



Community Intervention/Peacebuilders:

Are trusted community leaders who have established the necessary relationships with those people most engaged in and impacted by violence to act as a mediator and peacebuilder within the community. Peacebuilders are often people with deep roots, as well as family connections within the community they are working. They also often have ties to and authority or respect on the streets among those people most impacted by violence and the underground economy.

The Role of Community Intervention/Peacebuilders is to:

1. Provide safe passage to and from schools to increase attendance; decrease truancy; and reduce assaults, pocket checks, banging and bullying.
2. Create a safety perimeter in and around schools especially before and after school, during breaks and lunch.
3. Reach out to students who are regularly late or missing from school.
4. Work with youth who are acting out in class or on campus, including providing a supervised time-out option for teachers and students to prevent suspensions.
5. Prevent inter-group or inter-neighborhood conflict – often contributing to or stemming from neighborhood conflicts that, if unresolved, can lead to serious violence in the school or surrounding community. This establishes schools as safe zones and in the best cases, this can lead to truces and cease fires in communities.
6. Provide rumor control to prevent future violence and retaliation.
7. Run violence prevention, conflict mediation and restorative/transformational justice meetings and circles in schools.
8. Run drug/alcohol awareness classes and connect youth to treatment as needed.
9. Make home visits to students who are absent from or struggling in school.
10. Help youth involved in or connected to neighborhoods (alleged gangs, tagging crews) to avoid violence and crime and to exit the organization safely.
11. Connect youth to resources for jobs, housing, recreation, education, life skills, etc.
12. Act as a mentor for students, especially those who are considered at-risk for or already involved in gangs.
13. Act as first responders to support families, prevent retaliation, control rumors and provide crowd control for injuries, emergencies and shootings. Help to debrief these incidents with students in schools.
14. Assist families whose loved ones are injured or murdered to access victims' assistance, hospital advocacy, burial support, and counseling.



Qualifications:

1. History, experience and/or training working with at risk youth and/or gang involved youth and their families
2. Experience, connections and cultural competency working within the community (experience with the criminal justice or juvenile justice systems welcomed)
3. Ability to work effectively with diverse people across the spectrum of socio-economic status, race, ethnicity, sexual orientation, etc.
4. Ability to communicate effectively with youth, parents, community members, school staff, court personnel and police and to assist with intergroup communication
5. Transformative justice and/or conflict resolution and mediation experience and skills
6. Ability to make sound judgments and respond quickly and calmly in stressful and/or emergency situations
7. Willingness to work nights and weekends as necessary
8. Highly Recommended and Required for Most Positions: Certification by either or both intervention training institute in Los Angeles – Professional Community Intervention Training Institute (PCITI) or LaVita.

Transformative Justice: Develops the skills of students, staff and other community members in conflict mediation and problem solving, de-escalation of violence, and techniques to defuse bullying, harassment and disrespect. TJ engages students and others circles aimed at building relations and trust and solving problems such as truancy, fights, bullying, theft, intoxication, vandalism, weapons and failure to follow school directives without resorting to suspension, expulsion, ticketing and/or arrest. In addition, youth and staff learn skills that they can use to improve relationships and solve conflicts outside of school.