Gang-related Training
Statewide Needs Assessment Survey

DCJS

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BACKGROUND

On December 16, 2010, Governor Robert McDonnell signed Executive Order 28 establishing the Commonwealth's Gang and Violent Crime Executive Committee. This committee was charged with:

- engaging local agencies, community-based social service providers, community organizations, faith-based organizations, as well as other stakeholders, in promoting evidence based programs like Richmond's nationally recognized Gang Reduction and Intervention Program (GRIP);

- coordinating the dissemination of gang-awareness information to citizens of the Commonwealth in order to increase their involvement in making local communities safe and fostering local opportunities for youth; and

- expanding discussions and anti-gang planning to include trends and patterns of related violent crime in the Commonwealth.

The Executive Order also charged the Secretary of Public Safety, working with the Committee, to develop a long-term strategic plan for reducing gang activity and gang violence in the Commonwealth. The plan included identifying methods for improving communication, sharing information, and strengthening collaboration between state and local agencies.

To assist with these efforts, the Department of Criminal Justice Services (DCJS) Research Center and Division of Law Enforcement services staff collaborated to conduct a needs assessment survey which would identify gang training needs throughout Virginia's public safety community.

METHODOLOGY

- In November and December 2012, DCJS conducted a statewide training needs assessment survey to:
- identify the need for training on specific gang-related topics,
- learn the types of groups that most need the training, and
- determine the types of gang-related training that have already been received and are not currently needed.

Survey participants were identified through the Virginia State Police Fusion Center and the Commonwealth's Gang and Violent Crime Executive Committee. These participants were identified as law enforcement agencies with gang investigators, heads of gang task forces from the seven Virginia State Police (VSP) divisions, state agencies with law enforcement capacities, directors of Virginia criminal justice academies, and members of the GRIP advisory committee.

An initial request to participate in the online survey was emailed to 93 contacts representing the above listed agencies and programs on November 19, 2012. A second targeted email request was sent on November 28, and follow-up phone calls were made on December 4-5 to those who had not yet responded to the request in an effort to help boost the response rate. By the close of the survey period, 66 complete responses were received resulting in a 71% response rate.

RESULTS OF SURVEY

Types of Respondents

- Persons responding to the gang-related training needs assessment survey were asked to identify/describe their agency or program. Of the 66 responses received, most described their agency or program as follows:
- Local police department/sheriff's office (32%)
- Virginia State Police (18%)
- Department of Corrections (17%)
- Criminal justice academy (11%)

Other agency/program descriptions included: other state agencies (9%), local schools/school programs (6%), other state law enforcement organizations (3%), professional organizations (2%), community services board (CSU) (2%), and other police department (2%).

Almost half (47%) of the responding agencies/programs are located in the eastern center of the state (VSP division 1). The locations of the respondents' agencies/programs were distributed among the various VSP divisions as follows:

Division 1	47%	(headquartered in Richmond)
Division 2	17%	(headquartered in Culpeper)
Division 3	11%	(headquartered in Appomattox)
Division 4	8%	(headquartered in Wytheville)
Division 5	8%	(headquartered in Chesapeake)
Division 6	8%	(headquartered in Salem)
Division 7	3%	(headquartered in Fairfax)

Training Needs Identified

Respondents were given a list of 37 specific gang-related training topics. They were asked to review the list and indicate if the specific type of training is needed by most of their constituents, and if so, to identify the specific type of constituent group that needs that type of training.

The 10 training topics most frequently selected as needed and the percentages of respondents that selected each training topic are listed below. Generally they indicate a need for training on topics related to anti-gang and gang prevention initiatives, on specific types of groups or activities, and on updated information about technologies that are often utilized by gangs.

Ten gang-related training topics rated as most needed
Technology and gangs.. 74%
Anti-gang strategies 71%
Intervention and prevention programs 70%
Social media use by gangs 67%
Parent/teacher awareness 66%
Barriers to gang prevention/eradication 65%
Human trafficking and gangs 65%
Drug cartels 64%
International gangs with a presence in Virginia 63%
Terrorism and gangs 63%

The following table details the 37 gang-related training topics and the percentage of respondents that cited each topic as needed by most of their constituents. The table is organized by general categories of gang-related training.

All training topics ranked by general type and need

Types of Training Needed	Percent of Respondents
Gang trends, gang awareness and prevention strategies	
Anti-gang strategies	71%
Intervention and prevention programs	70%
Parent/teacher awareness	66%
Barriers to gang prevention/eradication	65%
Reading graffiti	62%
Gang culture/sociology	62%
Schools and gangs	60%
Organizational structures of gangs	57%
Current gang trends	56%
Identifying gangs/gang members	44%
Gangs 101 (gang basics)	32%

Types of Training Needed	Percent of Respondents
Law enforcement and the Courts	
Gang prosecution	59%
Gang investigation	57%
Officer safety when dealing with gangs	52%
Virginia gang laws	44%
Types of gangs	
Drug cartels	64%
International gangs with a presence in Virginia	63%
Female gangs	62%
White supremacy groups	62%
Virginia-specific gangs	60%
National gangs with a presence in Virginia	60%
Sovereign citizen movement	60%
Ethnic street gangs	59%
Hate groups	58%
Gangs in prisons/detention facilities	55%
Ethnic outlaw motorcycle gangs	55%
Youth gangs	55%
Outlaw motorcycle gangs	51%
Gang activities	
Technology and gangs	74%
Social media use by gangs	67%
Human trafficking and gangs	65%
Terrorism and gangs	63%
Gang recruitment	57%
Weapons use and gangs	55%
Illegal drugs and gangs	53%
Crime involving gangs	49%
Gang violence	46%

Other types of gang-training identified by the respondents as needed but which were not listed include: Gang Net and other databases that are available to law enforcement (needed by task forces); gang recruitment; reentry and gangs; average citizen and gangs; collaborative partnerships between schools, community stakeholders, and law enforcement (needed by community coalitions/councils, local government, schools and law enforcement); updates and reality checks (needed by law enforcement supervisors and social services); risks associated with gang prosecution (needed by law enforcement leadership and Commonwealth's Attorneys); sharing gang problems with the community and managing public reaction (needed by law enforcement leaders); and family intervention and parenting/life skills as prevention.

In addition to identifying the types of training needed, respondents were asked to identify what kinds of constituent groups would benefit most from the types of training they identified. Respondents identified these groups in their own words (law enforcement, community, parents, etc.), and not from a preselected list. For each of the 10 major types of training identified, the list below indicates which constituent groups were cited as benefitting from the training. This list is further organized by which groups were cited within each of the seven State Police Divisions in order to assist planning for future training events. (A more detailed breakdown of the listed constituent groups is provided in an appendix to this report).

Ten gang-related training topics rated as most needed, by which constituent groups in each VSP Division:

Technology and gangs (74%)	
Division 1:	Corrections, DJJ, law enforcement, prosecutors, schools, youth services
Division 2:	Law enforcement
Division 3:	Communities, law enforcement, schools
Division 4:	Law enforcement
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Law enforcement
Division 7:	Administrators, judges, law enforcement, probation
Anti-gang strategies (71%)	
Division 1:	City/county leaders, communities, corrections, DJJ, law enforcement, prosecutors, schools
Division 2:	Communities, law enforcement, schools
Division 3:	Communities, law enforcement, schools
Division 4:	Law enforcement, schools
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Community leaders, law enforcement, schools
Division 7:	Administrators, judges, law enforcement
Intervention and prevention programs (70%)	
Division 1:	Community leaders, corrections, DJJ, law enforcement, schools
Division 2:	Community, community leaders, law enforcement, schools
Division 3:	Communities, law enforcement, parents, schools
Division 4:	Law enforcement, schools
Division 5:	Commonwealth's Attorneys, community leaders, law enforcement, schools
Division 6:	Community leaders, court staff, law enforcement, schools
Division 7:	Judges, law enforcement, probation
Social media use by gangs (67%)	
Division 1:	Community leaders, corrections, DJJ, jails, courts, law enforcement, schools, youth services
Division 2:	Law enforcement
Division 3:	Communities, law enforcement, schools
Division 4:	Law enforcement, schools
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Court staff, law enforcement
Division 7:	Judges, law enforcement, probation, schools
Parent/teacher awareness (66%)	
Division 1:	Communities, community leaders, corrections, law enforcement, schools, social services
Division 2:	Law enforcement, schools
Division 3:	Communities, schools
Division 4:	Law enforcement, schools
Division 5:	Commonwealth's Attorneys, community leaders, law enforcement, schools
Division 6:	Communities, court staff, law enforcement, schools
Division 7:	Court staff, jails, judges, law enforcement

Barriers to gang prevention/eradication (65%)	
Division 1:	City/County leaders, community leaders, corrections, DJJ, prosecutors, law enforcement, schools
Division 2:	Communities, community leaders, law enforcement, schools
Division 3:	Communities, schools
Division 4:	Criminal justice community, law enforcement, schools
Division 5:	Commonwealth's Attorneys, community leaders, law enforcement
Division 6:	Community leaders, court staff, law enforcement, schools
Division 7:	Judges, law enforcement
Human trafficking and gangs (65%)	
Division 1:	City/County leaders, community leaders, corrections, jails, courts, prosecutors, law enforcement, schools, social services, youth services
Division 2:	Law enforcement
Division 3:	Communities, law enforcement, schools
Division 4:	Law enforcement
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Law enforcement
Division 7:	Judges, law enforcement
Drug cartels (64%)	
Division 1:	Community leaders, corrections, jails, courts, prosecutors, law enforcement, schools
Division 2:	Law enforcement, schools
Division 3:	Community leaders, law enforcement, schools
Division 4:	Law enforcement
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Law enforcement
Division 7:	Judges, law enforcement, probation
International gangs with a presence in Virginia (63%)	
Division 1:	Corrections, prosecutors, law enforcement, schools
Division 2:	Law enforcement, schools
Division 3:	Community, law enforcement, schools
Division 4:	Criminal justice community, law enforcement
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Courts, families, law enforcement, schools
Division 7:	Judges, law enforcement, probation
Terrorism and gangs (63%)	
Division 1:	Corrections, prosecutors, law enforcement, schools
Division 2:	Law enforcement
Division 3:	Community, law enforcement, schools
Division 4:	Law enforcement
Division 5:	Commonwealth's Attorneys, law enforcement
Division 6:	Courts, law enforcement
Division 7:	Judges, law enforcement, probation

Training Received

In addition to asking the respondents to identify the types of gang-related trainings that are needed, they were also asked to indicate which of the listed trainings have already been received and are no longer needed by most of their constituents.

The findings from this analysis indicate that the more generalized, basic types of training (Gangs 101, Identifying gangs/gang members, Gang violence) have been received by many of the respondents' constituents and are perhaps less needed than some of the more specialized and specific training topics.

The table below shows the percent of respondents who indicated that the listed training was received by and is no longer needed by most of their constituents. The percent of respondents that identified the training as needed is also shown for comparative purposes.

Types of Training	Received	Needed
Gang trends, gang awareness and prevention strategies		
Gangs 101 (gang basics)	65%	32%
Identifying gangs/gang members	56%	44%
Current gang trends	44%	56%
Organizational structures of gangs	41%	57%
Gang culture/sociology	38%	62%
Reading graffiti	36%	62%
Schools and gangs	32%	60%
Anti-gang strategies	26%	71%
Barriers to gang prevention/eradication	26%	65%
Intervention and prevention programs	21%	70%
Parent/teacher awareness	21%	66%
Law enforcement and the Courts		
Virginia gang laws	49%	44%
Officer safety when dealing with gangs	42%	52%
Gang investigation	36%	57%
Gang prosecution	33%	59%
Types of gangs		
Outlaw motorcycle gangs	46%	51%
Youth gangs	42%	55%
Hate groups	41%	58%
Ethnic street gangs	39%	59%
National gangs with a presence in Virginia	39%	60%
Virginia-specific gangs	39%	60%
White supremacy groups	38%	62%
Ethnic outlaw motorcycle gangs	36%	55%
Gangs in prisons/detention facilities	36%	55%
Sovereign citizen movement	35%	60%
Female gangs	33%	62%
International gangs with a presence in Virginia	33%	63%
Drug cartels	30%	64%
Gang activities		
Gang violence	53%	46%
Crime involving gangs	50%	49%
Illegal drugs and gangs	47%	53%
Weapons use and gangs	44%	55%
Gang recruitment	41%	57%
Terrorism and gangs	36%	63%
Social media use by gangs	32%	67%
Human trafficking and gangs	27%	65%
Technology and gangs	24%	74%

SUMMARY

To assist the efforts of the Commonwealth's Gang and Violent Crime Executive Committee, DCJS conducted a needs assessment survey to identify gang training needs and determine the types of groups that most need training throughout Virginia's public safety community. Participants included law enforcement agencies with gang investigators, heads of gang task forces from the seven Virginia State Police (VSP) divisions, state agencies with law enforcement capacities, directors of Virginia criminal justice academies, and members of the GRIP advisory committee. Of the 93 persons contacted, 66 provided a completed survey response, resulting in a 71% response rate to the survey.

Respondents were given a list of 37 specific gang-related training topics and were asked to indicate which trainings are needed by most of their constituents and to name the specific types of constituents that need the training. Generally they indicated a need for training on topics related to anti-gang and gang prevention initiatives, on specific types of groups or activities, and on updated information about technologies that are often utilized by gangs.

Constituent groups that were often identified as needing such trainings included: city/county leaders, communities, corrections, court staff, jail staff, judges, law enforcement, law enforcement supervisors, probation, prosecutors, schools, and youth services.

In addition to asking the respondents to identify the types of gang-related trainings that are needed, they were also asked to indicate which of the listed trainings have already been received and are no longer needed by most of their constituents. Findings indicate that the more generalized, basic types of training have been received by many of the respondents' constituents and are perhaps less needed than some of the more specialized and specific training topics.

APPENDIX

TECHNOLOGY AND GANGS (74%)
Division 1
Correctional staff/security, DOC staff, trainers
DJJ staff
Law enforcement [which includes local, regional, state, deputies, homeland security, investigators, street officers, task force (ABC), uniform patrol, special agents, supervisors, basic academy, in-service, jail and court staff, and VSP]
Prosecutors
Schools [which includes administration/faculty, division and school-level, Director of School Safety/Hearing Officer, and school safety staff]
Youth services organization staff
Division 2
Law enforcement [which includes local, patrol, SRO, gang unit, street officers, task force, jail staff, investigators]
Division 3
Communities
Law enforcement [which includes street officers, task force, SRO]
Schools [which includes faculty, parents]
Division 4
Law enforcement [street officers]
Division 5
Commonwealth's Attorneys
Law enforcement [which includes local, patrol, gang unit, street officers, deputies, special agent, supervisors, whole department]
Division 6
Law enforcement [which includes local, street officers, SRO, task force, court staff]
Division 7
Administrators
Judges
Law enforcement [street officers]
Probation staff
ANTI-GANG STRATEGIES (71%)
Division 1
City/county leaders, community leaders
Communities
Correctional staff/security, DOC staff, trainers
DJJ staff
Law enforcement [which includes deputies, street officers, task force (ABC and local), uniform patrol, gang unit, community officer, SRO, crime prevention specialists]
Prosecutors
Schools [which includes administration/faculty, division and school-level, Director of School Safety/Hearing Officer, and SRO]
Division 2
Communities
Law enforcement [which includes patrol, SRO, gang unit, street officers, supervisors]
Schools - administration/faculty

Division 3
Community
Law enforcement [which includes task force (VSP), and SRO]
Schools [which includes administration/faculty, and parents]
Division 4
Law enforcement [which includes street officers, jail staff]
Schools – administration/faculty
Division 5
Commonwealth's Attorneys
Law enforcement [which includes deputies (DARE), jails, local, gang unit, special agents (VSP), street officers, and SRO]
Division 6
Community Leaders
Schools – administration
Law enforcement [which includes street officers, local, SRO, task force]
Division 7
Administrators
Judges
Law enforcement [street officers]
INTERVENTION AND PREVENTION PROGRAMS (70%)
Division 1
Community leaders
Correctional staff/security, DOC staff, trainers
DJJ staff
Law enforcement [which includes deputies, street officers, task force, uniform patrol, gang unit, community officer, SRO, crime prevention specialists]
Schools [which includes administration/faculty, communities, division and school-level, Director of School Safety/ Hearing Officer]
Division 2
Community
Community leaders
Law enforcement [which includes gang unit, patrol, SRO, street officers, supervisors, task force]
Schools [which includes administration/faculty]
Division 3
Community
Parents
Law enforcement [which includes patrol, SRO, street officers, task force]
Schools [which includes administration/faculty]
Division 4
Law enforcement [which includes street officers, jail staff]
Schools [which includes administration/faculty]
Division 5
Commonwealth's Attorneys
Community leaders
Law enforcement [which includes DARE, PSO/CIU, special agents, supervisors, gang unit, street officers, SRO, jail staff]
Schools [which includes administration/faculty]

Division 6		
	Community leaders	
	Court staff, lawyers	
	Law enforcement [which includes street officers, SRO, task force]	
	Schools [which includes administration/faculty]	
Division 7		
	Judges	
	Law enforcement [which includes street officers]	
	Schools [which includes administration/faculty]	

Social media use by gangs (67%)

Division 1	
	Community leaders
	Correctional staff/security, DOC staff, trainers
	DJJ staff
	Jail and court staff
	Law enforcement [which includes deputies, street officers, task force (ABC, local, VSP), uniform patrol, SRO, investigators, basic academy and in-service]
	Schools [which includes division and school level administration/faculty, Director of School Safety/Hearing Officer]
	Youth services organization staff
Division 2	
	Law enforcement [which includes street officers, task force (local), uniform patrol, SRO, investigators, gang unit, jail staff]
Division 3	
	Community
	Law enforcement [which includes task force (VSP), SRO]
	Schools [which includes administration/faculty, parents]
Division 4	
	Law enforcement [which includes street officers]
	Schools [which includes administration/faculty]
Division 5	
	Commonwealth's Attorneys
	Law enforcement [which includes deputies, special agents, supervisors, street officers]
Division 6	
	Law enforcement [which includes street officers, SRO, task force (VSP)]
	Court staff
Division 7	
	Judges
	Law enforcement [which includes street officers]
	Probation staff
	Schools [which includes administration/faculty, parents]

PARENT/TEACHER AWARENESS (66%)

Division 1	
	Community
	Community leaders
	Correctional staff/security, DOC staff
	Law enforcement [which includes deputies, DGIF, gang unit, community officer, SRO]
	Schools [which includes division and school level administration/faculty, Director of School Safety/Hearing Officer, parents, PTA]
	Social services staff

Division 2	
	Law enforcement [which includes street officers, uniformed patrol, gang unit, community officer, SRO]
	Schools [which includes administration/faculty]
Division 3	
	Community
	Schools [which includes administration/faculty, parents]
Division 4	
	Law enforcement [which includes street officers]
	Schools [which includes administration/faculty]
Division 5	
	Commonwealth's Attorneys
	Community leaders
	Law enforcement [which includes deputies, DARE, uniformed patrol, special agents, SRO, gang unit, street officers]
	Schools [which includes administration/faculty]
Division 6	
	Community
	Court staff, lawyers
	Law enforcement [which includes SRO, task force, street officers]
	Schools [which includes administration/faculty]
Division 7	
	Court and jail staff
	Judges
	Law enforcement [which includes administrators, street officers]
BARRIERS TO GANG PREVENTION/ERADICATION (65%)	
Division 1	
	Community leaders
	City/county leaders
	Correctional staff/security, DOC staff, trainers
	DJJ staff
	Prosecutors
	Law enforcement [which includes deputies, community officer, gang unit, SRO, street officers, uniformed patrol]
	Schools [which includes division and school level administration/faculty]
Division 2	
	Community
	Community leaders
	Law enforcement [which includes gang unit, SRO, street officers, uniformed patrol, task force (local)]
	Schools [which includes administration/faculty]
Division 3	
	Community
	Schools [which includes administration/faculty, parents]
Division 4	
	Criminal justice community
	Schools [which includes administration/faculty]
	Law enforcement [which includes street officers]

Division 5
Commonwealth's Attorneys
Community leaders
Law enforcement [which includes deputies, jail, special agents, supervisors, gang unit, SRO, street officers]
Division 6
Community leaders
Court staff, lawyers
Law enforcement [which includes SRO, street officers, task force]
Schools
Division 7
Judges
Law enforcement [which includes street officers, administrators]
HUMAN TRAFFICKING AND GANGS (65%)
Division 1
Community leaders
City/county leaders
Correctional staff/security, DOC staff, trainers
Jail, court staff
Prosecutors
Law enforcement [which includes SRO, street officers, uniformed patrol, task force, investigators, basic academy, in-service]
Schools [which includes division and school level administration/faculty, school safety staff]
Social workers
Youth services organization staff
Division 2
Law enforcement [which includes SRO, street officers, uniformed patrol, task force, investigators]
Division 3
Communities
Law enforcement [which includes SRO, street officers, task force]
Schools [which includes parents]
Division 4
Law enforcement [which includes street officers]
Division 5
Commonwealth's Attorneys
Law enforcement [which includes gang unit, special agents, supervisors, street officers, investigators, full department]
Division 6
Law enforcement [which includes street officers, SRO, task force]
Division 7
Judges
Law enforcement [which includes street officers, administrators]

DRUG CARTELS (64%)
Division 1
Community leaders
Correctional staff/security, DOC staff, trainers
Jail, court staff
Prosecutors
Law enforcement [which includes deputies, drug enforcement, street officers, uniformed patrol, investigators]
Schools [which includes division and school level administration/faculty, school safety staff]
Division 2
Law enforcement [which includes narcotic division, task force, SRO, jail staff, street officers, uniformed patrol]
Schools [which includes administration/faculty]
Division 3
Community leaders
Law enforcement [which includes task force, SRO, street officers]
Schools [which includes parents]
Division 4
Law enforcement [which includes street officers]
Division 5
Commonwealth's Attorneys
Law enforcement [which includes gang unit, special agents, uniformed patrol, supervisors, street officers]
Division 6
Law enforcement [which includes task force, SRO, street officers]
Division 7
Judges
Law enforcement [which includes street officers, administrators]
Probation staff
INTERNATIONAL GANGS WITH A PRESENCE IN VIRGINIA (63%)
Division 1
Correctional staff/security, DOC staff, trainers
Prosecutors
Law enforcement [which includes deputies, street officers, uniformed patrol, task force (local and VSP), investigators, basic academy, in-service]
Schools [which includes division and school level administration/faculty, school safety staff, Director of School Safety/Hearing Officer]
Division 2
Law enforcement [which includes street officers, uniformed patrol, task force (local), SRO, gang unit]
Schools [which includes administration/faculty]
Division 3
Community
Law enforcement [which includes task force, SRO, street officers]
Schools [which includes parents]
Division 4
Criminal justice community
Law enforcement [which includes street officers]
Division 5
Commonwealth's Attorneys
Law enforcement [which includes deputies, gang unit, special agents, uniformed patrol, supervisors, street officers]

Division 6	
	Court staff
	Families
	Schools
	Law enforcement [which includes task force, SRO, street officers]
Division 7	
	Judges
	Law enforcement [which includes street officers, administrators]
	Probation staff
TERRORISM AND GANGS (63%)	
Division 1	
	Correctional staff/security, DOC staff, trainers
	Prosecutors
	Law enforcement [which includes deputies, homeland security, street officers, supervisors, uniformed patrol, investigators, basic academy, in-service]
	Schools [which includes division and school level administration/faculty, school safety staff]
Division 2	
	Law enforcement [which includes street officers, task force (local), SRO, jail staff, uniformed patrol, investigators]
Division 3	
	Community
	Law enforcement [which includes street officers, task force, SRO]
	Schools [which includes administration/faculty, parents]
Division 4	
	Law enforcement
Division 5	
	Commonwealth's Attorneys
	Law enforcement [which includes deputies, gang unit, special agents, uniformed patrol, supervisors, street officers, investigators, full department]
Division 6	
	Law enforcement [which includes street officers, SRO, task force]
	Court staff
Division 7	
	Judges
	Law enforcement [which includes street officers, administrators]
	Probation staff