

# COMMUNITY HEALING INITIATIVE (CHI)

*A CULTURAL APPROACH TO SOCIAL ACCOUNTABILITY,  
HEALING, AND FAMILY TRANSFORMATION*



January 2013

LATINO NETWORK & MULTNOMAH COUNTY

# Our Model: A Collaborative Development

## **Our Team Expertise:**

- 8 years of service working with Latino gang-affected families
- Experts on the inside; local knowledge of the gang culture and language
- Trusted by community
- Established network of organizations and individuals working within gang culture
- Personal dedication to the wellbeing of these families
- Fully bilingual and bicultural staff

## **CHI Team:**

- Ruma Perez, Latino Network
- Raidel Leon, Latino Network
- Ruben Nuñez, Contractor for Latino Network
- Yolanda Gonzalez, Conexiones and the Center for Trauma Recovery

## **Model Development:**

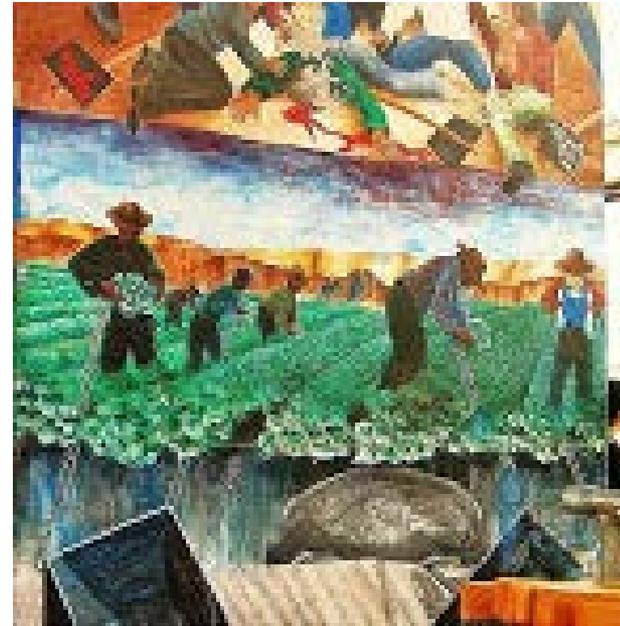
- Lucrecia Suarez, Conexiones and the Center for Trauma Recovery
- Carmen Rubio, Latino Network
- Sadie Feibel Holmes, Latino Network
- Yolanda Gonzalez, Conexiones and the Center for Trauma Recovery

## LATINO YOUTH VIOLENCE AND GANGS: DEFINING THE PROBLEM

- **Challenges of Poverty**
- **Invisibility: Immigration and Documentation Barriers**
- **Experiences of Racism**
- **Acculturation and Language Barriers**
- **Lack of Public Social Control**

# CHALLENGES OF POVERTY

- Survival Mode
- Full Schedules
- Little Hope



In Multnomah County,  
Latinos represent 11% of the population  
and 26.9% of Latinos live poverty.

**Resilience, Strong sense of Culture and Community.**

# INVISIBILITY: IMMIGRATION AND DOCUMENTATION BARRIERS

Current immigration policy  
& anti-immigrant sentiment



**Invisibility**  
Isolation  
Hopelessness

- ▣ **Deportation separates families**
- ▣ **Limited access** to services, jobs, education opportunities
- ▣ **Fear & distrust** limits safe collaboration with governmental organizations

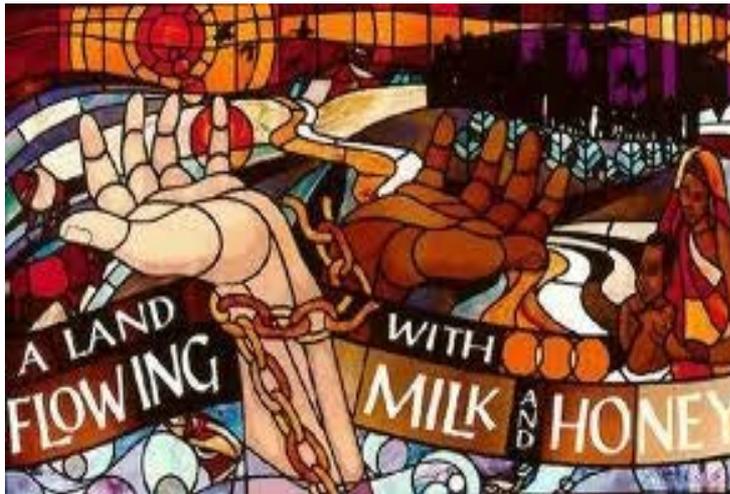


# EXPERIENCES OF RACISM

**CONSTANT**  
individual &  
institutional racism



Collective trauma  
Disempowered  
Disengaged  
Disrespected

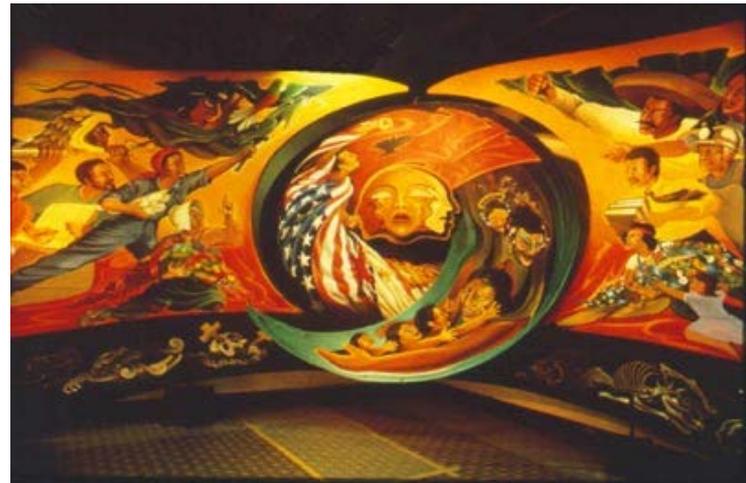


Collective sense of  
**rage for injustices**  
and a shared need for  
revenge

# ACCULTURATION & LANGUAGE BARRIERS

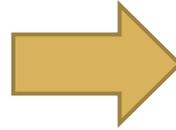
## Culture Clash of Values and Norms

- Parent come with authoritarian style of parenting
- Parents feel disempowered
- **Power shift:** Parental roles and authority are undermined
- Youth feel ashamed of their parents



# LACK OF PUBLIC SOCIAL CONTROL

**Community disorganization**  
**Limited public social control**



**sense of hope, trust, safety,  
security, and control over  
their environment**

- Lack of community assets
- Neighborhood crime & violence
- Schools struggles
- Bullying & school violence
- Lack of political power



***FAMILY ISOLATION - FAMILY POWERLESSNESS***

# LATINO and US CULTURAL VALUES CONTINUUM

## PERSONALISMO

I need personal contact  
distance/independence

## INDIVIDUALISM

I need to keep my

## FAMILISMO

I am my family; family helps family

## INDEPENDENCE

I am my self; helping self helps family

## RESPETO

I respect my elders  
I am modest

## SELF-RESPECT

I respect myself first  
I self-advocate

## MACHISMO/MARIANISMO

Women and men have different roles and responsibilities  
gender  
Men: provider, protection, pride  
Women: emotional, spiritual care of family

## EQUALISM/FEMINISM

Everyone is the same regardless of

## SIMPATIA

Conflicts are signs of disrespect, I avoid them

## CHALLENGE AUTHORITY

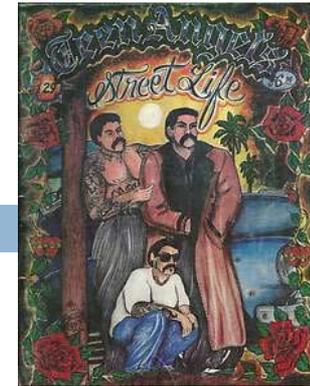
Conflicts are ok; I can talk about them and find resolutions

## TENER FE

My life is in the hands of God/Spirit/fate/luck

## CONTROL

I am an agent of my own life



## DISEMPowerMENT OF FAMILIES & COMMUNITY

Survival

- Extreme levels of collective and complex stress and trauma
- Collective sense of disempowerment and a limited capacity for self-determination
- Breakdown of the traditional family bonds, structure, and roles
- Parents “giving up” on managing their children’s behavior
- Fathers, parents, young men find no hope to solve the financial struggles for their families
- Collective sense of rage for injustices and a shared need for revenge

GANGS OFFER YOUTH WHAT THEY ARE MISSING IN SOCIETY/AT HOME

HOPE

PHYSICAL AND  
ECONOMIC PROTECTION

VALIDATION

BELONGING

FAMILY

RESPECT

SECURITY / SAFETY

POWER

# LATINO CULTURAL VALUES VS. LATINO GANG VALUES

## PERSONALISMO

I need personal contact

## FAMILISMO

I am my family; family helps family

## RESPETO

I respect my elders, and authority

## MACHISMO/MARIANISMO

Different gender roles

Men: provider, protection, pride

Women: emotional, spiritual care of family

## SIMPATIA

Conflicts are signs of disrespect, I avoid them

## TENER FE

My life is in the hands of God/spirit/fate/luck.

## GANG IS MY FAMILY

They matter as much as **my family**

## RESPETO

Respect elders and authority within the gang. **Respect given due to fear of retaliation** and/or history of gang violence.

## GANG PRIDE/ MACHISMO

Provide opportunities to fulfill **financial provider** and protection role. Women are kept submissive.

## LOYALTY TO GANG MEMBERS

Provide **protection**. Requires loyalty.

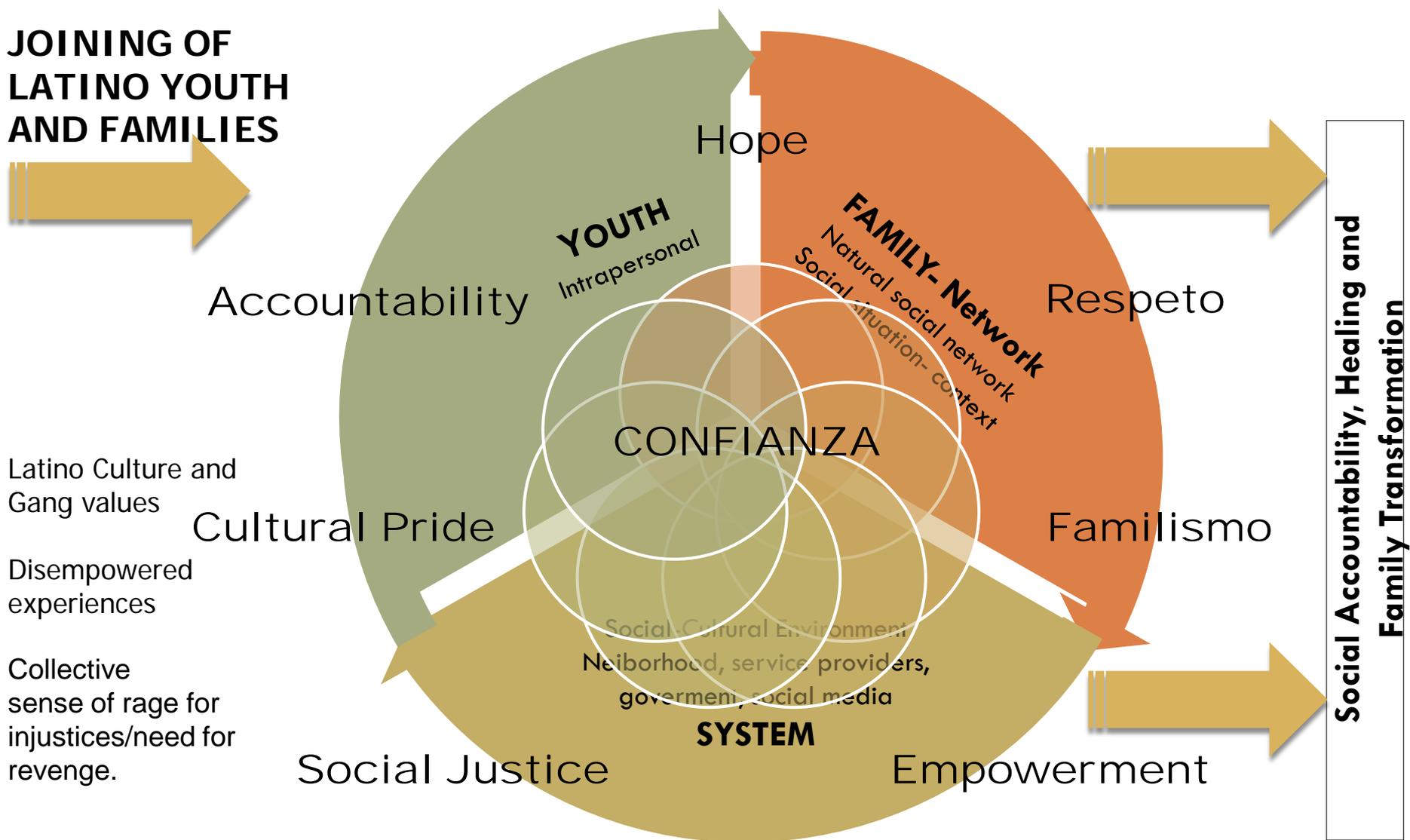
## TENER FE

Gang lifestyle is idealized. My **life is in the hands of the gang** for fear or for faith.

Fill in rupture!

Latino gang culture is deeply rooted in Latino cultural values.

# JOINING OF LATINO YOUTH AND FAMILIES



**Latino Network 8 Principle Model (with TTI)**

# LN CHI Provider Team

- Family Assessment
- Advocate for services
- Rebuild family bond
- Dependable resource



**Family Advocate**  
Promotor de la Familia

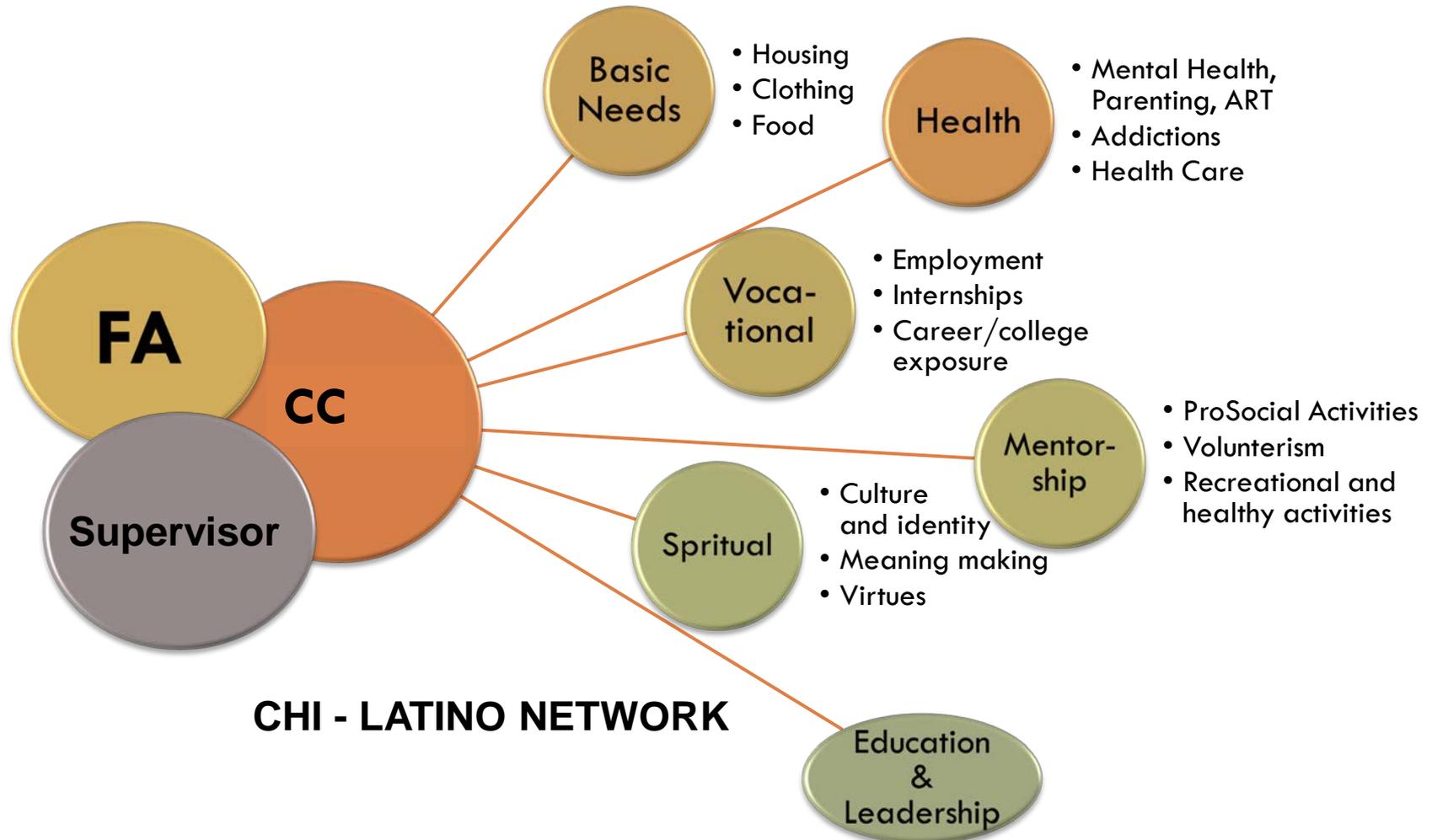
**Community Coordinator**

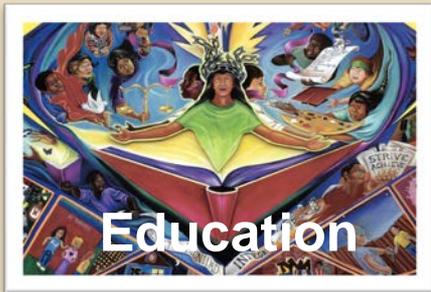
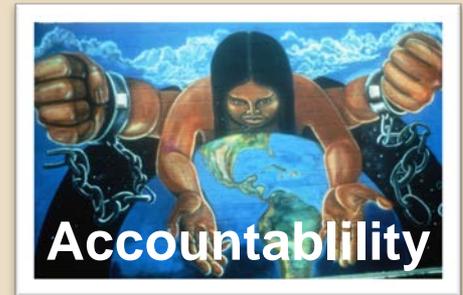
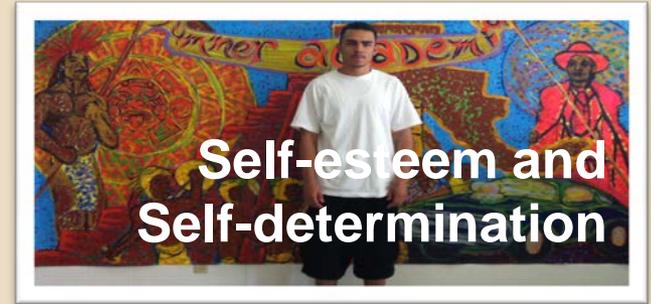
**Supervisor**

- Connect family with resources
- Facilitate communication with outside providers
- Develop Community Events/activities
- Support in building new partners

- Quality Assurance
- Monitor fidelity of model
- Facilitate CHI staffings

# CHI Service Delivery





**Actions toward Accountability, Healing and Family Transformation**

*“I change myself, I change the world.”*  
– Gloria Anzaldua



## **Participant Profiles and Stories**

# Measurements of Success

- ❑ Completion of Probation Plan
- ❑ Completion of Service Plan
- ❑ Development of Self-sufficiency plan
  - Basic Needs are covered
  - Social accountability
  - Family is reunited (when possible)
  - *Respeto* rebuilt
  - Parents empowered
  - Natural network of resources
  - Latino Pride
  - Health and Mental Health/Addiction services in place
  - Involved in personal/community development





***¡Gracias por su apoyo!***

***Thank you for your support!***

# Summary of Key Points



- ❑ Latino gang culture is deeply rooted in Latino cultural values.
- ❑ Latino youth gang members in Oregon are 1st generation, with some 2nd generation
- ❑ Our families seek invisibility and avoid system involvement due to fear of deportation/breaking up of their families.
- ❑ We operate within a cultural framework to engage families as a whole (including youth).
- ❑ Our model builds Social Accountability in three areas of influence (youth-family-system).
- ❑ Our Family Advocates play multiple roles to assure family safety and building *confianza* (trust).
- ❑ We will continue to be a consistent resource to families post-CHI.