input Analysis: Program Description, Research Questions, and Data Sources – Clientele* and *Table 2, Input Analysis: Program Description, Research Questions and Data Sources – Resources* describe in detail how these outcome-related questions were addressed, and *Table 4, Outcome Analysis: Research Questions, Data Sources and Administration,* describes these issues in more detail (see *Appendix A* for all Tables).

c) **Descriptive cost analysis**: This cost analysis instrument is found in *Section 5.3* of this report.   The following questions guided the descriptive cost analysis:
   - What was the average cost per participant?
   - What was the distribution of cost across each of the program components?

- What were the average costs distributed across groups of participants?
- Were there any activities or sub-groups with particularly high costs?

I was raised up to make my own decisions.   It was not like I was forgotten. It was more just raised to make my own mistakes. (My parents) were working night shifts so they weren't around to discipline us. They weren't around. I'd sleep all day and they'd be at work by time I got up. It's just that they weren't around. I was interested in school 'til grade 10. It wasn't so much the crime but partying – that's why I dropped out of school. Everything else came after I quit school.

It's hard for me to manage money. When I have it I buy whatever is around. When I work it's just for a few months. I was pretty close with guys from high school until about 4 years ago. Lot of friends have kids now. By the time I run into them there's no point bothering them.

In total I did fuckin' 16 – 17 years, pretty much half my life in the pen. My friends now are into gang life, some are into sports. I try hard not to get involved in drugs and all that shit. The correctional, first time, got sent there from (a young offender centre). I was 14, that's when I got involved in gangs. I was with them '98 up to '04. It's not like it is now. I made more money. People were not strung out on coke as they are now. Back then people made more money. People were doing it but not strung out. It was fun then because of the all the money. When I was in that gang, it was a little bit of everything. I knew where to get guns when I needed them, drugs when I needed them. I did what I was told to do. You could rely on me to, no questions. I got involved because people could rely on me – to stash guns and drugs. People did that for me too. I felt bad about putting girls on the street. That bothered me the most. I always had in the back of my mind if that was my little sister, how would I feel. I would get mad and beat up another guy for that. I didn't think of it too much of the time. I was partying, I'd have whole day to chill them start drinking at night. If I was rushing someone's house, it was probably a drug dealer, so I didn't feel too bad. If it was rollin' someone it was probably another gang.

I realized that 10 – 12 years, I think that's how long it's been I wasted all that time doing fuck all. The minute you get picked up it's like they don't know you. I've done that to a few people too, gone to jail. I'd try to help them out if they were going to jail, in trouble.

The hardest thing would be probably for me anyway dealing with younger gang members. The older ones understand that I was doing something I was told to do. The younger ones, it was not because I ratted. Doing something I was told to do. It's more like I have to deal with the younger crowd. They don't understand my own mind change saying enough's enough. It was not so much me going to the pen over all the number of years I was in jail. I just got fed up with doing years for someone else. The past couple of times in jail have been for stuff I've done – I can blame myself, past 2 or 3 times, or for my friends. I still have a temper, that attitude. I am still involved somewhat in that lifestyle, I'm still if someone disses someone I'm with I want to attack him.

(Junior, aged 30 years, active gang member)

6. METHODOLOGY

6.1 Evaluation Design

A non-randomized control group design was being used for this evaluation, consisting of 74 RAGS primary clients in the treatment group and 29 gang-involved, high risk young and adult offenders in the control group. Due to the fact that no more than 40 primary clients participated in RAGS intensive services per year, it was not possible to randomly select a sample for the treatment group - the numbers were too small. The control group sample size is adequate given the relatively small number of gang-involved Aboriginal offenders in the Regina area and the fact that RAGS was the only social service organization in the city focusing on supporting gang members to exit gangs. Gang members who are not involved in RAGS are highly unlikely to volunteer to participate, given that their motivation to exit gangs is presumably low. Recruitment of control groups of individuals who are engaged in highly antisocial and criminal activities in any study is exceedingly difficult because these individuals do not want to be identified.

The control group sample was matched to the treatment group on key variables including age, gang involvement, gender, Aboriginal status, place of residence (i.e., participants must live in Regina or other urban areas of Saskatchewan), offending history, employment and school status. This comparison group was selected from the group of secondary cases which had no more than five hours contact with the RAGS project per month. The contact consisted of recreational activities. None of these cases participated in counseling services.

A pre-, mid, post and follow-up design for both the treatment and control groups allows for the measurement of change over time. The mid-point measures were administered every six months following the baseline measure.

The original plan was for a comparison group consisting of high risk, gang-involved Aboriginal offenders contained in the provincial young offender database maintained by the Saskatchewan Ministry of Corrections, Public Safety and Policing. Young people in this control sample were not to have received comprehensive support services such as those offered by RAGS, thereby permitting analysis of offending patterns between those individuals who got service and those who didn't get the service. The goal was to follow the control group sample over the same three-year period of time as the duration of the RAGS project (March 2008 – March 2011).

This original plan was shelved in July 2010, despite having had approval since early 2008. At that time, approval was gained from the Provincial Director and a youth court judge. Further aggravating the situation was the fact that the manager of the young offender database left his position with the Saskatchewan Ministry of Corrections, Public Safety and Policing for another job and a replacement for this individual was not found until November 2008. The control group sample was finally selected in February 2009. However, this original file contained so much data that it was not in a usable format (for example, a comparison of names in both samples was required to ensure that young people in the treatment group did not appear in the control group). Despite a series of meetings with the Lead Evaluator and the Ministry to address these problems and clean the data set, the data still had not been provided to the Evaluator in July 2010.
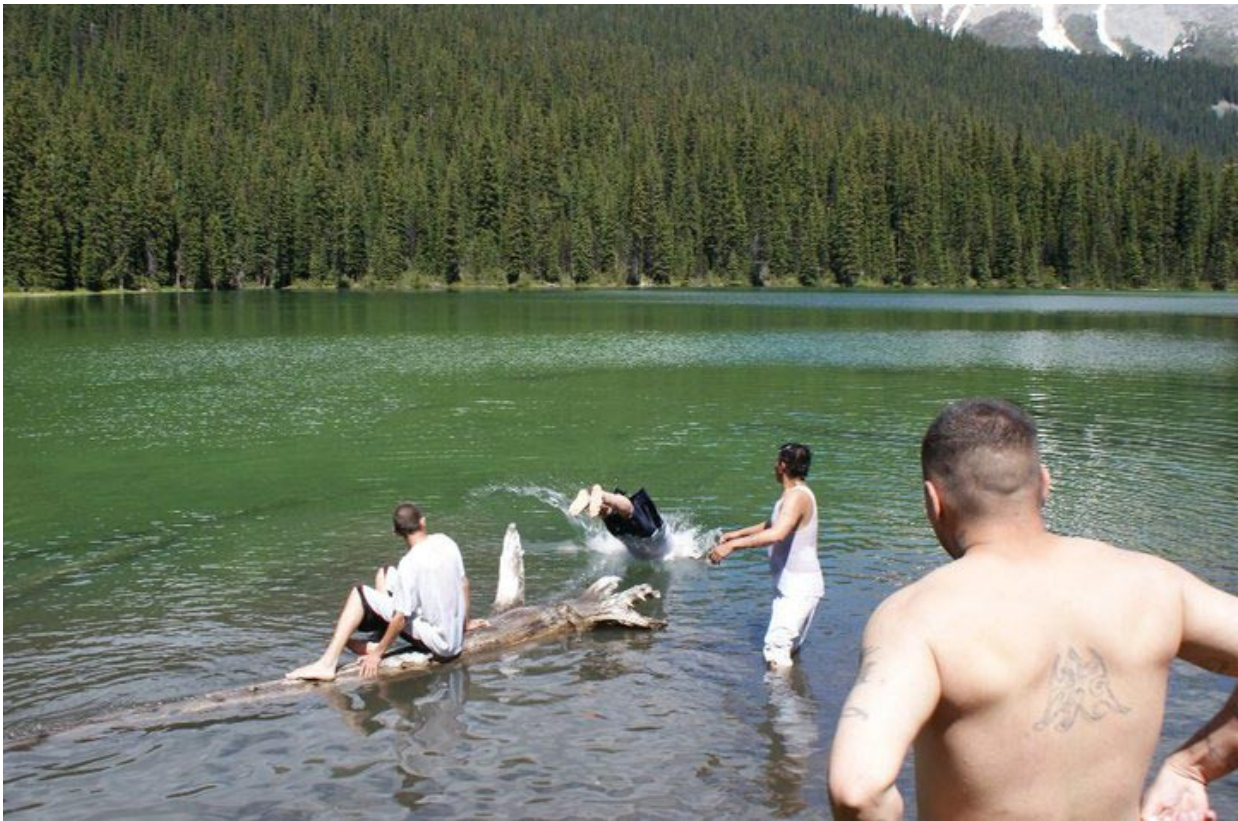
6.2 Data Collection Methods

Detailed information on roles and responsibilities for data collection is provided in *Table 4, Outcome Analysis: Research Questions, Data Sources and Administration* (*Appendix A*) and in the yearly work plans contained in Section Six of the Evaluation Plan. On an ongoing basis, it was the responsibility of the Evaluators to work with RAGS staff to ensure that protocols, databases and administrative systems were in place to ensure that data were collected at the appropriate intervals and follow-up tracking of participants was accomplished. The Evaluators trained staff in the administration of all measurement instruments; designed and coded all completed surveys and analyzed data in SPSS; wrote all reports (with the support and feedback from project staff).

The RAGS staff were responsible for administering all evaluation measures with program participants (pre, mid, post and follow-up), maintaining all client files, providing participants with cash honorariums for post and follow-up testing, providing the Evaluator with required data at required intervals, and participating in evaluation meetings as scheduled.

Each client was assigned a unique identifying number based on a simple coding system using ten-characters. Each unique client number consists of the last two digits of the year of the first contact with RAGS, the rolling number of total youth accessing services in the given year, the first initial of the client's first name, the month the client was born, the first letter of the client's last name, and finally the last two digits of the year the client was born. All pre and post evaluation tools were coded with client numbers,

permitting evaluators to track any behavioural and attitudinal changes throughout the RAGS program.

6.2.1 Timing of Data Collection

A variety of data collection sources and methods have been employed, including quantitative (baseline and follow-up surveys with clients, official records) and qualitative (in-depth client interviews, field observations, focus groups, and client file reviews). By using a variety of data collection and analytical techniques, internal and external validity was enhanced, alternative explanations of results were eliminated, and generalization of results is good. A pre, mid, post and follow-up test design was utilized to allow for the measurement of change over time. The mid-point measures were administered every six months following the baseline measure. It was critical to measure at mid points given the long and open-ended period of involvement in RAGS services for most participants. The follow-up measures were conducted six months after the post-measures.

The data sources drawn upon for this report included the baseline and follow-up participant surveys, program participation tracking data (contained in the Excel database), in-depth interviews, focus groups, field observations and client file reviews. The baseline tools for the evaluation were selected and reviewed with RAGS staff in February 2008. All tools were selected from the menu of acceptable tools proposed by the NCPC. The Baseline Survey was revised in June 2009 based upon feedback from staff and clients. The matrix describing the research questions and data sources is found in *Appendix A*, *Table One*, and the outcome analysis contained in *Appendix A*, *Table Four* provide more

details on these issues.   *Appendix B* provides the final version of the Evaluation Survey Instrument.

6.2.2 Quantitative Instruments
All tools for the February 2008 Evaluation Survey were selected from the menu of acceptable tools proposed by the NCPC and were reviewed with the RAGS staff team. Revisions were made to the tools based on feedback from staff and a small group of clients. Each instrument was used as pre/mid/post/ follow-up measures.

Various instruments in *Centre for Disease Control Measuring Violence-related Attitudes, Behaviors, and Influences Among Youths* were also selected. They include:

♦ *Beliefs About Conflict – NYC Youth Violence Survey (*Division of Adolescent and School Health (DASH), CDC, 1993);
♦ *Ethnic Identity-Teen Conflict Survey* (Bosworth & Espelage, 1995);
♦ *Gender Stereotyping* (Gunter & Wober, 1982);
♦ *Rutgers Teenage Risk and Prevention Questionnaire* (Nakkula et al., 1990 [Additional items developed by Institute of Behavioral Science, 1990]);
♦ *Depression – Rochester Youth Development Study* (Adapted by Rochester Youth Development Study from Radloff, 1977) (slightly revised by Totten, 2008)

The final instrument is the *Gang Member Interview* (OJJDP, 2002, revised by Totten, 2008).

A number of surveys were dropped in the June 2009 revised tool due to concerns raised by staff and participants about the length of time it was taking to complete the measures. They included: Ethnic Identity – Teen Conflict Survey; Normative Beliefs About Aggression; Gender Stereotyping; Attitudes Towards Guns and Violence. In addition, questions were added or modified in *Section 8* to better reflect the needs of the young adults in the program. Questions were added on experiences in the child welfare and correctional systems (number and length of placements); gang affiliation through boyfriends and partners; sexual abuse; and self harm (slashing, burning, etc.).

6.2.3 Qualitative Methods

While quantitative measures are required to tell the full story of the RAGS project's ability to achieve its outcomes, the use of qualitative measures provides an in-depth and rich context to the evaluation. There were four types of methods used in the Evaluation: field observations; client file reviews; focus groups with participants; and in-depth interviews with participants. Field observations of the Life Skills, Circle Keeper, Intensive Counseling and Outreach programs were conducted during each of the nine site visits (February 2008, 2009 and 2010, June 2008, 2009 and 2010, October 2008 and 2009, and January 2011). Client file reviews of all open and closed primary cases were conducted at each site visit. In addition, approximately two in-depth client interviews were conducted at each site visit, and focus groups were held at both 2009 site visits and the 2011 visit. Section 9.1.4 provides findings from these qualitative measures.

Data from field observations consist of detailed note taking by the Evaluator during and immediately after observing program activities. The focus was on the process and quality of staff interventions (i.e. how were the programs being delivered; were the interventions being delivered as they were intended [i.e., did they follow the basic foundations of Wraparound Process and Multi-systemic Therapy?]. Client file review data were collected using a simple checklist for the presence of basic documentation (case notes, consent forms, referral information, baseline risk assessment, closure summary). Focus groups were facilitated by the Evaluator and followed the series of open-ended questions found in the *RAGS Youth Focus Group Questions* (Totten, 2008)

interview guide contained in *Appendix B.* Finally, the primary function of the in-depth interviews was to verify and supplement quantitative data from the evaluation surveys, confirm participation levels in RAGS programs contained in the Excel Tracking Database, probe key areas of the participant's lives in order to gain a better understanding of pathways into gangs, the gang exit process, and the mechanics of RAGS programs (i.e., how did the participants understand the role of the program in their own lives, did they see their current gang status as being related to RAGS), and to provide participants with the opportunity to have their voices heard.

6.2.4 Response Rates

The original Evaluation Plan identified that Evaluation Surveys were to be done on all intensive cases every six months (T2, T3, T4, etc.) after baseline (T1). As of January 31, 2010 there were 74 cases primary cases with baseline surveys (T1) completed, 56 had T2 surveys completed, 41 had T3 surveys completed, 21 had T4 surveys completed and eight had T5 surveys completed. Because there was an ongoing intake process, the number of baseline surveys continued to grow throughout the project, and, only a subset of those with baseline measures have subsequent follow-up surveys. *Table 1* describes the survey completion rate over the five time periods. The survey completion rates are very high, especially give the fact that many participants were hard to find given their transient lifestyles.

Table 1: RAGS Evaluation Survey Completion Rates

	Surveys Completed	Completion Rate
T1Baseline Surveys	74	100%
T2 Follow-up (6 months)	56	88%
T3 Follow-up (12 months)	41	91%
T4 Follow-up (18 months)	21	91%
T5 Follow-up (24 months)	8	100%
Total	200	

6.3 Data Analysis Methods

A variety of quantitative and qualitative analytical techniques were used. Indices were created from survey questions that scored each youth in terms of their behaviour and attitudes. In order to determine whether significant changes were being made by youth in treatment, Matched Pairs T-Tests were used. Each individual's score on an index at an earlier time is subtracted from their score on the index at the later time (as in Time 1 scores subtracted from Time 2 scores). This indicates whether or not their scores have changed between the two time points. The average of these differences is computed and the t-test is applied to determine if the change from one time to the next is statistically significant. In this case, statistical significance was determined using an alpha level of 0.05. In other words, the change between two time points is deemed significant if there is a 5% or lower probability that the change is equal to zero (the difference happened simply by chance). No adjustment to the standard 0.05 significance level (p-value) was made for the performance of multiple tests on the data. The number of data cases is low enough that such an adjustment would essentially guarantee that none of the comparisons would be large enough to qualify as statistically significant.

To facilitate the presentation of the test results, the changes in index scores are collapsed into three groups that indicate the percentage of respondents whose scores increased, decreased or stayed the same over the interval in question. Also presented are the number of cases on which the test is based, the change in the mean of the index scores, and the value of the T-statistic, its degrees of freedom (df) and the p-value of the test. The p-value indicates the probability that the change in the mean is actually zero.

In addition to the results of the Matched Pairs T-Test, effect sizes were calculated and are presented for each of the comparisons. In contrast to the measure of statistical

significance discussed above, which determines the extent to which differences found between two time points could be due to chance, effect sizes estimate the magnitude of any differences that are found (independent of sample size). In this way, effect sizes complement measures of statistical significance and speak more directly to the practical or clinical significance of a set of findings (e.g., while a difference may not reach statistical significance, due to a small sample size, the result may still be large enough to represent a practically significant difference). The specific effect size used in this evaluation was Cohen's d. The absolute value of Cohen's d ranges from 0 to any positive number, with larger effect sizes indicating a greater change between two time points. While a determination of what constitutes a small, medium, or large effect is entirely context dependent, some rough guidelines have been proposed and are generally accepted – values below 0.20 indicate no real effect, values between 0.20 and 0.50 reflect "small" effects, values between 0.50 and 0.80 reflect "medium" effects, and values above 0.80 reflect "large" effects. Effect sizes in the medium range (0.50 to 0.80) are usually assumed to represent changes that are practically or clinically significant (these effect sizes are highlighted by an asterisk in the following tables and in *Appendix F*, *Table 4*).

Finally, estimates of power are also provided for each of the Matched Pairs T-Test. In contrast to the alpha level (i.e., 0.05), which indicates the likelihood of declaring that there is a difference on a risk index between two time points when such a difference doesn't actually exist, power refers to the probability that a statistical test will detect a statistically significant difference on a risk index between two time points when such a difference does actually exist. Although there are no hard and fast rules, 0.80 is usually considered to be a reasonable level of power. Power analysis is most often conducted before a study begins to determine what sample size is required to obtain a pre-determined degree of power. This was not done in the current evaluation. However, post-hoc power analyses can also be conducted. In this case, the analysis helps to determine the power of a particular test for detecting an effect size of a particular magnitude. For example, a comparison of two time points might indicate that a difference exists on a particular risk index (e.g., d=0.25, or a small effect). If the sample size under examination was 10, the alpha level 0.05, and the effect size 0.25, an analysis would indicate that the power of the test is 0.18. This is a very low level of power and is not sufficient to conclude, on the basis of this test, that there is not a small effect (i.e., an effect of time in treatment on the risk index). With a larger sample size, the power of the test would increase (e.g., to 0.80 if the sample size were 100). Under these circumstances we could be more confident in concluding, on the basis of the test, that there is indeed a small effect of time in treatment on the risk index in question.

To address whether differences exist over time between the youth involved in the RAGS program and a control group of high risk young people not participating in the program, the same indices used for the Matched Pairs analysis were used. For each index, the scores of young adults involved in the RAGS program were statistically compared to scores calculated for youth in the control group. This was done for three specific time points: at baseline, 6 months after the treatment group entered the RAGS program, and 12 months following entry to the program. The Independent Samples T-Test was also used. For each index, scores for youth involved in the RAGS program were calculated for each of the three time points and the average scores were compared to the average scores calculated for the control group at the same time points. The t-test is applied to determine

if the difference between the two groups at a particular point in time is statistically significant. The change is significant if there is a 5% or lower probability that the change is equal to zero (the difference happened simply by chance). As with the Matched Pairs analysis, no adjustment to the standard 0.05 significance level (p-value) was made for the performance of multiple tests on the data. The number of data cases is low enough that such an adjustment would essentially guarantee that none of the comparisons would be large enough to qualify as statistically significant.

To facilitate the presentation of the test results, the mean scores for each group are presented for each of the three time points examined. Also presented are the number of cases on which the test is based, the mean difference between the two groups, the value of the T-statistic, its degrees of freedom (df) and the p-value of the test. The p-value indicates the probability that the change in the mean is actually zero. In addition to the results of the Independent Samples T-Tests, effect sizes were also calculated and are presented for each of the comparisons between the treatment and control group. As was the case for the Matched Pairs T-Tests, the effect size employed was Cohen's d. Recall that values below 0.20 are usually thought to reflect no real effect, values between 0.20 and 0.50 reflect "small" effects, values between 0.50 and 0.80 reflect "medium" effects, and values above 0.80 reflect "large" effects (values above 0.50 are highlighted with an asterisk in the following tables and in *Appendix F*, *Table 4*). Finally, post-hoc power estimates are also provided for each Independent Samples T-Test. In this case, power refers to the probability that the statistical test will find a statistically significant difference on a risk index between the treatment and control group when such a difference does actually exist. Again, 0.80 is usually considered to be a reasonable level of power.

6.4 Methodological Limitations

There are a number of methodological limitations to this evaluation study. First, there is room for bias in the completion of evaluation surveys given that RAGS staff administered the questionnaires with young people. It is possible that participants may have attempted to show themselves in the best possible light given the presence of a staff person. However, there was no other way to get accurate information from participants given that almost all had low levels of literacy. During pre-testing of these tools, youth were given the option of completing surveys on their own or with other youth present in the same room. Data from these initial surveys were replete with errors and inaccuracies due to both the negative dynamics within the group and a lack of comprehension by youth regarding the survey questions.

Three measures were put in place to address the potential of bias during survey completion: in-depth interviewing by the Evaluators with a cross-section of participants; regular dialogue between the Evaluators and the staff team on process-related issues regarding survey administration; and detailed reviews of all completed youth surveys by the Evaluators. When the Evaluation Team identified problems with surveys (such as missing pages, indicators of a lack of comprehension on the part of the participant), these issues were immediately communicated with the staff person who conducted the survey with the participant, who in turn had a conversation with the youth to rectify any problems. These strategies are based on those used in previous studies with comparable samples.[17]

Second, the sample size at Time 5 follow-up interval is quite low, despite the fact that all participants requiring a Time 5 survey completed one. Low sample size limits the power of statistical analyses.

Third, there may be issues related to the comparison group and its comparability to the treatment group. This latter concern is referred to as the internal validity threat of selection. It means that because assignment to treatment and control groups was not random (i.e., we did not control the assignment to groups through random assignment), the groups may be different prior the start of the evaluation. Such differences between treatment and control groups may affect the outcome of the evaluation. We addressed this latter concern by paying special attention to this matter during survey administration with both treatment and control group participants.

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[17] For example, see Totten, 2000; Totten, 2001; Kelly and Totten. 2002; Totten and Kelly, 2005.

7. PERFORMANCE MONITORING INFORMATION

Two databases were utilized to collect and monitor the data. A simple Excel tracking database was developed to measure intensity of program participation. Dosage of program usage was recorded monthly for every client. This entailed entering the number of hours of involvement in different programs, and also details on what was involved in each intervention (for example, assessment or rapport building). An SPSS database was designed to collect all data from baseline and follow-up surveys for both treatment and control groups. A single client number was assigned to each case.

Detailed performance monitoring information is contained in *Appendix G* of this Report.

8. PROCESS EVALUATION FINDINGS AND INTERPRETATION

The following process-related questions, outputs and indicators are addressed in this section: number of participants served in various programs; Length and intensity of programs; attendance rates; risk assessment; and baseline survey data.

8.1 Demographics and Participants Served

A total of 99 unique (individual) clients have been served in counselling services since January 2008, including 66 male and 33 female youth. The mean and median ages of these participants are 23.9 years and 23 years respectively. Of these participants, most reported being Cree (see *Figure 3*). Of these youth, 74 completed surveys.

Figure 3: Racial Origin (n=74)
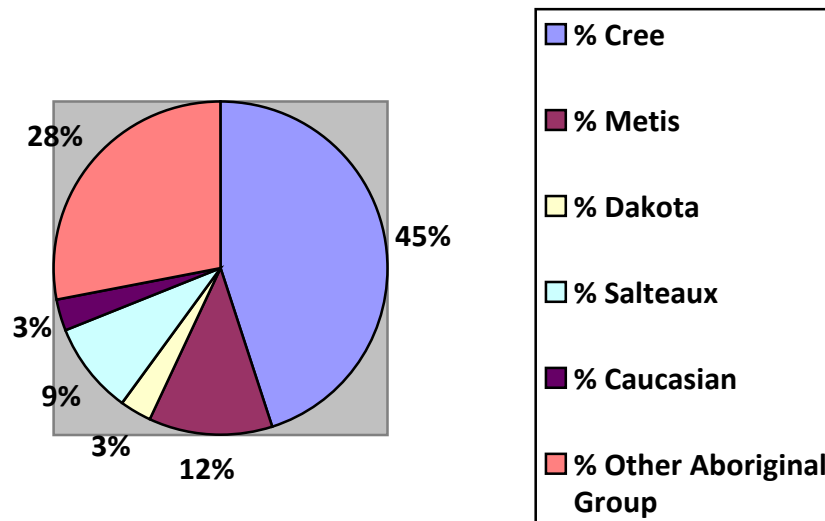
Figure 4 illustrates the category of cases. Of the 99 participants, 74 are primary cases and 25 are secondary cases. Twenty-three primary cases are still active and fifty-one primary cases have been closed. Four secondary cases are open and 21 secondary cases have been closed.

Figure 4: Category of Cases (n=99)

The RAGS project has been able to date to meet demand for the project. There was not a need to implement a waiting list. The primary reason for this is the fact that the RAGS Project clients and staff operated within an established network of service providers, which offered a range of services 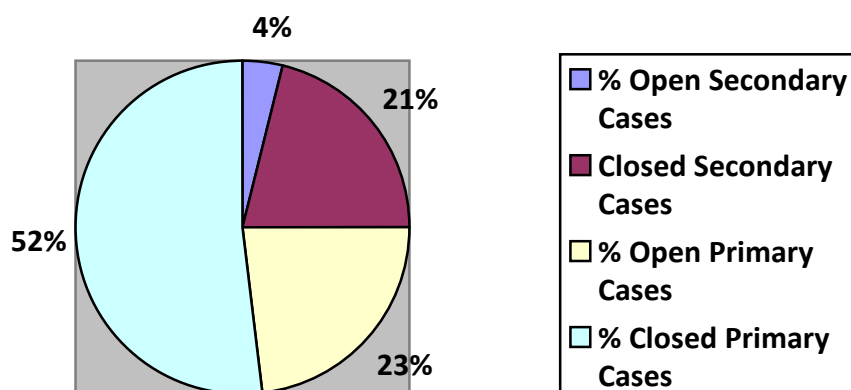to complex-need young people. These services included addictions treatment, employment and school programs, child welfare services, cultural services, and correctional services. Specific programs included:

- residential substance abuse treatment centres (Pine Lodge, Indian Head; Sakwatamo Lodge, James Smith First Nation; Cree Nations Treatment Haven, Canwood, Sask.; Slim Thorpe Treatment Centre and Detox., Lloydminster; Calder Centre and Detox., Saskatoon; Métis Addictions Council of Saskatchewan (MACSI) Inpatient and outpatient programs, Regina; Regina Detox; Moose Jaw Angus Campbell Detox; Parliament Methadone Clinic, Regina; South Saskatchewan Methadone Clinic; Narcotics/Alcoholics Anonymous);
- employment programs (Street Culture, Regina; T-Squared, NCCA, Regina; First Nations Employment Centre, Regina);
- faith-based services (Healing Hearts Ministry, Regina);
- policing and corrections (Regina Police Service Gang Unit; Paul Dojack Young Offender Centre; Pine Grove Correctional Centre; Regina Provincial Correctional Centre; and various RCMP detachments in southern Saskatchewan);
- community-based counselling services (Eagle Moon Counselling);
- infant stimulation and child welfare services (Healthiest Babies Possible, Saskatchewan Health; Ministry of Family and Children Services); and
- a variety of other grass roots services, such as Grannies Against Gangs.

Most RAGS clients were involved in many of these services. For example, clients who participated in intensive counselling or Life Skills were able to participate in residential

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addictions treatment and/or paid work placements. These same youth were also able to access cultural or religious supports. Many clients were in methadone treatment programs. Many clients were attempting to regain custody of their children in the care of child welfare authorities

8.2 Length and Intensity of Programs by Client Group

The RAGS Excel Tracking Database tracks the monthly dosage of programming, in hours, for every RAGS client. It is evident that the RAGS programs offered a very high dosage of programming to its clients. *Tables 6 - 9* provide a comparison of the average hours of direct contact (face-to-face) per program for four groups of clients: open primary cases (n= 23), closed primary cases (n= 51), open secondary cases (n=4), and closed secondary cases (n= 21).

Table 6 reports on the average hours of direct contact (face-to-face contact) per program for 23 (11 males, 13 females) active primary participants. By a wide margin, these participants had the highest dosage of programming. Overall, each of these cases received 264.2 hours of programming, or on average 13.6 hours each month. Each participant accessed programming on average 105.2 different times during the thirty-four month period, or on average 3 times every month.

Table 6: Average Hours of Direct Contact per Program for 23 Active Primary Cases March 2008 – January 2011

Program	Total Youth Served	Total Hours Per Program	Total Average Hours of Service Per Youth (23)	Average Hours Service Per Youth (23) by Month
Life Skills	5	1,414	282.8	8.3
Circle Keeper	13	1,624	124.9	5.0 (25 months only)
Intensive Counselling	23	3,039	132.1	3.9
Totals	*41	6,077	264.2	

* Some youth participated in more than one program

Table 7 reports on the average hours of direct contact per program for 51 closed primary participants (41 males, 10 females). Overall, each of these cases received 439.8 hours of programming, or on average 13 hours each month. Each participant accessed programming on average 175.5 different times during the thirty-four month period, or on average 5.2 times every month.

Table 7: Average Hours of Direct Contact per Program for 51 Closed Primary Cases   March 2008 – January 2011

Program	Total Youth Served	Total Hours Per Program	Total Average Hours of Service Per Youth	Average Hours Service Per Youth by Month
Life Skills	28	6,359	227.1	6.7
Circle Keeper	9	468	52	2.1 (25 months only)
Intensive Counselling	51	15,603.5	306	9
Totals	*88	22,430.5	439.8	

* Some youth participated in more than one program

Table 8 reports on the average hours of direct contact per program for 4 active secondary participants. Not surprisingly, the intensity of programming is much lower compared to the primary cases. Overall, each of these cases received 312.5 hours of programming, or on average 9.2 hours each month. Each participant accessed programming on average 98 different times during the thirty-month period, or on average 2 times every month.

Table 8: Average Hours of Direct Contact per Program for 4 Open Secondary Cases March 2008 – January 2011

Program	Total Youth Served	Total Hours Per Program	Total Average Hours of Service Per Youth	Average Hours Service Per Youth by Month
Life Skills	3	274.5	91.5	2.7
Circle Keeper	1	2	2	0.08 (25 months only)
Intensive Counselling	4	973.5	15.6	0.5
Totals	8*	312.5	9.2	

* Some youth participated in more than one program

Table 9 reports on the average hours of direct contact per program for 21 closed secondary participants. Overall, each of these cases received a very light dosage of programming: 16.4 hours on average, or 0.5 hours each month. Each participant accessed programming on average 6.7 different times during the thirty-four month period, or on average 0.2 times every month.

Table 9: Average Hours of Direct Contact per Program for 21 Closed Secondary Cases   March 2008 – January 2011

Program	Total Youth Served	Total Hours Per Program	Total Average Hours of Service Per Youth	Average Hours Service Per Youth by Month
Life Skills	1	6.0	6.0	0.2
Circle Keeper	5	62.5	12.5	0.5 (25 months only)
Intensive Counselling	11	275	25	0.7
Totals	*17	343.5	16.4	

* Some youth participated in more than one program

8.3 Risk Assessment and Baseline Data
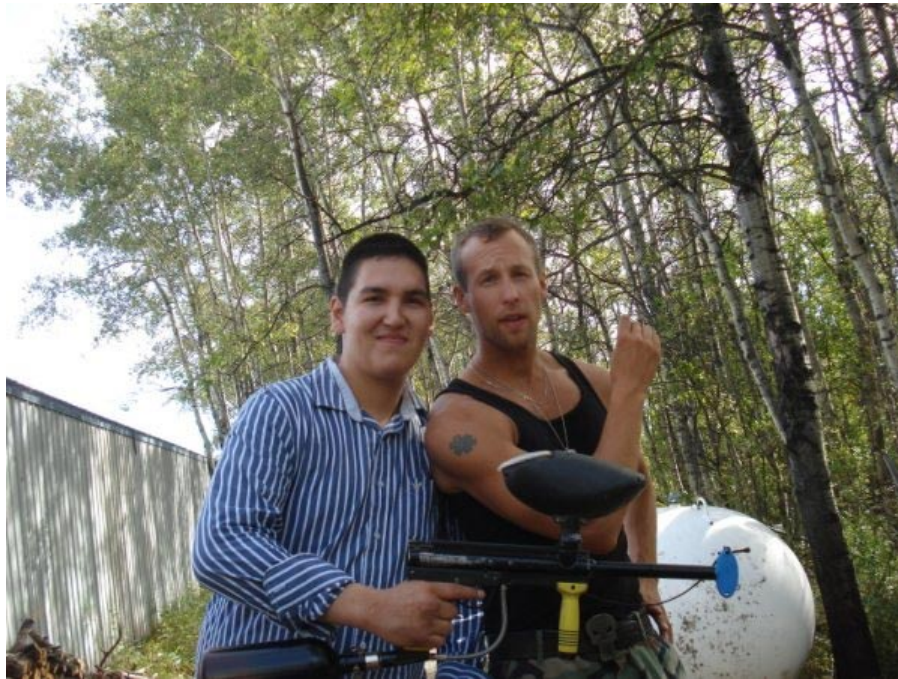
The risk assessment tool is contained in *Appendix B* (Evaluation Survey Instrument). The cut off scores used in each risk factor domain are identified in the Risk Criteria Scoring Tool (*Appendix C*). There are five domains of risk: individual, school, family, peer and community. A minimal basic score is required – this involves a simple scoring for each domain (0 = does not meet criteria; 1 = meets criteria). The specific factors within each category, along with measurement instrument, are indicated in this tool. In order to be included in the RAGS project, youth had to have been assessed to have at least one risk factor in each of the family, school, peer and community domains. In addition, the youth had to be assessed to have been gang-involved during the past six months or be gang-affiliated through family or boyfriend. Finally, participants must have had a minimum of two out of three risk factors in the Individual Domain (substance abuse past six months; serious criminal behaviour past six months; violent behaviour past six months).

There were no referrals to the program which fell outside of the target population. The Evaluation Survey instrument was effective in identifying risk and protective factors. Due to the fact that the survey was administered by the staff person who knew the youth best, participants were receptive to sharing that they were or had been gang involved. The cut off scores were stringent enough to ensure the appropriate target group was identified. Data contained in police records were used to verify some participants' self reports of criminal behaviour, although data was not available for a small number of participants.

The average age for the 74 clients who completed baseline surveys was 22 years. Fifty-two participants were male and twenty-two were female. The age distribution is found in *Figure 5*. Almost all participants identified as Aboriginal, primarily Cree (see *Figure 3*).

Figure 5: Age Distribution (n=74)
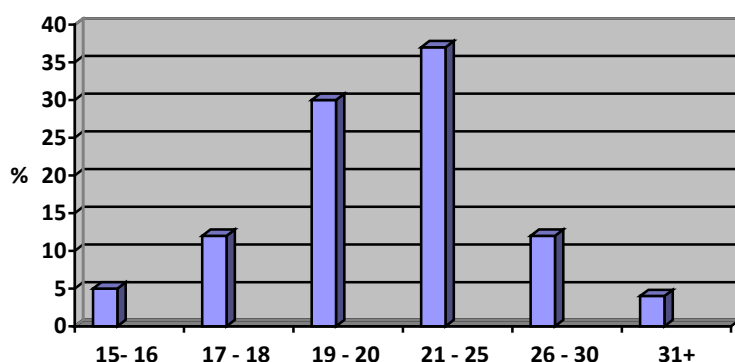
Table 10 provides an overview of the types of risk faced by participants. Having close friends and family members who were gang-involved, dropping out of school and substance abuse were the most common risk factors experienced by participants.

Table 10: Types of risk factors experienced by participants

Types of risk factors	Number of participants with these risk factors	Percentage of participants with these risk factors
Current/Former Gang Member/Affiliated Through Boyfriend	74	100%
Substance Abuse Past 6 Months	61	82%
Friends Who are Gang Members	65	88%
Family Who are Gang Members	66	90%
Violent Crime Past 6 Months (beaten up/ battered someone)	43	58%
Suicide Ideation Past 6 Months	16	22%
School Exclusion (dropped out)	68	92%
Violent Victimization Past 6 Months (beaten up by another person)	45	61%
Limited employment skills (unemployed)	56	76%
No Risk factors present	0	0%
Total no. of participants	74	N/A

Table 30 (see page 71) provides data on the overall level of risk for gang involvement at intake. Sixty-nine percent of participants were at high risk. Analyses used to derive these data are contained in *Appendix F*.

Almost two-thirds of the clients had children, and of this group, roughly 50% had more than one child (see *Figure 6*).   Just under one-quarter of these participants reported that they were sixteen years or younger when they had their first child. *Figure 7* summarizes the age of birth of first child. Only 19% of participants were directly involved in looking after their own child(ren); most were cared for by child welfare, the other parent, or another family member.

Figure 6: Clients with Children (n=43)
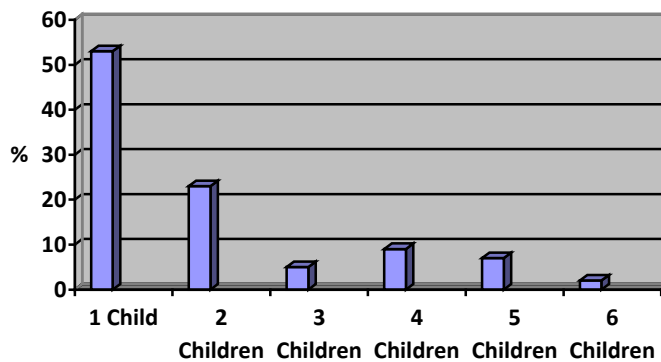
Figure 7: Age at Birth of First Child (n=43)
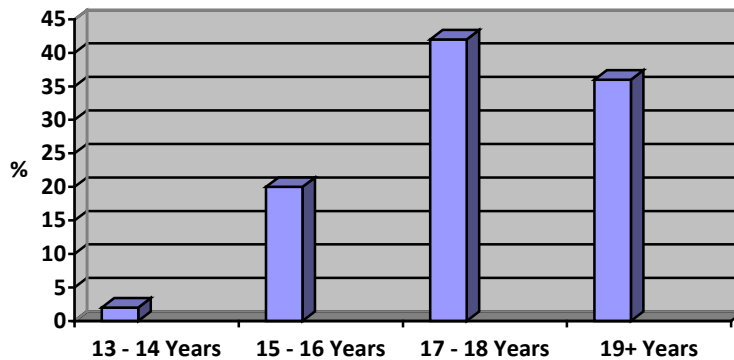
Employability and academic performance are both important risk factors for gang involvement and protective factors which can support gang exit. Seventeen participants reported that they were currently employed in a job at the time of the baseline survey; nine said that they had a full time job. Eleven youth were in school at the time of the survey. *Figure 8* reports on these data. Thirty-two percent of the youth who were not in school had a grade nine education or less, whereas an additional 32% had completed grade ten.

Figure 8: School/Employment Status (n=74)
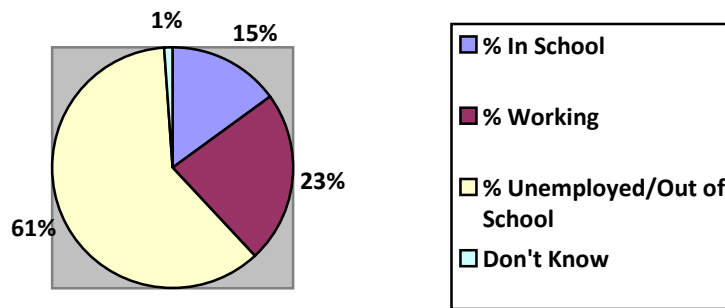
Twenty-five of 74 participants reported that they were current gang members, 43 had been gang-involved during the recent past, and 6 either had been or were currently affiliated through a boyfriend (see *Figure 9*).

Figure 9: Gang Status (n=74)
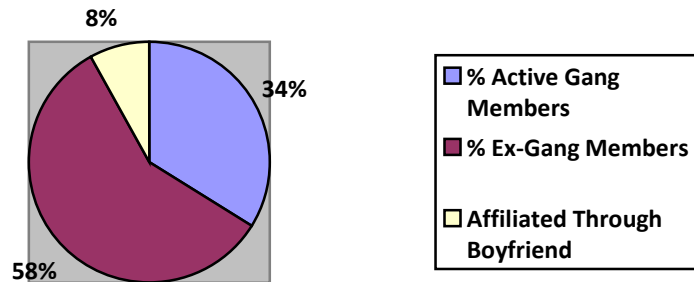
Of the 74 gang-involved participants, 15 reported that they were leaders, 30 said that they were influential core members, fifteen were regular members, five youth stated that they were peripheral members, seven did not respond, and two said that they did not know their rank in the gang. *Figure 10* reports on these data.

Figure 10: Rank in Gang (n=74)

- % Leaders
- % Influential/Core Members
- % Regular Members
- % Peripheral Members
- Don't Know
- No Response
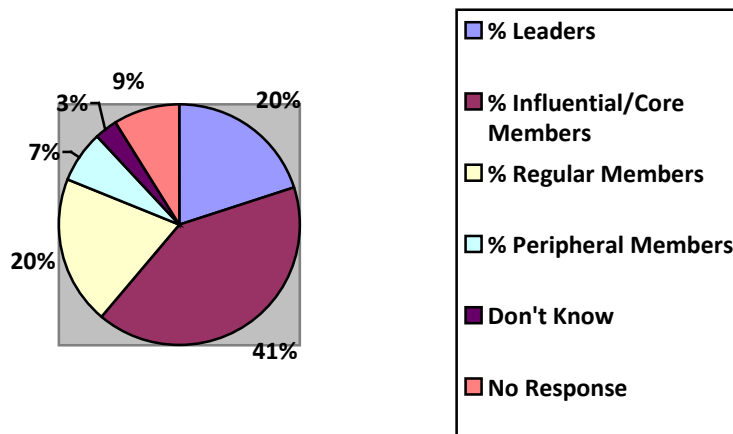
Figure 11 provides data on age of participants when they first joined a gang. Over one-third joined before age 14 years. Four participants did not respond to this question.

Figure 11: Age Joined Gang (n=74)
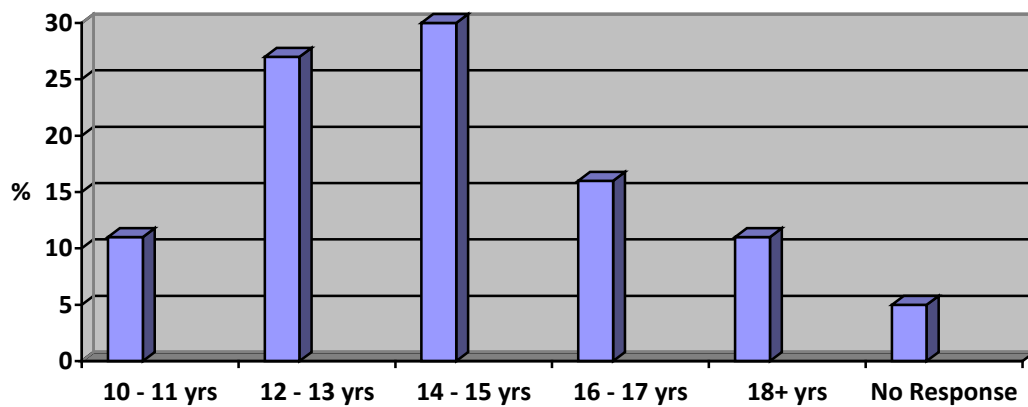
Figure 12 provides a summary of the participants' top ranked reasons for joining their gangs. The most frequently top ranked reasons were friend in the gang, money, sibling in the gang, and to get respect.

Figure 12: Top Ranked Reason for Joining Gang
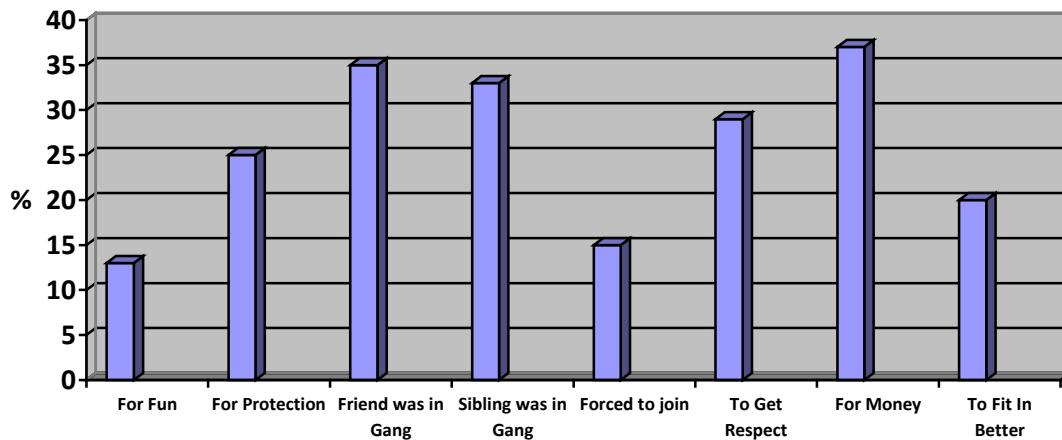
Two key risk factors for gang membership are having family members and close friends who are gang members. Eighty-nine percent of participants reported that they had family members who were gang-involved and 85% reported that they had close friends who were gang members. The actual number of family members and/or friends who are gang members is also an important risk marker for gang involvement. The vast majority of clients reported that they had many (five or more) close and extended family members who were gang involved – and often these family members were involved in different gangs. Almost all participants reported that they had many friends who were gang members.

Participants were involved in very serious crimes, whether gang members or not, for the six month period of time preceding survey completion. *Figure 13* summarizes these data. Of particular concern is self-reported perpetration of severe violence on other persons. Forty-three participants reported that they had beaten or battered someone without using a dangerous weapon and 20 said that they had done this using a dangerous weapon during the past six months. Another commonly reported crime was drug dealing. Forty-four participants said that they had sold drugs over the past six months: 33 reported doing this to pay for personal use; five said that they did this to benefit the gang; and six youth indicated that they dealt drugs to both benefit the gang and support their own drug habit. Eighty percent of participants reported that they had been arrested or had other forms of police contact during the previous six months, with 31% having three or more arrests.

Figure 13: Gang Crimes Past 6 Months (n=74)
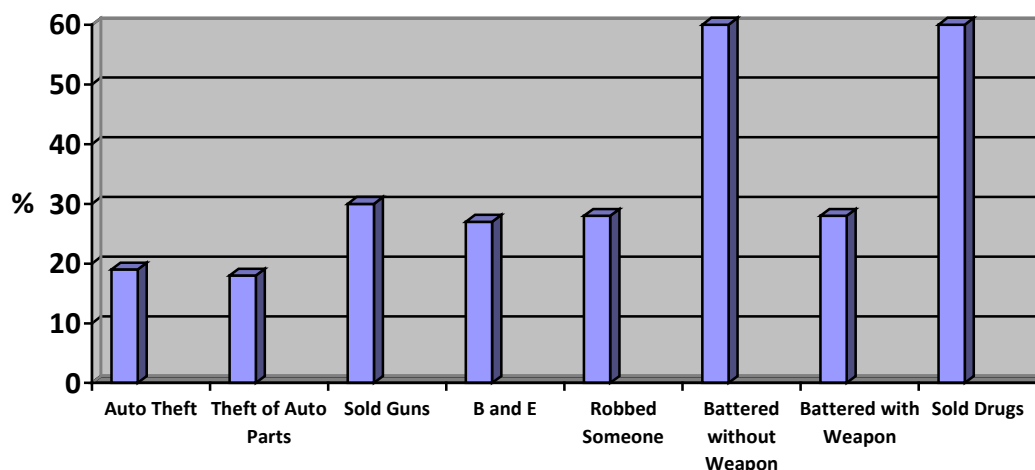
Table 11 provides data on the crimes for which participants had been convicted at any point in their lives. Over one-quarter had been convicted of murder, manslaughter and attempted murder. Over one-third had been convicted of weapons-related offences and 69% had been convicted of aggravated assault, assault causing bodily hard, or assault with a weapon. Seven participants are or had been in witness protection as a result of testifying against fellow gang members in homicide trials.

Table 11: Crimes Committed by RAGS Open and Closed Primary Clients (N = 74)

Crime (convictions)	Female Participants	Male Participants	Total Participants
Murder/Manslaughter	3	11	14
Attempted Murder	--	4	4
Aggravated Assault/Assault Causing/Assault with Weapon	11	40	51
Sexual Assault		2	2
Weapons Offences	5	21	26
Auto Theft	--	15	15
Robbery with Violence/Home Invasion	3	22	25
Trafficking/Possession	10	22	32
Prostitution/Living off the Avails	19	7	26
Child Abandonment/Endangerment	1	1	2
Organized Crime	1	--	1
No convictions	1		1

Not only did these young adults perpetrate severe violence; they were also victimized by serious violence as well (see *Figure 14*). Twenty-nine reported having been threatened with a knife, including twelve who had this happen four times or more; seventeen said

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they had been stabbed at least once in the past six months; twenty-one had been threatened with guns; and sixteen participants reported having been shot at least once during the past six months.

Figure 14: Violent Victimization Past 6 Months (n=74)

	Beaten without Weapon	Threat-ened with Knife	Stabbed	Beaten with Weapon	Threat-ened with Gun	Shot at	Kidnapp-ed
☐ Never	25	47	61	64	55	62	74
☐ 1 - 3 times	46	21	22	19	--	22	7
■ 4 - 10 times	3	10	--	--	28	--	--
☐ 11+ times	9	5	1	1	1	--	--
■ No Response	16	16	16	16	16	16	19
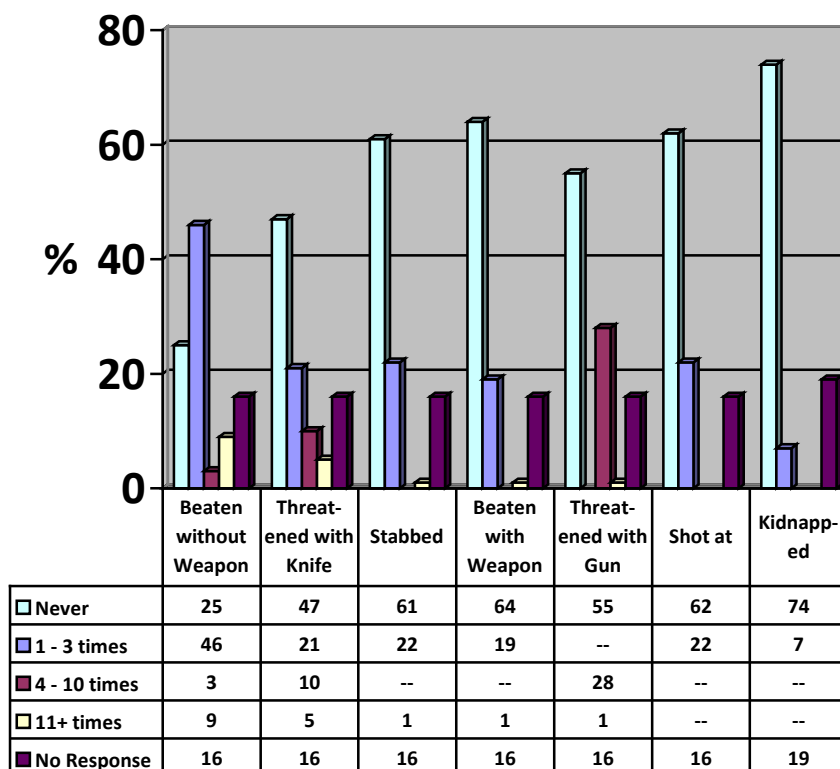
It is rare for gang members to admit to being emotionally vulnerable – most have long histories of dealing with childhood trauma by engaging in severe violence. However, 43 participants reported feeling depressed or very sad sometimes and 19 said that they felt this way often during the past six months (n=74). Thirty-two said that they felt nervous or stressed often, and 23 reported feeling lonely often during the past six months (n=74). Sixteen participants reported having thought seriously about suicide sometimes or often during this same period of time and six attempted suicide during the past 6 months. *Figure 15* summarizes the suicide data.

Figure 15: Suicide Ideation Past Six Months (n=74)

☐	Thought Seriously About Suicide Sometimes
■	No Suicide Ideation
☐	Thought Seriously About Suicide Often
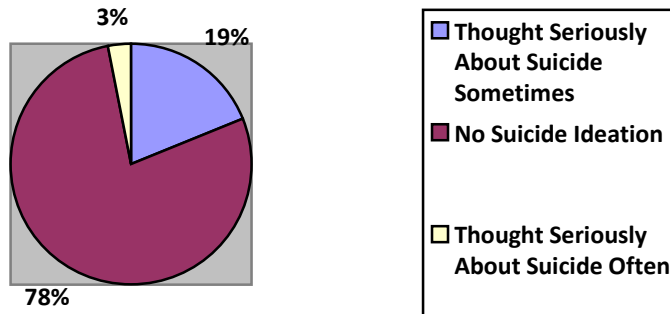
Figure 16: Frequency of Drug Use per Month (n=61)

☐	1 - 4 Days
■	6 - 10 Days
☐	14 - 20 Days
☐	25 - 28 Days
■	30+ Days
☐	Don't Know
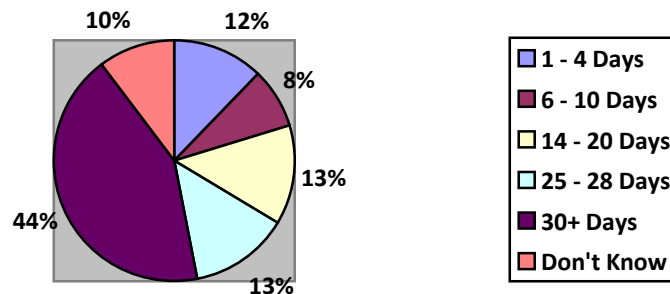
Almost all RAGS participants report having serious addictions issues. Eighty-two percent indicated that they had used drugs, inhalants, prescription or non-prescription drugs to get high during the previous six months. The remainder were addicts but had been clean for this period of time (n=74). *Figure 16* illustrates that just under one-half of participants reported using every day. All but seven participants reported that they had used alcohol to get drunk during the past six months; 30 indicated that they had engaged in binge drinking ten times or more. *Figure 17* summarizes the frequency of various types of drug abuse during the past six months. Because thirteen participants were clean and sober, the total sample for this question is 61. The most frequently reported drugs

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which participants abused, in rank order, are: marijuana, crack and ecstasy. Of particular concern are the high rates of needle usage and cocaine abuse.

Figure 17: Type of Drugs Used Past Six Months (n=61)

	Marijuana	Cocaine	Heroin	Inhalents	Crystal Meth	Ecstacy	Needles	Prescription Drugs
Never	7	25	93	98	79	30	61	48
1- 9 Times	18	36	5	2	13	49	21	25
10+ Times	75	39	2	--	8	21	18	28
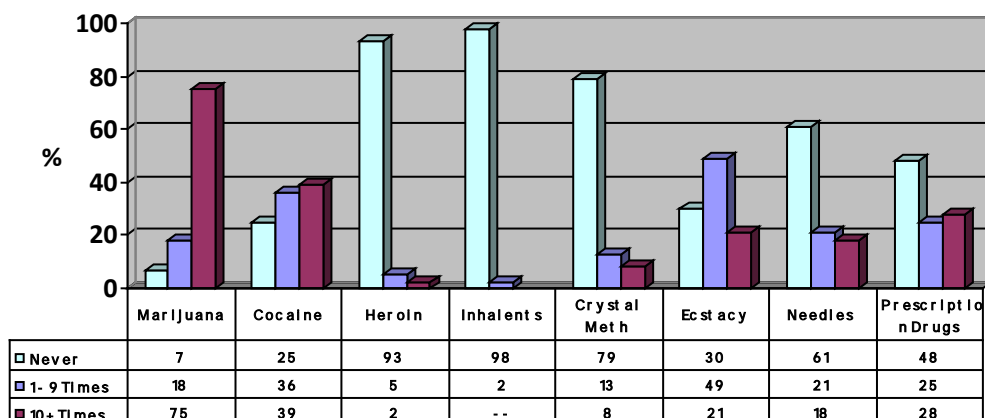
All participants were asked to identify the reasons why they had exited or will exit their gangs. Their reasons for exiting are summarized in *Figure 18*. Eleven young people did not answer this question because they mistakenly assumed it was only directed at those who were active gang members. Family-related issues were the most commonly cited reasons, including 'family responsibilities', becoming a parent, having a steady partner, and advice from family members. Obtaining a job, going to school and getting involved in youth programs were other frequently cited reasons for gang exit.

Figure 18: Reasons for Gang Exit (n=63)

	Advice from Family	Advice Someone Else	Move out of 'Hood	Steady Partner	Get Married	Become Parent	Family Responsibilitie	Get a Job	School	Sports/ Rec Prog	Go to Prison
Yes	57	65	58	65	33	77	82	74	78	62	39
No	32	30	35	32	60	20	8	24	20	33	58
Don't Know	11	5	6	3	6	3	10	2	2	5	3
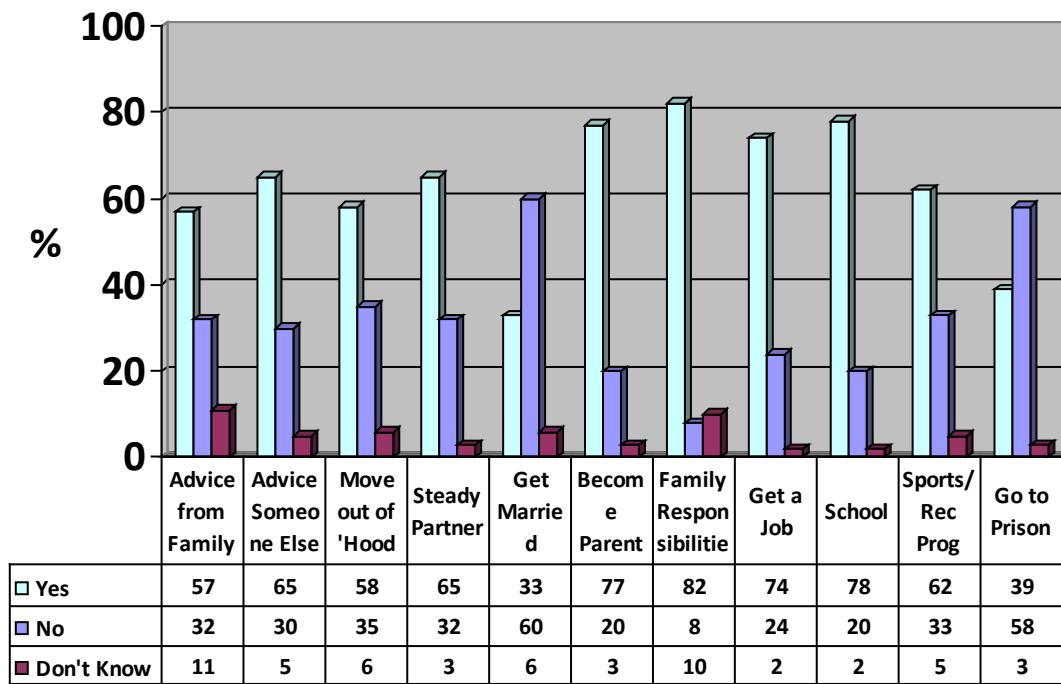
8.4 Control Group Survey Data

The 74 primary cases in the treatment group were matched to a control sample (N=29) on a large number of relevant variables, including age, gang involvement, gender, Aboriginal status, place of residence, offending history, employment and school status (see below).

- Average Age: 22.5 years
- Gender: 66% male, 34% female
- Aboriginal Status: 97% Aboriginal
- Children: 41%
- Currently Employed: 23%
- Currently In School: 15%
- Current Gang Involvement: 43%
- Past Gang Involvement: 57%
- Rank in Gang: 3% Leader; 37% Core Member; 28% Regular Member; 10% Peripheral Member; 22% Don't know/No Response
- Gang Crimes Past Six Months: 14% Auto Theft; 39% Robbery; 37% Beaten Up/Battered Someone; 64% Drug Dealing; 52% Arrested
- Suicide Ideation Past Six Months: 31%
- Drug Abuse Past 6 Months: 83%
- Binge Drinking Past 6 Months: 92%

9. OUTCOME EVALUATION FINDINGS AND INTERPRETATION

9.1 Outcome Evaluation Findings

9.1.1 Outcome Analyses Across Time

This section summarizes the data analysis performed to answer the outcome-related questions. As outlined previously, there are 10 basic questions that inform the evaluation process. These are outlined in *Table 4, Appendix A*. The questionnaire administered to participants contained sets of questions that address each of the program goals identified. To answer each evaluation question, one or more indices that measure the youths' attitudes and behaviours relevant to the evaluation area were created from sets of questions in the surveys. Participant's scores on each index at the initial entry-point into the program (Time 1) were then compared to their scores from the 56 (Time 2), 41 (Time 3), 21 (Time 4), and 8 (Time 5) month follow-up surveys to determine whether or not there had been a significant change over time in their attitudes and behaviours. *Table 12* shows the number of youths who have completed surveys for each of the five time points.

Table 12: Number of Participants in RAGS Programs at Each Survey Time Point

Number of Youth Completing a Questionnaire	Entry Questionnaire	6 Month follow-up	12 Month Follow-up	18 Month Follow-up	24 Month Follow-up
	74	56	41	21	8

The test procedure employed is a Matched Paired T-Test where each individual's score on an index at an earlier time is subtracted from their score on the index at the later time (as in Time 1 scores subtracted from Time 2 scores). This indicates whether or not their scores have changed between the two time points. The average of these differences is computed and the t-test is applied to determine if the change from one time to the next is statistically significant. The change is statistically significant if there is a 5% or lower probability that the change is equal to zero (the difference happened simply by chance). No adjustment to the standard 0.05 significance level (p-value) was made for the performance of multiple tests on the data. The number of data cases is low enough that such an adjustment would essentially guarantee that none of the comparisons would be large enough to qualify as statistically significant.

To facilitate the presentation of the test results, the changes in index scores are collapsed into three groups that indicate the percentage of respondents whose scores increased, decreased or stayed the same over the interval in question. Also presented are the number of cases on which the test is based, the change in the mean of the index scores, and the value of the T-statistic, its degrees of freedom (df) and the p-value of the test. The p-value indicates the probability that the change in the mean is actually zero.

In addition to the results of the Matched Pairs T-Test, effect sizes were calculated and are presented for each of the comparisons. In contrast to the measure of statistical significance discussed above, which determines the extent to which differences found between two time points could be due to chance, effect sizes estimate the magnitude of any differences that are found (independent of sample size). In this way, effect sizes complement measures of statistical significance and speak more directly to the practical or clinical significance of a set of findings (e.g., while a difference may not reach statistical significance, due to a small sample size, the result may still be large enough to represent a practically significant difference). The specific effect size used in this evaluation was Cohen's d. The absolute value of Cohen's d ranges from 0 to any positive number, with larger effect sizes indicating a greater change between two time points. While a determination of what constitutes a small, medium, or large effect is entirely context dependent, some rough guidelines have been proposed and are generally accepted – values below 0.20 indicate no real effect, values between 0.20 and 0.50 reflect "small" effects, values between 0.50 and 0.80 reflect "medium" effects, and values above 0.80 reflect "large" effects. Effect sizes in the medium range (0.50 to 0.80) are usually assumed to represent changes that are practically or clinically significant (these effect sizes are highlighted by an asterisk in the following tables and in *Appendix F*, *Table 4*).

Finally, estimates of power are also provided for each of the Matched Pairs T-Test. In contrast to the alpha level (i.e., 0.05), which indicates the likelihood of declaring that there is a difference on a risk index between two time points when such a difference doesn't actually exist, power refers to the probability that a statistical test will detect a statistically significant difference on a risk index between two time points when such a difference does actually exist. Although there are no hard and fast rules, 0.80 is usually considered to be a reasonable level of power. Power analysis is most often conducted before a study begins to determine what sample size is required to obtain a pre-determined degree of power. This was not done in the current evaluation. However, post-hoc power analyses can also be conducted. In this case, the analysis helps to determine the power of a particular test for detecting an effect size of a particular magnitude. For

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example, a comparison of two time points might indicate that a difference exists on a particular risk index (e.g., d=0.25, or a small effect). If the sample size under examination was 10, the alpha level 0.05, and the effect size 0.25, an analysis would indicate that the power of the test is 0.18. This is a very low level of power and is not sufficient to conclude, on the basis of this test, that there is not a small effect (i.e., an effect of time in treatment on the risk index). With a larger sample size, the power of the test would increase (e.g., to 0.80 if the sample size were 100). Under these circumstances we could be more confident in concluding, on the basis of the test, that there is indeed a small effect of time in treatment on the risk index in question.

For each of the evaluation questions, a detailed explanation of how the index was created, including the questions it is based on and how the responses are scored, can be found in *Appendix F*. The complete results of the testing procedures, including effect sizes and power estimates, can also be found in *Appendix F*, in *Table 3* and *Table 4*.

Question 1. Did the project support exit from gangs among targeted young adults?
There is one index that relates to the question of whether or not RAGS programs supported the participants' exit from gangs: the Gang Affiliation Index. This index is made up of two questions that asked whether or not the participants were currently members of a gang, or had been in a gang in the last six months (these data are based on self-reports from participants). The index values are:

    0. not currently in a gang, nor in the last 6 months.
    1. in a gang in last 6 months but not currently.
    2. currently in a gang.

The analysis shows that there was a significant reduction in gang affiliation over time (see *Table 13*). From the time participants entered the program to the 6 month follow-up, gang affiliation declined for about 47% of the participants. By the 12 month follow-up it had fallen for approximately 62.5% of the participants. By the 18 month follow-up it had fallen for 71.4% of participants. Finally, by the 24 month follow-up, gang affiliation declined for 62.5% of participants. These changes show a substantial reduction in the extent of gang-participation among these young adults with very few increases. Since exit from gang-involvement is a prime goal of the RAGS service, changes of these magnitudes indicate substantial success towards this end. Section 9.1.4 provides more details on the gang exit process.

Table 13: Change in Gang Affiliation Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	7.4	2.5	0.0	0.0
Same	46.3	35.0	28.6	37.5
Declined	46.3	62.5	71.4	62.5
Total	100.00	100.0	100.0	100.0
N of Cases	54	40	21	8
Change in Mean	-0.574	-0.825	-1.143	-0.875
Significance	Significant decrease t-test=4,47, df=53 p<.05	Significant decrease t-test=5.78, df=39 p<.05	Significant decrease t-test=6.14, df=20 p<.05	Significant decrease t-test=2.97, df=7, p<.05
Effect Size	0.86*	1.33*	2.36*	1.82*
Power	1.00	1.00	1.00	0.99

Question 2. Did the project increase the safety and support exit from the sex trade of gang-involved young women?
Due to problems with interpretation by young women on these questions, participants were re-interviewed on this issue. Although data on each of the time intervals is incomplete, seven women had exited the sex trade at the 6 month follow-up as a result of RAGS involvement. All had exited their gangs as well. The remaining 15 women were not successful in exiting the sex trade.

Question 3. Did the project increase employability in targeted young adults?
The index of employment for the RAGS youths is scored as follows:
        0. not currently employed, nor in the last 6 months.
        1. employed in last 6 months but not currently.
        2. currently employed.
        An increase in this index indicates increased attachment to the labour force. As evident in *Table 14*, employment among these youths did not show statistically significant change over time for any of the comparisons, including those listed in

Appendix F, *Table 4*. However, with the exception of the comparison between Time 1 and Time 5, employment scores did increase more than they decreased.

Table 14: Change in Employment Scores Over time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	32.0	28.9	33.3	16.7
Same	44.0	44.7	38.9	16.7
Declined	24.0	26.3	27.8	66.7
Total	100.00	100.0	100.0	100.0
N of Cases	50	38	18	6
Change in Mean	0.160	0.132	0.222	-0.500
Significance	Not significant	Not Significant	Not Significant	Not Significant
Effect Size	0.21	0.17	0.03	0.85*
Power	0.42	0.26	0.06	0.55

Question 4. Did the project increase attachment to school in target young adults?
It was not possible to evaluate this question because of problems with the way questions were constructed in the survey. Questions on dropping out, suspension, and expulsion neglected to specify a time period. Instead of asking participants if they had done these things during the past six months, participants were asked if they had *ever* dropped out, been suspended or been expelled. Consequently, follow-up measures were impossible with these data. As a consequence, it would be virtually impossible for attachment to school to show an improvement over the time periods examined.

Question 5. Did the project reduce depressive symptoms in target young adults?
This index is based on 14 questions relating to the common symptoms of depression, including feeling anxious or sad, not eating or sleeping well, and having thoughts of suicide. The scale ranges from 14 to 56 with high scores indicating high levels of depression. Although the average depression score declined over each time interval, the only change that reached the level of being statistically significant, including those listed in *Appendix F*, *Table 4*, was the change that occurred from Time 1 to Time 2 (see *Table 15*). Of note, however, is the fact that the changes that did occur over time got generally larger (with the exception of Time 1 to Time 3). This is indicated by the mean differences and the effect sizes.

Table 15: Changes in Depression Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	32.7	42.1	36.8	28.6
Same	13.5	7.9	10.5	0.0
Declined	53.8	50.0	52.6	71.4
Total	100.00	100.0	100.0	100.0
N of Cases	52	38	19	7
Change in Mean	-2.000	-2.316	-3.316	-5.000
Significance	Significant decrease t-test=2.04, df=51 p<.05	Not Significant	Not Significant	Not Significant
Effect Size	0.40	0.35	0.40	1.17
Power	0.88	0.68	0.51	0.85

Question 6. Did the project increase cultural identity in target young adults?
The ethnic identity index is based on four questions about how accepting the youth are about their own and other's ethnic identities, with high scores indicating greater acceptance of ethnic diversity. Time 4 (18 month follow-up) and Time 5 (24 months follow-up) could not be examined because this scale was dropped in June 2009.[18] The index for ethnic identity did not show any significant changes over time, although the mean scores increased in each comparison and the percentage of participants who had an improved score was larger than the percentage of participants whose scores decreased (see *Table 16*). The change in ethnic identity between Time 1 and Time 3 is particularly noticeable.

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[18] The ethnic Identity Index, along with other scales, were dropped from the questionnaire due to feedback from participants and staff indicating that the questionnaire was too lengthy.

Table 16: Changes in Ethnic Identity Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	47.6	50.0
Same	19.0	50.0
Declined	33.3	0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	0.429	2.750
Significance	Not Significant	Not Significant
Effect Size	0.22	1.46*
Power	0.25	0.71

Question 7. Did the project reduce levels of substance abuse in targeted young adults?
The index of substance abuse indicates the number times over the previous six months a youth had used various types of drugs. The index ranges from a low of zero to a possible high of 400 instances of drug use. As indicated in *Table 17*, substance abuse among the youths showed a significant reduction between Time 1 and Time 3 and, most noticeably, between Time 1 and Time 5. Even in the case of the other two time comparisons, more than twice as many youth decreased their drug-use as increased it.

Table 17: Changes in Substance Abuse Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	26.4	28.9	21.1	0.0
Same	9.4	10.5	10.5	12.5
Declined	64.2	60.5	68.4	87.5
Total	100.00	100.0	100.0	100.0
N of Cases	53	38	19	8
Change in Mean	-16.585	-25.158	-27.158	-42.625
Significance	Not Significant	Significant decrease t-test=2.42, df=37 p<.05	Not Significant	Significant decrease t-test=3.54, df=7 p<.05
Effect Size	0.31	0.57*	0.49	2.63*
Power	0.71	0.96	0.65	0.99

Question 8. Did the project reduce pro-violence and aggression beliefs?
There are nine indices that apply to this question. The first three deal with attitudes concerning approval of aggression, retaliation to aggression, and a combination of the two. The fourth, taken from the New York City Youth Violence Survey, deals with the participants' beliefs about the use of conflict to resolve their interpersonal problems. The fifth assesses levels of gender stereotyping. The sixth through ninth indices form a group that assesses attitudes towards guns and violence. These measure the extent to which participants are not easily 'shamed' into aggressive behaviour, their dislike of guns and gun use, are not comfortable around guns, and do not believe that guns give a person power or provide personal safety.

The first set of indices includes the General Approval of Aggression, Approval of Retaliation, and the Total Approval of Aggression scales. All three are the average scores on the component questions and all three scales range from 1 to 4, with high scores representing approval of aggressive behaviour. The results in *Tables 18*, *19* and *20* show a significant decline in the approval of aggression/retaliation scores over the first 6

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months youths are in the RAGS program, with corresponding effect sizes that are very large. In each table, substantially more participants show a decline in approval from Time 1 to Time 2 than show an increase. The change from Time 1 to Time 3 is only significant in *Table 19* (retaliation). The small number of cases available for this comparison work against finding a significant change. Data was not available to run the comparison between Time 1 and Time 4 or between Time 1 and Time 5 due to this scale being dropped from the questionnaire in June 2009.

Table 18: Change in General Approval of Aggression Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	28.6	50.0
Same	14.3	0
Declined	57.1	50.0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	-0.314	-0.344
Significance	Significant decrease t-test=2.30, df=20 p<.05	Not Significant
Effect Size	1.06*	1.77*
Power	0.99	0.84

Table 19: Change in Approval of Retaliation Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	23.8	0
Same	4.8	0
Declined	71.4	100.0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	-0.526	-0.604
Significance	Significant decrease t-test=4.13, df=20 p<.05	Significant decrease t-test=4.39, df=3 p<.05
Effect Size	1.27*	4.47*
Power	1.00	1.00

Table 20: Change in Total Approval of Aggression Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up	Time 1 to Time 3 Entry to 12 Month Follow-up
	%	%
Increased	28.6	0
Same	0	25.0
Declined	71.4	75.0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	-0.440	-0.500
Significance	Significant decrease t-test=3.63, df=20 p<.05	Not significant
Effect Size	1.13*	1.68*
Power	1.00	1.00

The fourth index in this group is the New York City Violence Survey Beliefs about Conflict scale. Scores for this index range from 8 to 24, with high scores indicating poor conflict resolution beliefs. With the exception of the comparison between Time 1 and Time 2, the changes over time in the scores for this index are not significant (see *Table 21*).

Table 21: Change in Beliefs about Conflict Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	29.4	38.2	21.1	42.9
Same	11.8	20.6	15.8	28.6
Declined	58.8	41.2	63.2	28.6
Total	100.00	100.0	100.0	100.0
N of Cases	51	34	19	7
Change in Mean	-0.784	0.088	-0.632	-1.143
Significance	Significant decrease t-test=2.03, df=50 p<.05	Not Significant	Not Significant	Not Significant
Effect Size	0.41	0.03	0.23	0.40
Power	0.89	0.07	0.24	0.24

The fifth index in this section measures gender stereotyping in the context of relationships and responsibility. This index ranges from 1 to 4, with high scores indicating more positive attitudes to gender issues. *Table 22* shows that over both the first 6 months and the first 12 months in the RAGS program a majority of the youths reduce their tendency to apply gender stereotyped views of male-female relationships (i.e., they exhibited more positive attitudes to gender issues). The change in these scores over 12 months was statistically significant and the corresponding effect size was very large. Data was not available to run the comparison between Time 1 and Time 4, or between Time 1 and Time 5, due to this scale being dropped from the questionnaire in June 2009.

Table 22: Change in Gender Stereotyping Scores Over Time: Matched Pairs

	Time 1 to Time 2	Time 1 to Time 3
	Entry to 6 Month	Entry to 12 Month
	Follow-up	Follow-up
	%	%
Increased	66.7	100.0
Same	4.8	0
Declined	28.6	0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	0.136	0.393
Significance	Not Significant	Significant increase t-test=3.22, df=3 p<.05
Effect Size	0.50*	2.51*
Power	0.71	0.97

Finally, three indices deal with attitudes toward gun-use and gun-violence. For the first, Not Shamed into Aggression, scores can range from 8 to 24, with high scores showing a rejection of the belief that aggression is a legitimate response to public shaming. For the second, Dislike of Guns, scores can range from 5 to 15, with high scores indicating a dislike of situations that involve guns. For the third, Discomfort with Guns, scores can range from 6 to 18, with high scores indicating a discomfort with guns in the community. The fourth index assesses the youths' beliefs that guns provide personal power and safety, with high scores indicating a rejection of that belief.

As *Tables 23* to *26* show there were significant improvements in the youths' scores over time on two of these scales (data was not available to run the comparison between Time 1 and Time 4, or between Time 1 and Time 5, due to this scale being dropped from the questionnaire in June 2009). After 6 months in the program (Time 1 to Time 2) youth were less likely to think that aggression was an appropriate response to shaming and had a stronger dislike of guns. Discomfort with guns and the belief that guns provide power and safety did not show a significant change over time in the RAGS

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program, although the proportion of youth showing improved pro-social attitudes was larger than those showing anti-social attitudes toward gun-use and gun-violence. Also of note is the fact that some of these non-significant changes (especially between Time 1 and Time 3) are associated with large effect sizes, indicating that sample size is limiting our ability to find significant differences.

Table 23: Change in Not Shamed into Aggression Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	55.0	66.7
Same	10.0	33.3
Declined	35.0	0
Total	100.0	100.0
N of Cases	20	3
Change in Mean	2.15	7.67
Significance	Significant increase t-test=2.21, df=19 p<.05	Not significant
Effect Size	0.70*	1.44*
Power	0.91	0.50

Table 24: Change in Dislike of Guns Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	65.0	100.0
Same	20.0	0
Declined	15.0	0
Total	100.0	100.0
N of Cases	20	4
Change in Mean	2.00	3.00
Significance	Significant increase t-test=3.16, df=19 p<.05	Not Significant
Effect Size	1.15*	1.27*
Power	0.99	0.61

Table 25: Change in Discomfort with Guns Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	42.9	75.0
Same	19.0	25.0
Declined	38.1	0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	0.095	4.250
Significance	Not significant	Not significant
Effect Size	0.04	1.85*
Power	0.07	0.86

Table 26: Change in Guns, Power and Safety Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %
Increased	42.9	50.0
Same	38.1	50.0
Declined	19.0	0
Total	100.0	100.0
N of Cases	21	4
Change in Mean	0.714	1.750
Significance	Not significant	Not significant
Effect Size	0.45	1.05*
Power	0.63	0.49

Question 9. Did target young adults reduce their involvement with gang-involved friends?
The data for this question comes from a single question concerning whether or not the respondents had any friends who were gang-members. Looking only at those who had been in the program for 6 months and had gang-involved friends when they entered the program (45 youth), the data show that 34 (75.6%) still had gang-involved friends. Of the 35 youth who were in the program for 12 months and had gang-involved friends when they entered the program, 28 (80.0%) still had gang-involved friends. Of the 15 youth who were in the program for 18 months and had gang-involved friends when they entered the program, 14 (93.3%) still had gang-involved friends. Finally, of the 6 youth who were in the program for 24 months and had gang-involved friends when they entered the program, 3 (50%) still had gang-involved friends. Thus, there does not appear to have been a large change in this aspect of the youths' lives over the time spent in the program.

Question 10. Did the target young adults reduce involvement in violent and non-violent crime?
Two indices assess the extent of involvement in illegal activities: the Non-Violent Crime and Violent Crime indices. Both count the number of different types of illegal activities the respondents have participated in over the past 6 months. (Note: because the responses

to these questions are in a "Yes/No" format, the scales do not count the actual number of crimes committed, only the number of types of crimes respondents engaged in.) The Non-Violent Crime index counts the types of crimes that do not involve violence towards others and ranges from 0 to 13 different types of crimes. The Violent Crime index counts the types of crimes that do involve violence, or the threat of it, against others and ranges from 0 to 9.

Significant positive changes are observed for both indices over the first three time intervals, with an additional significant change being observed for the Non-Violent Crime over the last interval (Time 1 to Time 5). Approximately 56% of the participants had decreased their involvement in non-violent crime after being in the RAGS program for 6 months and 87.5% had done so after 12 months. The violent crime scores also declined substantially: 50% of youth in the program had lower scores after 6 months and 62.5% of those who had been in the program for 24 months had lower scores (see *Tables 27* and *28*). All of the changes are associated with medium to large effect sizes.

Table: 27: Change in Non-violent Crime Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	24.4	17.1	6.3	0.0
Same	20.0	20.0	31.3	12.5
Declined	55.6	62.9	62.5	87.5
Total	100.00	100.0	100.0	100.0
N of Cases	45	35	16	8
Change in Mean	-1.756	-2.629	-3.000	-4.125
Significance	Significant decrease t-test=2.64, df=43 p<.05	Significant decrease t-test=4.03, df=34 p<.05	Significant decrease t-test=3.04, df=15 p<.05	Significant decrease t-test=2.33, df=7 p<.05
Effect Size	0.57*	1.06*	1.21*	1.36*
Power	0.98	0.99	0.99	0.96

Table 28: Change in Violent Crime Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	21.7	9.4	6.3	12.5
Same	28.3	15.6	31.3	25.0
Declined	50.0	75.0	62.5	62.5
Total	100.00	100.0	100.0	100.0
N of Cases	46	32	16	8
Change in Mean	-0.891	-2.000	-2.063	-2.500
Significance	Significant decrease t-test=2.47, df=45 p<.05	Significant decrease t-test=5.18, df=31 p<.05	Significant decrease t-test=3.55, df=15 p<.05	Not Significant
Effect Size	0.51*	1.08*	1.36*	1.19*
Power	0.96	0.99	0.99	0.91

9.1.2 Total Risk Analysis

To assess the level of these risks we constructed an overall risk index that combines five of the scales from those discussed above along with information on the whether or not the respondent had friends who were gang members. The measures included in the Total Risk Scale are those that assess levels of non-violent crime, violent crime, present or past gang membership, gang-involved friends, substance abuse, and lack of access to adult role models (a simple reverse scoring of the adult role-model index). This index provides an overall assessment of the extent to which the RAGS services reduce the risky behaviours and attitudes that predispose youths to involvement with gangs.

The construction of this index is described in detailed in *Appendix F*, but in brief, the scores for five component indices are grouped into three categories representing low, medium and high scoring groups as outlined in *Table 29* below. The Adult Role Model index is reverse-coded for inclusion in the Total Risk Index.

Table 29: Scoring Criteria and Substantive Meaning for Component Scales Used to Construct Total Risk Scores

Index	Low	Medium	High
Gang Affiliation	no affiliation	was a gang-member in last 6 months but not currently	currently a gang-member
Substance Abuse	did not use any	used drugs 1 to 19 times	used drugs 20 or more times
Non-Violent Crime	none	committed 1 to 3 types	committed 4 or more types
Violent Crime	none	committed 1 or 2 types	committed 3 or more types
Adult Role models	5 or more role models	3 or 4 role models	1 or 2 role models
Gang-involved Peers	none	has gang-involved friends	(not possible)

The grouped scores from the six component scales are then assigned to the Total Risk Index in the following manner:

0. Very low Risk: Low scores on all six component scales.
1. Low Risk: Any combination of Low or Medium scores but no High scores on all six component scales.
2. Medium Risk: A High score on only 1 of the component scales and Low or Medium scores on the others.
3. High Risk: High scores on 2 or more of the component scales.

Low levels of risk reflect scores on the component scales that indicate no involvement in any of the negative behaviours and high access to adult role models. Levels of high risk are assigned to individuals who report any two (or more) of the following: 4 or more instances of non-violent crime; 3 or more instances of violent crime; are currently gang members; have used drugs or alcohol 20 or more times in the last 6 months; and have 2 or fewer adult role models.

Table 30 presents the levels of risk for all participants at the time they enter RAGS. The extent of risk among these participants is notable: approximately 73% qualify as being at high risk at intake.

Table 30: Total Risk Scores at Intake

	Count	% of Total Cases
Very Low	0	0
Low	3	4.8
Medium	16	25.8
High	43	69.4
Total Cases	74	100.0

Table 31 presents statistical tests of changes in the Total Risk Index. When total risk is assessed on a 4-point scale from very low to high, there is a significant decline in risk scores over all of the time points after entry into the RAGS program. In more concrete terms, the entry level of risk remained constant for 45.9% of the youth, and declined for 48.6% youth after 6 months in the program. After 12 months, level of risk remained stable for 44% of the youth, and declined for 44% of the youth. After 18 months, level of risk remained stable for 8.3% of youth, and declined for 83.3% of youth. Finally, after 24 months, level of risk remained stable for 50% of youth, and declined for 50% of youth. On the basis of these comparisons, and the large effect sizes, it is clear that the RAGS program produces a significant decline in the participants' risky attitudes and behaviours. Overall, the analysis shows that the RAGS services produce important reductions in the levels of risk these participants encounter.

Table 31: Change in Risk Index Scores Over Time: Matched Pairs

	Time 1 to Time 2 Entry to 6 Month Follow-up %	Time 1 to Time 3 Entry to 12 Month Follow-up %	Time 1 to Time 4 Entry to 18 Month Follow-up %	Time 1 to Time 5 Entry to 24 Month Follow-up %
Increased	5.4	12.0	8.3	0.0
Same	45.9	44.0	8.3	50.0
Declined	48.6	44.0	83.3	50.0
Total	100.00	100.0	100.0	100.0
N of Cases	37	25	12	8
Change in Mean	-0.541	-0.640	-1.167	-0.625
Significance	Significant decrease t-test=4.29, df=36 p<.05	Significant decrease t-test=2.78, df=21 p<.05	Significant decrease t-test=4.31, df=11 p<.05	Significant decrease t-test=2.38, df=7 p<.05
Effect Size	1.04*	0.81*	1.81*	1.19*
Power	0.99	0.98	0.99	0.91

9.1.3 Treatment Group Versus Control Group

This section summarizes the data analysis performed to address whether differences exist over time between the youth involved in the RAGS program and a control group of high

risk youth not participating in the program. The same issues examined in the Matched Pairs analysis were examined, with the exception of leaving gangs, in addition to an analysis of overall risk (see *Appendix A, Table 4*). To address each issue, the same indices used for the Matched Pairs analysis were used. For each index, the scores of youth involved in the RAGS program were statistically compared to scores calculated for youth in the control group. This was done for three specific time points: at baseline, 6 months after the treatment group entered the RAGS program, and 12 months following entry to the program.

The test procedure employed is an Independent Samples T-Test. For each index, scores for youth involved in the RAGS program were calculated for each of the three time points and the average scores were compared to the average scores calculated for the control group at the same time points. The t-test is applied to determine if the difference between the two groups at a particular point in time is statistically significant. The change is significant if there is a 5% or lower probability that the change is equal to zero (the difference happened simply by chance). As with the Matched Pairs analysis, no adjustment to the standard 0.05 significance level (p-value) was made for the performance of multiple tests on the data. The number of data cases is low enough that such an adjustment would essentially guarantee that none of the comparisons would be large enough to qualify as statistically significant.

To facilitate the presentation of the test results, the mean scores for each group are presented for each of the three time points examined. Also presented are the number of cases on which the test is based, the mean difference between the two groups, the value of the T-statistic, its degrees of freedom (df) and the p-value of the test. The p-value indicates the probability that the change in the mean is actually zero. In addition to the results of the Independent Samples T-Tests, effect sizes were also calculated and are presented for each of the comparisons between the treatment and control group. As was the case for the Matched Pairs T-Tests, the effect size employed was Cohen's d. Recall that values below 0.20 are usually thought to reflect no real effect, values between 0.20 and 0.50 reflect "small" effects, values between 0.50 and 0.80 reflect "medium" effects, and values above 0.80 reflect "large" effects (values above 0.50 are highlighted with an asterisk in the following tables and in *Appendix F*, *Table 4*). Finally, post-hoc power estimates are also provided for each Independent Samples T-Test. In this case, power refers to the probability that the statistical test will find a statistically significant difference on a risk index between the treatment and control group when such a difference does actually exist. Again, 0.80 is usually considered to be a reasonable level of power.

For each of the evaluation questions, a detailed explanation of how the index was created, including the questions it is based on and how the responses are scored, can be found in *Appendix F*.

Question 1. Do differences exist between the treatment and control group with respect to gang affiliation?
There is one index that relates to the question of whether or not RAGS programs supported the participants' exit from gangs: the Gang Affiliation Index. This index is made up of two questions that asked whether or not the participants were currently members of a gang, or had been in a gang in the last six months. The index values are:

0. not currently in a gang, nor in the last 6 months.
1. in a gang in last 6 months but not currently.
2. currently in a gang.

As indicated in *Table 32*, with the exception of the Time 1 comparison, youth in the control group showed higher levels of gang affiliation than youth involved in the RAGS program. In addition, the differences between the two groups got larger across the first two time points, as indicated by the effect sizes, going from a mean difference of 0.113 to a mean difference of 0.502. Due to the fact that the control group consisted of too few cases, the comparison made at the 12 month follow-up (Time 3) is unreliable and should be viewed with caution.

Table 32: Difference Between the Treatment and Control Group in Gang Affiliation: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Gang Affiliation	Time 1	73	1.04	26	1.15	0.113	Not Sig. (d=0.13, power=0.14)
	Time 2	54	0.46	24	1.17	0.502	Sig. (t=3.32, df=76, p<.05, d=0.83*, power=0.96)
	Time 3	40	0.20	5	1.60	1.400	Sig. (t=4.900, df=43, p<.05, d=2.39*, power=0.99)

Question 2. Do differences exist between the treatment and control group with respect to exit from the sex trade?
This question cannot be addressed due to problems with interpretation by young women on these questions. Of the ten women in the control group, eight were gang-involved and worked in the sex trade. None had exited at either the 6 month or 12 month follow-up. By comparison, 32% of the women in the treatment group exited the sex trade.

Question 3. Do differences exist between the treatment and control group with respect to employment status?
The index of employment for the RAGS youths is scored as follows:
0. not currently employed, nor in the last 6 months.
1. employed in last 6 months but not currently.
2. currently employed.

An increase in this index indicates increased attachment to the labour force. As evident in *Table 33*, with the exception of Time 1, youth involved in the RAGS program displayed significantly higher levels of employability than youth in the control group. Importantly, the differences between the two groups got larger across the three time points, going from a mean difference of -0.098 to a mean difference of -0.850 (this is also indicated by the

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effect sizes). However, the comparison made at the 12 month follow-up (Time 3) is
unreliable and should be viewed with caution.

Table 33: Difference Between the Treatment and Control Group in Employability:
Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Employment	Time 1	72	0.75	23	0.65	-0.098	Not Sig. (d=0.13, power=0.13)
	Time 2	52	1.04	24	0.33	-0.705	Sig. (t=-3.50, df=74, p<.05, d=0.88*, power=0.98)
	Time 3	40	1.05	5	0.20	-0.850	Sig. (t=-2.06, df=43, p<05, d=1.00*, power=0.67)

*Question 4. Do differences exist between the treatment and control group with respect to
attachment to school?*
It was not possible to evaluate this question because of problems with the way questions
were constructed in the survey.

*Question 5. Do differences exist between the treatment and control group with respect to
depression?*
This index is based on 14 questions relating to the common symptoms of depression,
including feeling anxious or sad, not eating or sleeping well, and having thoughts of
suicide. Higher scores indicate higher levels of depression. As indicated in *Table 34*,
there were no significant differences between youth in the RAGS program and youth in
the control group across any of the time comparisons.

Table 34: Difference Between the Treatment and Control Group in Depression:
Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Depression	Time 1	73	34.33	27	33.81	-0.514	Not Sig. (d=0.07, power=0.09)
	Time 2	53	30.98	25	33.20	2.219	Not Sig. (d=0.28, power=0.31)
	Time 3	39	30.10	5	29.20	-0.903	Not Sig. (d=0.12, power=0.08)

Question 6. Do differences exist between the treatment and control group with respect to cultural identity?
The ethnic identity index is based on four questions about how accepting the youth are about their own and other's ethnic identities, with higher scores indicating greater acceptance of ethnic diversity. Because this index was eventually dropped from the survey, for the reasons discussed above, only a baseline comparison could be made. This comparison revealed no significant differences between the treatment and control group with respect to cultural identity.

Table 35: Difference Between the Treatment and Control Group in Cultural Identity: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Cultural Identity	Time 1	44	17.45	14	17.57	0.117	Not Sig. (d=0.06, power=0.07)

Question 7. Do differences exist between the treatment and control group with respect to substance abuse?
The index of substance abuse indicates the number times over the previous six months a youth had used various types of drugs. Higher scores on this index indicate higher levels of substance abuse. As indicated in *Table 36*, although the control group consistently showed higher levels of substance abuse compared to youth in the RAGS program, no significant differences were found between the two groups.

Table 36: Difference Between the Treatment and Control Group in Substance Abuse: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Substance Abuse	Time 1	72	59.65	29	62.31	2.658	Not Sig. (d=0.05, power=0.08)
	Time 2	55	44.33	25	65.44	21.113	Not Sig. (d=0.41, power=0.52)
	Time 3	40	32.85	5	65.00	32.150	Not Sig. (d=0.91*, power=0.60)

Question 8. Do differences exist between the treatment and control group with respect to pro-violence and aggression beliefs?
Recall that there are nine indices that apply to this question. The first three deal with attitudes concerning approval of aggression, retaliation to aggression, and a combination of the two. The fourth, taken from the New York City Youth Violence Survey, deals with the participants' beliefs about the use of conflict to resolve their interpersonal problems. The fifth assesses levels of gender stereotyping. The sixth through ninth indices form a group that assesses attitudes towards guns and violence. These measure the extent to which participants are not easily 'shamed' into aggressive behaviour, their dislike of guns and gun use, are not comfortable around guns, and do not believe that guns give a person power or provide personal safety.

As seen in *Table 37*, no significant differences were observed between the treatment and control group for any of the indices related to the approval of aggression or retaliation.

Table 37: Difference Between the Treatment and Control Group in Pro-Violence and Aggression Attitudes: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
General Approval of Aggression	Time 1	44	1.54	14	1.38	-0.163	Not Sig. (d=0.31, power=0.26)
Approval of Retaliation	Time 1	44	2.15	14	2.10	-0.053	Not Sig. (d=0.09, power=0.09)
Total Approval of Aggression	Time 1	43	1.90	14	1.81	-0.098	Not Sig. (d=0.18, power=0.14)

In addition, no significant differences were observed on the conflict resolution index across any of the time points examined (see *Table 38*).

Table 38: Difference Between the Treatment and Control Group in Conflict Resolution: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Conflict Resolution	Time 1	72	16.10	27	16.41	0.310	Not Sig. (d=0.09, power=0.11)
	Time 2	51	15.92	14	15.86	-0.064	Not Sig. (d=0.02, power=0.06)
	Time 3	34	16.62	3	16.00	-0.618	Not Sig. (d=0.18, power=0.09)

As illustrated in *Table 39*, youth in the control group were also no more likely at baseline to endorse gender stereotyping compared to youth who took part in the RAGS program.

Table 39: Difference Between the Treatment and Control Group in Gender Stereotyping: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Gender Stereotyping	Time 1	44	2.84	14	2.79	-0.049	Not Sig. (d=0.13, power=0.11)

Finally, the results in *Table 40* indicate that there were no significant differences between the treatment and control group across a range of indices that measures their attitudes towards guns and violence.

Table 40: Difference Between the Treatment and Control Group in Attitudes Towards Guns and Violence: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Not Shamed into Aggression	Time 1	44	16.34	14	16.43	0.088	Not Sig. (d=0.02, power=0.06)
Dislike of Guns	Time 1	43	12.51	14	13.00	0.488	Not Sig. (d=0.17, power=0.14)
Discomfort with Guns	Time 1	44	15.11	14	15.29	0.172	Not Sig. (d=0.07, power=0.08)
Guns, Power, and Safety	Time 1	44	5.39	14	6.21	0.828	Not Sig. (d=0.42, power=0.38)

Question 9. Do differences exist between the treatment and control group with respect to gang-involved friends?
The data for this question comes from a single question concerning whether or not the respondents had any friends who were gang-members. As can be seen from *Table 41*, no significant differences between the treatment and control group were observed for this variable.

Table 41: Difference Between the Treatment and Control Group in Gang-Involved Friends: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Gang-Involved Friends	Time 1	72	0.88	27	0.81	-0.060	Not Sig. (d=.20, power=0.22)
	Time 2	54	0.72	25	0.88	0.158	Not Sig. (d=0.39, power=0.48)
	Time 3	41	0.73	5	1.00	0.268	Not Sig. (d=0.64*, power=0.38)

Question 10. Do differences exist between the treatment and control group with respect to violent and non-violent crime?

Two indices assess the extent of involvement in illegal activities: the Non-Violent Crime and Violent Crime indices. Both count the number of different types of illegal activities the respondents have participated in over the past 6 months. The Non-Violent Crime index counts the types of crimes that do not involve violence towards others. The Violent Crime index counts the types of crimes that do involve violence, or the threat of it, against others.

The results in *Table 42* indicate that youth in the control group commit a wider range of non-violent crimes than youth who took parts in the RAGS program. This differences reaches the points of being significantly different at both Time 2 (6 month follow-up) and Time 3 (12 month follow-up). Interestingly, the differences between the treatment and control group get larger over time, going from a mean difference of 0.050 to a mean difference of 2.105 (see also the effect sizes). However, the comparison at Time 3 should be treated with an appropriate level of caution given the small number of youth in the control group.

Table 42: Difference Between the Treatment and Control Group in Non-Violent Crime: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Non-Violent Crime	Time 1	68	3.91	26	3.96	0.050	Not Sig. (d=0.01, power=0.05)
	Time 2	50	1.80	23	3.39	1.591	Sig. (t=2.23, df=71, p<.05, d=0.57*, power=0.72)
	Time 3	38	0.89	4	3.00	2.105	Sig. (t=2,34, df=40, p<.05, d=1.26*, power=0.76)

The findings for the Violent Crime Index are rather different, as illustrated in *Table 43*. In this case, none of the comparisons between the treatment group and the control group revealed significant differences in the range of violent crimes the youth participated in.

Table 43: Difference Between the Treatment and Control Group in Violent Crime: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Violent Crime	Time 1	68	2.50	25	1.92	-0.580	Not Sig. (d=0.29, power=0.34)
	Time 2	49	1.59	13	0.77	-0.823	Not Sig. (d=0.44, power=0.40)
	Time 3	35	0.77	3	2.33	1.562	Not Sig. (d=1.10*, power=0.56)

Question 11. Do differences exist between the treatment and control group with respect to overall risk?
To assess the level of overall risk, recall that we constructed a risk index that combines five of the scales from those discussed above along with information on the whether or not the respondent had friends who were gang members. The measures included in the Total Risk Scale are those that assess levels of non-violent crime, violent crime, present or past gang membership, gang-involved friends, substance abuse, and lack of access to adult role models (a simple reverse scoring of the adult role-model index). As can be seen in *Table 44*, youth in the control group consistently have higher scores on this overall measure of risk, although the Time 2 comparison is the only one that reaches the point of being statistically significant, and the differences between the groups with respect to overall risk get increasingly larger over time (see the effect sizes).

Table 44: Difference Between the Treatment and Control Group in Overall Risk: Independent Samples

		Treatment		Control		Mean	Significance
		Cases	Mean	Cases	Mean	Diff.	
Overall Risk	Time 1	62	2.65	21	2.81	0.164	Not Sig. (d=0.29, power=0.31)
	Time 2	44	2.11	13	2.62	0.502	Sig. (t=2.17, df=55, p<.05, d=0.71*, power=0.72)
	Time 3	31	2.10	3	3.00	0.903	Not Sig. (d=1.02*, power=0.50)

9.1.4 Outcomes on Closed Counselling Cases

Cases can be closed for one of nine reasons: 1. Contact is lost with participant and service is not completed; 2. participant is incarcerated or institutionalized long-term and out of Saskatchewan and service is incomplete; 3. Participant moves away, outside of the province and service is incomplete; 4. Young person successfully completes the service (ie., life skills group, in school full time, working full time, in training program full time) and is gang-free; 5. Participant is referred to specialized service (ie., programs for FASD, mental health, developmental disabilities); 6. Participant ages out of program (31 years and older); 7. Participant dies; 8. Participant drops out (someone who, after being admitted to the program, decides to no longer participate and, at the time, has not completed enough of the program requirements to be considered a graduate) and is gang-involved.

Figure 19 reports on outcomes of the 51 primary cases which were closed during the period of March 2008 – January 2011. *Figure 20* reports on outcomes of the 21 secondary cases which were closed. The mean and median ages were 24.3 years and 23 years respectively (SD = 5.23) for the primary cases and 25.9 years and 24 years respectively for the secondary closed cases (SD = 5.3).

There were seven drop-outs in the group of closed primary cases. None had exited their gangs, three were associated with gangs through the sex trade and drugs, two were incarcerated on murder convictions and three were involved in serious criminal activity with their gang. None of the seven did any significant work on their personal issues.

Forty-one primary participants successfully completed the service. All completed counselling (all participated in individual counselling and a majority chose to participate in group counselling)[19] and were gang free at case closure.

Eighty-six percent of participants had successful outcomes in the male Life Skills Group and 66% of participants had successful outcomes in the Circle Keeper Group (participants had to attend a minimum of 50% of group sessions and complete work on goal areas). Of the four young men who dropped out of the Life Skills Group, one was an active gang member who attempted to recruit participants into his gang during a group session and the remaining three had serious addictions which contributed to poor attendance. All three young women who dropped out of Circle Keeper Group were active gang members, frequently forced to work in the sex trade, and were intravenous drug abusers.

Of the forty-one participants who successfully completed the service, fifteen were working full time at jobs, three graduated from high school and had started university, five were in witness protection, five were serving long-term prison sentences on gang-free ranges or in protective custody, one was still active in the sex trade, seven completed an employment training program, and twelve completed a residential substance abuse treatment, and thirty-six were living independently. Despite these positive outcomes, seventeen young people remained drug and/or alcohol abusers at the end of the intervention, and two of these had been recently convicted of beating their girlfriends. In addition, three young men partially completed the service (all three young men were gang

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[19] Nine of ten women participated in the Circle Keeper group and 28 of 41 males participated in the Life Skills Group.

free but were involved in a drug trafficking crew headed up by an active client. Each participant had a total of 439.8 hours on average, and the average number of weeks of involvement was 86.8. A total of 14,298 face-to-face sessions took place, with an average of 280.4 meetings with each youth. Detailed data on gang exit status is provided below (see *Figure 21*). *Appendix D, Table 1* provides detailed data on each of the primary closed cases.

Figure 19: Outcomes on 51 Primary Closed Cases
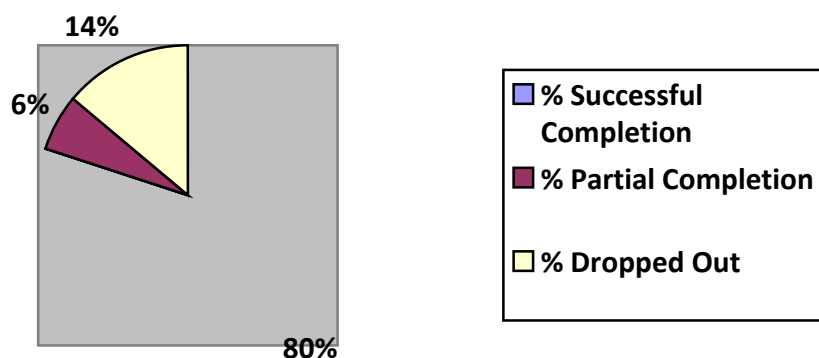
Of the 21 secondary closed cases, contact was lost with 6 participants who did not complete the program, 8 clients did not want to engage in intensive programming nor exit their gangs (four women were affiliated with gangs through the sex trade and drugs; one male and one female were active gang members in prison; and three males were active gang members in the community), five successfully completed the service (two were working full-time, one was incarcerated on a gang-free range in prison, and two remained addicts but were living successfully in the community), one participant aged out of the program, and one was incarcerated long-term for first degree murder. Each participant had a total of 16.4 hours on average, and the average number of weeks of involvement was 22.3. Of this group of 21, nine participants had exited their gangs on average for 140.8 weeks. Data on gang exit was not available for one client. Eleven were active gang members. Detailed data on gang exit status is provided below (see *Figure 20*). *Appendix D, Table 2* provides detailed data on each of the secondary closed cases.

Figure 20: Outcomes on 21 Secondary Closed Cases
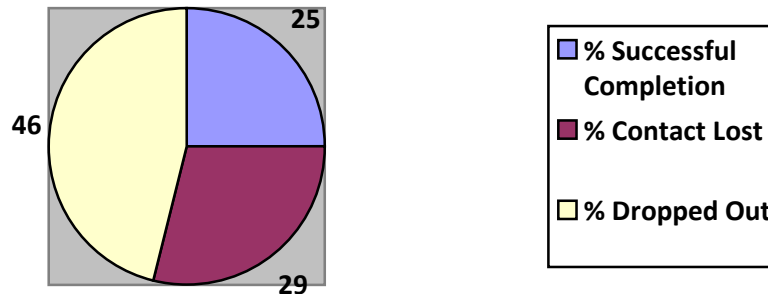
 Data from case file reviews, in-depth participant interviews and follow-up evaluation surveys strongly support the fact that RAGS is having significant success in supporting participants in their efforts to exit their gangs and remain gang-free. *Figure 21* provides gang exit status data on the 27 open cases (23 active primary clients and 4 active secondary cases). Exit status is categorized into four groups:

- Long-term disengagement (no gang affiliation for a minimum of 61 weeks)
- Medium-term disengagement (no gang affiliation for 27 - 60 weeks);
- Short-term disengagement (no gang affiliation for 17 – 26 weeks);
- Immediate disengagement (no gang affiliation for 4 - 16 weeks; and
- Attempting to disengage (client is demonstrating behaviours that indicate is attempting to remove self from gang activity but is also engaged in some gang activities).

Of the 23 active primary clients who are in the disengagement process, six are long-term disengagers (including one young man who has been leading a drug crew for three months), one is a medium term disengager, one is a short term disengager, four are immediate disengagers, and eleven are attempting to disengage. There are thirteen women: three in the first group are female, one of the immediate group is female, and nine attempters are female.   The average age of the start of disengagement for these 23 (including the 11 who are still gang-involved but attempting to exit) clients is 20.3 years. The average ages of start of disengagement for each of the sub-groups of disengagers are as follows: long-term – 21.3 years; medium-term – 24 years; short term – 19 years; immediate – 20.8 years; attempters – 19.4 years.

Not surprisingly, those who have remained gang-free for the longest periods of time have the highest dosage of RAGS programming and also the highest number of external services in place (i.e., programs offered by RAGS partner agencies). The average number of weeks and hours of RAGS involvement for each group is as follows: long-term (96 weeks; 561 hours); medium term (one case at 37 weeks; 37 hours); and short-term (one case at 51 weeks; 26 hours); immediate (23 weeks; 91.8 hours); attempting (54 weeks; 204.9 hours). The long-term disengagers and the attempters had

high average numbers of face-to-face contacts with staff (222 and 98.7 contacts respectively).

Of the four active secondary clients (i.e., those with minimal contact with the program) who are in the disengagement process, one is a medium term disengager, two are short-term disengagers, and one is attempting to disengage. The average age of this group is 26.8 years. One client is female. The average age at the start of disengagement of the four participants is 25.8 years. The average number of weeks of involvement was 52.8. The average number of hours of RAGS involvement was 312.5.

Figure 21: Gang Exit Status on Active Cases (n=27)
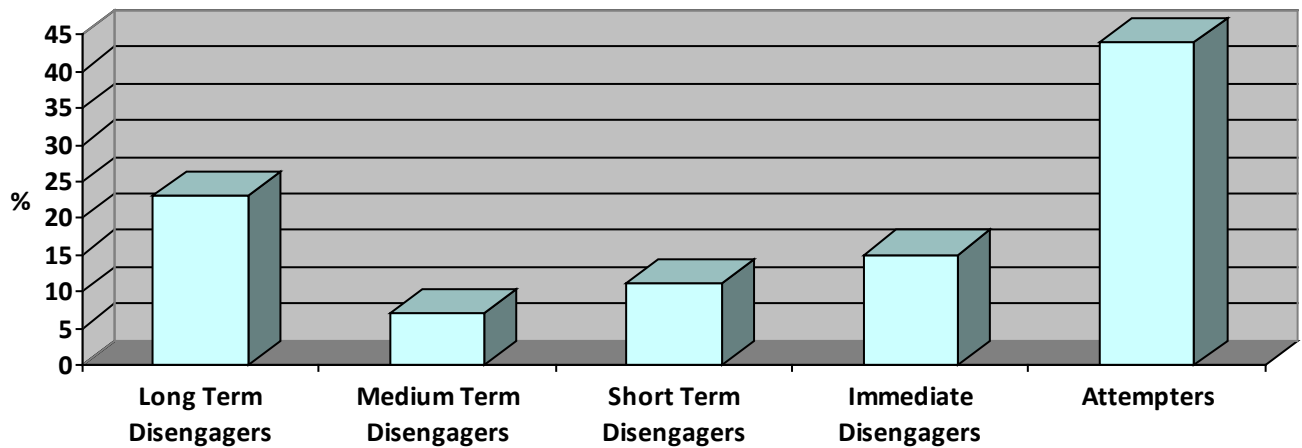
9.1.5 Qualitative Findings
Field Observations
The Evaluator conducted detailed field observations for the Life Skills Group, Intensive Counselling and Outreach programs during six site visits. This entailed observing programming delivered by staff . The focus of these observations was on *how* they intervened and *if* they were adhering to the core practices of the intended model of service. Detailed notes were taken during and immediately after each activity. Feedback was then provided to the Director and staff. The observation process follows accepted guidelines in the literature.[20]

In general, observations conducted on each service revealed that staff members employed professional and quality methods of intervention, adhering to the basic ingredients of the evidence-based models upon which the programs are based. For example, it was clearly evident that the principles of gender-responsiveness and cultural competency permeated RAGS interventions. Despite the lack of program space in the Circle Keeper Program, the staff were female and all programming is gender-specific. There was a strong focus on harm reduction, safety planning, and addressing the unique needs of young women. Male and female participants were rarely at the office at the same times.

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[20] For example, see Emerson, Fretz and Shaw, 1995; Lofland and Lofland, 1995.

The staff who facilitated the male Life Skills Group had a particularly challenging job. It is extremely difficult to engage ex-gang members, let alone deliver the content, when most of these young men were recently in rival gangs and many had seriously harmed each other on the street. Staff demonstrated a high level of skill in challenging participants to accept responsibility for their actions, remain gang-free and work on addictions issues. Noel's conversation with the group facilitator is illustrative of the importance of holding participants accountable for their actions. He was 24 years old and had been gang free for two years. He was addicted to morphine and crack for many years. He had been on the methadone program since he exited his gang. The conversation started off with Noel telling the group how he had been clean for two years:

> *Yeah, I've been off the Mo and coke for two years. It was really hard but I wanted to get my kids back from Social Services and my woman stopped her drugs at the same time. I've been doing really good and haven't touched the stuff since then.*
> I'm concerned about how long you have been on methadone. Your dosage hasn't really gone down and you seem to really need it. Are you going to do something about it?
> *What do you mean? It's better than the drugs.*
> You're right on that, but I think you have replaced the drugs with the meth.
> *So you think I should be getting off the meth? I guess I could get off it by next month.*
> I don't think so Noel. You have to decrease slowly.
> *Okay.*

During the individual counseling session observations, staff demonstrated solid counseling skills. Staff members were empathetic, non-judgmental, engaged clients well, focused discussion on relevant goal areas, challenged clients appropriately, and were very supportive. The intervention with Jamie is a good example. He was 23 years of age and had been attempting to exit his gang for six months. He was President of his gang. Two weeks prior to this intervention, he called the RAGS program at 3 a.m. after having been 'stabbed up' with a knife and broken bottle at a party. The staff member called the Regina Police and arranged to pick Jamie up with an officer from the gang house. Jamie was brought to the hospital and needed twenty stitches on his face. In the counseling session attended by the Evaluator, the RAGS staff asked him how many more attacks it would take for him to exit his gang:

> *I'm trying to get out but it's hard. I'm the President. I have my bros' to take care of. I've got business. Who will replace me if I go? Do you know what it's like to be looking over your back 40 times at night? Yeah, you got power but you always have to know who's around you and what's going on. You can get stabbed or shot up. I was drunk a couple of weeks ago and walking home in this alley and someone just stomped me. I was too drunk and passed out. When I woke up my face was all swolled up and my ribs really hurt. You're always a target. It's not like in the movies. You can't relax.*
> So maybe you will have to get killed to get out?
> *Maybe. I hope not. I will get out before then.*

Observations of the Circle Keeper Program took place on one occasion. Other site visits by Evaluators did not coincide with the schedule of Young Women's Groups. Compared to the programming offered to male participants, it is clear that the young women did not have the same access to RAGS services as the young men. There are a number of reasons for this. The program was under-funded at the start. The environment at the RAGS office was male dominated and it was not appropriate nor safe for female clients to access services when young men were present. There was considerable staff turnover in this program. Further discussion on lessons learned and recommendations for improving programming for young women are presented in Sections 10 and 12 of this report.

It should be noted that as a result of under-funding of the Circle Keeper program, additional funding was secured from NCPC and the Urban Aboriginal Strategy in December 2010. Outcomes regarding this injection of resources will not be reported until June 2011. However, participants were asked for their written feedback in mid-February. Their voices are reported below:

I came here to better myself, and to help my well-being, coming to this program and learning in life skillz, helps me better myself, teaching me that what I do is wrong and how stupid it is for me to do such a dumb thing. I'm learning new ways to cope with situations that will get me into trouble, this program stabilizes me and shows me a better way to do things. It helps me with my decisions, the positive (meaning the girls) that are trying to change their lives, gives me a better crowd to hang with, and pushes me toward positive situations. People who want to change help me also, gives me encouragement. I come here because I want change in my life, I'm only 21 years old and a single mother to a 3 year old. My son is the whole reason why I'm here, Circle Keeper is the perfect environment because I don't' sell myself for sex, I'm not into hardcore drugs, but I am a troubled female dealing with my past, I'm not in a gang but I am affiliated, a lot of my family and friends are in gangs, which pull me into. I'm in this program to better my life and better myself. I haven't met a person like (staff person) before, and she's the main person I talk to, and I'm the type to have a hard time talking to people, and the first day I met her, we clicked. Because she knows how it feels to go through what I been through.
(written by Loretta, aged 21)

Before I heard about this program, I sat at home and drank all day with my partner. Day in, day out we would find different ways to feed our addictions. I knew for myself, I need a change! I would talk to my friends and tell them "I am bored, I am tired of drinking and getting high everyday, I want to do something!" My friend had told me about this program and it seemed like it came to me just in time. I liked the fact that it is there, when I don't want to be at home. I liked the other girls here, because they are in the same situation that I am, willing to change ourselves and others. I like the workers here because they are non-judgmental, open-minded and willing to help or just be there. I like the program because it gets me thinking about where I been, where I am, and where I wanna

be. It shows me the different things I need to change my life and achieve my goals. I am here because this is the support I need in my life!
(written by Christine, aged 24)

The reason I came to RAGS because I constantly keep going back to the street life; family and illegal activity. Im so fustraded and misirble with myself because I don't know why I keep going to this way of living and sick and tired of having to life the same thing every single day of living to die! Living to die slowly having to feel better because of the feeling of hurting someone else! But now bieng in RAGS, I have somewhere to get out of the real world and some where to discuss the person who I am, the person I can be, and the achievements I can make with my life. I love that I have some where I can come, call home and talk to someone truthfully how I feel and what I can do to improve myself.
What have I learned? I learned that I have somewhere to go who supports me, and the real me that I feel comfortable sharing my life experiences. I learned I can be a positive person, who can be sober knowing I have my supports here to help me achieve the life I want for myself.
What do I hope to achieve? Out of RAGS just coming in for only a week, I want happiness I want a happy life even though I know I will always have struggles going on but know for myself that there will be something to live for and not always have to think Im useless, and that living in Regina isn't have to feel like living in a cruel world. Because I know that if I deal with my problems that I've gone through for the in my life, I will be more and more of a happier person and know there is a reason for me Living
(written by Susan, age 15)

I come here because this program means something 2 me. It gives me some kind of direction, it helps me have some subilitaly in life. I would rather come to program and talk about drugs and alchol and sex then sit at home an actually do it. I like the direction it is taking me. Myself and others can see the change. I learned a lot, how to be strong to say no to drugs and alchol. I never knew how 2 talk about what happened in my past or my feelings until I came here. They tought me I am somebody not a nobody. (Staff person) has been there 4 me when I really needed someone. I could have died but (the staff person) saved me. I don't know what Id do if this program came 2 an end there is to many girls out there what need the help they provide. I want 2 achive a lot all that they give I want my son back, I want 2 stay out of jail and get a job but I need help before I do that and that's where Circle Keeper comes in.
(written by Nikki, aged 20)

I come to this program because I feel good when I'm here. I have lots of support here. The thing I like most is that I can come here and get guidance from (staff),

and the other girls in the program. For once in my life I feel like I belong somewhere. I come to group and nobody judges me, nobody tries to fuck with me, nobody tries to hurt me. I feel comfortable and safe when I am here. When I'm not here, I think about the next time I will be here. I get excited about what were gonna learn, who I'm gonna see. Most of all I get excited about working on myself and becoming a happier, healthier person.

I have learned a lot about myuself and my behavior. I've learned about why I do the things I do. I've learned to recognize things about myself that I've never recognized before. I'm still learning, and I'm excited about what I am learning. I've learned how to do things that I never thought I could do. This program gives me confidence. I am slowly learning how to feel good about myself.

I would like to achieve self confidence, self understanding, self esteem. I just want to be able to look in the mirror and like the person looking back at me. I don't want to say or think bad things about myself, but that is all I know how to do at this point.

(written by Lorraine, aged 24)

Finally, it was apparent at each site visit that there was a consistently high demand for programs. The office was almost always full with male clients, Life Skills Group sessions were usually well attended by participants, and the after-hours crisis intervention service was heavily utilized.

Client File Reviews

File reviews on all active primary cases were conducted at each site visit. Data on required file documentation were collected using a simple checklist. The purpose of the reviews was to verify the presence or absence of case notes, referral information, baseline risk assessment, consent forms, goal plans, and summaries of involvement. Approximately 30 files were reviewed during each visit.

Reviews conducted in June and October 2008 identified problems in most files regarding documentation related to goal plans, assessments, case note recording, and summaries of involvement (used for case closure). It is standard practice in counselling programs for client files to contain up-to-date documents such as these. These documents are important for a number of reasons: quality case management practices are dependent on coordinated planning; legislation requires that client files be maintained; collateral agencies often request client documentation from other agencies involved in servicing shared clients; youth have the right to regularly review their file; and court subpoenas can require release of certain documents. As a result of the problems identified during these reviews, the Evaluation Team provided immediate feedback to Director and her staff team. As a result, the Evaluator provided training for the whole staff team and individual coaching with certain staff to address these issues. Improvements in this area were apparent during subsequent file reviews and all problems were rectified by 2010.

Focus Groups

Two focus groups were held with male participants in the Life Skills Group (June 2009 and October 2009). The groups took place at the RAGS office and took roughly 30

minutes each. Group #1 involved 9 male youth aged 21 – 30 years and group #2 involved seven young men aged 22 – 28 years. The groups were facilitated by the Evaluator and data were recorded using accepted methods in the literature.[21]

A systematic search for themes was conducted and organized around three questions posed to the group by the Evaluator. The questions were: 1.What do you like about RAGS programs? 2. Have you made any changes while in the RAGS project; and 3. What suggestions do you have to make things better? The dialogue in each group was free-flowing and little probing was required by the Evaluator to generate discussion. Participants spoke openly and were not hesitant to identify any concerns. There were general themes which were generated by the discussion. They are: general impressions of life skills group; difficulties dropping gang involvement; and feedback on RAGS staff.

1. Life Skills Group Impressions: Almost all participants in the two focus groups spoke very highly about the Life Skills Program and cited numerous personal changes they were trying to make as a result of taking part in the program. One young man commented that "We used to try to kill each other in the 'hood and here we are sitting around, all different gangs, talking about our kids and our women and feelings and shit. It's weird shit man. Somehow staff make it work." His sentiment was echoed by many other young men. There was a general feeling that just getting members from different gangs sitting in a circle in the same room was nothing short of a miracle. All said that they liked the food and snacks.

   Concern was expressed by some participants that others were "scamming the system" – getting paid for full participation when in reality their attendance was sporadic. Staff replied that they would follow up on this concern in individual meetings with those involved. Concern was also expressed that some young men were not being honest in group about their level of gang and crime involvement. Some participants stated that some young men were supposed to be clean and dry, yet they partied often outside of group. All understood that leaving the gang and demonstrating a serious commitment to make other personal changes were a requirement of group membership.

2. Dropping Gang Involvement: There was general agreement that it was much easier to stay in gangs rather than make the decision to exit. Some spoke of the dangers they had experienced when exiting –such as "doing minutes". Others reported that they still had not been beaten as a consequence of leaving their gang – and were very concerned that they would be attacked at any time. Some participants who had been in leadership positions prior to leaving their gang indicated that they did not have to survive such a beating when they left.

   General concerns about who was being let into the RAGS project were expressed. Some young men stated that they were aware of a couple of "higher-ups" who were "faking wanting to drop their rags" in order to spy on participants and report back to gang leaders. In particular, some stated that they were aware that one such individual was coming to group the following week – apparently this person had been the higher-up of several life skills group clients. Staff reassured them that careful intakes were done on all potential participants to avoid

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[21] For example, see Morgan, 2002.

such problems. These intakes involve conducting a thorough assessment on the motivation of potential clients to exit their gangs and also any risks they could pose to RAGS staff and participants.

3. Staffing: Most young men stated that they were respected by the staff and felt that the staff listened to them. Most commented that the staff are "great", "they listen to you", and "you can trust them." A few participants who had been gang-free for some time routinely made presentations with staff in the community, sharing their personal stories of leaving their gangs.   It was understood by these young men that this was an esteemed activity and a privilege which had to be earned - meaning that one had to be truly gang-free to participate. These young adults were paid to make presentations – and the money was highly valued. When asked what they wanted to do with their lives, many replied that they wanted to work at RAGS – to be social workers. It is clear that staff members were viewed as role models by many young men.

In-Depth Client Interviews
There were a number of objectives in conducting these interviews, including to: verify and supplement quantitative data from the evaluation surveys; confirm participation levels in RAGS programs contained in the Excel Tracking Database; probe key areas of the participant's lives in order to gain a better understanding of pathways into gangs, the

gang exit process, and the mechanics of RAGS programs (i.e., how did the participants understand the role of the program in their own lives? Did they see their current gang status as being related to RAGS?); and to provide participants with the opportunity to have their voices heard.

Verbatim narratives from these interviews were recorded during the interviews and immediately after each interview. A decision was made not to tape-record the interviews due to the very sensitive nature of the data. These practices conform to accepted methods in the literature.[22]

There were three general questions which guided the interviews: 1) What was your life like before coming to RAGS?; 2) What has life been like for you in your gang?; and 3) How has your life been since you became part of RAGS? Probes for these general areas were based on key questions contained in the Evaluation surveys, including those related to family, experiences in child welfare and justice systems, gang status (including exit), rank in the gang, disengagement process, criminal behaviour, drug and alcohol abuse, and the sex trade.

A total of thirteen interviews were conducted with nine males and four females, ranging in age from 13 years – 30 years. The average age was 23 years. Roughly two interviews were conducted at each site visit. At the time of the interview, all had completed a baseline evaluation survey. Survey data indicated that two participants were gang-affiliated through boyfriends (young women aged 13 and 17 years), two young men had been attempting to exit for six months (aged 24 and 26 years) along with one young woman who had been attempting to leave for 3 months, and the remaining eight young adults had been gang-free for periods of time ranging from four months – two years. In-depth interview data confirmed these data.

The Excel Tracking Database data indicated that duration and intensity of involvement with RAGS for these young adults varied: three had been involved for under six months and were participants in the intensive counselling program; four had been involved for 7 – 15 months, all of whom were participants in the intensive counselling program and three of whom were in the Life Skills Group Program; and the remainder had been clients for 16 – 24 months. Of this latter group, all were participants in Intensive Counselling and two were also involved in the Life Skills Group program. There were not any discrepancies between the program participation data contained in the Excel database and the in-depth interview data.

There was one key discrepancy between male participants' survey and in-depth interview data: involvement in pimping activities. Whereas all but one of the young men denied pimping young women in their evaluation surveys, six admitted that they had forced women to work the street when probed by the Evaluator during the in-depth interviews. This issue is discussed further below. The only other discrepancy involved one participant who denied having a child in the evaluation survey, but admitted having a child in the in-depth interview.

One of the benefits of in-depth interviewing is giving participants the opportunity to describe their world, from their own viewpoint. This is particularly important given the closed questions contained in the evaluation surveys. There were five such themes identified by participants in the interviews: the role of parents in grooming their children

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[22] For example, see Totten, 2000; Kelly and Totten, 2002.

for gang membership; sexual abuse as a pathway into and out of gangs; learning how to make girls work the street; dangers associated with making the decision to leave; and the impact of RAGS. In the absence of the interviews, it is unlikely that these issues would have been identified. Data from the interviews were fed back to staff in a way that maintained the anonymity of participants. These findings were used to inform ongoing interventions with RAGS participants.

The role of parents in grooming children for gang membership
Julie, 21 years old, was the only female in an all-male Aboriginal street gang from the age of 15 – 19 years. She had to show the male gang members that she was deserving of their respect and was tough. She also needed a strategy to avoid being forced to work in the sex trade to bring money into the gang. She resorted to pimping out a stable of anywhere from six to ten 15 – 17 year-old girls over a three year period. She was widely feared on the streets due to her propensity to engage in severe violence. She continued this lucrative operation until she was charged and incarcerated for four years in both youth and adult facilities. She explained how treatment by her caregivers set the stage for gang membership:

> *"My Dad is old now and probably isn't going to be around for much longer. He's probably sick. He's done needles for as long as I can remember. Coke and mo. That's what I remember when I was young. Always lots of people coming and going, lots of girls and needles and alcohol. They all were slammin'. My Dad was a dealer and a pimp – that's why there were always lots of girls and drugs around. That's how they took me (child protection). I brought a friend home when I was like five or six and my Dad and all those people were doing needles and then my friend went home and told her Mom and child welfare came to get me later that day. The cops picked my Dad up. My Dad's my Mom's boyfriend – not my real Dad. And it's my Grama who I call Mom. My real Mom I don't like. She could never take care of me or my brother or sister. She's an addict. That day they picked up my Dad I got put in foster care. I've been everywhere – I've stayed in different places – until I went to jail – pretty much all my life…They took me from the ghetto and put me into a rich neighbourhood. I was the only Indian in an all-white school…Then I started to act out and went to (secure custody facility) lots."*

Steve, 23 years old, spoke about how being neglected by his parents led to gang involvement:

> *My mom and dad had me – I was born. They were not fit to keep me or whatever. From there my grandma took me. I went to my grandma and spoke Sodo, Ojibway until I was 5 or 6. English took over. Then I went back to live with my parents. I went to public school then I was home schooled by my grandma.. I was in and out of foster homes. She would give me back to my parents. They would go to treatment, get out and do their thing, get high, welfare would take me away. Grandma would bail us out. That's where that is. They would slip, get high, do their thing. Grandma would bail us out. My brothers and sisters we all went together. School was a little difficult. My parents sold drugs so lots of money. I still never experienced being wealthy or secure like that. It was weird and stupid*

> *yet we still struggled with food. My dad gambled a lot, thousands and thousands*
> *of dollars. But we never had food.*

Sexual abuse as a pathway into and out of gangs

Sylvie was a 23 year-old who had committed acts of extreme violence. She was a mother of three and had been trying to exit her gang for two years.   Her narrative typifies the sexual trauma the two other young women suffered in their own gangs as well as during their childhood at home:

> *"I was raised in what you would call an abusive, dysfunctional home. In and out*
> *of foster homes and since the age of twelve in and out of jail. Eleven years of my*
> *life incarcerated – I'm sick of it. Since the age I can remember of my childhood*
> *days, my mother was in a common law relationship with my step-father – he was*
> *really good to me. They were together for 18 years. But when I was a child his*
> *brother used to molest me every chance he got. My step-family was white-*
> *skinned. I was about 5-6 years old when he first started doing things to me 'til I*
> *was about eleven. My family traveled a lot and my Mom and step-dad partied a*
> *lot as well as used I.V drugs all the time. Instead of trying to kill myself I was*
> *introduced to a new click called (name of gang). In this gang it was different*
> *from just stealing cars all the time. It was based on love, loyalty, support, and*
> *respect – what I been yearning for all my life. I got jumped in. I remember I*
> *couldn't even walk the next day how beaten up I was…that was called love the*
> *respect. I was about to start learning to be a part of them! It was the beginning of*
> *the end for me…The decision that made me want to change and not be a part of*
> *the gang anymore was an incident that happened in (date). I was out on parole*
> *violation and some shit happened to me. I was partying with three guys and one*
> *thing lead to another. They beat me and raped me, knocked me out. I woke up*
> *and realized what happened. I couldn't do nothing either. They told me I was*
> *free to leave. I was black and blue, bloody, couldn't even hardly close my legs."*

Learning how to make girls work the street

Only one young man admitted to having pimped young women in the evaluation survey. However, all but one participant acknowledged that they had forced women to work the streets after probing by the Evaluator in in-depth interviews. These young men seemed to let their guard down when asked how they learned to treat women in this way. There appears to be an intergenerational dynamic of mothers, aunts and grandmothers having been forced to work in the sex trade. Many of these young men bitterly reported that their mothers were absent throughout their childhood – some having been murdered or missing for extended periods of time. Some expressed hatred for their mothers. They seemed to have learned how to sexually exploit girls in their own families at a very young age. George's case is illustrative. He was a 24 year-old Aboriginal male gang member with a long history of engaging in extreme violence against female intimates and gang girls. He was the father of two girls and was an IV crack addict.

> *"My mother worked the streets all her life and she was one of the murdered*
> *women found in (name of city)... I used to treat girls really badly – I tortured*
> *them. I would be all nice to them – I have a good smile – I know I was born with*

that gift. I would be all sweet then get them all hooked on pills, morphine, crack. I would fill their needles for them. Then I would lock them in a room for three or four days and not let them out. They would scream and moan and yell – they were hooked on my drugs – and I tortured them by locking them in that room for days with no drugs. Then they would work for me on the streets. I guess I treat them like that because of my mother…My girlfriend pressed charges for assault against me to control me. I'm going to court to get the no-contact order taken off. I told my woman that she had to do this if she wants me to stay with her."

Noel, 24 years old and out of his gang for two years, was asked how he got involved in pimping and was challenged by the interviewer to accept responsibility for his actions:

How did it start for you, making girls work the street?
I didn't really make them – they got their cut and I got mine. It's their choice.
I disagree. I don't think girls choose to be hooked on crack and sell their bodies.
Well yeah if I was to be really strait up. I sure wouldn't do it. I mean when I was a kid that's what I remember. My Mom always worked. She slammed forever. It was like tricks were always coming and going. She made cash. But we still were poor. Never had much food or clothes. I guess it all went to the coke. Me and my brothers used to stand watch..make sure that the Marks respected her, didn't fuck her over. And we'd slang (deal drugs)…it's just normal. It happened all the time. My Mom chose to do it. She shouldn't of done that stuff around us.

Finally, Steve had a girlfriend who was involved in the sex trade. He questioned whether or not she was forced to work the streets, ultimately blaming it on her addiction:

No, I never put girls out. I had a girl friend who would work the streets. Basically just to get high. I could say I made her but I didn't. She just got high.

The dangers associated with making the decision to leave
George's case is typical of what sparks some gang members to exit: surviving a vicious attack and being left for dead. In his case, he was shot by a young man in the same gang who thought George had stolen money profited from crack he was dealing:

"I started drugs when I was real young, crack, meth., pills, mo. (morphine), pot, needles. Last year I got shot, rolled up in a plastic sheet and thrown in a bathtub and left to die. I was all caught up. I paid out what I had to pay out (money made from crack dealing) and I took my share. I loaded up my rig and took it (crack, intravenously) and was chillin' and I looked up and he (a member of the same gang) had a gun pointed at my head. The next thing I knew it felt like I had been punched really hard. I felt my gut and I was bleeding and I fell down. I was stoned so I didn't feel any pain and I got up and they wrapped me in plastic and threw me in the tub – to die I guess."

Paul's case is also reflective of just how dangerous the exit process is. Like George, he had been shot by numerous times and was assumed to be dead. Twenty-three years old, this former gang leader was born addicted to cocaine and was an IV drug abuser at the time of the interview. He clearly had FASD and had a significant speech impediment.

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After having survived being shot eight times by a rival gang leader, he entered RAGS only to be kidnapped by his higher-up who beat him and only set him free after Paul disclosed information on the RAGS program (the person who kidnapped Paul wanted to harm staff). He survived another assault by family members who were in a rival gang. They were not happy that he had left his gang.

> *My cousins are in (two different gangs). I tell my cousins to leave me alone. It's my choice to drop (gang colours). It's my life and I want to change my life… I want to work here (at the gang program). That's my plan. I'm not willing to try to give up – I wanna do more…the hardest thing for me to quit was leaving gang life. I said in detox. that the drugs were the second hardest thing to quit. The gang was the hardest – I grew up in them. Everyone I grew up with is in gangs and in jail. They offer me shit – positions – I got offered to run the (name of city) for them (gang). I said no. They said why? I said because I don't want to. I have lost all my friends - the only ones I had – the people I grew up with. I went out a few times to see my family on reserve. Both times I got into trouble. Fist fights, guns. They're all into different gangs. Us who left, we all left the gang for the worst way. Like (name of friend) got shot. This one guy he said it was because of his mom. That's not the way for us. We left because we got shot… I have two bullets in me – two by my heart, one in my arm and I don't know where the other is. They said it could paralyze me. I feel uneven, in the middle. It is hard to fly straight now, like drunk driving all over the road. Like that commercial where they put one bottle in front of you. I am trying to look for a job but it's hard – I have 40 some convictions."*

Finally, Jordan, 21 years, was emotional when he spoke of how the murder of his higher up. He clearly liked the gang life and had difficulty exiting his gang. He got "stomped out":

> *In 2007 it all started out with the big fight, the gang. I went to get back up. I ended up getting down with NLTP. Always partying and being down for them, having fun, making a name for myself. I felt good, I reminisce about those days. It was fun, I got respect at times. I was not into it hard core. I felt good. Just hanging out with all of them. My higher up got rushed, got stabbed in the neck. He got killed, rushed by NSK. I just got stomped out, just stopped repping it, hanging out with that group. I took it pretty hard, my higher up who got killed. I did not want to be down. Just thinking about that day, the next day after he got rushed. I was just on the next block. Just thinking about (him), in his white suit. Next morning when found him he had died. Crying, it was nothing but a hurtful time. Looking around for his bro, the house just got rushed, looked like. I started doing my own thing. If I was to rep anything, I repped myself. I came up with my own crew, rappers, not hard core gangsters. I don't need to be hiding behind a gang. I feel happy, not heavily into gang life. At times I fall back into it, gets crazy at times, it is just life. Coming to RAGS helped me out.*

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Impact of RAGS

All of the young people who took part in the in-depth interviews spoke very favourably about the RAGS Project. Thirty year-old Aaron, a former leader of gang, stated:

> *No regrets (about leaving his gang). I am happy now. I hated that life. It was so stressful. I was a mean, cruel son-of-a-bitch. I didn't care who I hurt. I wasn't a man. I was always looking over my shoulder. I was about 25 pounds below what I am now. It was the drugs. I treated the women like slaves. It was bad. Now, I completed the program (Life Skills) and I'm working every afternoon. I'm going back to school. I want to be a counsellor...the program helped me a lot. I made up my mind that I was never going back and I just did it. RAGS helped me a lot. But it wouldn't have made any difference if my head wasn't into it. I'm never going back.*

Stephan, the founder of his gang said:

> *Right from that point she (RAGS staff member) told me that you have one foot in and one foot out. Either you are in or you are out. One foot in will get you killed. So now I try to talk with the young people. At times I miss it. I miss my so-called friends. But they are not my friends. Now I am working. You can kind of say I am straightening out my life. I am kind of struggling now – I could never say that before. I have no friends now. When I am down and out I can call (RAGS staff member). I try to keep myself busy so I don't fall back into it.*

Julie summarized the impact of the program this way:

It's different now. It feels good to make legit. money that I worked hard for. That's RAGS for you.

Billy, 20 years old, spoke of the impact of RAGS, along with family and friends. He talked about how he missed the power and respect he had while in his gang:

> *I was able to walk away. I had some help. My uncle, he talked to the higher ups. He was very connected. And he asked them to just let me go. Right now it's a struggle, my life, because I have a daughter and everything. I'm not used to getting up every morning and usually when I was in the gang life I would get up at 12, sell drugs and come back home. I am a family man. I have to. I miss about the life is power and respect, especially when we did not have the money. My family and friends, people at RAGS, (they are) a stepping stone. I feel I am more caring and kind, not so much ruthless. I'm not mad at the world. I'm just trying to help people now. I would say to the young guys it's not worth it. All it brings you is pain. You may see all the jazz about it, the cars, women, drugs and booze.*

Steve, 23 years old, talked about the positive impact RAGS has had on his life:

> *I got out with RAGS and by myself. I realized that there was a problem. My addiction keeps me around these (gang members). I have to subside and deal with my drug addiction. I need a job, make me belong and fit in. The cash, girls, the parties, show how fast the life is. It all varies by if you are a user. People like you (RAGS staff), programs like this, positive people, places and surroundings.*

Environment and people. Environment and surroundings. I feel hopeful now, a purpose for a reason. I am not hanging around other people. All I want is to be loved. I don't need to be rich, all I need is to be happy. I'm not hanging around other people doing stupid shit. Home, job, security. I don't need to be rich.

9.2 Cost Analysis Findings

The data sources and collection methods for the descriptive cost analysis include the RAGS quarterly financial statements submitted to NCPC; in-kind cost information; and interviews with the NCPC Program Officer. *Figure 22* provides a budget summary, based on the amended YGPF yearly budgets approved by NCPC. The Evaluation fees are included in this budget analysis ($65,541per year).

Figure 22: RAGS BUDGET

	October 2007 – March 2008	April 2008 – March 2009	April 2009 – March 2010	April 2010 – March 2011	TOTALS
INCOME/GRANTS					
National Partner	$246,822	$715,725	$731,227	$734,729	$2,428,503
Local Partners	$48,279	$106,494	$265,142	$259,142	$679,057
Total Income/Grants	$295,101	$822,219	$996,369	$993,871	$3,107,560
HARD EXPENSES					
Administration:	$36,230	$79,274	$80,774	$88,574	$284,852
Program:					
Salary, Wages, & Benefits	$123,453	$407,277	$619,474	$597,879	$1,748,083
Program materials, supplies, program delivery	$14,700	$57,299	$66,000	$66,000	$203,999
Consultation and Services	$18,928	$71,400	$36,400	$36,400	$163,128
Transportation	$7,540	$43,397	$43,080	$51,000	$145,017
Rent/Utilities	$15,500	$44,552	$61,800	$61,800	$183,652
Equipment	$40,400	$53,479	$23,300	$23,300	$140,479
Other	$3,350	--	--		$3,350
Evaluation	$35,000	$65,541	$65,541	$68,918	$235,000
TOTAL REVENUES	$295,101	$822,219	$996,369	$993,871	$3,107,560

The overall cost per participant (n = 99) over the full course of the project (42 months) is $31,389.49, or $747.37/month. Although these figures may seem high, when the number of weeks of programming per case is added to the formula, the costing per case is comparable to similar programs for high-risk offenders, such as MST and Intensive Supervision (the average length of intervention for primary cases is 77 weeks). The total average hours of programming per 99 youth was 304 hours. Each participant had on average 156.8 face-to-face contacts with staff. Each of the 74 primary cases received on average 385 hours of programming and had on average 248 face-to-face contacts with staff. Each of the 25 secondary cases received on average 64 hours of programming and had on average 33 face-to-face contacts with staff.

It is difficult to compare RAGS costing per case with comparable programs elsewhere because of the uniqueness of the project – programs which target the exit of young adult Aboriginal gang leaders from gangs are rare and there are no other such programs in Canada. Rough comparisons can be made to two intensive programs targeting high-risk juvenile offenders: Multi-Systemic Therapy ($5,500 - $9,500 U.S. per participant for completed program [4 months in length on average]) and Iowa Intensive Supervision ($5,959 per participant for completed program). The Washington State Institute for Public Policy document "The Comparative Costs and Benefits of Programs to Reduce Crime" (2001) is a good point of reference for this analysis. It costs approximately $300,000 per year to implement a MST program serving 40 – 50 families yearly.[23]

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[23] mstservices.com

10. LESSONS LEARNED

Lessons learned are categorized into two broad areas: 1) Those related to the evaluation of the RAGS Project; and 2) those related to the RAGS intervention.

Evaluation Lessons Learned:

- *Creating an Evaluation Culture:*
Prior to the start of the Project, neither the NCCA agency nor RAGS had formalized evaluation practices or policies. It was not surprising then when the staff team was taken aback when presented with the requirement of a formalized and comprehensive evaluation for the Project. Due to these issues, the Evaluation Team felt it important to develop an evaluation culture in which the staff team was fully engaged as a partner every step of the way. It was important that youth likewise be consulted and treated as partners in the evaluation.

- *Engagement and Collaboration with RAGS Staff Every Step of the Way:*
Staff members of the RAGS Project were actively involved in developing and implementing the evaluation in the following areas:
     -Development of methods and tools: In February 2008, the Evaluation Team worked
     with the staff team to develop the evaluation framework and design the survey tools.
     This began with consultation around quantitative and qualitative methodology, the
     use of a control group, description of existing survey tools, risk assessment, and
     outcome measurement over time. By March 2008, the evaluation methods and tools
     had been selected, a process for recruiting a control group had been developed,

databases were designed, and an agreement regarding specific roles in the evaluation was finalized. The staff team was trained and the tools were piloted.

-Feeding back results: During the first two years of the Project, the Evaluation Team visited the program site three – four times yearly. This permitted the Evaluators to build relationships and consult with staff and youth, meet with the Evaluation Advisory Committee, observe program activities, conduct file reviews and focus groups.

-Using results to inform interventions and human resource (HR) practices: As a result of evaluation findings, the NCCA Community Coordinator and the Director of RAGS were able to enhance existing programming. This resulted in improved individual counseling practices and developing the male life skills group content and that of the Circle Keeper program. The process of using data to inform programming was critical, in that it demonstrated to staff that the evaluation data identified new trends in risk and protective factors, as well as informed ongoing services.

- *Cultural Competency:*

From the start, cultural competency was a foundation of the evaluation. This resulted in the selection of tools responsive to Aboriginal culture and frequent consultation with Aboriginal staff and young people, and the careful measurement of cultural identity.

- *Gender Responsiveness:*

The RAGS application for NCPC funding identified that programming would address the unique needs of gang-involved young women, including the Circle Keeper program. Evaluation tools were designed in a way that permitted gender sensitive assessment and follow-up tools. For example, survey questions addressed issues related to care of children, involvement in the sex trade, and depression.

- *Client Friendly Processes, Tools and Feedback:*

From the start of the evaluation, young people were engaged through four main methods. These included piloting of tools, consultations with Evaluators, focus groups, and feeding back results from each annual report. Young people participated in the following areas:

-Development of tools: a small group of clients participated in the piloting of baseline and follow up surveys.

-Use of honorariums: All participants were provided with $20 honorariums each time they completed a survey with staff. This resulted in a high degree of motivation on the part of youth and also provided them with money to meet basic needs. Given the fact that the participants were very marginalized and often homeless and/or unable to provide for basic needs, the honorariums were critical. As well, it also provided youth with an opportunity to reflect on their lives and address important risk factors which surfaced in the interviews.

-Administration of surveys: During the piloting of the surveys, it became apparent that the best way to ensure accurate responses was to have the staff person who knew the youth best to interview the participant, and record their responses. Youth literacy levels were low and some of the standardized scales used confusing answer categories. The Evaluation Team reviewed each completed survey and contacted the relevant staff person if there were inaccuracies or

missing data. This staff person then contacted the young person and corrected any errors.

-Feeding back results: In order for youth to be included in meaningful ways in the evaluation, it was decided to regularly feed back results in individual meetings and during other group activities. Youth had the opportunity to ask questions and ask for clarification. A number of revisions were made to the survey tool as a result of the observations by participants.

-Focus groups: During both the male life skills and Circle Keeper groups, Evaluators met with clients and recorded their feedback on satisfaction with programming, exit from gang life, and the evaluation process.

- *Use of Mixed Methods and Triangulation of Data:*

From the outset, the evaluation made use of both quantitative and qualitative methods and triangulated data collection to the greatest extent possible. Baseline and follow-up survey data were collected at regular time intervals and entered into the SPSS database. These quantitative data were supplemented with a series of in-depth interview data with clients. Triangulation of data was obtained through client file reviews three times yearly. Gender-specific focus groups were held on three occasions. Questions probed for satisfaction with services and perceptions related to outcomes of programs. Finally, youth reports on offending were triangulated with police and probation/parole reports, ensuring accuracy of data. In addition, tracking data related to intensity of service (i.e., dosage of programming) were recorded in an Excel database.

- *Control Group:*

Development of control group options at the start of an evaluation project is critical. Use of control or comparison groups is the only real way to rule out alternative explanations of changes in behavior and attitudes over time. The Evaluation Team set up what they believed to be the 'gold star' control group in March 2008. Approval was given by the Ministry of Corrections, Public Safety and Policing. A series of meetings with the Ministry was held over the following two years and progress was made on the selection of a matched control group of high risk Aboriginal offenders residing in urban areas of Saskatchewan. However, by June 2010, it became evident that this option was encountering serious challenges. As a result, it was decided that this plan would be shelved. Instead, a matched control group of approximately 15 high risk Aboriginal offenders who had minimal involvement in RAGS services was selected. These young people were selected from those marginally involved in RAGS outreach services.

    In hindsight, both options for a control group should have been explored at the start of this project. This would have allowed for a more comprehensive measurement of change over time for those youth not involved in RAGS intensive services.

Intervention-related Lessons Learned:

- *Building Long-term Relationships with Participants:*

Baseline surveys have demonstrated that participants in the RAGS project are extremely high risk and have many complex needs. Many have not had the opportunity to bond to healthy adult role models and as a result were initially wary of members of the RAGS staff team. Some were marginally involved in programming for many months, carefully checking out the staff prior to gaining their trust. For this reason, it is imperative that any intervention for this population, no matter what the model, be long-term and permit young people to bond to staff in appropriate ways. It is not surprising therefore that outcome data indicate that the duration of exposure to RAGS (dosage) increases the likelihood of significant positive changes.

- *Delivering a Very High Intensity of Programming at Key Time Periods:*

The pattern of time periods where significant changes appear suggests that the first twelve months of exposure to RAGS produces the greatest likelihood of significant positive changes. A majority of the significant changes identified in the statistical analyses occur between entry to the programs and the first follow-up evaluation 6 months later (Time 2), and three occurred between Time 1 and Time 3 (violent and non-violent crime, total risk index).

- *Cultural Competency:*

Data clearly show that cultural programming is very important with gang-involved Aboriginal youth. In part, this requires that the staff team makeup reflect the diversity of the client group and the involvement of Elders in meaningful ways. Almost all RAGS staff members were Aboriginal or Métis. All group programming (including the male life skills group and the Circle Keeper program) was founded upon cultural teachings. Elders were engaged in all aspects of programming. However, roughly one-half of the male participants did not want to speak with Elders on an individual basis, although they participated in other cultural activities in the community (such as sweats, drumming, singing). In addition, a small minority of participants indicated that they wanted nothing to do with traditional teachings. When asked why they did not want contact with Elders, these young men indicated that this was due to having been sexually abused during their childhood by adult men (including fathers, uncles and grandfathers).

- *Religious Programming:*

A pastor from a local church was employed part time with the Project. He provided outreach services into jails and prisons and also led hiking and canoeing excursions. Male clients who were homeless were permitted to live at the church. Religion was presented as an option to clients and was never perceived as a required service. Some clients who took part in this often wanted nothing to do with cultural activities. Others viewed religion as complementary to their cultural practices.

- *Opportunities for Meaningful Engagement in Outreach Programs and Community Activities:*

Young people involved in RAGS were provided with opportunities to become peer mentors or junior staff, and acquire employment skills every step of the way of their involvement in programming. Youth were paid honorariums for their participation in these activities. This gave participants the clear message that their input and work was valued and appreciated. One young man briefly sat on the NCCA Board of Directors.

Youth were given ample opportunities to participate in the design of programs and development of governing policies and procedures. This encouraged ownership over services and resulted in participants who were dedicated consumers of service.

Clients who had successfully exited their gangs were invited to accompany staff during community presentations. Clients shared their stories with audience members, discussing their childhood, involvement in gang life, and how they exited their gangs. This provided clients with the opportunity to develop their public speaking skills and reflect on their lives. Audience members listened attentively and had frequent questions. Most were visibly moved as RAGS young people recounted their experiences. Clients were paid for participating in these presentations.

- *Engagement of Family Members:*

Some of the RAGS clients were related through familial ties. Cousins and siblings participated in programming. Other family members, including mothers and siblings, often called the RAGS office for support. A mother of one client, who was also the Aunt of other clients, was also involved in programs. She addressed her addictions and became a leader for other young women in the program. She had been gang-involved herself for many years and had also worked in the sex trade for a long time.

Given the fact that many young gang members have grown up in gang families, engagement of family members is critical in programming. Often, this involves counseling sessions wherein clients discuss how to safely exit their gangs. At times, this meant divorcing themselves from biological family members who remained gang-involved.

- *Developing and Implementing Successful Partnerships with Police and Corrections:*

Sound working relationships with local police and correctional institutions are critical to the success of any Project. RAGS developed an innovative working agreement with the Regina Police Gang Unit, wherein there was ongoing information sharing and collaboration. As well, the Project had excellent working relations with many prisons and jails in Saskatchewan and other Western Provinces. Often, this involved advocating for the placement of RAGS clients on gang-free ranges and discharge planning. Positive relations with Parole and local half-way houses were also clearly evident.

- *Partnerships with Addictions and Employment Programs:*

Key ingredients which contribute to successful gang exit include treatment for addictions and employability skills. The RAGS Project had excellent working relationships with organizations delivering these services. Often, prior to entering the RAGS Project, clients attended detox. and/or Aboriginal residential treatment programs in Regina and the surrounding areas. Placement in these programs was facilitated by RAGS staff. In

addition, employment programs are critical to successful gang exit. Ex-gang members need a source of steady income to replace the money made from gang activities. Many RAGS clients participated in local employability programs and gained employment in trades or service sectors following this.

- *Recreational and Artistic Programming:*

Mountain climbing and canoe trips, poker nights, and painting and beading activities provided opportunities for RAGS staff to initiate in-depth discussions with youth who may have been reluctant to share personal information in more traditional counselling settings. This in turn allowed for a better understanding of the complexity of needs presented by individual youth. Program staff has also reported that these activities promoted bonding between clients, many of whom were sworn enemies on the street prior to entering the RAGS project.

- *Creating a Learning Environment and Providing Training Opportunities for Staff:*

Findings from the evaluation identified a number of therapeutic areas upon which staff focussed their learning. These areas included child maltreatment, depression, suicide, self-harm, family issues, and parenting issues.

- *Implementing a Case Management Process:*

Case management is an integral component of the Wraparound Process and Multi-systemic Therapy, two interventions upon which RAGS was modeled. Recreational, artistic and mentoring programs, if the only interventions used, cannot address the complexity of needs of this population. Intensive counselling is needed. RAGS staff members were trained and carefully supervised. The primary function of the case manager is to coordinate the case plan, ensure that the needs of their client are addressed, provide regular counselling interventions, and maintain the case file.

- *Adequately Resourcing and Fully Implementing the Women's Program:*

A young women's program should be a central part of any gang intervention program. It is very challenging to set this type of program up and maintain momentum. Typically, gang projects focus on gang-involved males. There are a number of reasons for this: 1) Almost all gangs are male-dominated and women tend to play tertiary roles; 2) The men tend to be involved in serious crimes and therefore are higher profile and get more attention from the justice system; 3) Female partners may be reluctant to access services because of a code of silence related to domestic violence – it may not be safe for them to disclose victimization by physical and sexual violence; 4) Male partners may not wish to have their girlfriends or wives involved in programming; 5) Those women who are affiliated to the gang through other means, such as partying and the sex trade, are very marginalized and tend to have serious addictions problems. These factors prohibit them from accessing services; 6) Women have issues related to their children. Daycare problems may prohibit them from participating in programs. For those whose children are in the care of child welfare, they may not want it to be known that they are in a gang program. This could have negative repercussions related to getting their children back from foster care.

The RAGS Circle Keeper program faced many challenges over the first two years of the Project. These hurdles included a proportionally small budget compared to the young men's program, turnovers in staffing, lack of a separate building to house the program, and unclear practices related to services for the girlfriends and wives of male participants. Compared to male participants, there were significantly fewer women in the Project and the average hours of intervention received by female participants was far less than that of the male participants. Young women were far less likely to come to the RAGS office for appointments due to the nature of their unique needs and the fact that the environment was male dominated. It was not surprising, therefore, that exit from gangs and the sex trade exit were very challenging for these young women.

As a result of these challenges, NCPC and the Urban Aboriginal Strategy provided additional funding in December 2010 to kick start the Circle Keeper program. This resulted in approximately fifteen women undergoing assessments and participating in life skills groups three days weekly. The funding ends March 31, 2011. Each woman was paid a daily stipend for attending and child care was provided. The budget included rent money for separate programming space. The budget provided for an additional half-time co-facilitator, art supplies, food, and a separate evaluation. Outcomes for this project will be provided in a separate evaluation report, due June 30, 2011.

Only female staff should provide services to young women. This is an important ingredient of any model of intervention, particularly given the high rates of sexual violence experienced by many female youth at the hands of men.

- *Program Drift:*

It is important that the gang intervention Project focus its energy on the core business (i.e., gang exit) and not engage in programming which is not directly related to this. The original plan for the RAGS Project was to focus on core gang exit counseling services for primary participants. Although the Project accomplished this objective, it also responded to many community requests for presentations at conferences, consultation, and work with high need communities. As such, the 'outreach' service grew substantially since the start of the Project, and this service was highly valued by participants. Although the Project's efforts here are commendable, delivering these secondary services can drain resources from the core programs.

- *Risk of Violence Towards Staff and Clients:*

Delivering a gang exit program is inherently risky for both staff and clients. Due to the fact that there was no other comparable project in Canada, the risk of violence by active gang members towards RAGS staff and clients was not adequately addressed prior to Project implementation. The RAGS Project is not at fault here; there was no existing template to draw upon. There were a number of "near misses" during Project activities (such as clients bringing guns to program, threats against staff and young people). Although these incidents ended well, they could just as easily have resulted in severe assaults or death. A number of steps were taken to address these risks. They included developing a protocol with Regina police to collect and dispose of weapons; regular debriefing with the RAGS Advisory Committee; and conducting intakes with potential clients off-site, in order to assess motivation. For example, there were instances where gang members presented as if they wanted to get into the Project, when in reality they

only wanted to check out the program to see if any of their underlings were exiting their gang.

- *Human Resource Issues*

There were a number of challenges in this area, including the personal impact of working difficult late evening/early morning hours, professional conduct, and staff turnover. Most positions at RAGS required that staff work very late evenings, week-ends and holidays. With the exception of the Team Leader and Circle Keeper positions, typical shifts of other staff (Outreach Workers) involved being on call and responding to emergencies between midnight and 4 or 5 a.m. This took a toll on staff, both in their professional and personal lives, and also resulted in recruitment challenges and high staff turnover.

     One of the key skills of RAGS staff members was their capacity to relate to and understand the needs of clients – and to be perceived by clients as healthy role models who have overcome personal challenges. This unique capacity of staff was in part due to the fact that many had direct personal experience with gangs and other related issues presented by RAGS clients. Some staff members had personal relationships outside of work with family members and other individuals who were living in high-risk environments. At times, this presented conflicts of interest – where personal and professional boundaries became blurred and moral dilemmas arose. The RAGS project team had ongoing discussion around these issues, as well as regular individual and group supervision.

- *Host Agency Challenges:*

There were a number of growing pains experienced by RAGS and its relationship with NCCA over the course of the Project. These concerns included poor communication, lack of understanding and trust, budgetary problems, and professional conduct issues. These issues are commonly experienced by small grass-roots agencies, particularly when new programs are being implemented. These challenges were addressed throughout the course of the Project. A number of lessons were learned as a result of this experience. They included: having clear written protocols related to the reporting relationship between the Director of the host agency, the Project Advisory Committee and the manager of the Gang Project; engaging the Board of Directors with the Gang Project on an ongoing basis, including having regular presentations and reports to the Board and having a Board member sit on the Project Advisory Committee; and involving member(s) of the Advisory committee in personnel matters, such as hiring, disciplining, and performance reviews.

     There are numerous benefits related to housing the Project within a not-for-profit community-based organization. They include having coverage for liability insurance (this is very expensive and beyond the means of a small Project); cost savings related to office space, supplies, phones, internet, budget management, and audit; oversight by a Board of Directors; and flexibility related to programming.

11. CONCLUSIONS

The RAGS project is a unique initiative which has supported the exit from gangs of extremely high risk Aboriginal young adults in Saskatchewan over the past three years. It is the only project of its kind in Canada. It is difficult to imagine a group of more marginalized and violent young people. Just under twenty percent of the participants have been convicted of murder, manslaughter, or attempted murder. A majority have been shot, stabbed or seriously injured on many occasions. Yet, almost all have suffered unimaginable abuse and loss throughout their childhood. These participants are truly the 'walking wounded.'

It is within this context that we evaluate if and how behavioural and attitudinal changes have been made by participants over time. Arguably, merely coming to the program day after day is a success, as is not getting imprisoned or killed over the weekend. Thus, the process of exiting from gangs is an incredibly difficult and often treacherous journey, taking years to accomplish. Making the decision to leave the gang is often made following survival of a brutal attack on one's life or after the loss of a family member or friend. The disengagement process itself is also very violent.

Overall, the project was extremely successful. It reached the right target population, delivered the intended interventions, and resulted in the exiting of gangs for almost all primary participants. Key conclusions of the RAGS project include:

Positive Change in Overall Levels of Risk for Individual Participants Over Time: Overall, statistical analyses show that RAGS programs have produced important reductions in the risk levels of participants. The Total Risk Index analysis demonstrates that participants had substantial levels of risk when they entered the Project and that there were significant reductions in these risks at follow-up time intervals.

Positive Change in Most Individual Risk Domains Over Time: Statistically significant changes were observed in many of the indices used in the evaluation. In particular, there is strong evidence that gang-affiliation, substance abuse, beliefs supporting violence and weapons, and both non-violent and violent criminal behaviour have all improved substantially.

Treatment Group Versus Control Group: For the majority of comparisons made between the treatment group and the control group, no significant differences existed. However, there were a few occasions where significant differences were found, which indicated more positive outcomes for youth in the treatment group: gang affiliation, employability, involvement in non-violent crime, and overall levels of risk. Importantly, in a reasonable number of cases where more positive outcomes were observed for youth in the treatment group, the between-group differences got larger over time. This occurred in the case of gang affiliation, employability, substance abuse, involvement in non-violent crime, and overall levels of risk. This likely indicates that, over time, treatment had an important effect on youth, either by resulting directly in positive change or by protecting youth from the negative change that might have impacted them if they were not targeted for intervention (or both).

12. RECOMMENDATIONS

The outcome data clearly indicate that the RAGS Project reached its intended target population and achieved remarkable success in supporting the exit from gangs for participants. This Project should be replicated. Notwithstanding this, there were challenges related to both implementing the evaluation and the intervention. Recommendations related to these challenges are categorized into two broad areas: 1) best practices related to the evaluation of similar type projects; and 2) best practices related to the administration of similar type intervention programs. The recommendations below are directed at groups intending to deliver similar gang exit projects.

Evaluation-related recommendations are focused on conducting future projects of a similar nature with high risk Aboriginal youth and young adults. They include:

Create an Evaluation Culture which Engages and Collaborates with Agency Staff from the Start:
It is often the case that not-for-profit youth serving agencies have little exposure to outcome evaluation. Some have negative impressions of evaluation, assuming that 'Ottawa' will descend upon their agency and dictate the terms of the evaluation. In order to address these challenges, Evaluation Team members should spend lots of time with agency staff demystifying the concept of evaluation and addressing their concerns. The Team should develop practices which will feed back to staff the results of the evaluation and provide opportunities to reflect on how the data can be used to enhance programs.

- *Engage Youth as Partners from the Start:*

Young people need to know that their voices are important and that their ideas and concerns will be recorded and addressed. When youth are meaningfully engaged in the evaluation from day one, they develop a sense of ownership over the tools and the methodology. Paying youth honorariums for survey completion is an excellent way to motivate participation and also give youth the clear message that their voices are important.

- *Ensure Cultural Competency:*

This means that the evaluation methodology and tools should be reflective of First Nations and Métis culture, including language and cultural traditions. Include measures of cultural attachment and identity. Describe the activities involved in cultural programming. Spend time with Elders and listen to their concerns. Listen to the questions and concerns of young people related to cultural programming. Participate in cultural activities with youth, including feasts, ceremonies, sweats and circles. This gives the clear message to Elders and youth that the evaluation is paying special attention to culture.

- *Ensure Gender Responsiveness:*

Methods and tools need to reflect the unique risks and protective factors of young women. Use qualitative interviews to supplement quantitative data. Baseline risk assessment and follow-up surveys need to address issues such as parenting, sexual health, involvement in the sex trade, and depression. When assessing gang membership and affiliation, ensure that questions are sensitive to the gendered experiences of gang involvement.

- *Use Quantitative and Qualitative Methods and Triangulate Data Sources:*

Often, evaluations of gang intervention projects rely solely on quantitative methods. Although important, these tools cannot identify on their own the dynamics and fine details of complex issues such as mental health, gang involvement, gang exit, the sex trade, and cultural attachment or identity. In-depth interviewing, observation of program activities, client file reviews and focus groups are methods well-suited to complement quantitative measures.

- *Develop Control Group Options at the Start:*

Recruiting a control group sample is challenging even under the best of circumstances. Yet, matching the treatment group to a control group is essential to rule out alternative explanations of behavioral and attitudinal change. It is best to pursue at least two options at the beginning of the evaluation. When working with government to gain access to a sample of high risk offenders, keep in mind that working within the bureaucracy is painstakingly slow. A youth court judge's order, pursuant to the Youth Criminal Justice Act, is required in order to have access to young offender files. Conducting follow-up surveys with high risk gang members who are not involved in daily programs is very hard given the transient nature of their lives.

- *Maintain Contact with Participants Over Time, Particularly Once They Have Completed the Program:*

Although it is difficult to maintain contact with high risk gang members over time, this is essential to conduct follow-up testing and increase the power of statistical analyses. In particular, it is critical to maintain contact with cases which have been closed. This is the only way to ascertain if any changes made by the time of program completion are maintained over time. As the sample sizes of participants completing follow-up surveys decline, the power of the statistical tests declines as well. This means that staff have to try extra hard to find these young people at later time intervals. RAGS staff did an excellent job maintaining contact with participants over time.

- *Investigate Issues Identified by Statistical Analyses as Potentially Problematic:*

In any given evaluation, there will be areas of potential concern (i.e., positive change is not evident) identified through tests of significance. Such was the case in the RAGS Evaluation. For example, depression is a serious problem in many youth and it is challenging to alleviate symptoms. Another example involves the friendships which are developed between program participants. One of the dilemmas in gang projects involves the exposure of gang-involved participants to other participants who are likewise gang-involved. In the absence of highly structured programming and/or effective supervision, there is the chance that participants may become more entrenched in gang activities and crime for no other reason than they are exposed to many gang members by virtue of being involved in the intervention.

Administration-related recommendations are focussed on the implementation and delivery of similar gang intervention projects with high risk Aboriginal youth and young adults. They include:

- *Assess the Quality of Leadership and Management of the Host Agency:*

Solid evaluations and therapeutic programs depend on sound leadership, quality human resource practices and good financial management. Evidence-based models of intervention cannot be implemented properly without high quality administration.

- *Implement Multi-year Programs Instead of Short-term Projects:*

Long-term interventions are best suited to meet the needs of gang-affiliated high risk youth. Short-term projects over one or two years in duration cannot address the complex needs of this population. Many have grown up in the care of child welfare and justice facilities, often experiencing a high number of different placements. Many have been imprisoned for lengthy periods of time. Almost all have suffered severe maltreatment by adults known to them. It is very hard for these young people to trust adults, particularly those in positions of authority. For this reason, it takes time for participants to engage in programs.

- *Situate the Project within a Broader Continuum of Holistic Services:*

Gang projects that are nested within a larger social services organization and/or within a community-based spectrum of services have a greater chance of success. Given the

complexity of their needs, young gang members require interventions which address basic needs (food, clothing, shelter, medical), schooling, employability, use of leisure time (such as recreation and arts activities), and specialized health problems (such as mental health services and FASD programs).

- *Expect that the Processes of Exiting from Gangs will be Uneven and Difficult:*
Often, it seems that high risk gang members take one or two steps backward for every two steps forward. This is normal and should be expected. For young people who have grown up in gang families, not joining or getting out of the gang is incredibly difficult. In many cases it means disowning biological family members. The same holds true for those youth who have been recruited into gang life by violence. Leaving, or refusing to join in the first place, can be life-threatening and extremely risky.

- *Permeate all Aspects of Programming with Traditional Teachings and Practices:*
The assumption here is that gang identity will decrease with increased attachment to Aboriginal culture. This involves ongoing use of talking circles, sweats, ceremonies, drumming and singing, dancing, restorative justice, and other cultural teachings. The staff team should be diverse, reflecting the Aboriginal status of participants.

- *Develop Gender-responsive Programs for Young Women which Address their Unique Risk and Protective Factors and are Adequately Resourced:*
Such interventions should not simply replicate male-oriented programs. Therapeutic programs for young women should be separate and distinct from those programs geared to young men. Female staff and Elders should be engaged in such programs. Although there may be skilled male staff and Elders who can deliver these programs, it is not safe for many high risk young women. In the eyes of traumatized young women, any male can potentially be an abuser. It is critical that programming address the physical and sexual violence these women experience at the hands of their male partners. Other important factors of this programming include:

    -Implementing a separate and secure young women's space at a confidential location. Female clients do not feel comfortable, nor is it safe, to mix with male participants in the same program space. Female staff assigned to the women's program should not work with the men.

    -Providing stipends for participation in life skills groups: Most gang-affiliated young women have limited employment skills and resort to trading sex and/or dealing drugs to pay for child care, rent, food, and drugs. Paying stipends motivates women to attend programming consistently and also decreases their involvement in criminal activities (they are not forced to work the streets or deal drugs for income).

    -Providing access to short-term transitional housing services: Many clients (both male and female) need short-term housing, even for one or two nights, when they are escaping from violence or the control of gang members. Programs should establish a network of beds in the community, including shelter offered by other social agencies.

    -Providing access to medical services: Many women have serious health problems, including communicable diseases (particularly HIV, sexually transmitted infections),

addictions, mental health disorders, and high risk pregnancies. They need immediate access to Doctors and nurse practitioners.

- *Provide Multiple Opportunities for Participants to Meaningfully Engage in Programs and in the Broader Community:*

This includes participation in peer-to-peer mentoring programs. Many gang involved youth 'age out' of programs by their early thirties but need ongoing support and will not be ready for independent living. They should be given opportunities to become mentors and youth leaders. This must involve careful supervision and life skills training.

- *Ensure that Case Management is a Key Ingredient of Programming:*

As discussed earlier, clients involved in gang intervention programs have complex needs which cannot be addressed only through mentoring, recreational, or employment services. These young people have a history of falling through the cracks of traditional services. It is imperative that there be one staff assigned to each case whose job is to develop and review case plans and broker in relevant services.

- *Train Staff Members on Maintaining Appropriate Boundaries with Young People:*

This is particularly important for paraprofessional staff, who rely on their life experiences as past gang members, sex trade workers or addicts as the backbone of their interventions. Although there is nothing inherently wrong with using this type of staff, there are common ethical dilemmas which arise. Staff should be effectively supervised and trained. Typical boundary problems include: associating with gang-involved family or friends outside of work hours; having knowledge of serious criminal activities of family or friends and withholding such information from the police; having siblings, nieces or nephews involved as participants in programming; and frequenting bars and clubs at the same time as clients. Staff should participate in ongoing training on these issues, as well as regular supervision from the program Director.

- *Engage Family Members in Interventions Where Appropriate:*

Family work is a critical area of intervention and often is an oversight in gang programs. Many participants have grown up in gang families and are afraid to leave their gangs because this involves terminating contact with their families. Many clients are parents themselves and require parent training and coaching. Many have children in the care of child welfare and want to regain custody. The women's program should be offered to all partners of male participants. Couple counselling is not recommended, as this can inadvertently increase the risk of harm to the woman. Typically, this results from the counsellor not having knowledge of violence in the relationship.

- *Develop a Collaborative Partnership with Local Police and/or the RCMP:*

A key dilemma in almost all gang intervention programs concerns how to involve the police in positive ways in the lives of participants, especially those who are involved in serious criminal activities. Those projects which are able to develop close working relationships with the police typically have participants who look upon the police as mentors and counsellors. In such projects, officers spend time, often when they are not working, with participants. Often, officers engage in recreational, artistic or employment-

related activities with youth. Examples in the RAGS project included playing sports or cards, constructing music studios and building sweat lodges. In these activities, the primary concern of the police is to develop trusting relationships with young people. As the participants develop trusting relationships with the police, they are likely to ask for support exiting gangs and for help dealing with serious crimes. It is imperative that police not engage in intelligence gathering when spending time with participants. A written protocol outlining the terms of the partnership is often helpful, such as that between the RAGS and the Regina Police Gang Unit.

- *Develop Collaborative Partnerships with other Service Providers:*

Gang intervention projects can't do it all on their own. The needs of gang-involved Aboriginal youth are so complex that no one organization can address all of these areas. Partnerships should be developed with local health, addictions, counselling, shelter, recreational, artistic, child welfare, domestic violence, employment and school programs. It is important that case-related information be shared as much as possible between the Project and relevant professionals in these organizations. This can only be done with the written consent of the young person.

- *Focus on Core Programs:*

In addition to intensive group and individual counseling, many gang projects have an outreach function. This typically includes giving presentations to local community organizations, residents and conference participants. Projects should ensure that these secondary activities are only addressed if and when core programming functions can be adequately resourced.

- *Reduce the Risk of Violence to Staff and Clients:*

Gang exit projects are fundamentally risky to operate. Gang leaders do not want their members to leave the gang and thus will resort to threats and violence against staff and program participants to prevent this from happening. These risks should be mitigated through the following steps: securing a confidential office space with appropriate security; conducting comprehensive intake assessments off-site, including an in-depth examination of level of motivation; regularly conducting safety audits and discussing risks with the staff team and Advisory Committee; implementing a review process for all incidents, including "near misses" (i.e., where acts of violence have been narrowly avoided, such as removing a loaded gun from a participant).

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14. APPENDICES

A: EVALUATION MATRICES
B: EVALUATION SURVEY INSTRUMENT
C: RISK CRITERIA SCREENING TOOL
D: CLOSED CASES
E: OPEN CASES
F: INDEX CONSTRUCTION AND METHODOLOGICAL
PROCEDURES
G: PERFORMANCE MONITORING INFORMATION

APPENDIX A: EVALUATION MATRICES

TABLE ONE: Input Analysis: Program Description, Research Questions, and Data Sources - Clientele

Program Description	Research Questions	DATA SOURCE					
		RAGS Gang Member Interview Survey	CDC tools Measuring Violence-related Attitudes, Behaviors, Influences	RAGS Client file review	Police/CPSP/Staff/ Community Stakeholder Interviews	Regina Police Aggregate youth/adult crime data pre, mid, post	CPSP young offender and adult offender databases
The program is aimed at gang-involved youth/young adults aged 16 - 28 (and their partners/family members where appropriate)	• Are the young adults who participate in the program gang-involved?	X			X		
	• Are the young adults who participate in the program motivated to exit gangs?	X			X		
	• Are the young women who participate in the program involved in the sex trade or gang-related sex?	X		X	X		
	• Are the participants aged 16 – 28 years?	X		X			
	• Are the participants Aboriginal?	X			X		
The program addresses multiple risk factors that are known to contribute to gang-related behaviour.	• Does the program address:						
	○ Prior Delinquency/convictions	X			X	X	X
	○ Anti-social Attitudes	X	X				
	○ Violence	X	X			X	X
	○ Interaction with friends who are gang members	X	X		X		
	○ Literacy	X	X	X	X		
	○ Low attachment to work force	X					
	○ Family disorganization	X	X	X	X		
	○ Family violence	X	X				
	○ Family members in gang	X					
	○ Extreme economic deprivation	X					
	○ Social disorganization	X					
	○ Presence of gangs in neighbourhood	X					
	○ Cultural norms supporting gang/criminal behaviour	X	X				
	○ Substance Abuse	X					

TABLE TWO: Input Analysis: Program Description, Research Questions and Data Sources – Resources

Program Description	Research Questions	Data sources				
		Financial data collection instrument	Observations	Interviews with stakeholders	Client /contact Records	Participation in team meetings
Each of the 5 RAGS programs is delivered by a team of 2 trained staff with support from Elders, Faith Communities, other Service Providers.	• Who are the community partners collaborating on the program?	X	X	X		X
	• Did the expected partnerships materialize and work as expected?	X	X	X	X	X
	• Were the roles and responsibilities clear?		X	X		X
	• What financial and in-kind resources support the delivery of the program?	X				
	• What are the sources of financial and in-kind support for the program?	X				
	• What are the qualifications of RAGS staff?			X		X
	• What staff training occurred?			X		X
	• What was the staff turnover?	X				
	• What was the staff satisfaction with the program and their jobs?		X	X		X

TABLE THREE: Process Analysis: Program Description, Research Questions and Data Sources

Program Description	Research Questions	Data sources				
		Historical Program records and current documentation	Client focus groups	Site Observations	Client Files and Contact Logs	Participation in team debriefings & key meetings of RAGS.
The RAGS Project includes 5 programs offered daily. All intensive programs have continuous intakes (Life Skills, Circle Keeper, Counselling, Gang Exit) and the Contact programs have targetted outreach activities (CONNEX outreach to court, correctional facilities, School workshops).	• How was the RAGS project implemented?	X	X	X		X
	• How were the participants recruited for the program?	X			X	X
	• Were the programs delivered as described at all sites?	X	X	X	X	X
	• What are the barriers to delivery?	X	X	X		X
	• How often did the participants attend?				X	X
	• What parts of the program were most and least well received?		X			X
	• What will facilitate the replication of the RAGS project?		X			X
	• What are the recommendations for implementation of a project such as the RAGS in order to increase the likelihood of achieving desired outcomes?		X			X
	• What were the drop-out rates of participants?				X	
	• What was the extent of participation in each of the RAGS programs?			X	X	

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TABLE FOUR: Outcome Analysis: Research Questions, Data Sources and Administration

Program Goal	Data Sources and Instruments	Administration
Did the project support exit from gangs in target young adults?	1. RAGS Gang Member Survey. 2. Counselling Plans in client files. 3. Summaries of Involvement in client files.	1. Read to the client by RAGS staff every 6 months. 2. Staff-recorded in client files. 3. Staff-recorded in client files
Did the project increase the safety and support exit from the sex trade/sex trafficking of gang-involved young women?	4. RAGS Gang Member Survey pre, mid, post, follow-up. 5. Counseling Plans in client files. 6. Summaries of Involvement in client files.	4. Read to the client by RAGS staff every 6 months. 5. Staff-recorded in client files. 6. Staff-recorded in client files.
Did the project increase employability and literacy skills in target young adults?	7. RAGS Gang Member Survey questions - pre, mid, post, follow-up. 8. Counselling Plans and Summaries of Involvement in client files. 9. Focus group interviews with target young adults.	7. Read to the student by RAGS staff every 6 months. 8. Staff-recorded in client files. 9. Facilitated and recorded by Evaluator.
Did the project increase the self-confidence and sense of mastery of skills in target young adults?	10. Rutgers Teenage Risk and Prevention Questionnaire; Normative Beliefs About Aggression; RAGS Gang Member Survey - pre, mid, post, follow-up 11. Counselling Plans and Summaries of Involvement in client files. 12. Focus group interviews with target youth. 13. Observations by team members.	10. Read to the client by RAGS staff every 6 months. 11. Staff-recorded in client files. 12. Facilitated and recorded by Evaluator. 13. Recorded by Evaluator at team debriefings.
Did the project increase the cultural/spiritual identities in target young adults?	14. Ethnic Identity-Teen Conflict Survey – pre, mid, post, follow-up. 15. Elder focus group interviews 16. Observations by team members.	14. Read to the client by RAGS staff every 6 months. 15. Facilitated and recorded by Evaluator. 16. Recorded by Evaluator at team debriefings.
Did the project reduce levels of substance abuse in target young adults?	17. RAGS Gang Member Survey substance use questions – pre, mid, post, follow-up. 18. Counselling Plans and Summaries of Involvement in client files	17. Read to the client by RAGS staff every 6 months. 18. Staff-recorded in client files.
Did the project reduce pro-violence and pro-weapon attitudes of target young adults?	19. Normative Beliefs about Aggression; Beliefs about Conflict – NYC Youth Violence Survey; Attitudes Toward Guns and Violence Surveys – pre, mid, post, follow-up.	19. Read to the client by RAGS staff every 6 months.
Did the project increase the access of target youth contacted through CONNEX outreach to RAGS intensive services?	20. Contact Log tracking. 21. # contacts referred to and engaged in RAGS intensive services.	20. Maintained by RAGS staff daily. 21. Tracked in RAGS Excel database.
Did the target young adults reduce involvement in gang-related violence and crime?	22. RAGS Gang Member Survey responses - pre, mid, post, follow-up. 23. CPSP data and Regina Police data	22. Read to client by RAGS staff every 6 months. 23. Young Offender and Adult Offender data in CPSP databases.
Did target youth who are family members/partners of RAGS clients and at risk of gang membership stay 'gang-free'?	24. RAGS Gang Member Survey responses - pre, mid, post, follow-up. 25. Counselling Plans and Summaries of Involvement in client files.	24. Read to the client by RAGS staff every 6 months. 25. Staff-recorded in client files.

APPENDIX B: EVALUATION SURVEY INSTRUMENT

FINAL RAGS EVALUATION SURVEYS
TOTTEN AND ASSOCIATES   REVISED JUNE 2009

#1. Rutgers Teenage Risk and Prevention Questionnaire

CLIENT I.D # _____   TODAY'S DATE (DD/MM/YY) _____

STAFF NAME: _____   PROGRAM:_____

MONTH/YEAR YOU FIRST HAD CONTACT WITH RAGS PROGRAM:_____

> These items measure the extent to which there are adults in the home of community that
>
> the young people admire and go to for support.

1a. Are there any adults who you admire and would want to be like:
- ☐ Yes   ☐ No

1b. If yes please check any of the following categories that include adults you admire.
- ☐ Mother or stepmother
- ☐ Father or stepfather
- ☐ Older sister
- ☐ Older Brother
- ☐ Other female relative
- ☐ Other male relative
- ☐ Other female adult in community
- ☐ Other male adult in community
- ☐ Sports or entertainment star
- ☐ Other _____

2a. If you needed some information or advice about something, is there someone you could talk with?
- ☐ Yes   ☐ No

2b. If yes, please check any of the categories that include persons you could go to for advice.
- ☐ Mother or stepmother
- ☐ Father or stepfather
- ☐ Older sister
- ☐ Older Brother
- ☐ Other female relative
- ☐ Other male relative
- ☐ Other female adult in community
- ☐ Other male adult in community
- ☐ Sports or entertainment star
- ☐ Other _____

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3a. If you were having trouble at home, is there someone you could talk to?

☐ Yes   ☐ No

3b. If yes, Please check any of the categories that include persons you could talk to.

☐ Mother or stepmother
☐ Father or stepfather
☐ Older sister
☐ Older Brother
☐ Other female relative
☐ Other male relative
☐ Other female adult in community
☐ Other male adult in community
☐ Sports or entertainment star
☐ Other _____

4a. If you got an award or did something well, is there someone you would tell?

☐ Yes   ☐ No

4b. If yes, please check any of the categories that include persons you would tell.

☐ Mother or stepmother
☐ Father or stepfather
☐ Older sister
☐ Older Brother
☐ Other female relative
☐ Other male relative
☐ Other female adult in community
☐ Other male adult in community
☐ Sports or entertainment star
☐ Other _____

#4. Beliefs about Conflict—NYC Youth Violence Survey

CLIENT I.D # _____   TODAY'S DATE (DD/MM/YY) _____

STAFF NAME: _____   PROGRAM:_____

MONTH/YEAR YOU FIRST HAD CONTACT WITH RAGS PROGRAM:_____

> These items measure beliefs about conflict and perceptions of familial beliefs on fighting and weapon carrying. Respondents are asked to select the response that best corresponds to their beliefs.

1. Suppose someone was trying to start a physical fight with you. Which one of the following is **most important** in deciding whether you would get in a physical fight?
a. What your friends would think
b. What your parents would think
c. Whether you would get into trouble at school
d. Whether you would get hurt
e. Other

2. Threatening to use a weapon is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

3. Avoiding or walking away from someone who wants to fight you is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

4. Carrying a weapon is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

5. Apologizing (saying you're sorry) is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

6. If someone hit me first, my family would want me to hit them back.
a. Yes
b. No
c. Not sure

7. If someone attacked me, my family would want me to defend myself even if it meant using a weapon.
a. Yes
b. No
c. Not sure

8. If I was going to be in a physical fight, I'd feel safer if I had a knife.
a. Yes
b. No
c. Not sure

9. If I was going to be in a physical fight, I'd feel safer if I had a handgun.
a. Yes
b. No
c. Not sure

#7. Depression—Rochester Youth Development Study

CLIENT I.D # _____   TODAY'S DATE (DD/MM/YY) _____
STAFF NAME: _____   PROGRAM:_____
MONTH/YEAR YOU FIRST HAD CONTACT WITH RAGS PROGRAM:_____

> These items measure the frequency of depressive symptoms. Respondents are asked to indicate how often they have felt certain symptoms in the past month.

In the past 30 days, how often did you …

	Often	*Sometimes*	*Seldom*	*Never*
1. Feel you had trouble keeping your mind on what you were doing?	4	3	2	1
2. Feel depressed or very sad?	4	3	2	1
3. Feel hopeful about the future?	4	3	2	1
4. Feel bothered by things that don't usually bother you?	4	3	2	1
5. Not feel like eating because you felt upset about something?	4	3	2	1
6. Feel that everything you did was an effort?	4	3	2	1
7. Think seriously about suicide?*	4	3	2	1
8. Feel scared or afraid?	4	3	2	1
9. Toss and turn when you slept?	4	3	2	1
10. Feel that you talked less than usual?	4	3	2	1
11. Feel nervous or stressed?	4	3	2	1
12. Feel lonely?	4	3	2	1
13. Feel people disliked you?	4	3	2	1
14. Feel you enjoyed life?	4	3	2	1

After question #14:
* If participant indicated in #7 that they had thought seriously about suicide (seldom, sometimes, often), ask:
7a) Did you try to kill yourself?
i. Yes
ii. No (if No, go to #7b)
iii. Not sure

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What happened?_____
_____
_____
_____
_____

7b) Do you have a specific plan to kill yourself now?
i. Yes
ii. No
iii. Not sure

If participant indicates that has a specific plan, conduct suicide risk assessment. If assessed to be at high risk (realistic plan and the means to carry plan out; s/he believes that has no supports/people can depend on; recent loss of loved one or friend; recent suicide attempt) get medical attention immediately.

7c) Have you tried to kill yourself at any other point in your life?
i. Yes
ii. No
iii. Not sure

If yes, how many times did you attempt suicide? _____

How did you try to kill yourself?_____
_____
_____
_____

7d) Have you hurt yourself on purpose, without wanting to kill yourself, at any point in your life (cutting, slashing, burning, overdosing, etc.)?
i. Yes
ii. No
iii. Not sure

If yes, how many times did you self-harm? _____

How did you hurt yourself?
_____
_____

Description of intervention, if any:
_____
_____
_____

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#8. RAGS Client Interview

CLIENT I.D # _____   TODAY'S DATE (DD/MM/YY) _____
STAFF NAME: _____   PROGRAM:_____
MONTH/YEAR YOU FIRST HAD CONTACT WITH RAGS PROGRAM:_____

1. What is your date of birth? _____

2. Are you: ○   Female   ○   Male

3. What race/ethnicity do you consider yourself to be? (Choose one best answer.)
○Aboriginal (if yes, indicate which group) __Saulteaux   __Cree   __Dakota   __Nakota   __Other

If you are Aboriginal, which Reserve/Band do you come from?_____

○   Metis
○   White/Caucasian
○   Other (Please specify) _____

4. What is the language you use most often at home? ○English   ○Cree   ○Saulteaux   ○Other _____

Experiences in child welfare and correctional facilities

5. Are you living in a correctional facility now (jail, prison, half-way house, youth facility)?○No ○Yes
       If yes, where:_____

5a) Have you lived in a correctional facility during the past 6 months?   ○No   ○Yes
       If yes, where and for how long:_____

5b) During your life, about how many years in total have you been in correctional facilities (youth and adult):_____

5c) Have you ever been in care of social services (foster home, group home)?   ○No   ○Yes

5d) How many different places (group/foster homes) have you been in care?_____
○1   ○2   ○3-6   ○7-10   ○11 or more

5e) About how many years in total have you been in care? _____
○1 year   ○2 years   ○3-6 years   ○7-10 years   ○11 years or more

5f) Do you have an adult criminal record? ○No   ○Yes
       If yes, what have you been convicted of:_____

5g) Do you have a youth criminal record? ○No   ○Yes
       If yes, what have you been convicted of:_____

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6. What is your current relationship status?

- ○ Dating
- ○ Divorced
- ○ Separated
- ○ Married
- ○ Common Law
- ○ Not in a relationship

7. Do you have any children?

- ○ No (if no go to question #8)   ○ Yes, If yes, how many? _____

7a) How old were you when you first had a child?_____

7b) Who looks after your child(ren):
- ○ I do
- ○ The other parent
- ○ Family member
- ○ Child Protection

8. Has any of your family ever been in a gang?

- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

If yes, specify number of family members and
relationship_____

_____
_____
_____

9. Are you currently employed (in a job, not including crime)?

- ○ Yes
- ○ Do Not Know
- ○ No (if no go to #9a)
- ○ No Response

If yes, do you have a full-time job (35 hours/week or more?_____

If yes, do you have a part-time job (less than 35 hours/week)?_____

What type of work do you do?_____

9a) Have you had a job (not including crime) in the past 6 months?
- ○ Yes
- ○ Do Not Know
- ○ No (if no go to #10)
- ○ No Response

If yes, did you have a full-time job (35 hours/week or more?_____

If yes, did you have a part-time job (less than 35 hours/week)?_____

What type of work did you do?_____

School and Training Programs

10. Are you currently in school in the community or in a facility?

- ○ Yes, in the community
- ○ Do Not Know
- ○ Yes, in a facility
- ○ No Response
- ○ No

11. If you are currently in school, what grade are you in? _____

12. If you are not in school, what is the highest grade you have completed?

- ○ Grade _____
- ○ No Response
- ○ Do Not Know

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13. Generally, what are/were your grades like?
    ○ Mostly As   ○ Mostly Bs
    ○ Mostly Cs   ○ Mostly Ds
    ○ Mostly Fs

14. Are you currently in a training or treatment program in the community or in a facility?
    ○Yes, in the community   ○Yes, in a facility   ○No   ○Do Not Know   ○No Response

If you are in a program, please describe it (what is it, which organization runs it, what does it deal with?).
_____
_____
_____
_____
_____

15. Have you ever dropped out of school?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response
If yes, what were the most recent reasons for dropping out? _____
_____
_____

16. Have you ever been suspended from school?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response
If yes, what were the most recent reasons for suspension? _____
_____
_____

17. Have you ever been expelled from school?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response
If yes, what were the most recent reasons for expulsion? _____
_____
_____

18. In the last 6 months, how often have you witnessed any of the following gang activities at your school/Jail/Prison?

Use a 7-point scale:
- (1) Never/No Times
- (2) 1 to 3 Times
- (3) 4 to 10 Times
- (4) 11 to 26 Times
- (5) More than 26 Times
- (6) Do Not Know
- (7) No Response

___ Gang members selling drugs
___ Fights between members of different gangs
___ Fights between members of your own gang
___ Shooting
___ Gang intimidation
___ Gang recruiting

Community

19. Are there areas right now in your community where you are afraid to walk alone?

O   Yes   O   No
O   Do Not Know   O   No Response

If yes, is it because of gang-related concerns?

O   Yes   O   No
O   Do Not Know   O   No Response

Please explain:_____

20. In the last 6 months, how often have you witnessed any of the following gang activities in your community/jail/prison?

Use a 7-point scale:
- (1) Never/No Times
- (2) 1 to 3 Times
- (3) 4 to 10 Times
- (4) 11 to 26 Times
- (5) More than 26 Times
- (6) Do Not Know
- (7) No Response

___ Gang members selling drugs
___ Fights between members of different gangs
___ Fights between members of your own gang
___ A drive-by shooting
___ Gang intimidation
___ Gang recruiting

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21. In the last 6 months, for each crime, please rate how serious a crime problem you think this is in your community/jail/ prison?

       Use a 7-point scale: **(1) No Problem**
                                      (2) A Small Problem
                                      (3) A Moderate Problem
                                      (4) A Serious Problem
                                      (5) A Very Serious Problem
                                      (6) Do Not Know
                                      (7) No Response

___ Vandalism/Graffiti
___ Burglary
___ Car Theft
___ Robbery
___ Threats/Intimidation
___ Gang to Gang Confrontations
___ Drug Dealing
___ Alcohol Use
___ Drive-By Shooting
___ Possession of Knife
___ Possession of Gun
___ Firearms Use
___ Firearms Dealing
___ Arson
___ Assault/Battery
___ Homicide/Murder
___ School Disruption
___ Other, please specify _____

22. Do you think there is a gang problem in your community/jail/prison?
    O Yes   O No
    O Do Not Know   O No Response

23. If so, what do you think are the top three causes of the gang problem in your community/jail/prison?
___ Poverty
___ School problems
___ Police labeling
___ Gang members move to community from other places
___ Boredom
___ Family problems
___ Power
___ Protection
___ Lack of activities
___ Prejudice
___ Family/friends in gangs
___ To feel loved/sense of belonging
___ Other, please specify _____

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24. What do you think should be done about the gang problem in your community/jail/prison? _____
_____
_____
_____
_____

25. About how many people over the age of 18 years have you known personally who in the last 6 months have:

___ Used marijuana, crack, cocaine, or other drugs?
___ Sold or dealt drugs?
___ Done other things that could get them into trouble with police such as stealing, selling stolen goods, mugging or
assaulting others?
___ Gotten drunk?

26. Are any of your friends gang members?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response

27. If you wanted to get a handgun, how easy would it be for you to get one?
    ○ Very Hard   ○ Somewhat Hard
    ○ Somewhat Easy   ○ Very Easy
    ○ Do Not Know   ○ No Response

28. If you wanted to get drugs like cocaine, LSD, amphetamines, crack, etc., how easy would it be for you toget some?
    ○ Very Hard   ○ Somewhat Hard
    ○ Somewhat Easy   ○ Very Easy
    ○ Do Not Know   ○ No Response

29. Are there people over the age of 18 years in your neighborhood or facility you can talk to about something important?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response

Gang-Related Activities
30. Are you currently a gang member?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response

31. In the last 6 months, have you been an active gang member?
    ○ Yes   ○ No
    ○ Do Not Know   ○ No Response

31a) Do you hang out or party with gang members? ○ Yes   ○ No
    Details:_____
_____

31b) Do you have a boyfriend who is gang-involved? ○ Yes   ○ No
    Details:_____
_____

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32. What is your most recent position or rank in the gang?
- ○ Leader (President, Captain, Boss, King Pin)
- ○ Core member/influential (with gang all of the time – also called Striker, Soldier, Higher Up)
- ○ Regular member (involved most of the time – also called associate, affiliate)
- ○ Peripheral member (minimally hangs out)
- ○ Wannabe (staff identified)
- ○ Veteran/Heavy/Old Gangster/Senior Gang Member
- ○ Do Not Know
- ○ No Response

33. Why did you join or associate with a gang? Please rank your answers from 1 (Most Important) to 9 (Least Important)
___For fun
___ For protection
___ A friend was in the gang
___ A brother or sister was in the gang
___ I was forced to join
___ To get respect
___ For money
___ To fit in better
___Prostitution
___ Other, please specify _____

34. How old were you when you first belonged to a gang?
About _____ years old

35. How much do you agree or disagree with the following statements?

Use a 7-point scale: **(1) Strongly Disagree**
                              (2) Disagree
                              (3) Neither Agree nor Disagree
                              (4) Agree
                              (5) Strongly Agree
                              (6) Do Not Know
                              (7) No Response
___ Being in my gang makes me feel important.
___ My gang members provide a good deal of support and loyalty for one another.
___ Being a member of a gang makes me feel respected.
___ Being a member of a gang makes me feel like I am a useful person to have around.
___ Being a member of a gang makes me feel like I really belong somewhere.
___ I enjoy being a member of my gang.
___ My gang is like a family to me.
___ Being in a gang is a good way to make money.

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The next few questions ask about your activities involving crime, drugs, and alcohol.

36. In the last 6 months, have you:
Written gang graffiti on school property, neighborhood houses, stores, etc.?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Thrown rocks or bottles at persons, vehicles or property?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Destroyed property worth less than $300?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Destroyed property worth $300 or more?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Set fire to building or property?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Stolen bicycle or bike parts?
- ○ Yes ○
- ○ Do Not Know
- ○ No
- ○ No Response

Stolen a motor vehicle?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Stolen parts or property from a vehicle (hubcaps, stereo, cell phone, etc.)?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Fenced or sold stolen goods (other than weapons)?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Shoplifted?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Entered a house, store, or building to commit a theft?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Broken into a house, store, or building to commit a theft?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Fenced or sold weapons or firearms?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

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Threatened to attack a person without using a gun, knife, or other weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Threatened to attack a person using a gun, knife, or other weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Robbed someone by force or by threat of force without using a weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Robbed someone by force or by threat of force using a weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Beaten up or battered someone without using a weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Beaten up or battered someone using a weapon?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Forced someone to have sex with you (used physical force, the threat of physical force, drugs or alcohol to get any kind of sexual contact – oral, vaginal, anal, touching)?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Participated in a drive-by shooting?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Participated in a homicide?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Participated in other crimes, such as a home invasion, prostitution (specify) _____

37. In the past 6 months, have you used or tried any drugs, inhalants, prescription or non-prescription drugs to get high?
- ○ Yes
- ○ Do Not Know
- ○ No (if no, go to question #38)
- ○ No Response

If yes, about how many days per month do you use any drugs?
___ Days ___ Do Not Know ___ No Response

37a) in the past 6 months, have you used marijuana (also called pot, hash, weed, reefer) to get high?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37b) in the past 6 months, have you used any form of cocaine (including crack, powder, freebase)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37c) in the past 6 months, have you used heroin (also called smack, junk, China White)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37d) in the past 6 months, have you sniffed glue, breathed the contents of aerosol spray cans, inhaled any paints/sprays/gas?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37e) in the past 6 months, have you used methamphetamines (also called speed, crystal meth, crank, ice)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37f) in the past 6 months, have you used ecstasy (also called MDMA)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37g) in the past 6 months, have you used a needle to inject any illegal drug into your body?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times   o 40 + times

37h) in the past 6 months, have you used prescription drugs to get high (such as morphine, anti-depressants, Oxycontin, Ritalin, painkillers, etc.)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times   o 40 + times

37i) in the past 6 months, have you used over-the-counter drugs to get high (such as Gravol, Tylenol, cold medication, etc)?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

37j) in the past 6 months, have you used any other drug to get high (please state which drugs)?
_____
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39 times
o 40 + times

38. In the past 6 months, have you sold any drugs?
O   Yes   O   No
O   Do Not Know   O   No Response

If yes, did the money go to:
O   Benefit the Gang   O   Personal Use
O   Do Not Know   O   No Response

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39. In the past 6 months, have you used any kind of alcohol to get drunk?
- ○ Yes
- ○ Do Not Know
- ○ No (if no, go to question #40)
- ○ No Response

If yes, have you drunk:
- ○ Wine
- ○ Beer
- ○ Hard Liquor

39a) Have you had 5 or more alcoholic drinks at one time (in a row, within a couple of hours)?
- o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times
- o 30 to 39 times   o 40 + times

40. In the past 6 months, have you had any arrests or police contacts? This may include being stopped, searched, questioned, or being brought to the police station at any time.
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

If yes, how many times? _____

If yes, please describe the incident(s) _____
_____
_____
_____

41. For the incident(s) described above, please indicate if you were:
- ○ Treated fairly by the police MOST of the time.
- ○ Treated fairly by the police SOME of the time.
- ○ NOT treated fairly by the police SOME of the time.
- ○ NOT treated fairly by the police MOST of the time.
- ○ Do Not Know
- ○ No Response

42. Do you think you will ever leave the gang?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

42a) Have you already left your gang?
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

42b) When did you leave your gang?_____
_____

43. If you will leave the gang/if you have left your gang, which of the following are reasons that will get you out of a gang/got you out of a gang? Identify all that apply.

Advice/pressure from a family member/relative
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Advice/pressure from someone else (specify who _____)
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

Move out of neighborhood
- ○ Yes
- ○ Do Not Know
- ○ No
- ○ No Response

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Because of a steady girlfriend/boyfriend/spouse
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Get married
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Become a parent
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Family responsibilities (specify what _____)
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Obtain a job
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Get into school/education program
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Recreation/sports program
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Go to jail/prison
○ Yes   ○ No   ○ Do Not Know   ○ No Response

Other, please specify_____

The next section asks about the sex trade in the past 6 months:

44) Have you traded sex to get something you wanted (money, drugs, place to stay)?
    o Yes (*if yes go to #44a*)   o No (*if No, go to #47*)

    44a) If yes, how often did you trade sex in the past 6 months?
    o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times   o 30 to 39
    times   o 40 + times

45) What have you traded sex for?
    o money   o drugs   o food   o a place to stay   o to be part of a gang

46) How old were you when you first traded sex?
    o 10   o 11   o 12   o 13   o 14   o 15   o 16   o 17
    o 18 or older

    46a) How did you get started in it?_____
    _____
    _____
    _____
    _____

    46b) How old were you when you had your first sexual experience (probe for sexual abuse)?_____
    _____
    _____
    _____
    _____

47) Has anyone made you trade sex for something in the past 6 months?
    o Yes   o No (if No, go to #49)

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48) Who was it? (Circle all that apply)
    o parent/other family member   o male friend   o female friend   o gang member
    o other

48b) Have you ever made anyone work the street?
o Yes (*if yes go to #48c*)   o No (*if No, go to #49*)

**Please provide
details:**_____
_____
_____
_____
_____
_____

48c) If yes, how often did you do make someone work the streets in the past 6 months?
o 1 or 2 times   o 3 to 5 times   o 6 to 9 times   o 10 to 19 times   o 20 to 29 times
o 30 to 39 times   o 40 + times

The final section asks about victimization by serious violence in the past 6 months:

49) In the last 6 months, how often have you had these things happen to you?
    Use a 7-point scale: **(1) Never/No Times**
                            (2) 1 to 3 Times
                            (3) 4 to 10 Times
                            (4) 11 to 26 Times
                            (5) More than 26 Times
                            (6) Do Not Know
                            (7) No Response

___ been punched or beaten by another person (no weapon involved)?
___ been threatened with a knife?
___ been stabbed with a knife?
___ been threatened with another kind of weapon? List weapon(s)_____
___ been beaten with another kind of weapon? List weapon(s):_____
___ been threatened with a gun?
___ been shot at?
___ been kidnapped (taken and held against your will in a place you could not escape from)?

50) Please describe the injuries you have suffered and medical attention you received as a result of any of these attacks:
_____
_____
_____
_____

You are now done the survey. Thank you very much for your time

RAGS Youth Focus Group Questions

GROUP I.D. #. _____   **TODAY'S DATE:** _____ **(MM/DD/YY)**

STAFF NAME_____   **LOCATION:**_____

1. Are gangs a problem in Regina now?

2. Why do you believe there is gang activity in Regina?

3. Are you satisfied with how the RAGS project is working?

4. Have you seen any changes in the participants in the RAGS Project?

5. Do you have any suggestions to improve the RAGS project?

APPENDIX C: Risk Criteria Scoring Tool

1. INDIVIDUAL DOMAIN (2 of a - c [in addition to gang involvement] must achieve minimum risk score)

a) Alcohol and drug abuse - incidence 20 times or more past 6 months
Participant Interview Questions #37, 37 a-j
Minimum score in determining risk is 2 out of 3:

b) Serious criminal behaviour (arson, break and enter, drug dealing, motor vehicle theft, selling weapons or firearms, sexual assault) – one or more incidents past 6 months
Participant Interview Questions #36e, g, l, m, t)
Minimum score in determining risk is 1 out of 5:

c) Violent behaviour (robbery with or without a weapon, beating/battering with or without weapon, drive-by shooting, homicide) – one incident past 6 months
Participant Interview Questions # 36p, q, s, u, v)
Minimum score in determining risk is 1 out of 5:

d) Gang involvement
Participant Interview Questions #30, 31, 32
Minimum score in determining risk is 3 out of 3:

e) Depression
Depression – Rochester Youth Development Study: Point values are assigned as indicated. Point values for all responses are summed, with a possible range of 14 to 56. Since questions 3 and 14 reflect positive experiences rather then negative ones, they are reverse-scored. Higher scores indicate more depressive symptoms.
Cut-off: A score of 20 or greater is required

2. SCHOOL/EMPLOYMENT DOMAIN (one area must achieve minimum risk score)
a) Suspensions, expulsions, dropping out – one or more incidents
Participant Interview Questions #15, 16, 17
Minimum score in determining risk is 2 out of 3:
B) Unemployment – currently and past 6 months
Participant Interview Questions #9, 9a
Minimum score in determining risk is 2 out of 2:

3. FAMILY DOMAIN (one area)
a) Family members who are gang members
Participant Interview Questions #8
Minimum score in determining risk is 1 out of 1:

4. PEER DOMAIN (one area must achieve minimum risk score).
a) Friends who are gang members
Participant Interview Question #25, 26
Minimum score in determining risk is 2 out of 2:

5. COMMUNITY DOMAIN (one area)
a) Presence of gangs and gang activity in neighbourhood
Participant Interview Questions #20, 22
Minimum score in determining risk is 2 out of 2:

OVERALL BASIC RISK SCORE:

APPENDIX D: CLOSED CASES
Table 1: RAGS Closed Primary Cases March 2008 – January 2011 (N = 51)

CLIENT NAME	GENDER	WEEKS DISEN-GAGED (up to Jan '11)	AGE AT GANG EXIT	AGE AT CLOSURE	DATES INVOLVE-MENT	# CONTACTS	TOTAL HOURS	AVERAGE LENGTH CONTACT	REASON CLOSED	DURATION INVOLVE-MENT (WEEKS)
SR/T	M	204	30	32	Jan. 31 '08 – Jan. 31, '11	537	1074	2.0	**#4 but Addict, Woman Abuse** Terminal Illness. Mental health – depressed.	156
NR	F	212	24	26	April 22 '08 – Aug. 10, '09	29	64.5	2.2	**#4 but Criminal involvement**. Did not get kids back from CPS	70
MI	M	125	22	25	Nov. 17, '08 – Jan 31 '11	264	760	2.9	**#4 In witness protection program**. Working FT. partially completed Jan 2009 life skills group and treatment.	125
DG	M	105	21	24	Jan. 21 '09 – Jan 31 '11	302	972	3.2	**#4 but Addictions** – gang free. Involved in studio. Completed LS and drug treatment; relapses with alcohol frequently. Caring for high risk baby.	105
DB	M	137	20	23	June 5 '08 – Jan 31 '11	75	188.5	2.5	**#4** – Working FT on Rigs in other city. Off parole. Was transferred to 4 separate prisons to avoid gang ranges – at times repped. for own safety.	137
DBR	M	216	23	26	April 19 '08 – Aug. 10 '09	53	79	1.5	**#4 but addictions.** – released from prison again. Gang free, working FT on Reserve.	70
DA	M	192	19	22	April 6 – Oct. 30, '09	113	227.5	2	**#4** – completed Life Skills, gang free and moved. Working FT and living independently	33
WB	M	147	17	19	March 3 '08 – Sept 2 '09	33	95	2.9	**#4** - Finished Adult Ed and in school currently.	78
JEB	M	155	20	22	Sept 2 '08 - Feb 6 '10	43	131	3	**#4** – employment FT construction; court support; counselling; religion, life skills.	73
FB	M	129	18	20	March 3 '08 – May 13 '10	32	68.5	2.1	**#4 but trafficking drugs.** PT Employment, school FT; Completed Life skills. Still sells drugs but not gang-involved.	120
C B	F	77	47	47	March 5 '09 – May 27 '10	70	170	2.4	**#4 but sex trade.** Stopped gang involvement. Attended one half of groups; now is clean after being IV Morphine addict for years. In program because her sons are in. Serious communicable disease.	65
NI	M	178	19	24	Jan 30 '08 – Jan 31 '11	320	1022	3.2	**#4 In witness protection program. Working FT.** Completed employment, parenting, drug treatment, life skills group– on Methadone;	155
SK	M	125	32	33	Feb. 11 '09 – May 27 '10	293	1216	4.2	**#4 but Addictions** - Completed Jan 2009 life skills group, has been working full time since then. Living independently.	69
BL	M	97	20	20	Sept. 22 '09 – April 5 '10	40	67	1.7	**#4 but Alcoholic.** Refused treatment but in and out of Detox. Completed Life Skills, Adult Ed. Testified against fellow gang members in murder trial – he was intended victim.	30
LM	M	123	24	28	Sept 10 '08 – Jan 31 '11	528	1209	2.3	**#4 but Alcoholic** - Completed drug treatment, partially completed life skills, parenting courses and counselling. Working FT and caring for child.	123
KD	F	153 (long term)	21	24	Jan 1 '08 – Jan 31 '11	601	1664	2.8	**#4** Working FT; parenting support; counselling; Return to University.	159
DM/R	M	95 (long term)	20	23	June 1 '08 – April 22 '10	242	375.5	1.6	**#4 but Addictions.** Completed Life Skills and Trade Works. Working FT	95

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CF	M	155 (long term)	20	23	Feb. 11 '08 – Jan. 31 '11	315	637.5	2.0	**#4 but Addictions. In Witness Protection.** Parenting; SA treatment; legal; trauma counselling. Released from prison in another city.	155
BP	M	142	17	19	May 21 '08 – Sept 16 '09	24	34.5	1.4	**#4** – Completed drug treatment. In school full time, working part time, caring for child father.	73
JP	M	80	23	25	Oct. 15 '08 – Aug 16 '10	75	122.5	1.6	**#4 but incarcerated** - Completed lifeskills. Living on Reserve	99
RR/C	M	159	20	22	Sept 25 '08 – Jan 6 '10	73	376.5	5.2	**#4 but addictions - In witness protection** and working. Partially completed school. Still abusing alcohol	66
MT	M	141	22	25	Feb 12 '08 – Jan. 31 '11	297	524	1.8	**#4** In university. Completed prison term and substance abuse treatment.	155
TS	F	152	30	31	Jan. 7 '09.- Oct 14 '09	567	1408	2.5	**#4** - Sporadic attendance at life skills group. Is clean, sober, and connecting to culture through sundances. Moved to other city and living with son and an ex-gang member. No sex trade.	43
LS	F	59 then back in still affiliated	30	30	March 9 '09 – April 13 '10	44	49	1.1	**#8, gang involved and sex trade.** Poor attendance at life skills group – always high on methadone. In other city now. Was doing well and then associated again over summer. Moved to get out of gang. Was living with gang member but left him in July Out of sex trade; out of Pen (murder);	60
JOB	M	Attempting to disengage past 3 years – Leader NLTP. Out 26 weeks	23	23	March 3 '08 – Jan 31 '11	383	1223.5	3.2	**#4 but Addictions.** Released April '11 – armed robbery. Completed Carpentry course in Pen. No longer leader of NLTP; when drinks/drugs gets involved in gang; higher up beats back in. Completed some trauma counselling re family issues - Mom in sex trade and addict.	151
AS	M	22 Exits, goes back in, exits. Stabbed out.	26	26	Nov 4 '08 – Jan. 31 '11	374	923.5	2.5	**#4 but Addictions**. SA treatment; parenting; trauma counselling re. sexual abuse; HIV+; addict IV coke and morphine; Detox periodically. In and out of jail. Fell back in for 8 weeks July – Aug. 2009 – started needles then) NS Soldier	115
RF	M	108	29	31	Jan. 17 '09 – Jan 31 '11	297	803.5	2.7	**#4 but Addictions, Woman Abuse.** Completed most of L Skills. Was in P. Custody for protection from gang members. Was NS gang leader; extreme violence; many years in Pen In jail for assault on wife	106
TK	M	108	22	24	Jan 28 '08 – Jan 31 '11	383	872.5	2.3	**#4 but Addictions** Completed 2 LS groups and GED, employment program. Stopped coke but still on pills, alcohol. Depressed	104
EH	M	121	18	21	Sept. 9 '08 – Jan 31 '11	106	333	3.1	**#4 but Addictions** Completed LS. Works part time; still alcohol abuser but clean from hard drugs. No crime involvement	125
J T	M	108	22	24	Sept. 9 '08 – Jan 31 '11	231	677	2.9	**#4 but drug trafficking**. Completed LS, Construction Careers Program; working FT; clean from hard drugs	125
JOST	M	84	20	22	June 12 '09 – Jan 31 '11	205	457.5	2.2	**#4 but Alcoholic.** Partially completed Life Skills. Beat up gf and engaged in other crimes end Sept. '09; FT roofer	84

JOHO	M	34	17	18	May 7 '10 – Jan 31 '11	13	47	3.6	**#4** In school. Family ties to gang.	37
RH	M	39	25	25	April 6 '10 – Jan 31 '11	234	733.5	3.1	**#4 but Addictions** On Board of agency, University in the fall. Stopped hard drugs but alcoholic.	42
JN	M	60	25	26	Jan 22 '10 – Jan 31 '11	161	586	3.6	**#4 but Addictions** Was at healing lodge; parole revoked due to drinking. Many charges for violence.	53
WP	M	83	23	25	June 24 '09 – Jan 31 '11	238	671	2.8	**#4** Works at YMCA. Almost died from stabbing. Completed life skills. Dealing with addictions	83
CP	M	110 weeks Was selling for MS 13 for a while. Exitted June 2008	25	27	June 5 '08 – Jan 31 '11	39	55	1.4	**#4 but Addictions, long term incarceration** - attempt murder. On parole now in other city.	134
PP	M	Exitted but got Re-involved in Prison 56	24	27	March 18 '08 – Jan 31 '11	436	804.5	1.8	**#4 but Addictions.** SA treatment; trauma counselling; legal; school; medical; back in prison on gang free range for home invasion	148
CHK	M	52	20	22	May 27 '09 – Oct 13 '10	424	1240.5	2.9	**#4 Addictions and in witness protection.** In school upgrading. On parole. Raped in prison; addict but sober at present. Still associates with gang members at times and dealing. Completed most of Life Skills until alcohol binge.	72
SC/M	M	66 weeks	18	19	Oct. 21 '09 – Jan 31 '10	198	568.5	2.9	**#4 incarcerated.** Trafficking, weapons (guns)armed robbery, home invasion, assaults	66
SHD	F	Attempting but Affiliated through friends	--	19	May 25 '10 – July 15 '10	4	17.5	4.4	**#8 addict, gang member, sex trade**. Violence vs girls. Brother gang member	8
CFR	M	Attempting, in and out 26 weeks	20	23	March 3 '08 – Jan 31 '11	109	291	2.7	**#4 but Addictions.** SA Brother coerces back into gang. Completed Life skills and treatment. Recently charged with assault, vehicular offenses Extensive involvement in crime, jail, prison.	151
JOP	F	Active Gang Member	26	Attempting since age 23	July 25 '08 – Sept 15 '10	42	74	1.8	**#8 Incarcerated long term.** Attempt murder, armed robbery, aggravated assault; trauma counseling re. sexual abuse. Dangerous Offender hearing. Seen as boss of Prison	120
JOTA	M	69	16	17	Oct 2 '09 – Jan 31 '11	2	2	1	**#4** was in secure YO 18 mos for assault Sex assault, robbery with violence. Trauma work with RAGS	69
DB	F	Active Gang Mom	--	35	April 15 '10 -	10	30	3	**#8.** Did not complete Life Skills. Still in sex trade and gang mother. IV morphine addict. Boyfriend is gang member	9
JS	M	In and out – drug crew but left gang Sept '08 95 weeks	18	21	Aug 25 '08 – Jan 15 '10	58	125.5	2.2	**#4 but Alcoholic, drug trafficking.** Working FT as heavy machine operator. Incarceration common.	112
NATT	M	Active Gang Member but attempting to disengage for number of years.	33	35	April 29 '09 – June 3 '09	4	11	2.8	**#8** - After joining RAGS not able to exit gang, not interested in other services Too old	22
CY	F	Active gang member	--	26	April 15 '10 – Aug 15 '10	3	4.5	1.5	**#2** In Pine Grove.	**17**
JP	M	Attempting	--	16	Nov 25 '08	1	0.5	0.5	**#8**	**1**
DK	M	95 reps as if Gang involved on prison range for protection	24	24	June 19 '08 – June 4 '09	19	35	1.8	**#2.** Life for 1st degree murder. On gang range in prison. Has to rep gang for protection in prison	**120**
JEM	F	13	23	23	Sept 1 '09 – April 15 '10	3	6.5	2.2	**#4** Living on Reserve to get out of gangs and sex trade. Clean. HIV+	**39**
JM	M	Active gang member	--	20	Oct 14 '10	1	3	3	**#8** – Dropped Out	**1**

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Table 2: RAGS Closed Secondary Cases March 2008 – January 2011 (N = 21)

CLIENT NAME	GENDER	WEEKS DISEN-GAGED	AGE AT GANG EXIT	AGE AT CLOSURE	DATES INVOLVE-MENT	# CONTACTS	TOTAL HOURS	AVERAGE LENGTH CONTACT	REASON CLOSED	DURATION INVOLVE-MENT (WEEKS)
BW	M	108	34	34	June 19 '08 – Nov. 27 '08	3	1.5 hours	0.5 hours	**#1** - Lost contact after got out of prison – released to Reserve	2
DP	M	563 - Disengaged 10 years but arrested on assault charge May '08	24	34	May 5 '08 – Aug 18 '09	12	20 hours	1.7 hours	**#6** - Incarcerated/ too old	69
BD	F	Associate Gang Member	--	21	Aug. 13 '09	1	6.5	6.5	**#8** - Attended one Life Skills group then never returned. Pregnant.	1
CH	F	Associate Gang Member	--	28	March 23 – 25, 2009	2	6	3	**#8** - Did not follow through on appointments. Former sex trade worker. Alcoholic.	1
DH	M	86	26	26	Dec. 13 – 16 '08	2	5	2.5	**#1** - Drives Tow Truck	1
KL	F	121	22	23	Sept. 11 '08	1	2	2	**#4** - Ex GF of intensive case; brother gang involved; alcoholic	1
JC	F	Active gang member.	--	35	Aug 25 '09 – Sept 21 '09	7	55	7.8	**#8** gang involved, sex trade, addicted to Morphine (needles)	4
MK	F	111 Associated through boyfriend Leon M. She exited prior to his exit.	22	22	Dec. 5 - 9 '08	3	2.5	0.8	**#4** – alcoholic	1
MKE	M	95 Gang involved on prison range for protection.	22	20	May 11 – June 4 '09	3	13	4.3	**#2 – Life for 1st degree murder.** On gang range in prison. Has to rep gang for protection in prison	46
SS	F	Active Gang Member - NS	--	18	Jan. 26 – Feb. 18, '09	5	4.5	0.9	**#1** - alcoholic	3
TW	M	Active Gang Member	--	22	June 2 – July 23, '09	4	11.5	2.9	**#1**	7
AM	F	Active Gang Member	--	26	Aug. 13 '09 – Oct. 15 '09	5	7	1.4	**#1** - Released from Pinegrove – no contact since	34
JS	F	Active gang member	--	29	April 2 '09 – April 15 '10	26	20.5	1.3	**#8** - In Pinegrove. Kicked out of couple gangs – ripped them off, changing gangs.	53
TS	M	Active member	--	21	Aug. 8 '08 – Sept 15 '09	8	6	0.8	**#8**	65
TOG	M	Active member	--	21	Nov 18 '08	1	0.5	0.5	**#8**	1
RS	M	Missing data	Missing data	28	Nov 16 '08 – May 9 '10	5	10	2	**#1**	82
TM	M	126	24	24	Aug 13 '09 – Dec 15 '09		30		**#4 but Addictions.** Working	20
BMU	M	Active member	--	20	June 5 '09 –Aug 12 '10	14	59	4.2	**#8** Unwilling to become intensive. In pen for trafficking, assault	65
SL	F	65 weeks	35	35	Sept. 1 '09 - Oct 30 '09		20		**#4** Used to be Gang Mother. Living on Reserve to stop partying with gang and stay clean.	12
KED	M	110	24	24	Dec 16 '08 – Dec 30 '08		4		**#4 Incarcerated** Murder conviction time served	2
BMA	M	Active member	--	25	June 5 '09 – Aug 12 '10		10		**#8**	8

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APPENDIX E: GANG EXIT STATUS ON OPEN CASES
Table 1: Exit Status on Active Primary Gang Exit Cases (N = 23)

CLIENT #	GENDER	AGE years	AGE at GANG EXIT (years)	WEEKS DISEN-GAGED	SERVICES INVOLVED	DATE OPENED	# CON-TACTS	TOTAL HOURS	AVERAGE LENGTH CONTACT (hours)	DURATION INVOLVE-MENT (WEEKS)
TOS	M	19	22	88 (long term) but runs drug dealing crew.	Recruited drug crew from RAGS clients. Pursued SA treatment; trauma counselling; legal; school; one month of Life Skills then moved to other city; completed Road to Employment program full time; clean 60 days. Heavy dealer	March 3 '08	624	1508	2.4	134
JK.	F	18	--	Associated with gang members through partying and sex trade	Attended all of first life skills group. Has not attended 2nd group yet. Clean from coke for one year. Had baby and Child and family services involved. School FT and living independently. Bf tried to kill her. Sexually assaulted by higher up and forced to work street when gang-involved.	Dec. 7 '08	221	367	1.7	110
CM	M	19	--	Active gang member, but has exited previously for short periods of time	SA treatment addict; court support; incarcerated; adult Ed school FT; completed most of Life Skills. Soldier NS. Still dealing coke	April 2 '08	198	516.5	2.6	143
JUB	M	23	23	9 (immediate)	In and out of gang. Stopped using needles but morphine, weed, alcohol. Refused methodone and left Detox. Very violent	Nov '09	119	439.5	3.7	63
NF	F	20	--	Still associates through boyfriends and partying.	In second group. Attended first Life Skills most sessions. Sister of two intensive cases. Sex worker and has been trafficked. Still associates with gang when using. HIV+	Sept. 22 '09	143	315	2.2	71
SAI	M	24	24	37 (medium term)	In Halfway house. addiction issues, in lskills, hiv positive, dad led cru drug gang in regina still slangs	May 5 '10	108	222.5	2.1	37
AA	F	20	--	Affiliated through BF who is gang member	Was working street – coke user. Boy friend gang member. Has not come to CK group in 2011 yet did Assessment.	May 6 '10	25	25.5	1.0	37
RL	M	21	--	In and out of gang	Many family members gang-involved. Addictions, selling drugs. Brother killed by another client.	May 10 '10	74	150	2.0	37
WC	F	17	--	Active member	Incarcerated	Dec 30 '09	5	15	3	56
GS	M	20		10 (immediate)	In jail for beating girlfriend, client of RAGS	Nov 11 '10	3	6.5	2.2	10
TE	F	21	--	Affiliated through boyfriend and partying	Attending Circle Keeper daily	Jan 3 '11	23	121	5.3	3
LID	F	20	--	Attempting	Attending CKeeper group regularly. Working on Adult Ed and as a hostess. Still parties with gang members. Instead of working in sex trade, puts another girl out	May 21 '10	134	251	1.9	35
PT	M	24	25	69 weeks (long term)	June 30 '09. Started Life Skills Sept. '09. Alcoholic	June 30 '09	168	425	2.5	65
BD	M	22	22	12 (immediate)	Gang free but incarcerated on remand for domestic violence.	Nov 4 '10	10	9	0.9	12
PB	F	18	18	6 (immediate)	Did CKeeper assessment but left for other city to escape gang – was soldier.	Nov 15 '10	2	1	0.5	8
CC	F	19	--	Attempting. Affiliated through partying, sex trade	Did CKeeper assessment and attended two groups at start.	Jan 3 '11	5	15	3	4
KM	F	22	22	97 (long term)	Completed 1st Life Skills group and in 2nd group. Exited sex trade but gets reinvolved. Living independently off and on, part time jobs. Back on Reserve	April 14 '09	73	185	2.5	97
AK	F	16	18	111 (long term)	Completed employment program, counselling re. substance abuse and relationships. Living independently, school full time	Oct 28 '08 – Jan 31 '11	186	497.5	2.7	116
AR	F	19	--	Associate Gang Member	Assessment for 2nd CKeeper group. In prison for Attempt murder. Past sex trade involvement.	Sept. 23 '09	153	271	1.8	69
TR	M	19	20	26 weeks (short term). Was gang free for year but got reinvolved.	At half way house. Completed healing lodge program. Alcoholic. Back in Jail. Addict.	Feb. 9 '10	55	218	4	51
NATT	F	19	--	Affiliated through partying, sex trade, BF	Attends CKeeper regularly. Works in sex trade, IV drug abuser, trafficked. BFriend gang member	June 5 '10	105	206.5	2.0	30
LF	F	23	24	91 (long term)	Associated through boyfriend. No criminal convictions, never in sex trade, works full time.	April 6, '09	58	190	3.3	91
JO	M	21	21	11 (immediate)		Nov 15 10	2	3	1.5	11

Table 2: Exit Status on Active Secondary Gang Exit Cases (N = 4)

CLIENT #	GENDER	AGE	AGE at GANG EXIT (years)	WEEKS DISEN-GAGED	NOTES	DATE OPENED	# CON-TACTS	TOTAL HOURS	AVERAGE LENGTH CONTACT (hours)	DURATION INVOLVE-MENT (WEEKS)
ANS	M	34	31	230	Counselling.	Jan 24 '10	35	87	2.5	53
JORK	M	25	24	47		Feb 2 '10	93	210	2.3	52
PRB	M	24	24	48		March 26 '10	93	515.5	5.5	39
HL	F	Attempting to disengage	24	Missing data	Witness protection Counselling re. gender identity, suicidal behaviour; life skills. Was Living at Y	May 2 '08	171	437.5	2.6	138

APPENDIX F: INDEX CONSTRUCTION AND METHODOLOGICAL PROCEDURES

Part 1 Index Construction Procedures

This section describes in detail the procedures used to create the indices employed in the evaluation of changes in the behaviours and attitudes of the youth participating in the project. *Table 1* outlines the indices used in the program evaluation. In this section, question numbers refer to those in the survey instrument.

Table 1: Evaluation Indices

Section	Scale Title	Range of Scores
1	Gang Affiliation	0-2
2	Employment	0-2
3	Depression scale	14-56
4	Ethnic identity	4-20
5	Substance Abuse	0-400
6	General Approval of Aggression	1-4
	Approval of Retaliation	1-4
	Total Approval of Aggression	1-4
	NY Beliefs about Conflict	8-24
	Gender Stereotyping	1-4
	Not Shamed into Agression	8-24
	Dislike of Guns	5-15
	Discomfort with Guns	6-18
	Guns, power and safety	4-12
7	Non-Violent Crime	0-13
	Violent Crime	0-9
8	Adult Rolemodels	0-20
9	Total Risk Index	0-3

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Section 1 Gang Affiliation Index

The index for gang-affiliation was made up of two questions that asked whether or not the youths were currently members of a gang, or had been in a gang in the last six months. The questions were:

30. Are you currently a gang member?
1. Yes   2. No   3. Do Not Know   5. Affiliated through family/boyfriend   9. No Response

31. In the last 6 months, have you been an active gang member?
1. Yes   2. No   3. Do Not Know   5. Affiliated through family/boyfriend   9. No Response

The "no", "do not know" and "affiliated through family/boyfriend" categories were combined as "no" responses (not a gang-member). "No response" was treated as missing data.

The index values are:
> 0. not currently in a gang, nor in the last 6 months.
> 1. in a gang in last 6 months but not currently.
> 2. currently in a gang.

The means and standard deviations for the indices used in the t-tests are presented in *Table 3* (below).

Section 2 Employment Index

The Employment index was made up of two questions that asked whether or not the youths were currently employed, or had been employed in the last six months. The questions were:

9. Are you currently employed (in a job, not including crime)?
1. Yes   2. No   3. Do Not Know   9. No Response

9a) Have you had a job (not including crime) in the past 6 months?
1. Yes   2. No   3. Do Not Know   9. No Response

The categories "Don't know" and "No response" was treated as missing data.

The index values are:
> 0. not currently employed, nor in the last 6 months.
> 1. employed in last 6 months but not currently.
> 2. currently employed.

Section 3 Depression Index

The Depression Index is taken from the Rochester Youth Development Study.
In the past 30 days, how often did you …

1. Feel you had trouble keeping your mind on what you were doing?

2. Feel depressed or very sad?

3. Feel hopeful about the future?

4. Feel bothered by things that don't usually bother you?

5. Not feel like eating because you felt upset about something?

6. Feel that everything you did was an effort?

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7. Think seriously about suicide?

8. Feel scared or afraid?

9. Toss and turn when you slept?

10. Feel that you talked less than usual?

11. Feel nervous or stressed?

12. Feel lonely?

13. Feel people disliked you?

14. Feel you enjoyed life?

The point values and response categories for all questions were:
1. never
2. seldom
3. sometimes
4. often

Responses to questions 3 and 14 are reverse coded. The responses are summed to produce an index that ranges from '14' indicating a low level of depression to '56' indicating a high level of depression.

Section 4 Ethnic Identity Index
The Ethnic Identity index is made up of the following four questions in section #2 of the questionnaire: How often would you make the following statements?

1. I am proud to be a member of my racial/cultural group.

2. I am accepting of others regardless of their race.

3. I would help someone regardless of their race.

4. I can get along well with most people.

The point values and response categories for all questions are:
1. Never = 1
2. Seldom = 2
3. Sometimes = 3
4. Often = 4
5. Always = 5

Scores are calculated by summing all responses, with a possible range of 4 to 20. Higher scores indicate higher respect for diversity and higher self-ethnic pride.

Section 5 Substance Abuse Index
This index is made up of 11 questions about substance use in the past six months. The first is a "skip" question that streams those who had not done any drugs in the past six month past the drug use questions in the survey. The next 10 questions ask about the frequency of use of various types of drugs:

37. In the past 6 months, have you used or tried any drugs, inhalants, prescription or non-prescription drugs to get high?

1.Yes   2, No (if no, go to question #38)

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37a) in the past 6 months, have you used marijuana (also called pot, hash, weed, reefer) to get high?

37b) in the past 6 months, have you used any form of cocaine (including crack, powder, freebase)?

37c) in the past 6 months, have you used heroin (also called smack, junk, China White)?

37d) in the past 6 months, have you sniffed glue, breathed the contents of aerosol spray cans, inhaled any paints/sprays/gas?

37e) in the past 6 months, have you used methamphetamines (also called speed, crystal meth, crank, ice)?

37f) in the past 6 months, have you used ecstasy (also called MDMA)?

37g) in the past 6 months, have you used a needle to inject any illegal drug into your body?

37h) in the past 6 months, have you used prescription drugs to get high (such as morphine, anti-depressants, Oxycontin, Ritalin, painkillers, etc.)?

37i) in the past 6 months, have you used over-the-counter drugs to get high (such as Gravol, Tylenol, cold medication, etc)?

37j) in the past 6 months, have you used any other drug to get high (please state which drugs)?

The response categories for the 10 drug-use questions indicate the number of time the respondent had used the particular drug in the last six months. These categories were recoded to category mid-points and scored in the following fashion, with those who answered "no" to question 37 (the skip question) assigned a '0' on all 10 drug-use questions:
0 times= 0
1 or 2 times=2
3 to 5 times=4
6 to 9 times =7
10 to 19 times=14
20 to 29 times=24
30 to 39 times=34
40 + times=40

The scores for all 10 drug use questions are summed to produce an index that ranges from 0, indicating no drug-use of any kind to a high of 400 instances of drug-use over the past six months. Any respondent who had a missing response on any question receives a missing value for the index.

Section 6 Indices measuring attitudes about aggression, conflict, gender, and guns
There are nine indices that assess various aspects of the youths' beliefs associated with violence. The first three comprise a set of scales concerning norms about aggression.

A. Normative Beliefs about Aggression
Retaliation Belief Questions:

Suppose a boy says something bad to another boy, John.
1. Do you think it's OK for John to scream at him?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong
2. Do you think it's OK for John to hit him?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

Suppose a boy says something bad to a girl.
3. Do you think it's wrong for the girl to scream at him?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK
4. Do you think it's wrong for the girl to hit him?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

Suppose a girl says something bad to another girl, Mary.
5. Do you think it's OK for Mary to scream at her?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong
6. Do you think it's OK for Mary to hit her?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

Suppose a girl says something bad to a boy.
7. Do you think it's wrong for the boy to scream at her?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

8. Do you think it's wrong for the boy to hit her?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

Suppose a boy hits another boy, John?
9. Do you think it's wrong for John to hit him back?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

Suppose a boy hits a girl.
10. Do you think it's OK for the girl to hit him back?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

Suppose a girl hits another girl, Mary.
11. Do you think it's wrong for Mary to hit her back?
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

Suppose a girl hits a boy.
12. Do you think it's OK for the boy to hit her back?
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

General Belief Questions:
13. In general, it is wrong to hit other people.
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

14. If you're angry, it is OK to say mean things to other people.
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

15. In general, it is OK to yell at others and say bad things.
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

16. It is usually OK to push or shove other people around if you're mad.
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

17. It is wrong to insult other people.
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

18. It is wrong to take it out on others by saying mean things when you're mad.
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

19. It is generally wrong to get into physical fights with others.
■ It's really wrong ■ It's sort of wrong ■ It's sort of OK ■ It's perfectly OK

20. In general, it is OK to take your anger out on others by using physical force.
■ It's perfectly OK ■ It's sort of OK ■ It's sort of wrong ■ It's really wrong

The items are scored using the following 4-point scale:
It's perfectly OK = 4
It's sort of OK = 3
It's sort of wrong = 2
It's really wrong = 1

A.1. General Approval Aggression scale. This scale is calculated by summing participants' responses to 8 items (items 12-20) and dividing by the total number of items. A maximum score of 4 indicates a belief that it is generally acceptable to aggress against others. A minimum score of 1 indicates the belief that aggression against others is generally unacceptable.

A.2. Approval of Retaliation. The second scale, is calculated by summing participants' responses to 12 items (items 1-12) and dividing by the total number of items. A maximum score of 4 indicates a belief that it is acceptable to aggress against others in specific provocation situations. A minimum score of 1 indicates the belief that it is unacceptable to aggress against others in specific provocation situations.

A.3. Total Approval of Aggression. The third scale, measures beliefs about aggression in both specific and general situations. It is calculated by averaging all 20 items.

Respondents were allowed to have missing data on one question for each of the scales, with their scores based on the average on N-1 the number of scale items.

B. NY Beliefs about Conflict Index.
 This index is based on eight questions assessing beliefs about conflict and perceptions of familial beliefs on fighting and weapon carrying.

2. Threatening to use a weapon is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

3. Avoiding or walking away from someone who wants to fight you is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

4. Carrying a weapon is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

5. Apologizing (saying you're sorry) is an effective way to avoid a physical fight.
a. Yes
b. No
c. Don't know

6. If someone hit me first, my family would want me to hit them back.
a. Yes
b. No
c. Not sure

7. If someone attacked me, my family would want me to defend myself even if it meant using a weapon.
a. Yes
b. No
c. Not sure

8. If I was going to be in a physical fight, I'd feel safer if I had a knife.
a. Yes
b. No
c. Not sure

9. If I was going to be in a physical fight, I'd feel safer if I had a handgun.
a. Yes
b. No
c. Not sure

The responses to the NY Beliefs about Conflict are scored as follows:
Yes = 3
Don't know = 2
No = 1

Items 3 and 5 are reverse coded. Scores are derived by summing across all responses. Scores range from 8 to 24, with high scores indicating poor conflict resolution beliefs.

C. Gender Stereotyping.
These items measure gender stereotyping in the context of relationships and responsibility. Youths are asked to check the response that best corresponds to their beliefs.

1. Most women like to be pushed around by men.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

2. Most women like to show off their bodies.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

3. Most men want to go out with women just for sex.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

4. Most women like romantic affairs with men.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

5. Most women depend on men to get them out of trouble.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

6. It is sometimes OK for a man to hit his wife.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

7. Men and women should have equal responsibility for raising children.
■ Strongly agree ■ Agree ■ Disagree ■ Strongly disagree

For this scale, point values for items 1-6 are assigned as follows:
Strongly agree = 1
Agree = 2
Disagree = 3
Strongly disagree = 4

Item 7 is reverse coded. Point values are summed for each respondent and divided by the number of items. A scale score is calculated for respondents who answer at least 5 of the questions are assigned a valid score. The range of scores is 1-4, with a higher score indicating a less stereotypical attitude about gender roles.

D. Attitudes Toward Guns and Violence
These items measure attraction to guns and violence in relation to four major factors: aggressive response to shame, dislike of guns, discomfort with gun aggression, and rejection of the belief that guns ensure personal safety. Respondents are asked to indicate whether they agree, disagree, or are not sure about an idea.
1. You've got to fight to show people you're not a wimp.

2. If someone disrespects me, I have to fight them to get my pride back.

3. Carrying a gun makes people feel safe.

4. Carrying a gun makes people feel powerful and strong.

5. If people are nice to me I'll be nice to them, but if someone stops me from getting what I want, they'll pay for it bad.

6. I'd like to have a gun so that people would look up to me.

7. It would be exciting to hold a loaded gun in my hand.

8. I wish there weren't any guns in my neighborhood.

9. I bet it would feel real cool to walk down the street with in my pocket.

10. I'd feel awful inside if someone laughed at me and I didn't fight them.

11. It would make me feel really powerful to hold a loaded gun in my hand.

12. Most people feel nervous around someone with a gun and they want to get away from that person.

13. The people I respect would never go around with a gun because they're against hurting people.

14. I think it would be fun to play around with a real gun.

15. If someone insults me or my family, it really bothers me, but if I beat them up, that makes me feel better.

16. If somebody insults you, and you don't want to be a chump, you have to fight.

17. I don't like people who have guns because they might kill someone.

18. A kid who doesn't get even with someone who makes fun of him is a sucker.

19. Belonging to a gang makes kids feel safe because they've got people to back them up.

20. If I acted the way teachers think I should out on the street, people would think I was weak and I'd get pushed around.

21. I wish everyone would get rid of all their guns.

22. I don't like being around people with guns because someone could end up getting hurt
.
23. Kids in gangs feel like they're part of something powerful.

These questions are used to create four scales. Respondents must have valid responses for all the items in each scale or they are scored as missing data.

D.1. Not Shamed Into Aggression
The first scale has items that measure the belief that aggression is the only way to respond to the shame of being insulted (items 1, 2, 5, 10, 15, 16, 18 and 20). Responses are scored as follows:

1. Agree
2. Not sure
3. Disagree

The items are summed, producing a scale ranging from 8 to 24, with high scores indicating the respondent does not believe aggression is proper response to being shamed.

D.2. Dislike of Guns
This scale measures whether the respondent finds guns to be intrinsically exciting, stimulating and fun (items 6, 7, 9, 11 and 14). Responses are scored as follows:
1. Agree
2. Not sure
3. Disagree

The responses are summed, producing a scale ranging from 5 to 15, with high scores indicating that the respondent dislikes guns.

D.3. Discomfort with Guns
This factor measures general beliefs, values, and feelings about guns and gun violence in their community (items 8, 12, 13, 17, 21 and 22). Responses are reverse coded compared to the other three scales in this section and are scored as follows:
3. Agree
2. Not sure
1. Disagree

The 6 items are summed to produce a scale ranging from 6 to 18, with high scores indicating that the respondent feels strong discomfort with guns and gun culture.

D.4. Guns, Power and Safety
This factor measures the extent to which the respondent rejects the belief that guns and violence increase one's safety on the streets and bring a sense of personal power (items 3, 4, 19 and 23). Responses are scored as follows:
1. Agree
2. Not sure
3. Disagree

The 4 items are summed to produce a scale ranging from 4 to 12, with high scores indicating that the respondent rejects the idea that guns increase one's personal power and safety.

Section 7 Criminal Behaviour

There are two indices created to measure the youths' involvement in illegal activities; the Non-violent Crime Index and the Violent Crime Index. Both count the number of different types of illegal activities the respondents have participated in over the past 6 months. Note: because the responses to these questions are in a "Yes/No" format, the scales do not count the actual number of crimes committed, only the number of types of crimes respondents engaged in.

36. In the last 6 months, have you:
Non-violent crimes:

1. Written gang graffiti on school property, neighborhood houses, stores, etc.?

2. Thrown rocks or bottles at persons, vehicles or property?

3. Destroyed property worth less than $300?

4. Destroyed property worth $300 or more?

5. Set fire to building or property?

6. Stolen bicycle or bike parts?

7. Stolen a motor vehicle?

8. Stolen parts or property from a vehicle (hubcaps, stereo, cell phone, etc.)?

9. Fenced or sold stolen goods (other than weapons)?

10. Shoplifted?

11. Entered a house, store, or building to commit a theft?

12. Broken into a house, store, or building to commit a theft?

13. Fenced or sold weapons or firearms?

Violent crimes:

14. Threatened to attack a person without using a gun, knife, or other weapon?

15. Threatened to attack a person using a gun, knife, or other weapon?

16. Robbed someone by force or by threat of force without using a weapon?

17. Robbed someone by force or by threat of force using a weapon?

18. Beaten up or battered someone without using a weapon?

19. Beaten up or battered someone using a weapon?

20. Forced someone to have sex with you (used physical force, the threat of physical force, drugs or alcohol to get any kind of sexual contact – oral, vaginal, anal, touching)?

21. Participated in a drive-by shooting?

22. Participated in a homicide?

The responses to questions 1 through 22 are scored as follows:
0 = no or don't' know
1 = yes

Non-responses are treated as missing values.

Non-violent Crime Index: This index is created by summing items 1 to 13. The index ranges from 0 to 13, and indicates the number of types of non-violent crime the respondent engaged in.

Violent Crime Index: This index is created by summing items 14 to 22. The scale ranges from 0 to 9 and indicates the number of types of violent crime the respondent had engaged in.

Section 8 Adult Role Models
The index of adult role models indicates how many adult role models the respondent has in his or her life. The questions used in the index are:

2a. If you needed some information or advice about something, is there someone you could talk with?
      1. Yes   2. No

2b. If yes, please check any of the categories that include persons you could go to for advice:
 Mother or stepmother
Father or stepfather
Older sister
Older Brother
Other female relative
Other male relative
Other female adult in community
Other male adult in community
Sports or entertainment star
Other

3a. If you were having trouble at home, is there someone you could talk to?
      1. Yes   2. No

3b. If yes, Please check any of the categories that include persons you could talk to:
Mother or stepmother
Father or stepfather
Older sister
Older Brother
Other female relative
Other male relative
Other female adult in community
Other male adult in community
Sports or entertainment star
Other

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The index counts the number of "yes" responses to the two sets of questions, with those who answered "No" to questions 2a or 3a scored "0" for no adult role models. The index ranges from 0 to 20, with the high score indicating that the respondent had 20 adult role models they could go to for advice and/or talk to when in trouble.

Section 9 Total Risk Index

The Total Risk Index is created by combing the scores from the Gang Affiliation, Substance Abuse, Non-Violent Crime, Violent Crime, and Adult Role Model scales described above, along with information on the whether or not the respondent had friends who were gang members.

The scores for five component indices are grouped into three categories representing low, medium and high risk groups as outlined in Table 2 below. Note that the Adult Role Model index is reverse-coded for inclusion in the Total Risk Index. The information on gang-involved friend comes from Question 26 in the survey and is coded 0 = low for "No" and "Don't Know" responses, and 1= medium for a "Yes" response. The grouped scores are then assigned to the Total Risk Index in the following manner:

0. Very low: Low scores on all six component scales.
1. Low: Any combination of Low or Medium scores but no High scores on all six component scales.
2. Medium: A High score on only 1 of the component scales and Low or Medium scores on the others.
3. High: High scores on 2 or more of the component scales.

Table 2: Scoring Criteria and Substantive Meaning for Component Scales Used to Construct Total Risk Scores

Total Risk Scoring Procedure			
Index	Low=0	Medium=1	High=2
Gang Affiliation	0	1	2
Substance Abuse	0	1 through 19	20 and higher
Non-Violent Crime	0	1 through 3	4 through 13
Violent Crime	0	1 or 2	3 through 7
Adult Role models	5 to 20	3 or 4	1 or 2
Gang-involved Peers	0	1	
Substantive Meaning			
Index	Low	Medium	High
Gang Affiliation	no affiliation	was a gang-member in last 6 months but not currently	currently a gang-member
Substance Abuse	did not use any	used drugs 1 to 19 times	used drugs 20 or more times
Non-Violent Crime	none	committed 1 to 3 types	committed 4 or more types
Violent Crime	none	committed 1 or 2 types	committed 3 or more types
Adult Role models	5 or more role models	3 or 4 role models	1 or 2 role models
Gang-involved Peers	none	has gang-involved friends	(not possible)

Part 2 Evaluation Test Results in Detail

Tables 3 and 4 present the detailed output from the testing procedures. Appendix Table 3 presents the descriptive statistics for the indices involved in the T-test analyses of change over time. For each index, the first two rows show the information for indices involved in the comparison of Time 2 to Time 1, the next two rows show the information for the indices involved in the comparisons of Time 3 to Time 1, and the final two rows show the information for the indices involved in the comparisons of Time 4 to Time 1. Appendix Table 4 shows the T-test information for the same comparisons. The test procedure is the Matched Paired T-Test where each individual's score on the index at the earlier time is subtracted from their score on the index at the later time (as in Time 1 scores subtracted from Time 2 scores) to produce a "difference score" that records the increase or decrease in scale values for all the respondents. The average

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of the difference scores is taken and the t-test is applied to determine if the change from one time to the next is statistically significant. The change is significant if there is a 95% or higher probability that the change in the average score over a given time period is not equal to zero. In Appendix Table 4, the Mean Difference column shows the mean of the differences between the index scores at the two indicated time points; the S.D is the standard deviation of the difference scores; the T is the value of the T statistic; the df are the degrees of freedom for the test, and will always equal N-1, the number of individuals involved in the comparison; the p-value is the probability that the mean difference is equal to zero, and the asterisk indicates whether or not the p-value is less than or equal to the conventional significance level of 0.05.

Table 3: Descriptive Statistics for Time Points Compared in T-Tests

Index Title	Paired Time Points	Mean	N	Std. Deviation	Std. Error Mean
Gang Affiliation	Time 1	1.037	54	0.846	0.115
	Time 2	0.463	54	0.794	0.108
	Time 1	1.025	40	0.832	0.131
	Time 3	0.200	40	0.564	0.089
	Time 1	1.190	21	0.873	0.190
	Time 4	0.048	21	0.218	0.048
	Time 1	1.000	8	0.926	0.327
	Time 5	0.125	8	0.354	0.125
Employment	Time 1	0.920	50	0.853	0.121
	Time 2	1.080	50	0.877	0.124
	Time 1	0.921	38	0.850	0.138
	Time 3	1.053	38	0.899	0.146
	Time 1	1.000	18	0.767	0.181
	Time 4	1.222	18	0.732	0.173
	Time 1	1.167	6	0.753	0.307
	Time 5	0.667	6	0.816	0.333
Depression scale	Time 1	33.192	52	7.189	0.997
	Time 2	31.192	52	7.993	1.108
	Time 1	32.711	38	8.392	1.361
	Time 3	30.395	38	7.727	1.253
	Time 1	30.211	19	7.576	1.738
	Time 4	26.895	19	7.738	1.775
	Time 1	31.857	7	7.841	2.963
	Time 5	26.857	7	2.854	1.079
Ethnic identity	Time 1	17.000	21	2.280	0.498
	Time 2	17.429	21	2.378	0.519
	Time 1	17.250	4	3.775	1.887
	Time 3	20.000	4	0.000	0.000
Substance abuse	Time 1	62.094	53	56.376	7.744
	Time 2	45.509	53	51.276	7.043
	Time 1	57.316	38	55.158	8.948
	Time 3	32.158	38	36.290	5.887
	Time 1	60.526	19	46.337	10.631
	Time 4	33.368	19	33.150	7.605
	Time 1	58.125	8	49.374	17.457
	Time 5	15.500	8	22.747	8.042
General approval of aggression	Time 1	1.690	21	0.599	0.131
	Time 2	1.377	21	0.466	0.102
	Time 1	1.719	4	0.640	0.320
	Time 3	1.375	4	0.270	0.135
Approval of retaliation	Time 1	2.248	21	0.572	0.125
	Time 2	1.722	21	0.534	0.116
	Time 1	2.396	4	0.080	0.040

	Time 3	1.792	4	0.308	0.154
Total approval of aggression	Time 1	2.024	21	0.540	0.118
	Time 2	1.584	21	0.477	0.104
	Time 1	2.125	4	0.284	0.142
	Time 3	1.625	4	0.263	0.131
NY beliefs about conflict	Time 1	16.706	51	3.431	0.480
	Time 2	15.922	51	2.682	0.376
	Time 1	16.529	34	3.501	0.600
	Time 3	16.618	34	3.742	0.642
	Time 1	16.368	19	3.670	0.842
	Time 4	15.737	19	3.070	0.704
	Time 1	16.714	7	5.589	2.112
	Time 5	15.571	7	2.507	0.948
Gender stereotyping	Time 1	2.782	21	0.403	0.088
	Time 2	2.918	21	0.444	0.097
	Time 1	2.571	4	0.261	0.130
	Time 3	2.964	4	0.137	0.068
Not shamed into aggression	Time 1	14.300	20	4.857	1.086
	Time 2	16.450	20	4.883	1.092
	Time 1	13.000	3	3.606	2.082
	Time 3	20.667	3	4.163	2.404
Dislike of guns	Time 1	11.800	20	3.156	0.706
	Time 2	13.800	20	1.508	0.337
	Time 1	10.250	4	2.500	1.250
	Time 3	13.250	4	2.062	1.031
Discomfort with guns	Time 1	14.667	21	2.614	0.570
	Time 2	14.762	21	2.737	0.597
	Time 1	12.750	4	3.594	1.797
	Time 3	17.000	4	2.000	1.000
Guns, power, and safety	Time 1	5.333	21	1.742	0.380
	Time 2	6.048	21	2.692	0.587
	Time 1	4.250	4	0.500	0.250
	Time 3	6.000	4	2.828	1.414
Antisocial peers	Time 1	0.865	52	0.345	0.048
	Time 2	0.712	52	0.457	0.063
	Time 1	0.875	40	0.335	0.053
	Time 3	0.750	40	0.439	0.069
	Time 1	0.789	19	0.419	0.096
	Time 4	0.895	19	0.315	0.072
	Time 1	0.750	8	0.463	0.164
	Time 5	0.500	8	0.535	0.189
Non-violent crime	Time 1	3.600	45	3.768	0.562
	Time 2	1.844	45	2.440	0.364
	Time 1	3.400	35	3.735	0.631

	Time 3	0.771	35	1.555	0.263
	Time 1	3.625	16	3.704	0.926
	Time 4	0.625	16	0.957	0.239
	Time 1	4.625	8	4.809	1.700
	Time 5	0.500	8	1.069	0.378
Violent crime	Time 1	2.522	46	2.105	0.310
	Time 2	1.630	46	2.080	0.307
	Time 1	2.719	32	2.289	0.405
	Time 3	0.719	32	1.397	0.247
	Time 1	3.000	16	2.449	0.612
	Time 4	0.938	16	1.389	0.347
	Time 1	3.125	8	2.532	0.895
	Time 5	0.625	8	1.188	0.420
Adult role models	Time 1	3.411	56	2.550	0.341
	Time 2	3.821	56	2.523	0.337
	Time 1	3.463	41	2.618	0.409
	Time 3	4.024	41	3.037	0.474
	Time 1	3.905	21	2.862	0.625
	Time 4	4.476	21	2.926	0.639
	Time 1	5.000	8	3.742	1.323
	Time 5	5.750	8	5.625	1.989
Total risk scores	Time 1	2.676	37	0.530	0.087
	Time 2	2.135	37	0.787	0.129
	Time 1	2.640	25	0.638	0.128
	Time 3	2.000	25	1.000	0.200
	Time 1	2.917	12	0.289	0.083
	Time 4	1.750	12	0.754	0.218
	Time 1	2.500	8	0.756	0.267
	Time 5	1.875	8	0.835	0.295

Table 4: Detailed T-Test Results for Comparisons of Time Points

Index Title	Paired Time Points	Mean Diff.	SD	t	df	p	Sig	ES (d)	Power
Gang Affiliation	T1 to T2	-0.574	0.944	-4.470	53	.000	*	0.86*	1.00
	T1 to T3	-0.825	0.903	-5.781	39	.000	*	1.33*	1.00
	T1 to T4	-1.143	0.854	-6.136	20	.000	*	2.36*	1.00
	T1 to T5	-0.875	0.835	-2.966	7	.021	*	1.82*	0.99
	T2 to T3	-0.263	0.860	-1.886	37	.067		0.44	0.84
	T2 to T4	-0.450	0.759	-2.651	19	.016	*	1.13*	0.99
	T2 to T5	-0.375	0.744	-1.426	7	.197		1.00*	0.81
	T3 to T4	0.000	0.324	0.000	19	1.000		0.00	0.05
	T4 to T5	0.125	0.354	1.000	7	.351		0.71	0.56
Employment	T1 to T2	0.160	1.076	1.052	49	.298		0.21	0.42
	T1 to T3	0.132	1.095	0.741	37	.463		0.17	0.26
	T1 to T4	0.222	1.060	0.889	17	.386		0.03	0.06
	T1 to T5	-0.500	0.837	-1.464	5	.203		0.85*	0.55
	T2 to T3	-0.184	0.926	-1.227	37	.228		0.28	0.51
	T2 to T4	-0.105	1.150	-0.399	18	.695		0.12	0.12
	T2 to T5	-0.500	1.195	-1.183	7	.275		0.60*	0.45
	T3 to T4	0.105	1.150	0.399	18	.695		0.13	0.13
	T3 to T5	-0.250	1.165	-0.607	7	.563		0.31	0.19
Depression scale	T1 to T2	-2.000	7.066	-2.041	51	.046	*	0.40	0.88
	T1 to T3	-2.316	9.286	-1.537	37	.133		0.35	0.68
	T1 to T4	-3.316	11.799	-1.225	18	.236		0.40	0.51
	T1 to T5	-5.000	7.326	-1.806	6	.121		1.17*	0.85
	T2 to T3	0.306	8.067	0.227	35	.822		0.05	0.08
	T2 to T4	-2.600	8.494	-1.369	19	.187		0.43	0.58
	T2 to T5	-3.429	5.563	-1.630	6	.154		1.36*	0.93
	T3 to T4	-1.250	9.503	-0.588	19	.563		0.19	0.20
	T3 to T5	-3.857	4.413	-2.312	6	.060		1.28*	0.90
	T4 to T5	-0.500	7.503	-0.163	5	.877		0.11	0.07
Ethnic identity	T1 to T2	0.429	2.785	0.705	20	.489		0.22	0.25
	T1 to T3	2.750	3.775	1.457	3	.241		1.46*	0.71
	T2 to T3	2.000	2.309	1.732	3	.182		1.73*	0.83
Substance abuse	T1 to T2	-16.585	74.901	-1.612	52	.113		0.31	0.71
	T1 to T3	-25.158	64.161	-2.417	37	.021	*	0.57*	0.96
	T1 to T4	-27.158	68.847	-1.719	18	.103		0.49	0.65
	T1 to T5	-42.625	34.096	-3.536	7	.010	*	2.63*	0.99
	T2 to T3	-6.359	48.117	-0.825	38	.414		0.07	0.11
	T2 to T4	-6.333	56.394	-0.515	20	.612		0.16	0.17
	T2 to T5	-22.750	36.425	-1.767	7	.121		0.89*	0.73
	T3 to T4	3.900	29.392	0.593	19	.560		0.19	0.20
	T3 to T5	-9.875	35.735	-0.782	7	.460		0.39	0.25
	T4 to T5	-18.125	45.332	-1.131	7	.295		0.57*	0.42
General	T1 to T2	-0.314	0.626	-2.296	20	.033	*	1.06*	0.99

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approval of aggression									
	T1 to T3	-0.344	0.710	-0.968	3	.404		1.77*	0.84
	T2 to T3	-0.165	0.656	-0.503	3	.649		0.48	0.18
Approval of Retaliation	T1 to T2	-0.526	0.583	-4.129	20	.001	*	1.27*	1.00
	T1 to T3	-0.604	0.275	-4.389	3	.022	*	4.47*	1.00
	T2 to T3	-0.083	0.264	-0.632	3	.572		0.58*	0.23
Total approval of aggression	T1 to T2	-0.440	0.556	-3.627	20	.002	*	1.13*	1.00
	T1 to T3	-0.500	0.422	-2.368	3	.099		1.68*	0.81
	T2 to T3	-0.122	0.387	-0.629	3	.574		0.40	0.16
NY beliefs about conflict	T1 to T2	-0.784	2.759	-2.030	50	.048	*	0.41	0.89
	T1 to T3	0.088	3.655	0.141	33	.889		0.03	0.07
	T1 to T4	-0.632	3.862	-0.713	18	.485		0.23	0.24
	T1 to T5	-1.143	4.811	-0.629	6	.553		0.40	0.24
	T2 to T3	0.515	3.124	0.947	32	.351		0.24	0.38
	T2 to T4	-0.211	4.442	-0.207	18	.839		0.07	0.08
	T2 to T5	0.286	5.090	0.149	6	.887		0.08	0.07
	T3 to T4	-0.895	5.405	-0.722	18	.480		0.24	0.26
	T3 to T5	-1.714	7.847	-0.578	6	.584		0.34	0.19
	T4 to T5	-0.429	4.036	-0.281	6	.788		0.16	0.10
Gender stereotyping	T1 to T2	0.136	0.385	1.621	20	.121		0.50*	0.71
	T1 to T3	0.393	0.244	3.220	3	.049	*	2.51*	0.97
	T2 to T3	0.107	0.244	0.878	3	.444		0.63*	0.25
Not shamed into aggression	T1 to T2	2.150	4.356	2.207	19	.040	*	0.70*	0.91
	T1 to T3	7.667	7.506	1.769	2	.219		1.44*	0.50
	T2 to T3	7.333	3.786	3.355	2	.079		5.58*	0.99
Dislike of guns	T1 to T2	2.000	2.828	3.162	19	.005	*	1.15*	0.99
	T1 to T3	3.000	3.367	1.782	3	.173		1.27*	0.61
	T2 to T3	1.000	2.160	0.926	3	.423		0.66*	0.27
Discomfort with guns	T1 to T2	0.095	3.700	0.118	20	.907		0.04	0.07
	T1 to T3	4.250	3.500	2.429	3	.093		1.85*	0.86
	T2 to T3	0.750	1.500	1.000	3	.391		0.79*	0.33
Guns, power, and safety	T1 to T2	0.714	2.390	1.369	20	.186		0.45	0.63
	T1 to T3	1.750	2.872	1.219	3	.310		1.05*	0.49
	T2 to T3	2.000	2.828	1.414	3	.252		1.41*	0.69
Anti-social peers	T1 to T2	-0.154	0.500	-2.217	51	.031	*	0.44	0.93

	T1 to T3	-0.125	0.463	-1.706	39	.096		0.38	0.76
	T1 to T4	0.105	0.459	1.000	18	.331		0.33	0.39
	T1 to T5	-0.250	0.707	-1.000	7	.351		0.50*	0.35
	T2 to T3	0.025	0.480	-0.330	39	.743		0.07	0.99
	T2 to T4	0.111	0.471	1.000	17	.331		0.34	0.39
	T2 to T5	-0.125	0.641	-0.552	7	.598		0.28	0.17
	T3 to T4	0.263	0.452	2.535	18	.021	*	0.87*	0.97
	T3 to T5	-0.250	0.707	-1.581	5	.175		0.50*	0.35
	T4 to T5	-0.333	0.156	-1.581	5	.175		1.29*	0.85
Non-violent crime	T1 to T2	-1.756	4.468	-2.636	44	.012	*	0.57*	0.98
	T1 to T3	-2.629	3.858	-4.030	34	.000	*	1.06*	0.99
	T1 to T4	-3.000	3.950	-3.038	15	.008	*	1.21*	0.99
	T1 to T5	-4.125	4.998	-2.334	7	.052	*	1.36*	0.96
	T2 to T3	-0.600	2.145	-1.655	34	.107		0.40	0.74
	T2 to T4	-0.563	1.672	-1.346	15	.198		0.49	0.58
	T2 to T5	-1.500	2.204	-1.925	7	.096		1.05*	0.84
	T3 to T4	0.235	1.251	0.775	16	.450		0.27	0.28
	T3 to T5	0.143	1.345	0.281	6	.788		0.16	0.10
	T4 to T5	0.000	2.121	0.000	4	1.000		0.00	0.05
Violent crime	T1 to T2	-0.891	2.452	-2.466	45	.018	*	0.51*	0.96
	T1 to T3	-2.000	2.185	-5.178	31	.000	*	1.08*	0.99
	T1 to T4	-2.063	2,323	-3.552	15	.003	*	1.36*	0.99
	T1 to T5	-2.500	3.071	-2.303	7	.055		1.19*	0.91
	T2 to T3	-1.061	2.358	-2.584	32	.015	*	0.66*	0.98
	T2 to T4	-0.688	2.549	1.079	15	.298		0.40	0.45
	T2 to T5	-1.000	2.673	-1.058	7	.325		0.58*	0.43
	T3 to T4	0.813	1.642	1.979	15	.066		0.79*	0.91
	T3 to T5	-0.143	2.340	-0.162	6	.877		0.09	0.07
	T4 to T5	0.000	1.673	0.000	5	1.000		0.00	0.05
Adult role models	T1 to T2	0.411	2.762	1.113	55	.271		0.21	0.46
	T1 to T3	0.561	2.907	1.236	40	.224		0.28	0.45
	T1 to T4	0.571	4.249	0.616	20	.545		0.15	0.16
	T1 to T5	0.750	2.915	0.728	7	.490		0.47	0.32
	T2 to T3	-0.024	3.560	-0.044	40	.965		0.01	0.05
	T2 to T4	0.333	3.199	0.478	20	.638		0.15	0.16
	T2 to T5	0.500	4.276	0.331	7	.751		0.19	0.12
	T3 to T4	-0.476	4.106	-0.531	20	.601		0.17	0.18
	T3 to T5	-0.500	6.370	-0.222	7	.831		0.11	0.08
	T4 to T5	1.375	5.181	0.751	7	.477		0.40	0.26
Total risk scores	T1 to T2	-0.541	0.767	-4.286	36	.000	*	1.04*	0.99
	T1 to T3	-0.640	1.150	-2.782	24	.010	*	0.81*	0.98
	T1 to T4	-1.167	0.937	-4.311	11	.001	*	1.81*	0.99
	T1 to T5	-0.625	0.744	-2.376	7	,049	*	1.19*	0.91
	T2 to T3	0.000	1.200	0.000	25	1.000		0.00	0.05
	T2 to T4	-0.333	1.073	-1.076	11	.305		0.44	0.41
	T2 to T5	-0.250	0.707	-1.000	7	.351		0.50*	0.35

	T3 to T4	0.083	0.900	0.321	11	.754		0.13	0.11
	T3 to T5	-0.200	1.483	-0.302	4	.778		0.19	0.09
	T4 to T5	0.250	1.708	0.293	3	.789		0.41	0.15
*p<0.05									

APPENDIX G: PERFORMANCE MONITORING INFORMATION

a. Date NCPC funding started: October 1, 2007

b. Date first participants were admitted into the project: October 1, 2007

c. Date at which first baseline data was collected for participants: March 1, 2008

d. Cut-off date for data included in this Annual Report: January 31, 2011

e. Briefly identify how the project is evidence-based: Elements of Wraparound Process and Multi-systemic Therapy form the foundation of RAGS, although these models have been modified to better suit the needs of Aboriginal young adults who are gang-involved. There are no other similar projects in Canada.

Multi-Systemic Therapy focuses on the multiple determinants of criminal and anti-social behaviour, and provides services in the youth's own neighbourhood. Offending is viewed as having many causes; therefore, interventions focus on the multitude of factors influencing anti-social behaviour. The family is the primary area of work, and building on the youth and family's strengths is a main focus of the intervention. There is an average of 60 hours of contact with families over a four month period (a couple of hours weekly). [24]

Wraparound has been successfully used with adolescents who have serious emotional disturbances and are at risk of out-of-home placement. WP refers to a specific set of policies, practices, and steps which are used to develop individualized plans of care that are based on the unique strengths, values, norms and preferences of the child, family and community. WP has emerged as a major alternative to the traditional treatment planning processes inherent in the 'categorical' services (meaning restrictive, pre-developed services which children, families and youth must 'fit into') for children and adolescents with serious emotional and behavioural disorders. The Wraparound Milwaukee model is integrated with the child welfare, mental health and juvenile justice systems.[25]

RAGS uses a social-ecological model, which focuses on both the social context in which gang-related behaviours develop, while at the same time targeting individual change. Health, education, employment, social service, addictions, child welfare and justice sectors are key partners. A multidisciplinary process is used to target individual, family, school/employment, peer group and community conditions. Staff members employ an intensive case management model delivered out of the homes and neighbourhhood of participants. Individual and group counselling targets problems that predict known risk and protective factors. The intensity of programming is much higher compared to that in MST and Wraparound (for example, MST averages approximately 60 hours over a typical four month intervention, whereas RAGS intensive cases average

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[24] Interventions follow the trademarked MST intervention of the Family Services Research Centre at the Medical University of South Carolina. See Henggeler et al., 2002.
[25] Kamradt 2000; Burchard, Bruns and Burchard, 2002.

roughly 60 hours *per month*). Interventions are gender responsive,[26] culturally competent, and individualized to the greatest extent possible.

f. How has the project been tailored to the local context: MST and Wraparound models have been modified to better address the complex needs of Aboriginal gang members (see above). In particular, both these approaches were designed for children and youth, whereas RAGS services young adults. RAGS offers a much higher level of intensity of programming. Finally, both MST and WP are family focussed and involve significant work with parents. RAGS has a primary focus on individuals and their partners (if relevant).

g. Events held to increase knowledge of how to prevent and intervene with gangs:
The RAGS staff team has made frequent presentations at provincial and national gang conferences, along with numerous presentations to young people and adults in the surrounding community. See *Table 3* for details on the community presentations. Below is a list of presentations made at gang conferences.
-Hobbema Gang Conference, Jan 27 - 30, 2009
-Aboriginal Policy Research Conference, Ottawa, March 8 – 9, 2009 (session organized by Native Women's Association of Canada)
-Gangs and Drugs Conference, Vancouver, Mar 11 – 13, 2009
-Northern Manitoba Chiefs Association visit to RAGS, Regina, April 22 – 24, 2009
-Congress of Aboriginal Peoples National Gang Conference, Edmonton, May 26 – 28, 2009
-Canadian Care Givers Conference, Saskatoon, April 29 – 30, 2009
-RCMP Training Conference, Edmonton, Sept 18 – 20, 2009
-Native Women's Association of Canada Gangs and FASD Meeting of Experts, Regina, Oct 1, 2009
-RCMP Detachment Commanders Conference, Yorkton, October 27, 2009
-All Nations Hope Conference, Regina, Nov 15 – 16, 2009
-Canadian Police College Aboriginal Gang Course, Dec 7, 2009
-All Nations Hope Conference, November 2009
-NCPC Symposium, Toronto, Jan. 2010
-Women of the Dawn Conference January 2010
-NCPC Meetings, Toronto, March 2010
-Regina Gang Conference (organized by RAGS) March 2010
-Winnipeg John Howard march 2010
-Manitoulin Victim Services Conference, April 2010
-Prince George Gang Conference April 2010
-Canadian Police College Aboriginal Gang Course, December 2010

In addition, Mark Totten has made numerous invited Key Note addresses at provincial and national conferences on youth gangs and is a regular media commentator on gang intervention and prevention. He has also published the following articles (both use RAGS Project data, along with other projects evaluated by Totten):

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[26] Totten, 2004b.

- "Aboriginal Youth and Violent Gang Involvement in Canada: Quality Prevention Strategies". Institute for the Prevention of Crime Review, March, 2009.
- "Preventing Aboriginal Youth Gang Involvement in Canada: A Gendered Approach." In J. White and J. Bruhn (Eds.), *Aboriginal Policy Research: Exploring the Urban Landscape, Volume VIII.* Toronto: Thompson Educational Publishing
- "Investigating the Linkages Between FASD, Gangs, Sexual Exploitation, and Woman Abuse in the Canadian Aboriginal Population: A Preliminary Study." *First Peoples Child and Family Review, 5(2),* 2010 (with the Native Women's Association of Canada).
- "An Overview of Gang-involved Youth in Canada." In John Winterdyk and R. Smandych (Eds),*Youth at Risk and Youth Justice: A Canadian Overview.* Toronto: Oxford, 2011.

h. Demand for services:
- Number of names on waiting list: 0
- % of capacity in project at present: 100%

i. Number of participants

Table 2: Gang Involvement of Primary and Secondary Participants (n = 99)

Level of Gang Involvement	# of Primary Participants	# of Secondary Participants	TOTALS
Current or Former Gang Members	74 (23 open; 51 closed)	25 (4 open; 21 closed)	99 (27 open; 72 closed)
Participants at risk of joining a gang at baseline	--	--	--
Totals	74	25	99

Outreach Contacts: A total of 96 presentations were made between June 2008 – January 2011. Approximately 5,435 attended these presentations. Approximately 80% were Aboriginal. A unique presentation model has been used, wherein RAGS participants who are gang-free provide testimonials (ie., their personal stories) about gang involvement and exit. Eight RAGS participants were involved in the community presentations. The participants in the 96 presentations included: sixteen were made to the RCMP/municipal police, First Nations police and community justice committees; thirteen were made to youth and adults in First Nations communities (primarily in Saskatchewan but also in Manitoba and Alberta); four were made to child welfare groups; six were delivered to social service agencies; four were delivered to adult correctional facilities and parole offices; two took place in young offender facilities; eight were made in high schools; six were made in elementary schools; seven took place at gang conferences; nine were made at substance abuse treatment facilities and shelters; and eleven were made to university and college classes; and one each were made to judges, legal aid and faith-based organization. *Table 3* presents data on the characteristics of the audiences.

Table 3: Audience Characteristics of RAGS Community Presentations

Audience	Age	Total
Youth in First Nations Communities	12-20 years	144
Elementary School, High School, College and University Students	8-25 years	1265
Adults in First Nations Communities	21 years+	335
Substance Abuse Treatment Facilities and Shelters	21 years+	254
Social Workers/Youth Workers/Health Care Workers/Foster Parents/Group Home staff	adults	1565
Teachers	adults	352
Church	adults	40
Parents	18 years+	281
Leaders in First Nations Communities/Tribal Councils	Adults	374
Municipal Police, First Nations Police, RCMP, Adult Corrections, Parole, Lawyers, Judges, Young Offender Centres	Adults	825

j. Duration of participation:
Average length of stay (in weeks) of all participants to date:
Open primary participants (n= 23): 56.8 weeks
Closed primary participants (n= 51): 86.8 weeks
Open secondary participants (n= 4): 52.8 weeks
Closed secondary participants (n= 21): 30.8 weeks

k. Primary participant drop-outs: 7

l. Number of graduates from the program:
There were 51 primary participant case closures since March 2008. All but seven participants are gang free. The range of time, in weeks, for which these participants have exited gangs is 13 - 212 weeks, with an average of 107.6 weeks.

Of the 41 primary participants who successfully completed the service, all were gang free, all but one completed life skills, fifteen were working full time at jobs, three graduated from high school and had started university, five were in witness protection,

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five were serving long-term prison sentences on gang-free ranges or in protective custody, one was still active in the sex trade, seven completed an employment training program, nine completed a residential substance abuse treatment, and thirty-six were living independently. In addition, three young men partially completed the service (all three young men were gang free but were involved in a drug trafficking crew headed up by an active client).

m. Types of activities.
Table 4: Types of Activities

Activity/Service	Activity/Service Provider		# of primary participants since project start	# of secondary participants since project start
	RAGS	**Other Partner Organization**		
Life skills training for Young Men	✓	✓	31	--
Circle Keeper Group for young women	✓		32	--
Counselling/case management)	✓	✓	67	8
Gang Exit Support	✓		74	8
Parenting and Relationship counselling	✓	✓	64	--
Education activities		✓	8	--
Outreach to Schools, institutions, agencies	✓			5,435*
Substance abuse treatment	✓ (counseling)	✓ (detox/residential treatment/methadone program)	66	7
Sports/arts activities	✓	✓	57	--
Camps (canoe, rock climbing)	✓		19	--
Community service or volunteer work	✓		6	--
Cultural activities/traditional learning	✓	✓	63	--
Faith-based activities	✓	✓	9	--
Employment skills training	✓	✓	29	--
Court/incarceration Support	✓		73	15

*These individuals did not receive any further service from RAGS other than an outreach presentation.

n. Partnerships

Table 5: Partnerships

Name of organization	Sector	Contribution (describe briefly)	Type of contribution
Regina Police Service	18	Information sharing; joint interventions in crisis situations	1, 2
Healing Hearts Ministry	20	Part-time staff; referrals; program space	2, 3, 5
Philanthropist group in Alberta	22 (private foundation)	Large contribution to support programming	4
Urban Aboriginal Strategy	12	Large contribution to support programming	4
Federal Correctional Facilities: Oskana Center half way house, Grand Cache Federal institute, Prince Albert Penitentiary, Stony Mountain Penitentiary	7	Information sharing; collaboration with facilities to support gang exit (i.e. placement of participants on gang-free ranges)	1
Federal Parole	7	Information sharing	1
Provincial Correctional Center	7	Information sharing; collaboration with facilities to support gang exit (i.e. placement of participants on gang-free ranges)	1
Probation Services	7	Information sharing	1
Healthiest Babies Possible Regina Health Region	15	Parent training; support/monitoring for drug addicted babies	1, 3
Surrounding First Nations Reserves: Cowsess, Standing Buffalo, Fishing Lake, Pasqua, Gordons, Muscwpeting, Muscogan, Kawakatoose, Atitiacoose, Sakimay, Kahkawistahow, Piapot Yorkton tribal Council Touchwood File Hills	2	Cultural support; relocation of participants who have exited gangs	1
First Nations Police	18	Information sharing	1
RCMP	18	Information sharing	1

Sectors:
2.   Aboriginal - Tribal or Band Council
7.   Corrections
12. Government – provincial or territorial
15. Health
18. Police
20. Religious/faith

Types of contributions:
1.   Make referrals to program
2.   Provide staff to deliver some of the program activities
3.   Accept referrals from program (this would normally be under some sort of protocol whereby the organization gives priority or guarantees access to project participants, provides regular updates, engages in joint planning, etc.)
4.   Contribute financially to the program
5.   Provide in-kind contributions