

# Gang Training Series

## Office of Community Violence Solutions

### **Gangs 101: Introduction to Denver Gangs (4 hours)**

This training provides a basic, introductory overview of the gang lifestyle. Topics include the difference between a group vs. a gang, street gangs vs. prison gangs, risk factors for joining a gang, the appeal of the gang lifestyle, and common identifiers of gang members. It is recommended for professionals in the school system, working with youth, or anyone seeking to become more familiar with gang basics. Strategies for prevention, intervention, and gang disengagement will also be covered. This course is an excellent start for anyone interested in continuing with OCVS's Gang Training Series but can be modified with more advanced information based on a group's knowledge of Denver gangs.

### **Gangs 102: Gang Structures and Dynamics (8 hours)**

Gang structures and dynamics are constantly changing and vary within different gangs and among different gang sets within a specific gang. In order to effectively work with gang members, agencies must develop an understanding of gangs, their origins, alliances, conflicts and criminal activity. It is also critical to stay current in emerging trends and patterns. This training will provide an intensive overview and detail of the history, structures, and dynamics of each Denver-based gang, to include key members, enemies, and known criminal activity. This training is regularly taught with partners from the Colorado Department of Corrections and Denver Sheriff's Office. It is recommended for the professional with a more advanced level of gang knowledge.

### **Gangs 103: Understanding Gang Structures and Dynamics for Effective Intervention**

Gang structures and dynamics are constantly changing and vary within different gangs and among different gang sets within a specific gang. In order to effectively work with gang members, agencies must develop an understanding of gangs, their origins, alliances, conflicts and criminal activity. It is also critical to stay current in emerging trends and patterns. This training will provide an intensive overview and detail of the history, structures, and dynamics of each Denver-based gang, to include key members, enemies, and known criminal activity. Our goal is to assist professionals providing case management services to this population. We will also discuss our Intervention Support Team model, which is a coordinated case management approach to gang intervention. Attendees will leave with a deeper understanding of the dynamics of each group discussed. This training is regularly taught with partners from the Colorado Department of Corrections and Denver Sheriff's Office.

***\*Note that Gangs 102 and 103 can be combined and is often recommended***

### **Girls in Gangs (4 hours)**

The role of females in gangs is often misunderstood and minimized by criminal justice agencies, as they are typically not viewed as dangerous or prevalent in numbers. In addition, the reasons and risk factors for joining a gang and the negative impact gang involvement have on girls and women differ from their male counterparts.

This training will provide an overview of the history, perceptions, risk factors of joining and of victimization once they are part of a gang, and the appeal to gangs.

### **Hybrid Gangs (4 hours)**

Gang structures and dynamics are constantly changing and vary within different gangs as well as among different gang sets within a specific gang. With the emergence of several hybrid gangs, tagger crews, and it has become increasingly difficult to track the structures of each set. This presentation will provide an overview of the origins of Denver hybrid gangs, criminal activities, rivals, and alliances. It is recommended for law enforcement, case managers, school officials, and anyone else working with gang affiliated individuals, particularly juveniles.

### **Outreach Work Best Practices (4 hours)**

Gang outreach workers have a very unique job, not only by the population they serve, but by the vast range of roles they serve in their day-to-day jobs. Outreach workers engage clients and serve a mentoring role, they are systems navigators for individuals in need of assistance from social service agencies, often advocating for their clients. They often provide crisis response directly to gang members and their families after a shooting or homicide, and they regularly keep outside agencies informed of gang activities and trends in the area. They must be able to serve as a model for pro-social behavior, have strong relationship building skills, possess a deep understanding of gang dynamics in the city they work, and be able to build a level of trust with clients and the community. This training provides insight into the role of the gang outreach worker and their responsibilities. It is taught by OCVS outreach workers with several years of experience serving in this role. They will discuss challenges and barriers to their efforts as well as what the ideal characteristics all outreach workers should have. This training is recommended for anyone who is in the field, providing direct services to this population.

**In addition to our standard training series, OCVS sponsors several trainings conducted by law enforcement and community organizations that address other gang-related topics.**

**Training topics are listed below, but are subject to change:**

- Gangs and Gang Culture
- Graffiti and Gangs
- School-Based Gang Prevention
- Transnational Gangs
- Trauma, Victimization and Gangs

**For more information, please contact  
Grid@Denvergov.Org.**