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WHAT WILL BE THE IMPACT OF THE IMMIGRATION OF HMONG ON
RURAL LAW ENFORCEMENT BY THE YEAR 2002 ?

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ACQUISITIONS

by

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Command College Class XIV

Peace Officer Standards and Training (POST)

Sacramento, California

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This Command College Independent Study Project is a FUTURES study of a particular emerging issue in law enforcement. Its purpose is NOT to predict the future, but rather to project a number of possible scenarios for strategic planning consideration.

Defining the future differs from analyzing the past because the future has not yet happened. In this project, useful alternatives have been formulated systematically so that the planner can respond to a range of possible future environments.

Managing the future means influencing the future--creating it, constraining it, adapting to it. A futures study points the way.

The views and conclusions expressed in this Command College project are those of the author and are not necessarily those of the Commission on Peace Officer Standards and Training (POST).

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Abstract

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by

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Abstract

Projected changes in rural population in California by migrating Hmong warrant that law enforcement respond with a model strategic plan and a transition management plan for the future. Four trends will increase in the next ten years: level of secondary migration, level of reported crime and gang activity within Hmong community, level of racially motivated crime, and level of fiscal resources. Policy recommendations emphasize police/community partnerships, department mission value statements to empathize proactive and positive direction concerning minorities, civil rights, and community service. The transition management plan describes a feasible management structure for transition. Interview data; tables in text; with additional data in appendixes and references.

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Executive Summary

INTRODUCTION

Rural law enforcement is beginning to experience significant immigration of Southeast Asians known as Hmong. Originally driven out of China during the 18th Century, the Hmong fled to upper Laos. The Hmong were recruited by the Central Intelligence Agency (CIA) in 1963 to fight a "secret war". The United States promised them that they would be taken care of after the war. The promise was not kept. Since 1975, the United States has opened its doors to approximately 250,000 Hmong.

Of more significance to rural law enforcement is the "secondary migration" of Hmong from various locations across the United States. Families that were previously broken up in the initial migration, families that now want to escape the wrath of gangs and inner cities, families that are seeking inexpensive land to farm, those wanting to find meaningful employment, are now migrating to rural counties like Glenn and Butte County in California. In Butte County where it was thought that there was a mere 1,000 Hmong, a recent informal census found in excess of 4,000...and many more are coming. This presents a future problem in the delivery of police service to a segment of the population that is already undergoing severe cultural shock.

FORECASTING THE FUTURE- RURAL COUNTIES

In order to examine the future impact of the Hmong on rural law enforcement, a Nominal Group Technique (NGT) panel identified four key emerging trends: (1) secondary migration from metropolitan areas to rural counties (2) level of reported crime and gang activity (3) level of fiscal resources (4) amount of racially motivated crimes.

Additionally the NGT panel identified six events which could have a significant impact on the futures issue: (1) urban terrorism, (2) immigration quotas, (3) closing of refugee camps in Thailand, (4) major Southeast Asian conflict, (5) mandated cultural awareness training, (6) mandated race, religion and ethnic crimes reporting. Three alternative policies were determined to be economically and politically feasible in addressing these trends and events.

1. Agency mandates establishing programs for law enforcement to interact/outreach with minority groups including developing the skills of interested officers in Hmong culture and crime.
2. Agency mission statements to include focus on minority issues and concerns.

3. Agency head assumes lead role in establishing Southeast Asian task force thus securing support of social and school agencies in improving the plight of the Hmong.

STRATEGIC PLAN

The strategic plan calls for those law enforcement agencies that anticipate being impacted by the immigration of the Hmong to aggressively recruit them in a sworn or non-sworn positions. Lines of communications must be established with the Hmong community through not only bi-lingual personnel, but publications which explain areas such as Crime Prevention as well as the various laws which will impact them. Training programs must be implemented educating law enforcement personnel as to the mores of the Hmong.

TRANSITION PLAN

The implementation plan discusses the importance of the Chief Executive Officer and his/her staff in the administration and control of the strategic plan. The plan spells out the importance of the Chief Executive involving community social welfare agencies, other community groups, as well as the press, schools, and labor organizations.

CONCLUSION

The findings of the study indicate that rural counties can realistically expect a significant influx of Hmong during the next decade. This influx will be brought about due to the high probability that the refugee camps in Thailand will close within the near future. It was the strong feeling of those interviewed throughout the course of this study that secondary migration of Hmong living in metropolitan areas will seek out rural counties in large numbers.

The study concludes that an aggressive recruitment program supported by improved lines of communication into any Hmong community and training for officers on the Hmong culture will mitigate the impact of this immigrant population upon rural law enforcement operations.

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INTRODUCTION

A SHORT BACKGROUND ON THE IMMIGRATION OF THE HMONG: WHAT
THEIR STATUS IS NOW, AND A WINDOW TO THE FUTURE

INTRODUCTION

Since 1975, rural law enforcement has experienced an influx of immigrants from Southeast Asia known as the Hmong. Originally recruited by the Central Intelligence Agency (CIA) during the early 1960's to fight the Pathet Lao on the Ho Chin Mien Trail, the United States (U.S.) promised to restructure Laos if the war was won and take care of them if the war was lost. The promise was not kept.¹ With the fall of the Royal Government of Laos to the communists in May 1975, the United States entered into a new phase of its relationship with the Hmong.

Because of their previous support and association with the U.S. during the "Secret War" in Laos, the Hmong were put in immediate danger from the new communist government; the U.S. Government agreed to accept Hmong refugees for resettlement in the United States. Since that time approximately 250,000 have migrated to the United States.² To further exacerbate the situation, a secondary migration has started from the inner cities to rural counties. It is further estimated that as many as 50,000 Hmong will relocate in the San Joaquin valley when the refugee camps in Thailand close in the future.³

As the first Hmong arrived in the United States in 1976, they were shocked by the modernization. Everything was totally different from the way of life they had known in Laos. They were happily surprised because life was better. But after awhile they realized it was not easy to adapt themselves to this country because they could not speak English. Thus they could not find jobs, and the stress started. As a result much of the Hmong culture has disintegrated.⁴

Immigration: For well over a hundred years the United States has experienced continuous waves of new ethnic groups onto it's shores---not necessarily with open arms. In each case the new group fought for a piece of the pie, learned the American mores, acquired the necessary education, and eventually earned their respectability and positions in society. The Hmong however fall into a different category. Not only are they of a different color and race, but their plight has been further exacerbated by the language barrier. Because of this added handicap, those who have been able to find employment have been placed into much lower positions than they would normally be qualified. Further, when they were finally allowed to migrate to the United States, entire families were broken up and scattered to all points of the United States.⁵

Coming from the northern hills of Laos, the Hmong found any form of modern convenience an almost insurmountable obstacle. This immigrant race of people is now being introduced to law enforcement in rural counties throughout the United States. Their strange customs were as baffling to rural law enforcement as the most U.S. basic customs were to them. For further elaboration of the Hmong culture, see Appendix A. The nature of clientele rural law enforcement will serve during the next ten years will continue to change, especially in those rural counties which will experience increasing levels of Hmong immigrants. The challenges will lie with not only the initial immigration of the Hmong to the United States, but the secondary migration.⁶ After being exposed to major cities like Fresno, Seattle, Minneapolis St. Paul, and San Diego, families and clans are seeking the rural countryside which historically is more familiar to them. They are committed to escaping from drugs and gangs. Some rural counties where no Hmong are supposed to exist are experiencing sudden impacts overnight.⁷ Additionally, as refugees become permanent residents (which takes one year) they are entitled to bring in family members from outside the United States.⁸ Considering the changes rural law enforcement will face with this new population, a futures study of the impact of Hmong on rural law enforcement operations, will aid law enforcement and the Hmong in making a smooth transition to a new life and provide a smoother transition for all concerned.

SECTION ONE: DEFINING THE FUTURE

WHAT WILL BE THE IMPACT OF THE HMONG
ON RURAL LAW ENFORCEMENT
BY THE YEAR 2002?

DEFINING THE FUTURE

In order to study the issue the following issue question was developed:

" What will be the impact of the immigration of Hmong on Rural Law Enforcement by the Year 2002?"

Using a Futures Wheel, see Appendix B, four sub-issues closely related to the issue were identified and refined. The research process discussion with experts, see Appendix C, served to further define the parameters of the study. The sub-issues selected were:

- . What will be the level of cultural awareness of rural law enforcement personnel by the year 2002?
- . What will be the level of acculturation within the Hmong community by year 2002?
- . What will be the level of recruitment of Hmong police officers by year 2002?
- . What will be the level of reported crime and gang activity within the Hmong Community by the year 2002?

FORECASTING THE FUTURE

TRENDS

In order to examine the study question, "What will be the impact of the Hmong immigration on rural law enforcement?", a futures study methodology was utilized. The first step was to use a Nominal Group Technique (NGT) to identify and rank order significant trends and events that may impact the

issue. The NGT panel identified the most significant trends and events that could have an impact on the issue. A complete list of trends and events is listed in Appendix D. The NGT panel is described in Appendix E. Trend evaluations are discussed below.

Futures Forecasting: The first step in exploring the future potential of the issue is the identification and analysis of trends that are related to the main issue. During the process, it is necessary to forecast the direction of the trend and estimate trend levels during the projected future. The forecast determines what the trend line probably will be in five and ten years from now. To complete the trend analysis, the effects of critical events (those that could modify one or more trends if they occur) were evaluated. The negative and positive impact of the events on the issue and sub-issues were also examined for the cross impact analysis. Events were impacted against events and trends (see Appendix F).

NOTE: All figures in the Trend Evaluation in Table 1, page 6, are referenced to "100", the base figure for the current level, thus 50 is less than current level and 150 is higher than the current level. Unless otherwise indicated, all figures reflect the median forecast.

Table 1 -- Trend Evaluation

Trend #	TREND STATEMENT (Abbreviated)	LEVEL OF THE TREND** (Today = 100)			
		5 Years Ago	Today	*Five Years from now	*Ten Years from now
1	Level of Secondary Migration of Hmong	H- 50 M-30 L- 10	100	H- 250 M-150 L - 60	H- 300 M-170 L - 75
2	Level of reported crime and gang activity within Hmong Community	H- 80 M-50 L- 25	100	H- 500 M-210 L- 125	H- 400 M- 310 L- 150
3	Level of Racially Motivated Crimes	H-100 M- 50 L- 25	100	H- 225 M-175 L- 100	H- 425 M-200 L- 25
4	Level of Fiscal Resources	H- 225 M-100 L- 50	100	H- 200 M-100 L- 50	H- 300 M-125 L- 50

H = High
 M = Medium
 L = Low

Trend 1 Level Of Secondary Migration:

Many areas of rural law enforcement are now experiencing, and can continue to expect during the next ten years, secondary migration of Hmong. This level of secondary migration is forecasted to increase to a level of 150 in five years and to a level of 170 by the tenth year from today's level of 100. The forecasting panel indicated that this is being brought about by those Hmong wanting to escape the inner cities and gang violence, re-joining family and clan members, more favorable welfare benefits, and the desire to find affordable land which can be farmed. Their arrival in the rural areas will produce a drain on rural resources.

Trend 2 Level Of Reported Crime and Gang Activity:

The forecasting panel projected the level of reported crime and gang activity to reach a level of 210 in five years as compared to a level of 100 today and 310 by the tenth year. The panel indicated this is based on the Hmong having a tremendous distrust of the police and government in general. As such, they will tend to not report criminal activity. As "bridges" are formed during the next ten years through recruitment of Hmong officers (civilian and sworn), the establishment of Southeast Asian Task Forces, the Hmong becoming Americanized, and the improvement of cross-cultural communication, rural law enforcement can anticipate becoming aware of crimes committed within the Hmong community which until this time were unknown.

Trend 3 Level Of Racially Motivated Crimes:

The forecasting panel estimated the level of racially motivated crimes would reach a level of 175 in five years as compared to a level of 100 today and 200 by the tenth year. The panel felt that the Hmong would be one more ethnic group targeted by hate groups. Whether it is the Arian Brotherhood, the KKK, or some other hate group, reported incidents are on the rise. Additionally, it is more open than it has been in recent years. The fact that a David Duke can run for President of the United States and receive the amount of support and votes that he did, sends a convoluted message that it is acceptable to be a member of the KKK. Additionally it sends a further message that one doesn't have to hide under a white hood any longer.

Trend 4 Level Of Fiscal Resources:

The forecasting panel forecast the level of fiscal resources remaining at a level of 100 in five years as compared to a level of 100 today and 125 in ten years. The panel felt that there will continue to be an increased demand for services without corresponding fiscal resources to pay. Additionally, there will continue to be more competition for funds amongst governmental agencies. The State and Federal government will also continue to reduce the number of programs funded as well as the level of services, passing on the responsibility and associated costs to local governments.

FORECASTING THE FUTURE

CRITICAL EVENTS

The NGT group created a list of twelve candidate events that could greatly impact the issue within the next ten years. Then, using a "candidate event" evaluation form (page 10), rank ordered them and reduced them to six (6). Those six were felt to be the most critical and policy relevant to law enforcement.

Event 1. Urban Terrorism Targeted at Hmong - Acts of violence targeted against minority groups, including the Hmong, are increasing. During the 1992 Los Angeles riots, acts of terrorism were targeted at white and Korean shop owners. As the Hmong achieve any level of success, they too will be targeted by those who see them as abusing the welfare system or achieving a level of success associated with owning a business. In 1991 there were two separate incidents in New York City where whites chased and killed blacks in acts designed to show that they were taking back their neighborhoods. Incidents of this nature will drive minority groups out of the inner cities as well as create acts of revenge and violence on both sides. The forecast panel felt that this event would occur within one year. The event would prove to be a negative (10) when it does occur since it has the possibility of sparking riots similar to those which have already occurred recently in Los Angeles. There were no positive aspects to this event.

TABLE 2-- EVENT EVALUATION

EVENT #	EVENT STATEMENT	*YEARS UNTIL PROBABILITY FIRST EXCEEDS ZERO	* PROBABILITY		IMPACT ON ISSUE AREA IF EVENT OCCURRED	
			FIVE YRS FROM NOW (0-100%)	TEN YRS FROM NOW (0-100%)	*POSITIVE (0-10scale)	*NEGA-TIVE (0-10scale)
1	Urban Terrorism Targeted at Hmong	H - 1 M - 2 L - 3	H - 100 M - 65 L - 45	H - 100 M - 70 L - 30	H - 0 M - 0 L - 0	H - 10 M - 8 L - 7
2	Federal Government Established Immirgation Quotas	H - 1 M - 2.5 L - 3.5	H - 50 M - 25 L - 10	H - 100 M - 45 L - 10	H - 10 M - 5 L - 3	H - 7 M - 5 L - 3
3	Closing of Immigration Camps in Thailand	H 1 M - 2 L - 5.5	H - 100 M - 40 L - 0	H - 100 M - 70 L - 20	H - 0 M - 0 L - 0	H - 8 M - 6 L - 4
4	Major Southeast Asian Conflict	H - 1 M - 2 L - 2.5	H - 100 M - 50 L - 9	H - 100 M - 50 L - 20	H - 0 M - 0 L - 0	H - 10 M - 8 L - 7
5	Mandated Cultural Awareness Training	H - 1.5 M - 2 L - 2.5	H - 100 M - 70 L - 50	H - 100 M - 70 L - 50	H - 6 M - 4 L - 2	H - 8 M - 6 L - 4
6	Mandated Race, Religious and Ethnic Crime Reporting	H - 1 M - 2.5 L - 3	H - 100 M - 70 L - 50	H - 100 M - 85 L - 70	H - 3 M - 2 L - 1	H - 6 M - 3 L - 2

* Forecast of seven member forecasting panel

H = High
 M = Median
 L = Low

Event 2. Federal Government Establishes Immigration Quotas:

Refugees are placing a heavy demand on already dwindling resources. Thus, there is heavy pressure being exerted upon the President and Congress to re-establish new immigration ceilings. The forecast panel felt that there was a 25% probability that this event would occur within five years and a 50% chance within ten years. The impact of the event on the issue is positive (10) with a negative impact of (7).

Event 3. Closing of the Immigration Camps in Thailand:

The immigration camps have been in existence for approximately sixteen years. Additionally, fighting continues on a small scale in and around Thailand. Fiscal restraints could force the closure of the camps during the next ten years which would put pressure on France, Australia, Canada, and the United States to absorb these displaced immigrants. The forecasting panel felt that there was a 40% chance that the camps would close within five years and 70% in ten years. There were no positive aspects to this with a negative impact of (8).

Event 4. Major Southeast Asian Conflict Occurs: The United States involvement in Vietnam and Laos ended in 1975.

However, in conversations with individuals who have recently returned, they state that fighting is still going on in and around Thailand. The forecasting panel felt that there was a 50% chance that there would be another major Southeast Asian conflict within five or ten years. There were no positive

impacts should this event occur and a negative impact of (10).

Event 5. Mandated Cultural Awareness Training: Cultural awareness training is presently mandated in the basic academies. It should become a component of modern law enforcement training at all ranks. The forecasting panel felt there was 70% chance that the training would be mandated within five years and would remain at that level of probability at ten years. The panel felt that should the training become mandatory it would prove to be positive (6) and have a negative impact of (8). The negative aspect was that the funding to bring about this training would not be forthcoming from the state.

Event 6. Mandated Race, Religion and Ethnic Crimes Reporting: It was the consensus opinion of the panel that all crimes committed against certain minorities such as the Hmong, will be required to be reported to the Department of Justice by the year 2002. It was also the opinion of the panel that funds to support this reporting would not be forthcoming. The forecasting panel felt that there was a 70% probability of this event occurring within five years and a 85% probability within ten years. The panel felt that it would have a positive impact of (3) and a negative impact of (6).

FORECASTING THE FUTURE

CROSS-IMPACT ANALYSIS

The members of the original NGT panel were asked to forecast the events and trends, and to complete a cross-impact analysis. A cross-impact analysis estimates the impact of one event upon another, or one event upon a trend. The impact of an event upon a trend can change the amount or level of the trend and/or the direction of the trend. Values/estimates were assigned to each event re-establishing the probability of that event occurring by the year 2002, based upon previous forecast.

A cross-impact analysis evaluating the input of each event on the other events and trends is found in Appendix F. Based on the number of "hits" on reactor trends and events, the two most potent "actor events" were identified as Event 1 Urban Terrorism Targeted at Hmongs and Event 3 Closing of the Immigration Camps. If terrorism acts were to be targeted at the Hmong it was felt that the Level of Secondary Migration (T1) would increase 75%, and additionally the level of Reported Crime and Gang Activity would also increase 75%. It was felt that the Level of Racially Motivated Crimes would increase 75%. If Event 3, Closing of the Immigration Camps were to occur, it was felt that the likelihood of terrorism being targeted at the Hmong would increase by 75%. Additionally, it was felt that the level of reported crime

and gang activity involving the Hmong would increase 50%. It was projected that the level of racially motivated crimes against the Hmong would increase by 50% while at the same corresponding time period, fiscal resources would be declining by 25%. In addition, there was a 50% probability of the Federal Government establishing immigration quotas by the year 2002. If that were to be the case, the panel felt that terrorism acts would increase against the Hmong by 80%; and that the level of racially motivated crimes would increase by 50%.

Scenarios: The final segment of this section is the development of alternative scenarios - or glimpses into possible futures - based on the Trend and Event forecasts. The three forecasting scenarios presented are nominal or "surprise free", normative ("desired and attainable"), and hypothetical ("what if"). The setting is 2002.

Nominal Scenario

CITY OF FRESNO REPORTS 15% LOSS OF SOUTHEAST ASIAN POPULATION DURING PAST YEAR, Fresno Bee, July 1994

SACRAMENTO PLAGUED BY SERIES OF DRIVE BY GANG SHOOTINGS IN OLD TOWN, Sacramento Bee, March 1998

CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING ANNOUNCED GUIDELINES FOR MANDATORY CULTURAL AWARENESS TRAINING PROGRAMS, CPOA Digest April 2000

Looking back over the past 10 years the secondary migration of the Hmong from the inner cities to rural counties increased dramatically. Gang activity appeared in rural areas

where it had been virtually unknown. School districts turned to the police requesting assistance in keeping the gang activity from their campuses and allowing them to remain neutral zones. Federal legislation allowing states to exercise more control over welfare and mandated Federal programs reduced welfare roles to a degree. Although it was initially feared that Thailand would close the immigration camps, the camps have not closed, even though there has been increasing steady pressure to do so. The anticipated immigration quotas never came about. The combination of the influx of Hmong and perceptions that they abuse the welfare system has ignited an increase in racially motivated crimes. Several small businesses owned by Hmong in Stockton were burned to the ground during riots there. Several attempts to reverse the impact of Proposition 13 have failed and funding sources continued to dry up resulting in law enforcement eliminating special programs aimed at addressing minority problems. General Vang Pau announced from his ranch in Montana that he would like to return to Laos and fight the Communists but realizes that this is impractical at this time.

Normative Scenario

BUTTE COUNTY ANNOUNCES FORMATION OF SOUTHEAST ASIAN TASK FORCE, Mercury Register, June 1, 1993

BUTTE COLLEGE ANNOUNCES SPECIAL PROGRAMS DESIGNED TO TRAIN THOSE WITHOUT ANY EXPERIENCE HOW TO OPERATE SPECIAL FARM AND HEAVY DUTY EQUIPMENT, Chico Enterprise Record, Jan 1, 1994

HMONG START BUYING INTO THE AMERICAN DREAM, Sacramento Bee, September 15, 1997

During the past 10 years the level of secondary migration of Hmong has remained steady and double of what it had been in 1992. Demographers attribute this to the fact that the Hmong have sought out their former leaders, their families, inexpensive land that they could farm, and the desire to escape inner city strife that was rife with gangs and drugs. As law enforcement leaders were able to establish "bridges" with the Hmong community and trust was established, crime that was thought to be occurring was finally being reported. Law enforcement officials lauded this and announced that now they could work on ways to combat the problem. During the past 10 years many Americans became aware of the role the Hmong played in Laos and have subsequently welcomed them. The Hmong have continued to excel in the sciences and a high percentage are now practicing medicine. The Hmong are cited as being assimilated into our country faster than any previous immigrant group on record. Although fiscal resources hit record lows during the early 90's, cities started operating like businesses and the fiscal woes have disappeared.

Willows, Oroville, Stockton, and Yuba County announced during the previous year they had Hmong officers on staff and previous communication problems have become a thing of the past.

Hypothetical/Chaotic Scenario

IMMIGRATION CAMPS CLOSED IN THAILAND, UNITED STATES
SUDDENLY FACED WITH NEW REFUGEE PROBLEM, New York Times, July 1995

PRESIDENT H. ROSS PEROT ANNOUNCED THAT HE HAS ASKED CONGRESS TO PLACE SOUTHEAST ASIAN IMMIGRATION CEILINGS AT 1992 LEVEL, Wall Street Journal, January 10, 1996

RACIAL RIOTS ENTER FOURTH DAY IN FRESNO, 350 KNOWN DEAD WITH 1,000's INJURED. MAYOR REQUESTS FEDERAL TROOPS TO QUELL RIOTS, Fresno Bee, June 20, 2001

The level of Hmong secondary migration remained constant during the past 10 years increasing approximately 50% over the 1992 level. The level of reported crime failed to increase as anticipated although law enforcement officials are certain that actual crime is three or four fold that of what is being reported. Law enforcement officials lament the fact that they have been unable to recruit qualified Hmong applicants and their lines of communications are slim at best. One law enforcement official was quoted as saying "...I really don't have a clue as to what goes on within their community". Racially motivated crimes targeted at the Hmong continue non-stop with ignorance being listed as the number one factor. Hmong gangs roam city streets seeking revenge for drive by shootings by blacks and Mexicans. The Fresno

for drive by shootings by blacks and Mexicans. The Fresno police chief described it as an absolute war zone. Although it was anticipated that the fiscal health would improve, the state continued to pull previous funding sources from the cities to bail themselves out. During the past ten years ten rural counties declared bankruptcy, and two prisons and six colleges closed. To compound matters, Thailand closed the remaining refugee camps thus forcing the President to impose immigration ceilings---however late in doing so.

SECTION TWO: A STRATEGIC PLAN

A STRATEGIC PLAN FOR DEVELOPING RURAL LAW
ENFORCEMENT MANAGERS EXPERIENCING AN IMMIGRATION OF
HMONG REFUGEES

Purpose: The purpose of strategic planning has been defined as "A structured approach, sometimes rational, other times not, of bringing anticipations of unknown future environment to bear on today's decisions. In this section, a strategy to achieve the "desirable and attainable" state of the Normative scenario is presented. This strategic plan provides the basis of preparing "Northern"* County law enforcement for the influx of Hmong into their county. The strategic plan involves an analysis of the situation, a statement of the mission, and a plan for execution.

The Setting: "Northern County" is situated approximately sixty miles north of Sacramento, California. The County's primary economy is agriculture and tourism. It also contains a very high welfare population as well as an 11% unemployment rate. The County has the lowest ratio of Sheriff's deputies to citizens in the state; subsequently, marijuana growers flock to this county in droves.

In 1991, the county seriously considered filing for bankruptcy however avoided this dubious distinction of being the first county in the state to do so at the 11th hour. In 1992, the situation looks equally bleak with not a great deal of hope on the horizon. During the past year the county's Hmong population approached 4,000. One school district boasts

* "Northern County" is a pseudonym, the County and law enforcement agency that it serves is real.

an enrollment of 31% Hmong, while the high school indicates their Hmong population exceeds 12%.

Recently outbreaks of violence have erupted between whites, blacks, and the Hmong. A few "letters to the Editor" have surfaced indicating that certain segments of the community would prefer that the "gooks" and "slopeheads" go back to where they came from.

Mission and Micro-Mission Statements: The current mission statement for Northern Sheriff's Department is: The Northern County Sheriff's Department exists for the purpose of maintaining social order within the prescribed ethical and constitutional limits.

On examination, it was felt that further enhancement to the basic mission statement was necessary. A three member management team developed a "micro-mission statement" directed at addressing the minority needs of the community. As such the following "Goals" were identified and added:

1. We will actively recruit minority officers to reflect the demographics of the community.
2. We will vigorously investigate all crimes targeted at minorities to reduce racially motivated crimes.
3. We will actively participate in "outreach" programs that enable the department to interact with minority members of the community to enhance communications.
4. We will interact with all segments of the community to improve cultural awareness.

Situational Analysis: An evaluation of the current situation must be an integral part of any strategic plan. For this study, two situational assessment processes were used. The first is the WOTS-UP Analysis, an acronym for Weaknesses, Opportunities, Threats, Strengths - Underlying Planning, and the second, the Strategic Assumption Surfacing Technique or SAST; see Appendix G.

WOTS-UP Analysis

The first phase of this analysis was a scan for external and internal environmental factors that could impact rural law enforcement's ability to achieve the desired state. This evaluation consists of two segments, an assessment of "opportunities-threats" in the external environment and a "strengths-weaknesses" review of internal conditions. An opportunity is any favorable condition or trend outside the departmental environment and threat is any unfavorable external situation or trend. Internal strengths are resources that could be used to achieve the desired objective, and weaknesses are conditions that would limit the ability to attain the goal. To obtain the information, a group of five Northern County managers were assembled, and consensus was reached in each aspect of the analysis. See Appendix H.

OPPORTUNITIES: Northern County contains several segments that can be counted upon to assist in bringing about a normative scenario. One is the organized religious groups who have been

active in sponsoring the Hmong into the United States. They have also been instrumental in assisting Hmong families financially so that they can relocate to join family members.

The schools at all levels are trusted by the Hmong. Thus they have a history of acting as intermediaries between the Hmong, the police, the community, and other ancillary groups. The media can prove to be an asset in printing positive stories about the Hmong which detail their background, especially the role they played in "the secret war". The colleges offer instruction to the Hmong which enable them to operate farm equipment and other heavy duty equipment thus preparing them for meaningful employment. There is an increased commitment from POST to not only make Cultural Awareness Training mandatory in the Basic Academy, but at the Supervisory and Administrative levels as well.

THREATS: County administrators are scrambling for funds to keep their overall operations alive, thus law enforcement administrators are finding themselves learning how to do more with less. Due to bigotry and prejudice there will be resistance to Hmong migrating to any county especially since they are perceived as being welfare abusers. There will be resistance from organized labor groups and law enforcement since the Hmong are seen as threats to future loss of jobs and promotions. School districts and parent groups see them as introducing gangs to their communities and possibly lowering school standards.

Minority groups "already in place" will resent any new group competing for dwindling welfare dollars and/or programs.

Rumors about them utilizing livestock and pets for religious rituals can be expected.

Pressure is being exerted in Thailand to close existing refugee camps, thus there is still the possibility that the Federal Government could impose new immigration ceilings.

Hate crimes are definitely are on the rise and in the open.

WEAKNESSES: Presently there are few Hmong speaking officers in law enforcement. There are no programs currently in place that teach law enforcement to speak the Hmong language. There will always be bigotry and prejudice both within the community and the department.

STRENGTHS: Traditionally law enforcement has been the leader in presenting cultural awareness training as well as reporting race, religion and ethnicity crimes.

They have been the leaders in assisting minority community group members to become involved in law enforcement.

Administrators have the ability to assist in the formation of Southeast Asian task forces as well as directing the necessary resources to make those task forces viable and successful.

They have a history of willingness to address new issues as well as establishing lines of communications with minority communities.

They have a genuine desire to provide quality services to all segments of the community.

They typically have excellent relations with the media, churches, and school districts.

Minority employees could be used to recruit others.

Strategic Assumption Surfacing Technique (SAST): A very important part of any strategic plan is the identification of those persons or groups or constituencies impacted by the issue question. These individuals or groups can be broken down into three sub-groups. These are: (1) those that are impacted by the policy or decision; (2) those that care about what is to be done; (3) those that impact or control what the agency does. Collectively, these are known as "stakeholders". The goal of SAST is to identify these stakeholders and to clarify or make assumptions as to their position on the issue. The stakeholder identification, and analysis of positions, were accomplished during the NGT workshop, personal experience, and consulting with police administrators who had empirical experience dealing with the Hmong, see Appendix G.

Stakeholder and Snaildarter Analysis

Introduction

Stakeholders are those individuals that have an interest in the outcome of an organization's activities. The snaildarter is an individual or group that by surprise or anticipation blocks or thwarts the direction of the organization. More importantly, snaildarters frequently are over looked and have a tendency to surface at the most inopportune moment.

Stakeholders or snaildarters can be internal or external to the organization. Any organization in the process of formulating any policy decisions that fails to take into consideration the snaildarters or stakeholders is absolutely doomed to failure.

A list of Stakeholders critical to this issue follows:

1. Sheriff/Police Chief: Supportive of Hmong being smoothly assimilated into community. Would be politically advantageous as well as affording him/her an opportunity to address affirmative action mandates. It will be incumbent upon this individual to require an effective monitoring system, such as a monthly program status report. It is critical that they place a high ranking subordinate (with commensurate authority) to implement programs and assist in "selling" programs and concepts to departmental personnel.

2. **Law Enforcement Management:** Should be supportive. This is critical to the success of the program. These would need to support Sheriff/Chief of Police, and they can influence labor organizations.

3. **Sheriffs Deputies/Police Officers:** Occupy mixed position. Some see Hmong as gamblers, heavy drug users, introducing gangs into rural law enforcement, threats to jobs and future promotions. Others, such as Viet Nam veterans view them as former allies who lost large segments of their entire populations guarding the Ho Chin Mien Trail. Some will support because law enforcement administration is supporting (while others will oppose simply because administration is supporting).

4. **Ancillary Police Agencies:** Mixed position. Organizations such as Fish and Game see the Hmong as an abrasion since they are "gatherers" (hunt everything edible regardless of season and frequently without benefit of licenses). Parks and Recreation officials share the same feelings in that the Hmong fail to secure permits. The District Attorney is concerned over ignorance of local laws and mores. As an example, one of the ways in which Hmong traditionally marry is to kidnap the bride for a three day period. Cases like these have already been prosecuted as kidnapping when young Hmong females have become "Americanized" and have no desire to be kidnapped, raped, or married.

5. **County Supervisors/City Councils:** Mixed position. It would be politically difficult for either the Supervisors or City Councils to oppose human rights issues. However they are extremely sensitive to constituents who are concerned over perceived welfare violations by the Hmong. Politicians are righteously concerned over the fact that the Hmong, once they lose their fear of government, could vote as a bloc and place the candidates of their choice into office.
6. **County Administrators/City Managers:** Mixed position. Hmong influx means more welfare recipients, more drain on services such as police and fire. Politically, they are aware that church groups will support the Hmong.
7. **Citizens:** Mixed. Immigrant/Refugee organizations will support inasmuch as it is one of their purposes of existence. However, the general populace will oppose if for no other reason than---ethnic/cultural differences. The public may also see them as competing for jobs, housing, education and services. They see the Hmong as serious welfare abusers. They see them as introducing big city gang problems into "their" towns.
8. **Chamber of Commerce:** Mixed position. The Chamber may fear that the Hmong will introduce additional welfare demands on the community. But they may see them as capable of introducing new types of businesses into the community as well as potential customers of existing businesses.

9. **Taxpayers Associations:** May oppose. They may see the Hmong as being nothing more than welfare recipients and competing for shrinking resources.
10. **Organized Labor/Job Market/Unions:** Oppose. They may see the Hmong as competition for jobs---especially unskilled. They may also see them as another source of unemployment and they may see them as welfare abusers.
11. **Media:** Mixed position. Some segments will perceive them as creating controversial issues, thus increasing their circulation. Others will see them as possibly utilizing their advertising. Some segments will see them as welfare abusers, thus will possibly slant their stories against them. Any Southeast Asian publication will have a vested interest and will support.
12. **Education:** Mixed positions. School administrators may see the Hmong as representing more ADA money. Additionally, increased enrollment means more schools. English as a second language opens up an entirely new field. However, students may oppose out of ignorance and bigotry. Parents (PTA) may oppose due to fear of gangs, larger classes, bigotry and prejudice, racial tensions. Parents and students see Hmong competing for grades and getting grants and scholarships that their students would have gotten.

Snaildarters

1. **Sheriff's Deputies/Police Officers:** May oppose. They may fear that the Hmong are heavy drug users and capable of introducing big city gangs. They may also fear that affirmative action decrees favoring Hmong applicants will limit future job opportunities and promotions.
2. **Non-Hmong Minority Citizens:** May oppose. Ethnic/cultural differences and bigotry may rear its ugly head. Some may oppose due to fearing more competition for jobs, housing, education, and services.
3. **Taxpayers' Associations:** May Oppose. Tax payers may see the Hmong as increasing the numbers in welfare. They may not understand why Hmong are driving new cars.
4. **Organized Labor Unions:** Unions may oppose Hmong due to a fear of competition for jobs and increases in unemployment.

Modified Policy Delphi:

Due to the desire to achieve the most likely scenario and environmental conditions (WOTS-UP), a Modified Conventional Delphi was utilized to identify policies that should be implemented. A seven member panel, comprised of a vertical slice of rural law enforcement administrators and supervisory personnel was used to formulate, examine and identify alternatives. The purpose is to enhance the probability that the chosen scenario, Normative ("desirable and attainable")

will occur.

Alternative Courses of Action/Policy Options

Networking: It is incumbent upon rural law enforcement to "Network" with social service organizations for the purposes of establishing a Southeast Asian Task Force. In so doing, communications can be established with the various agencies that are faced with providing a smooth transition of the Hmong into the community. It is essential to include leaders of the Hmong community in the formation of any task force.

Mission and Value Statement of the agency should include proactive and positive direction for the department concerning minorities, civil rights, and community service.

Information Bulletins and some appropriate handouts should be printed in Hmong covering such things as policy and procedures, immigration laws, victim assistance, vehicle codes, news releases, parenting guide, and general law. See Appendix I

Interpreters should be identified within the agency as well as the community for language translations both in emergency and planned interviews.

Ongoing "Outreach" programs: It is essential that law enforcement interact with members of the Hmong community to educate and advise them of the laws that will affect them,

specifically child abuse and narcotic laws. It affords law enforcement an opportunity to become aware of their culture and mores.

Identify and develop the skills of interested officers in the area of cultural awareness and utilize them in training, outreach meetings/programs, and recruitment of Hmong members of the community into the City/County work force.

Media usage should be undertaken for public education programs concerning cultural events, information exchange, awareness, etc.

Crime Prevention should get active involvement of Hmong in business and residential crime prevention programs. It is absolutely essential that materials be printed in Hmong as well as English, and is extremely helpful if programs can be placed on video tapes with instructions in both languages.

Crime Resistance Grants are available which if properly prepared and obtained, can possibly secure sworn and non-sworn Hmong officers for the agency.

Recommended Policies

This section of the study does not focus on the entire strategic process related to preparing a rural department for the immigration of Hmong into their county. What it does do, is focus on one potential scenario, the Normative, or "desirable and attainable", and work toward attaining that future state. The policies recommended by the Modified Policy

Delphi panel are directed to that goal. In order to implement a viable program, one policy will not suffice. In order to make the program effective, several of the policies recommended by the MCD group are included in the strategic plan.

The recommended strategy includes the following policies:

1. Southeast Asian Task Force - The establishment of a coalition should be included as a vehicle to promote community participation in the future and assimilation of the Hmong into the community. It will be necessary to have members from the various social welfare organizations, schools, churches, Hmong community, media, law enforcement, organized labor, and other key stakeholders. The task force should meet bi-monthly and institutionalize relationships amongst the various representatives promoting intercommunity communications, cooperation, and coordination.
2. Recruitment - Law enforcement must actively recruit members of the Hmong community in either a sworn or non-sworn capacity. Management must seek assistance from affirmative action sources when available as well as seeking grants when possible. Without doing so, building bridges between law enforcement and the Hmong community will be extremely difficult at best.

3. Training - Rural law enforcement must put training programs in place that will assist department personnel in becoming aware of the mores of the Hmong.
4. Mission Statement - The mission statement of the department must reflect goals which incorporate those dealing with minorities; specifically Hmong.
5. Liaison and Monitoring System - Liaison should be established with the State Department of Refugee Settlement to ascertain not only the status of existing refugee camps in Thailand, but the actual number of Hmong who are in the process of migrating to the United States.

**SECTION THREE: TRANSITION MANAGEMENT,
COMMITMENT STRATEGY, TRANSITION
MANAGEMENT STRUCTURE,
INSTILLING THE VISION**

Purpose: The most critical aspect of implementing the strategic plan is the process, or moving from the current state to the desired state. The success, or failure of the change process depends on how well the transition process is managed. A transition management plan must be designed for the unique environment of each individual organization. This section consists of three distinct but interdependent parts. First, those individuals who are necessary to ensure that the change occurs are identified, their current state of commitment is analyzed, and strategies utilized to build or change commitments are suggested. Next, the structure(s) necessary to effectively manage the change are identified. Finally, methods and tools to minimize the negative impact of change on the organization are suggested.

Commitment Strategy: Among the stakeholders identified in Section Two, Strategic Plan, were six "actors" that must be committed to the plan to make change occur. These six stakeholders form a "critical mass" group. If the stakeholders in this critical mass support the plan it is likely to succeed, however if they oppose it, the plan is likely to fail. A consensus group consisting of seven administrators identified these critical mass actors, and agreed on the current commitment needed of the critical mass group. These critical mass actors are:

- . Sheriff/Chief of Police
- . Law Enforcement Management Personnel

- . Sheriff's Deputies/Police Officers
- . City and County Government Officials
- . Media
- . Education

The levels of current individual commitment and the commitment necessary to make the change occur are shown on the Commitment Chart, see Appendix J.

The following evaluations of current individual commitments include recommendations for approaching members of the critical mass to achieve the desired commitment level.

. Sheriff/Chief of Police: The Sheriff/Chief of Police must be convinced and motivated to move from a position of "Let Change Happen" to "Make Change Happen". The chief administrator must be convinced that the benefits of ensuring that the change takes place will outweigh any expenditure of resources. It is incumbent upon the administrator to realize that the change will benefit the department and county. It is equally imperative that he/she realize that they must not only take the lead role, but must take a pro-active stance rather than wait for a situation to disintegrate within the community. The chief administrator must be active in taking a lead role in the formation of any multi-disciplinary task force which addresses the problems of Hmong immigration. It is imperative to ensure that cultural training is administered throughout all levels of the department and the responsibility for ensuring that the training taking place is

fixed.

. Law Enforcement Management Personnel: As future organizational leaders, and loyal to the Sheriff/Chief, they must assist the Sheriff/Chief in creating a climate that assists any minority, Hmong or otherwise, in being smoothly assimilated into the community. Support to the chief administrator in this situation by middle managers is critical to the success of a program of this magnitude as well as acting as role models. Management must assist Sheriff/Chief in seeking sufficient funding for increased training to address cultural awareness training.

. Deputies/Police Officers: The Sheriff/Police Chief and management personnel must work closely with line officers to educate them as to the history and mores of the Hmong. It will be incumbent upon staff not to tolerate bigotry among peers and line officers. Line personnel will have to support the program if it is to be ultimately successful.

. County/City Government: It will be incumbent upon the chief law enforcement administrator to recruit various members of government for inclusion on any Southeast Asian task force. This is necessary to ensure that these individuals in the government understand the problems faced by the Hmong and understand secondly the resources that these individuals can ultimately supply to the counties and communities.

. Citizen Groups: It is imperative that law enforcement

administrators secure cooperation from the news media to present public education, cultural awareness, and understanding to the community. Administrators need to attend community seminars, luncheons, and present background on the Hmong. Racial, religious, or ethnic crimes must be aggressively investigated and prosecuted.

. Chamber of Commerce: It is incumbent upon law enforcement administrators to educate members of the chamber board regarding the Hmong. They should be encouraged to display positive material about the Hmong in their offices.

. Taxpayer's Association: To move them from blocking to "Let Change Happen", it will be necessary to keep the association informed of costs and sources of funds for programs and how the programs can be cost effective. Ascertain what the taxpayer groups want in return for support and if reasonable, assist them in securing that agenda. Involve the groups in the planning for the influx of immigrants. Bring leaders of both groups (Hmong and Taxpayers) together to eliminate barriers.

. Organized Labor: Their concern is competition for jobs, especially with masses of unskilled labor. Keep labor/unions aware of the true impact of the Hmong. Get them involved in the planning for the influx of the Hmong. Government must function as a role model in it's own hiring/employment practices, such as affirmative action.

Media: Invite members of the media to attend Southeast Asian task force meetings. Encourage them to publish articles which will educate the general public regarding the cultural and ethnic background of the Hmong. Diffuse rumors and myths concerning the Hmong.

Education: School parent groups will vacillate between "Block Change" to "Let Change Happen". They will of course be legitimately concerned regarding overcrowding as well as the possible influx of "big city gangs". They will be concerned over the possible decline in established standards which may have been lowered to address the learning levels of Hmong children. To move these groups to "Help Change Happen", school administrators should be encouraged to provide cultural awareness and education programs to parent groups and students. The administrators should be included to assist in developing plans for the influx of the Hmong. School administrators must be part of Southeast Asian task forces. Possibly approach groups such as Rotary who could include Laos as part of their student exchange program. Encourage participation in cultural/student exchange programs; provide rewards for involvement in programs that assist new Americans.

Transition Management Structure: To ensure a smooth transition, or the introduction of new ideas or principals, it is essential to pre-sell the program(s). It is also

necessary to not only conduct a "needs assessment" of the community but the organization that will be ultimately responsible for being the change agent. The Sheriff/Chief of Police is without question the key to success or failure of any program; he/she has to be the lead change agent. No one likes change---especially simply for the sake of change. One of the most difficult tasks for him/her to accomplish is to sell the idea to the organization as well as the community.

The chief executive must not only describe what the mission of the department will be in reference to minorities, but must provide the vision (direction) that the department will be taking. This includes a priority that all crimes motivated by race, religion, ethnicity will receive top priority in investigation and that cultural awareness training will be provided to all department personnel.

The chief executive must require that his management staff continually monitor progress on all programs involving racial, ethnic/cultural groups to ensure their success.

To assist him/her an assistant/spokesperson must be appointed who has the following attributes:

- . Effective interpersonal skills; leadership requires a high level of communication and the ability to persuade and ideally gain consensus, or at least consent. This particular person must have credibility both within the department and the community. The assistant must believe in the program and be supportive of the chief administrator if there is to be

ability to gather the necessary resources to implement change.

Transition Manager: While it is obvious that the Sheriff/Chief of Police must take the lead role, he/she must also depend upon a project/transition manager and a team of department personnel to ensure that all components of the strategic plan are executed. These personnel are not only responsible for carrying out many of the programs and policies, but also for continually reviewing progress and problem solving. The manager must keep the chief administrator apprised of progress or problems. The person selected should be a high ranking officer to facilitate these programs, ideally a second in command. Depending on the size of the organization, he/she may have to be detached from their normal responsibilities.

Implementation Technologies: Resistance to change is to be expected. At the same time, responsibility for specific tasks must be assigned, communication must be maintained, and progress recognized. The change must be supported by those involved in the process.

Responsibility Charting: Responsibility charting provides a graphic display of the actions to be taken, the actors involved in those actions, and the level of responsibility for those actions. Clearly, the Sheriff/Chief of Police is the catalyst that makes everything come together. The chief administrator must place a trusted high level officer

as his facilitator in his/her absence---one who believes in the program. The Responsibility Chart is found in Appendix K.

Instilling The Vision: Every effort must be made to instill every member of the organization with the vision of what the program means to not only the department, but the County/City as well. It is incumbent upon management to lead by example, mere lip service will destroy the best efforts.

Shared Information: It is critical that any information obtained during the process that will relieve anxiety be disseminated. This can be done by word of mouth, on an individual basis, or by a series of meetings with those involved in the program(s). Any attempt to keep those not involved in the process informed will work toward reducing the anxiety created by the unknown.

SECTION FOUR:
CONCLUSIONS, RECOMMENDATIONS AND
FUTURE IMPLICATIONS

This section consists of three segments: First, the issue and sub issue questions will be answered. Next, recommendations for action are provided to assist rural law enforcement administrators in addressing the issue, and finally some recommendations are made for future study.

The Issue: What Will Be The Impact Of The Immigration Of Hmong On Rural Law Enforcement In The Year 2002 ? The study has shown that rural law enforcement can realistically anticipate an influx of Hmong, and in some areas, dramatic ones, during the next ten years and beyond. Obviously this will have an impact on shaping future city and county policies. There are several "intangibles" that the NGT panel felt had a high probability of occurring, which in some instances have already occurred, or are about to occur. Most notably, the fighting in Southeast Asia has never really ceased. Secondly, Thailand is attempting to close the remaining refugee camps. If this happens, immigration, will have an immediate effect on Australia, France, Canada and the United States. Coupled with this is the tremendous pressure on the Federal Government to restrict immigration quotas as well as revamp welfare benefits. Secondary migration away from the inner cities to rural areas to escape gangs, crime, and re-unite with their families and clans, and farm is well under way and will continue during the next ten years. A negative impact of these trends is the increase of crimes motivated by race, religion or ethnic background.

This report describes a "normative", or most desirable future from the standpoint of a county with increased ethnic diversity, and positive and negative factors associated with such a demographic shift. The study provides direction to counties experiencing these shifts. Plans must address the need to bridge the language and cultural gaps. Plans must address ways to educate the Hmong concerning Americanization and conversely how to educate law enforcement personnel to the ways of the Hmong.

Sub-Issue 1: What will be the level of cultural awareness of rural law enforcement personnel by the year 2002 ? It will be incumbent upon rural law enforcement administrators to take the lead role to ensure that programs are put into place which will bring about cultural awareness within their departments. Of paramount importance is that they lead by example.

It is critical to place a high ranking administrator in charge of over seeing the implementation of any program in that the Sheriff/Chief wants to implement. An administrator must also have the commensurate authority delegated by the chief administrator to oversee programs, and most importantly he/she must support the program. The organizational mission statement must reflect proactive and positive direction for the department concerning minorities, civil rights, and community involvement.

There has to be networking with other community groups to access training needs and develop a Southeast Asian task force. It is essential to secure the commitment from identified "stakeholders" and "snail darters" to either let it happen or assist in making it happen.

It is essential to secure the services of interpreters either within the department, or those that can be trusted by the department. It should always be remembered that the Hmong were mis-lead by the United States Government and thus see nothing wrong with lying to the government, especially the police (who were extremely feared in their native country).

Dovetailing with the above program the next step entails becoming involved with "outreach" programs that will enable law enforcement to interact with the Hmong community and their leaders. This entails attending community meetings and sharing information, cross educating, and establishing dialogue.

The City of Willows, California is an excellent example of a role model. More significantly though is the fact that the Police Chief is identified within that community as one of the driving forces behind its success.

The chief administrators must identify interested officers within their organizations and train them in the areas of cultural awareness and utilize them in training other department personnel in key areas. An excellent example of

this is one presently in operation within the Yuba County Sheriff's Department, Yuba County, California. Efforts must be made to recruit Hmong personnel either in a sworn or civilian capacity. Additionally, the City of Willows and Yuba County Sheriff's department, as well as the City of Stockton have recruited sworn and civilian personnel who not only translate, but act as intermediaries. One of the key distinctions made by the Willows Police Chief was that his department refers to its Hmong Field Service Technician as an officer working for the department who happens to be Hmong rather than a Hmong police officer.

Sub-Issue 2: What will be the level of acculturation within the Hmong Community by the year 2002?

During the next ten years the Hmong will be assimilated into this society as each wave of immigrants have done before them. They are already showing significant signs of being high academic achievers in the sciences as evidenced when recently eight of the eighty-five graduating students at Davis Medical school were Hmong.

Presently, the Hmong have a tremendous fear of politicians and a visit to city hall can be a traumatic one. However, during the next ten years they could become involved in politics and could vote as a bloc and gain significant control of areas in which they will reside.

The Hmong will become more involved in networking with other concerned community groups and will be shown how to be more

effective within their own communities.

Sub Issue 3: What will be the level of recruitment of Hmong police officers by the year 2002? Crime resistance grants are available which if properly prepared and obtained, can possibly secure sworn and non-sworn Hmong officers. The benefits of recruitment are to provide ethnic representatives and translators on the department. Additionally it will reduce the likelihood of lawsuits and injunctions forcing affirmative action hiring and promotions. It will also provide teachers and role models for the ethnic community and law enforcement.

Sub-Issue 4: What will be the level of reported crime and gang activity within the Hmong Community by the year 2002?

Presently crime occurs within the Hmong community but is seldom reported. The immigrants fear of all forms of government runs deep. Thus they hoard their gold and even after being robbed and beaten they still fail to report these crimes due to fear of additional retribution. Additionally, few are capable of speaking English. English as a second language is being instructed at various institutions including night schools. The younger Hmong are becoming americanized and are not afraid of communicating with law enforcement. Southeast Asian task forces are taking root and bridges are being formed between law enforcement and the Hmong. Hmong are being successfully recruited as law enforcement officers who are acting as intermediaries. Town hall meetings involving large number of Hmong (Willows,

California) are taking place. Crime prevention and informational pamphlets, translated into Hmong, are being distributed within the Hmong community outlining to the Hmong what their rights and responsibilities are. As the trust is developed, law enforcement is becoming aware of the crime problems within the Hmong community.

Summary:

By recognizing the potential implications of increased Hmong immigration to rural areas, a Chief/Sheriff can realistically offset some of the potential future problems by implementing the applicable alternative policies identified in this study.

Recommendation for Future Study:

The Impact of Hmong Gangs on Law Enforcement.

Appendix A

BACKGROUND

Anthropologists have described the Hmong as tribal mountain dwellers with strong clan loyalties, a people steeped in animistic ritual, bound by good and evil spirits to a way of life filled with the magical and mystical. Development specialists have called their agricultural life in Laos primitive and environmentally unsound. Narcotics officers have called them opium growers and dealers. The Communist leaders of Laos have called them barriers to national reconciliation. In the United States, refugee workers call their resettlement a worst-case situation.⁹

The Hmong have one other attribute that makes them worthy of special note: They are Vietnam War Veterans and, in the opinion of former Central Intelligence Agency Director William E. Colby, "damned good fighters."¹⁰

The Hmong were first recorded in Chinese historical annals about 3,000 years ago. They began migrating south and settled in Laos during the 18th century. A very clannish and independent race, they settled in the high mountain summits where other races refused to live. Their economy was based on a primitive "slash and burn" style of agriculture, supplemented by the raising of livestock. Once the soil in their village was depleted of nutrients, they would move on to a new location. Their main crop was opium, which was legal in Laos. Opium was used for medical purposes by the Hmong.¹¹

Culture

The Hmong evolved from 20 original clans and consider all fellow clan members as brothers and sisters. Their culture is based upon a very tightly knit extended family unit which includes all who share the same immediate paternal grandparents. This unit consists of up to ten or more households and can span four generations.

A Hmong is never an individual, he is always part of the family. His daily actions and decisions are based upon consideration for the family honor and well being.

Traditionally, marriages were used to extend linkages to other clans. In fact, part of the ceremony itself, was the settling of old feuds and grievances between rival clans. This practice served to cement relations between the two people, while offering security, support, counsel and assistance in time of need.

The Hmong version of social security remains in the number of children in the family. A large family indicates prosperity, happiness, and more importantly---children to care for the parents in their senior years.

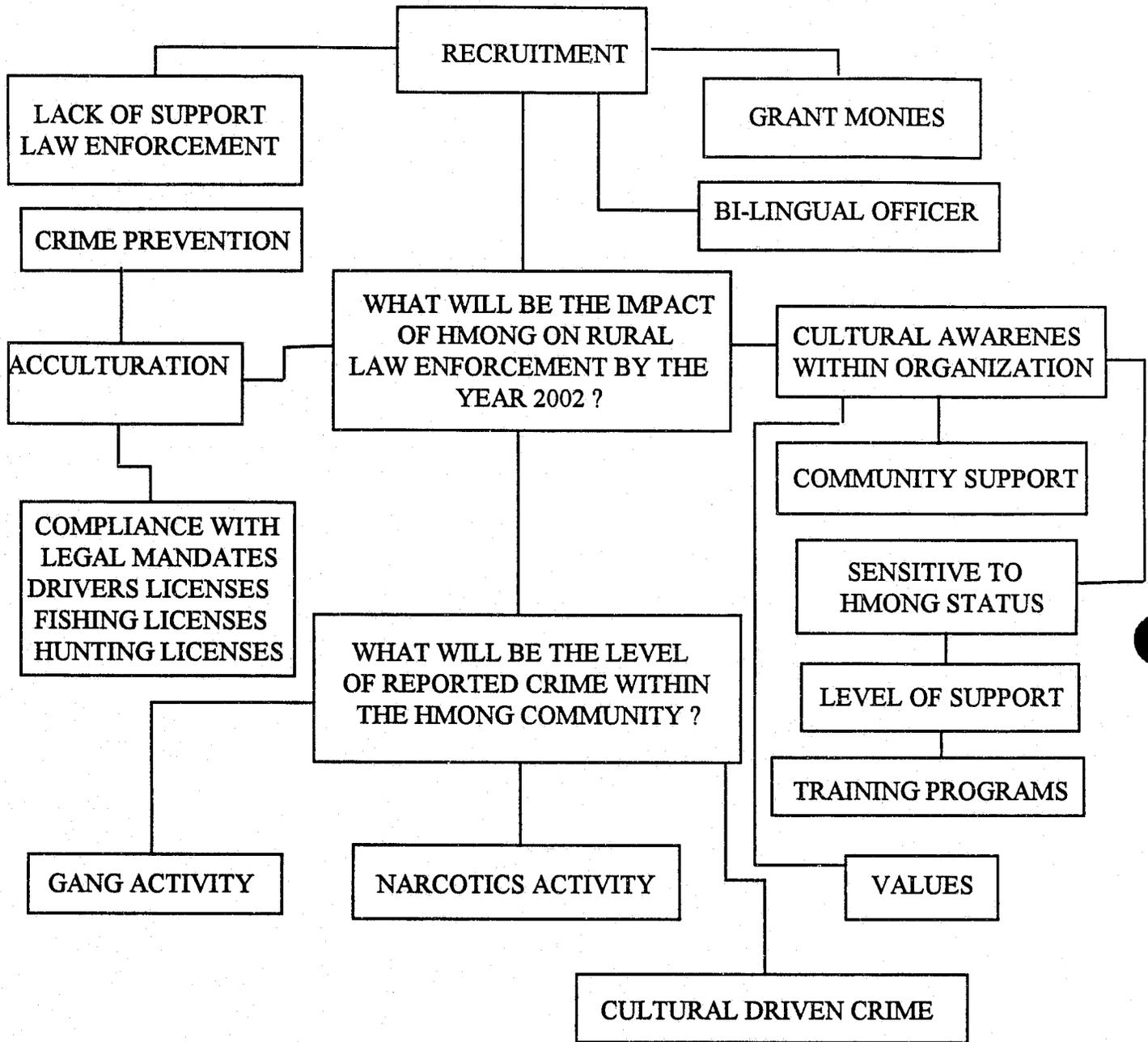
Living high in the mountains under primitive conditions, the Hmong were not plagued with urban socialization problems, Juvenile delinquency, begging and other evils were not part of the Hmong lifestyle. Persons exhibiting chronic anti-social behavior were "eliminated". There were no strangers, and travelers were welcome to food and lodging.

Formal education was not part of the Hmong tradition. As a people without a written language until the American and French missionaries invented one in the mid 1950's, the uneducated Hmong were forced to learn about the printed word in a tongue foreign to them. The native language is from the Sino-Tibetan family and is spoken in two dialects, that of the White Hmong, and that of the Blue/Green Hmong. Subgroups such as the Striped, Black, and Dark Blue exist with various differences in custom and dress attributing to their uniqueness. All of the various groups are able to understand each other. Although some Hmong have adopted Christianity, most still believe in Buddhism. This doctrine preaches conservation, non-violence, and the extinction of passion. It stresses charity and humanity. ¹²

In 1961 the Hmong rose enmasse to fight against the Communist Pathet Lao and invading North Vietnamese Army. In 1963 Vang Pao was appointed general of the 2nd Military Region of Laos. Pao was, and remains, a very charismatic leader who soon formed one of the best fighting units in Indochina.¹³ It was during this time period that the United States Central Intelligence Agency recruited the Hmong as allies to keep the Communist occupied on the Laotian front of the Vietnam war. The CIA promised the Hmong that if we won the war we would refurbish their country and if we lost we would take of them.¹⁴ At the height of the Vietnam War, 30,000 highland tribesmen, most of them Hmong, were supported by the CIA with arms, money, and personnel. Nearly as many died during the entire period from the early 1960's until 1973; 10% of those who fought. If the same percentage of U.S. troops who fought in the war had been killed, the Vietnam Veterans Memorial in Washington, D.C. would commemorate some 270,000 dead and missing rather than 58,156 fallen soldiers whose names are inscribed in the black wall today. Towards the end of the war, ten and twelve year old boys were being drafted into fighting the Communist.¹⁵

When Saigon eventually fell in 1975, and the last military base in Long Chein was abandoned General Vang Pao and his military leaders were airlifted to Thailand. Subsequently, the evacuation airplanes stopped coming.¹⁶ 40,000 Hmong marched to the city of Vientiane to ask for security. The Communists answered this request by opening fire on the crowd. The Communists unleashed 17,000 North Vietnamese soldiers on a systematic search and destroy mission aimed at the Hmong. They were aided in their attack by Russian made Mig fighters which dropped Napalm, rockets, chemical and bacteriological weapons, known as "yellow rain". Those who were not hunted down and executed in the jungles, found that when they made it to the Laotian/Thai border they were faced with floating or swimming across the Mekong River.¹⁷ Most Hmong had never learned to swim. Those who did eventually make it across were immediately placed in Thai refugee camps where today some are still located. With little food, no electricity, barbed wire fences, they wait for sponsors so they can join other members of their families who have been luckier.

FUTURES WHEEL



APPENDIX C

LIST OF EXPERTS

1. Captain Gordon Pitter, Oroville Police Department.
Served two tours of duty in Viet Nam, 1966-1968, with United States Navy, ICORP.
2. Claude de Chalo St. Mars, The Alpha Language Group Inc, 1900 Oro Dam Boulevard, Suite 11, Oroville. Mr. St. Mars is a translator fluent with the Hmong Language, mores and customs.
3. Mimi Roger, Eligibility Program Manager, Butte County Department of Social Welfare.
4. Sergeant Tom Gaumer, Stockton Police Department.
Sergeant Gaumer is in charge of the Gang Unit for the Stockton Police Department.
5. Sergeant Michael Ries, Stockton Police Department.
Sergeant Ries has the responsibility of overseeing the operation of the department's Community Service Unit which entails extensive interaction with the Hmong community
6. Deputy Shaun Smith, Yuba County Sheriff's Department.
Deputy Smith provides education to Hmong community in reference to laws and culture. Additionally, he acts as liaison officer between Hmong Community, School District, and Sheriff's Department.
7. C. Pheng Lo, Executive Director, LAO Family Community Inc. of Stockton
8. District Superintendent Harold D. Bradshaw, Lake Oroville District, Oroville.
9. Chief Robert Shadley, Willows Police Department. Chief Shadley is presently completing his Master's Thesis at Chico State University on the subject of "What will be the impact of the Hmong on a rural community?" Chief Shadley was also instrumental in the formation of a Southeast Asian Task Force in Willows.
10. Chu Vue, Community Service Officer, Yuba County Sheriff's Department.
11. Leonard Glickman, Assistant to the Director, Office of Refugee Settlement, Washington D. C.

12. Tom Sua Lee, Community Service Officer, City of Willows.
13. Za Vang, Reserve Officer, City of Oroville Police Department. Mr. Vang has acted as a representative of the City of Oroville directly to General Vang Pao.

APPENDIX D

NOMINAL GROUP EXERCISE

The Nominal Group Exercise consisted of an all day workshop employing the Nominal Group Technique (NGT) process. This involved bringing "knowledgeable" people together to forecast the impact of the immigration of Hmong upon rural law enforcement. The panel consisted of law enforcement managers, school district administrators, various members of the Hmong community, Fish and Game officials, Department of Parks Administrators, an Assistant District Attorney, representatives of Social Services, and a Captain from this department who had served in Viet Nam and had personal knowledge of the Hmong.

The workshop members had completed work in advance of the meeting which consisted of listing potential current or emerging trends and events relating to the immigration of the Hmong into rural counties.

The first order of business at the workshop was that each participant was introduced to the project and the NGT process. Next the participants had their individual trends and events placed on flip charts. Events and trends were then reviewed.

The second order of business involved prioritizing the identified trends and events. They were prioritized by consensus which reduced the long list generated to those six which were thought to be most critical to the issue and policy relevant.

In order to maintain a neutral approach to trend examination the trends were given a non-directional definition without positive or negative direction. Panel members gave direction to the trends at the time of forecasting.

TOTAL LIST OF IDENTIFIED TRENDS

1. Urban terrorism targeted at the Hmong.
2. Secondary migration from cities.
3. Amount of reported crime.
4. Amount of Hmong gang activity.
5. Level of fiscal resources.

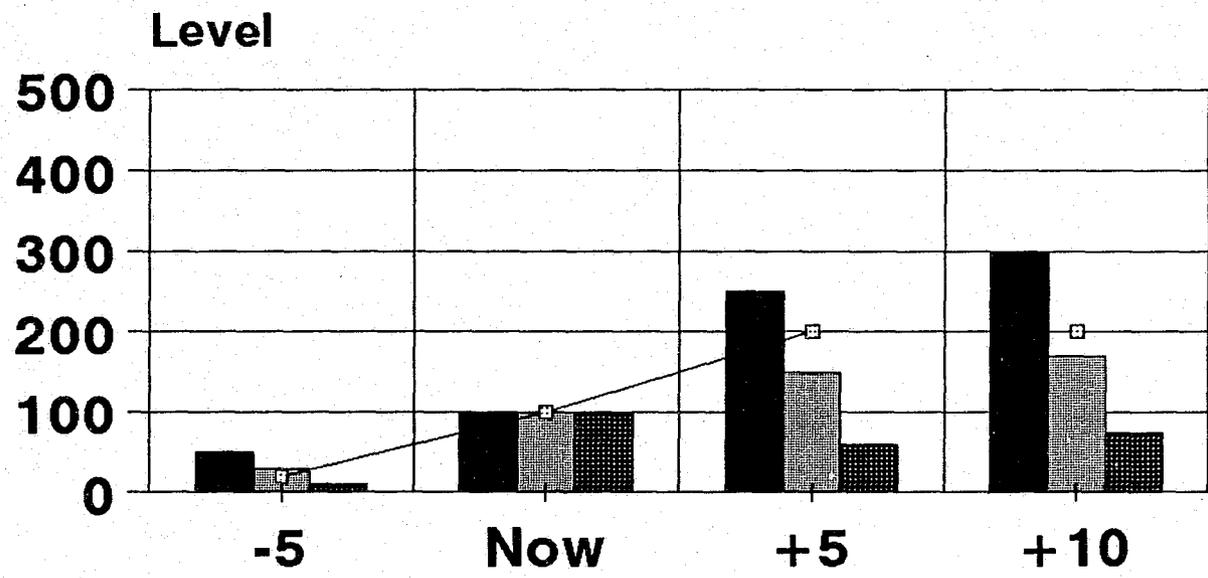
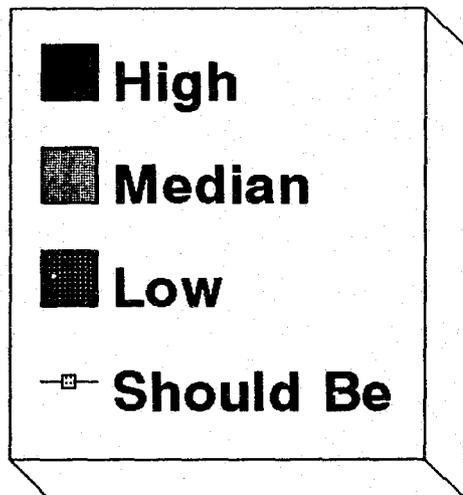
6. Level of racially motivated crimes.
7. Communications between the Hmong and the general populace.
8. Reliance on government support (Welfare)
9. Ethnic displacement
10. Perceived exploitation of welfare system by Hmong
11. Resentment by the Hmong of government services.
12. Inter/intra cultural racial conflict.
13. Introduction of organized crime within Hmong community.
14. Drug trafficking
15. Americanization of younger Hmong
16. Failure by Hmong to recognize rulings of courts or laws.
17. Reluctance to recognize American medical practices and continue to follow advice of shaman
18. Elders return to homeland.
19. Trust in churches and schools.
20. Bridges established with political system and police.
21. Law Enforcement Chief Executive Officer supports cultural training
22. Law Enforcement Chief Executive Officer pursues recruitment of Hmong
23. Political influence of Hmong in community
24. Minority Education/Job opportunities.
25. POST expands Cultural Awareness Training in Basic and Advance Officer Training.
26. Level of funds available for training decreases.

TOTAL LIST OF POSSIBLE IDENTIFIED EVENTS THAT COULD OCCUR

1. Legislature mandates cultural awareness training at all levels of training.
2. Refugee camps close in Thailand.
3. War breaks out in Southeast Asia.
4. Federal Government establishes immigration quotas.
5. Federal Government passes legislation allowing states to regulate their own welfare requirements.
6. Racially motivated riots occur.
7. Hmong elected to County Board of Supervisors.
8. Rural county declares bankruptcy
9. Federal Government establishes immigration quotas
10. United States Government establishes trade relations with Viet Nam.
11. Democratic Party candidate elected.
12. Law enforcement is mandated to report to Department of Justice all race, religion, and ethnic crimes without benefit of state funding.

TREND-1 Level of Secondary Migration of Hmong

57

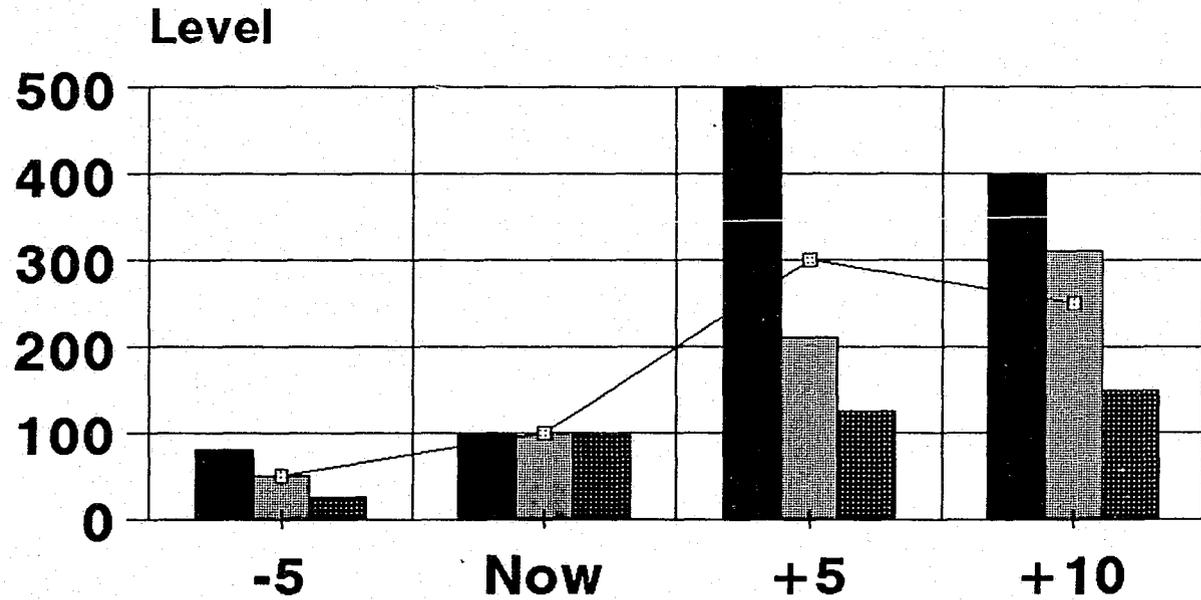
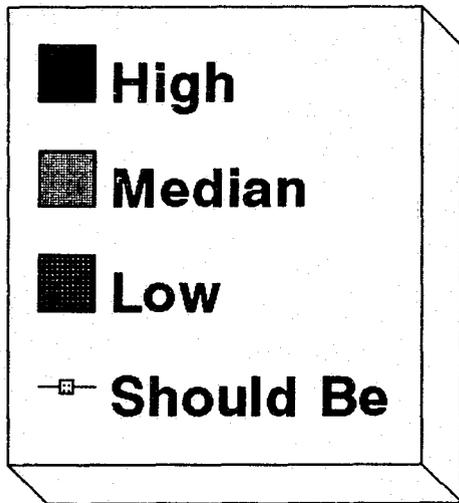


	-5	Now	+5	+10
High	50	100	250	300
Median	30	100	150	170
Low	10	100	60	75
Should Be	20	100	200	200

Years From Present

TREND-2 Level of Reported Crime and Gang Activity Within Hmong Community

58

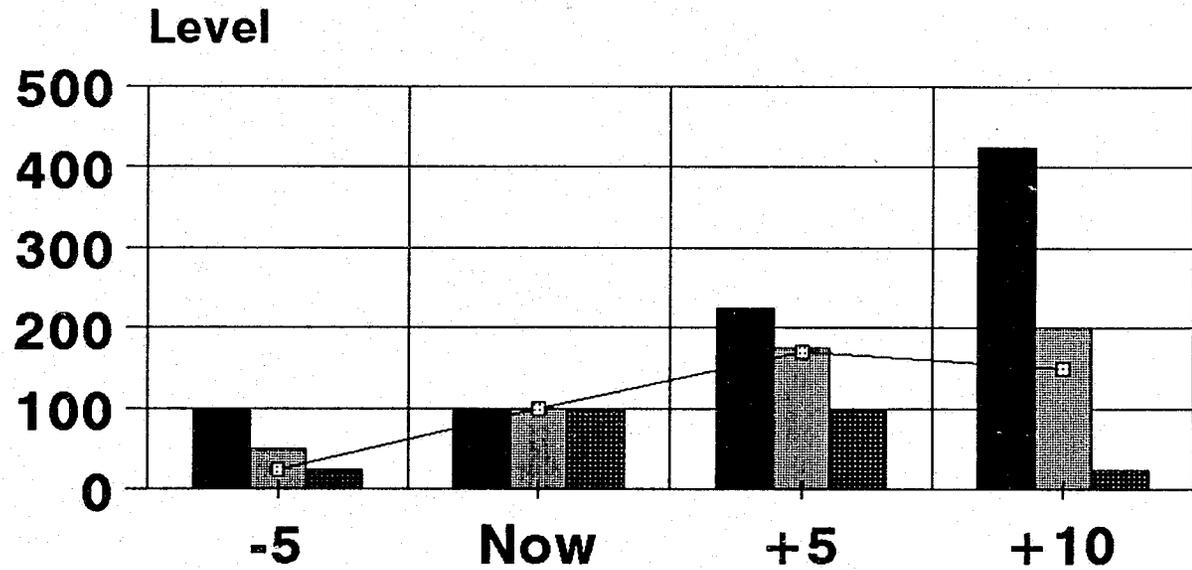
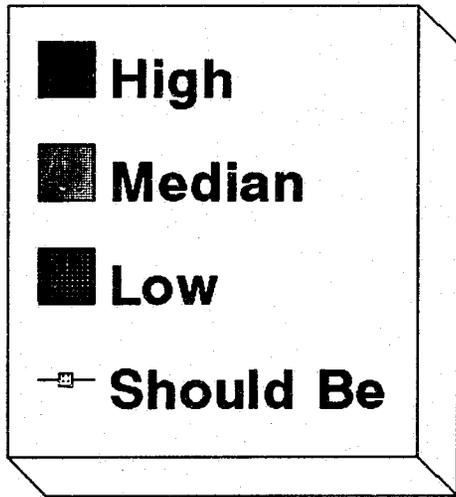


High	80	100	500	400
Median	50	100	210	310
Low	25	100	125	150
Should Be	50	100	300	250

Years From Present

TREND-3 Level of Racially Motivated Crime Within Hmong Community

69

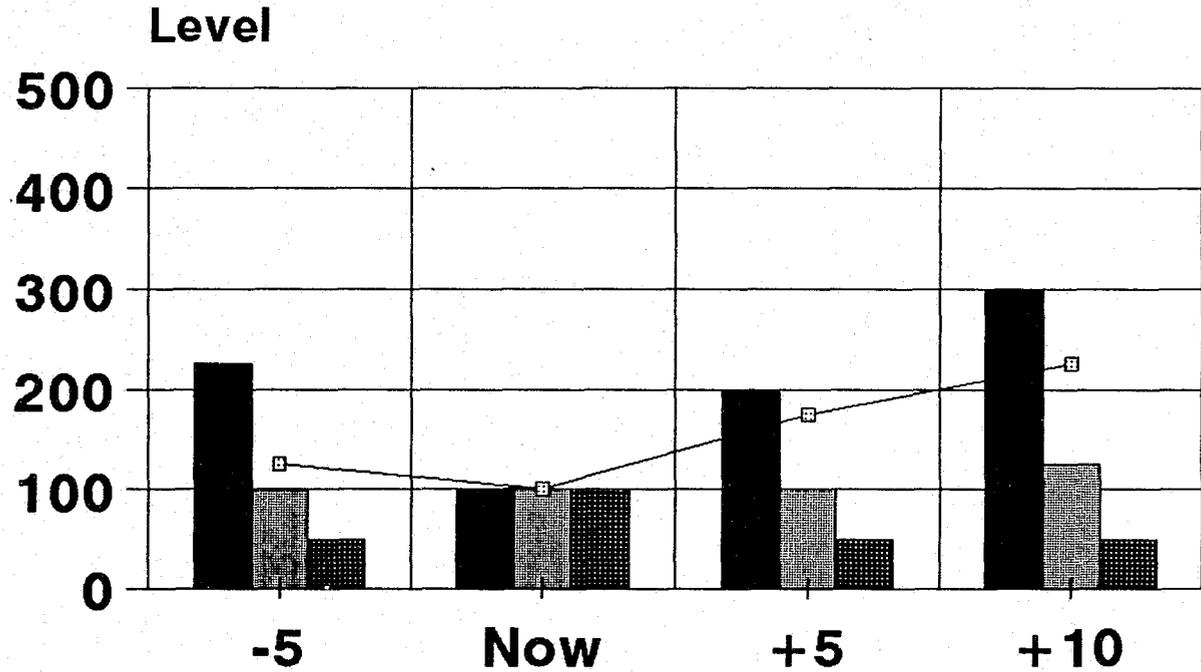
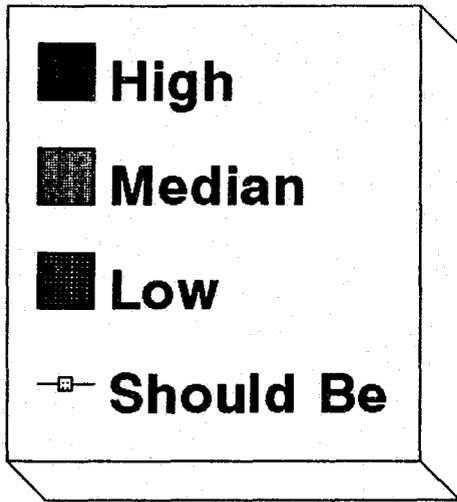


	-5	Now	+5	+10
High	100	100	225	425
Median	50	100	175	200
Low	25	100	100	25
Should Be	25	100	170	150

Years From Present

TREND-4 Level of Fiscal Resources

60

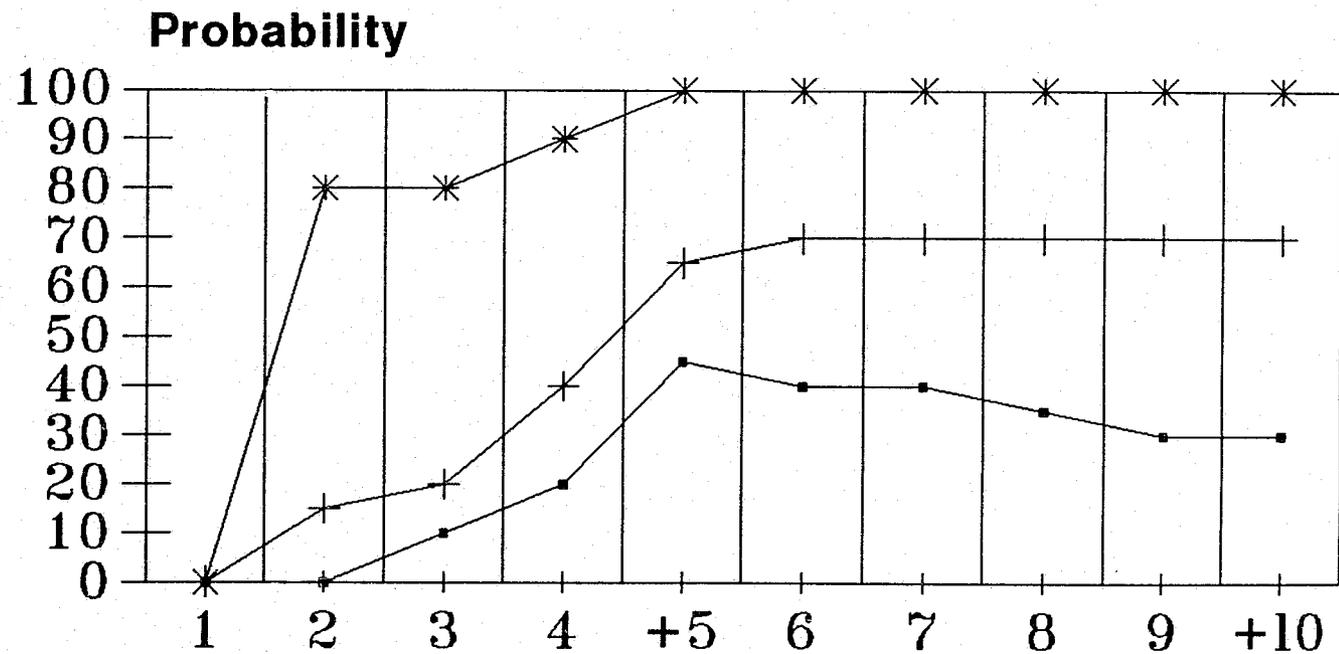
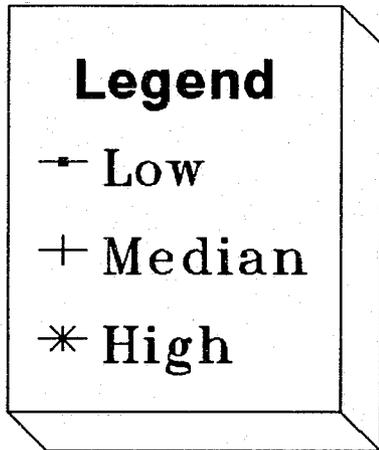


	-5	Now	+5	+10
High	225	100	200	300
Median	100	100	100	125
Low	50	100	50	50
Should Be	125	100	175	225

Years From Present

Event-1 Urban Terrorism Targeted At Hmong

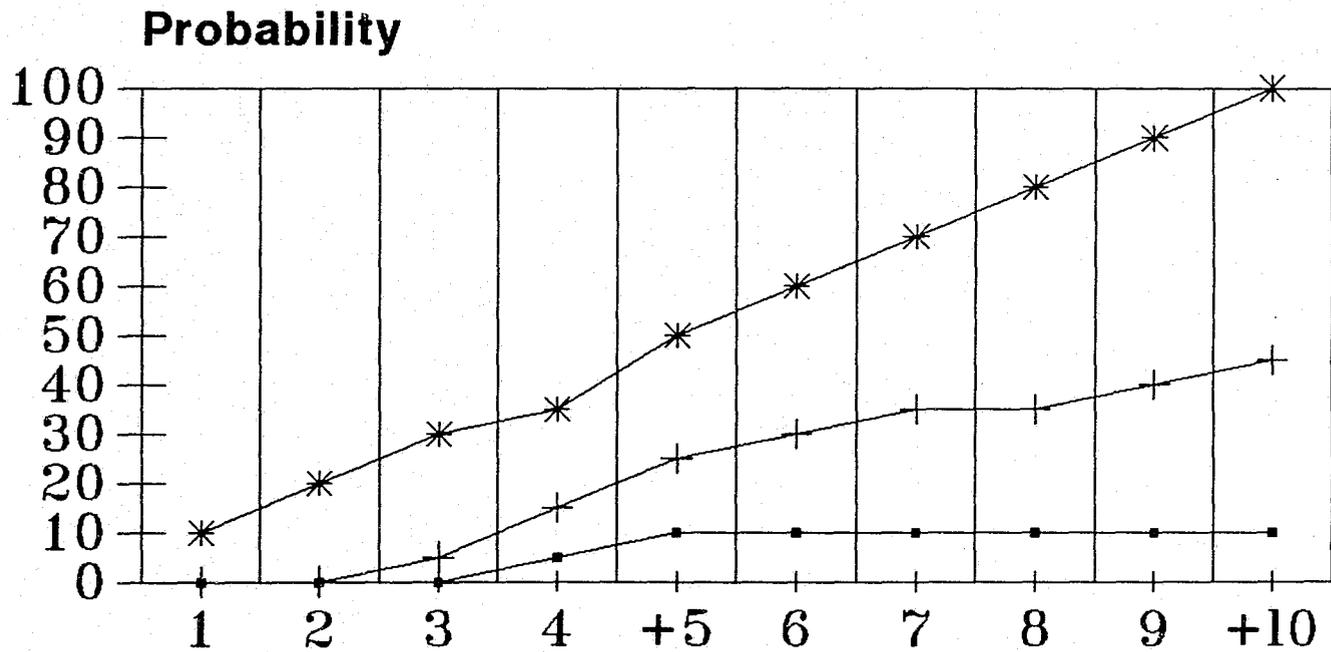
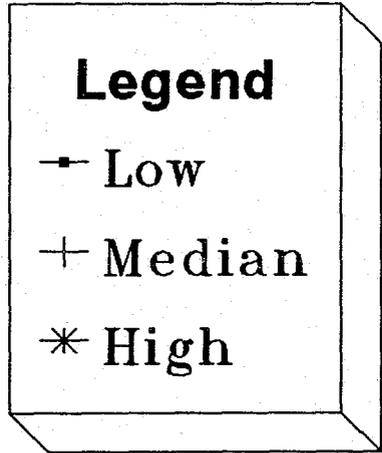
19



Low	0	0	10	20	45	40	40	35	30	30
Median	0	15	20	40	65	70	70	70	70	70
High	0	80	80	90	100	100	100	100	100	100

Years From Present

Event-2 Federal Government Establishes Immigration Quotas



Low	0	0	0	5	10	10	10	10	10	10
Median	0	0	5	15	25	30	35	35	40	45
High	10	20	30	35	50	60	70	80	90	100

Years From Present

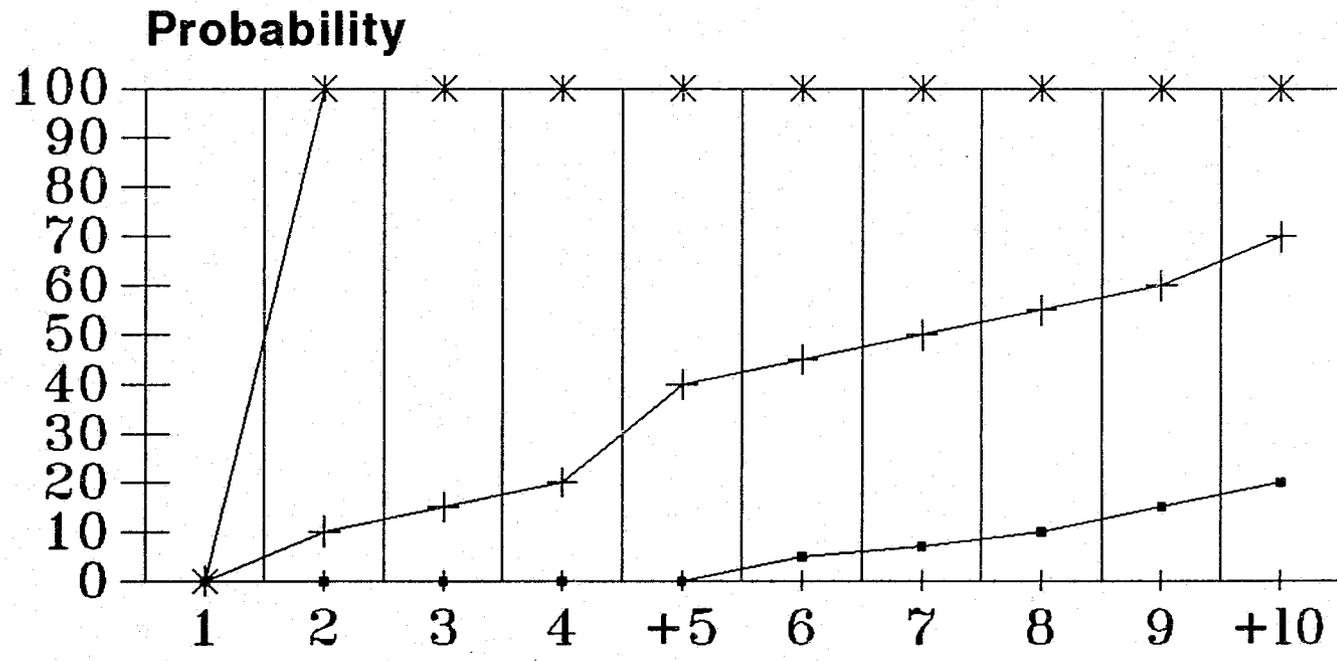
Forecast of a seven member Forecasting Panel

Event-3 Closing of Immigration Camps In Thailand

63

Legend

- +— Low
- +— Median
- *— High



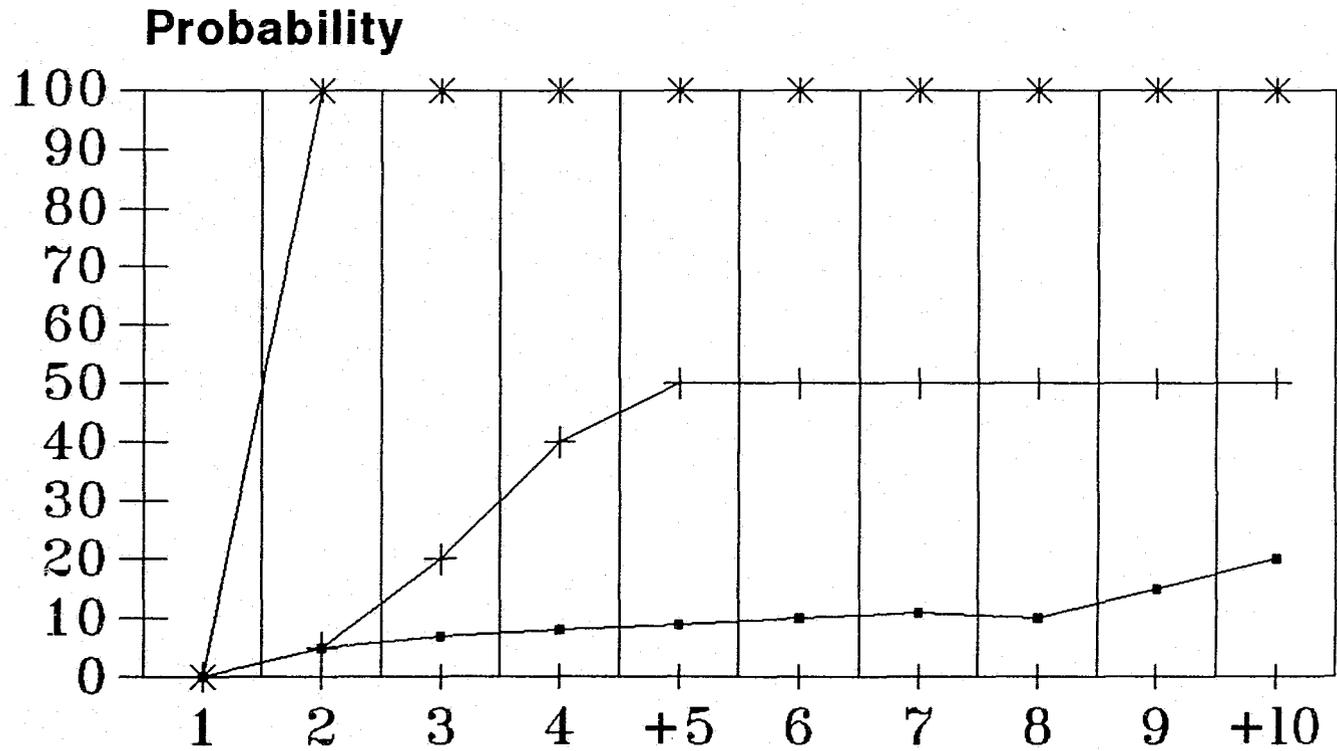
Low	0	0	0	0	0	5	7	10	15	20
Median	0	10	15	20	40	45	50	55	60	70
High	0	100	100	100	100	100	100	100	100	100

Years From Present

Event-4 Major Southeast Asian Conflict

Legend

- Low
- + Median
- * High

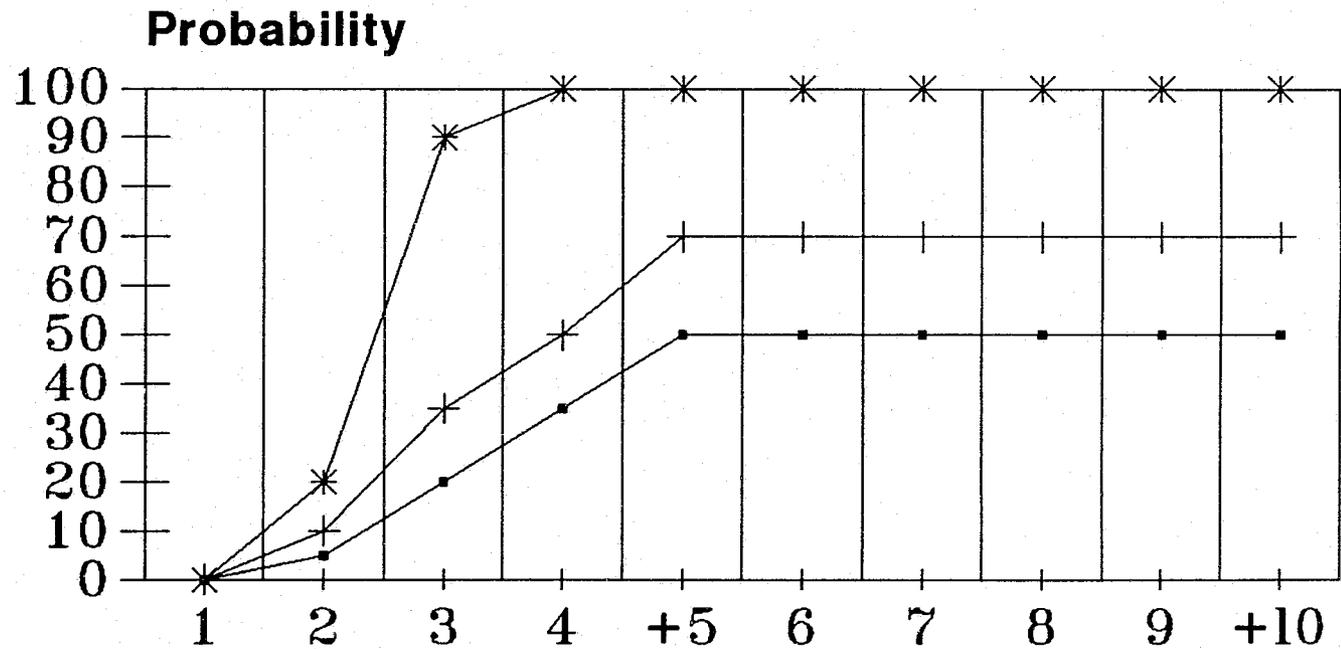
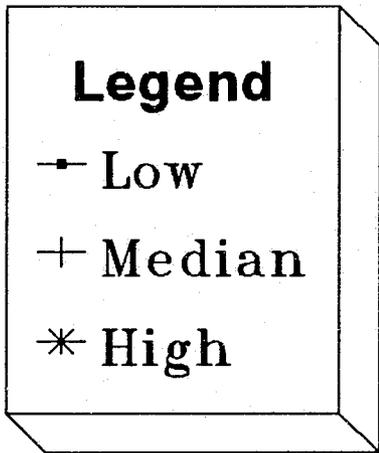


Low	0	5	7	8	9	10	11	10	15	20
Median	0	5	20	40	50	50	50	50	50	50
High	0	100	100	100	100	100	100	100	100	100

Years From Present

Event-5 Mandated Cultural Awareness Training

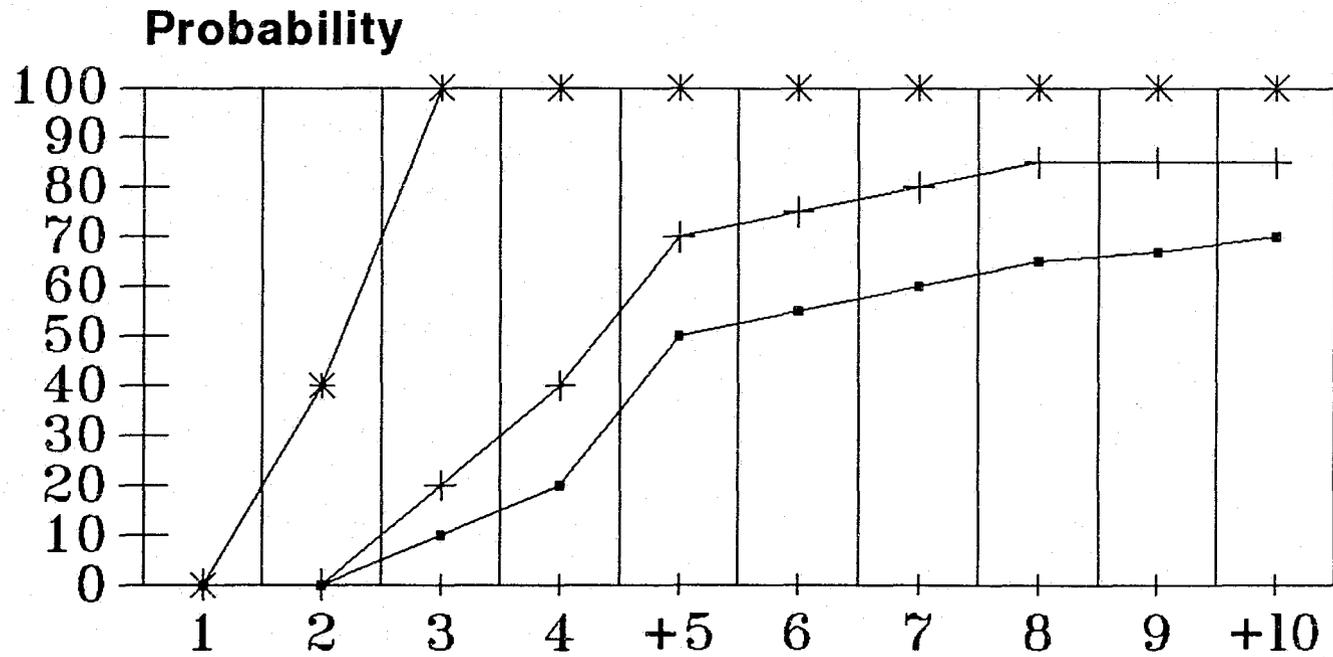
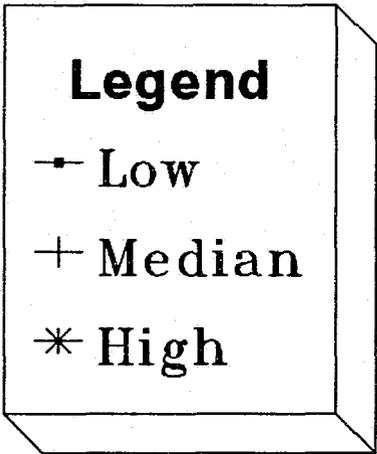
65



Low	0	5	20	35	50	50	50	50	50	50
Median	0	10	35	50	70	70	70	70	70	70
High	0	20	90	100	100	100	100	100	100	100

Years From Present

Event-6 Mandated Race, Religion and Ethnic Crimes Reporting



Low	0	0	10	20	50	55	60	65	67	70
Median	0	0	20	40	70	75	80	85	85	85
High	0	40	100	100	100	100	100	100	100	100

Years From Present

APPENDIX E

NOMINAL GROUP PANEL

Chief of Police Leo Trombley, Paradise Police Department

Chief of Police Robert Shadley, Willows Police Department

Captain Gordon Pitter, Oroville Police Department

Mr. Rick Light, Superintendent of Thermalito School District

Mr. Hal Bradshaw, District Superintendent, Lake Oroville
District

Claude de Chalo St. Mars, The Alpha Language Group, Oroville,
California (Translator and former prisoner of war,
member of Phoenix Project)

Sergeant Michael Ries, Stockton Police Department

Deputy Shaun Smith, Yuba County Sheriff's Department

CROSS IMPACT ANALYSIS

IMPACTING
EVENTS

**	Event(2002) Probability	Impacting Event						Impacted Trend			
		E1	E2	E3	E4	E5	E6	T1	T2	T3	T4
E1	90%	X	+40%	--	--	--	--	+75%	+75%	+75%	--
E2	50%	+80%	X	--	--	--	--	--	--	+50%	-25%
E3	75%	--	+75%	X	--	--	--	--	+50%	+50%	-25%
E4	75%	+85%	+75%	+50%	X	--	--	--	--	--	--
E5	90%	--	--	--	--	X	+85%	--	--	--	--
E6	80%	--	--	--	--	--	X	--	+25%	+15%	--

"IMPACTS"

- A E1=4
- C E2=3
- T E3=4
- O E4=3
- R E5=1
- E6=2

R E A C T O R

"IMPACTED TOTALS"

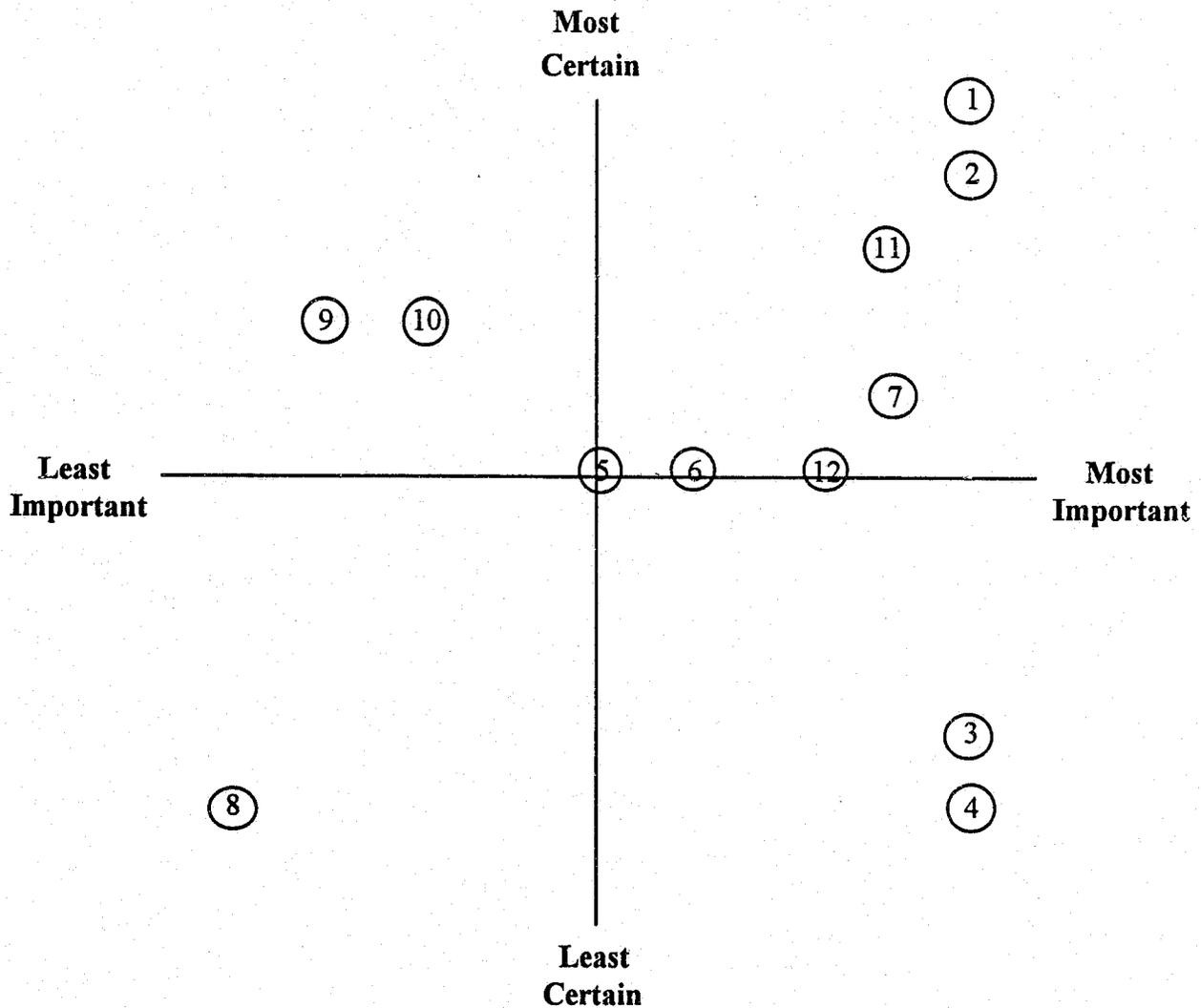
E1	E2	E3	E4	E5	E6	T1	T2	T3	T4
2	3	1	0	0	1	1	3	4	2

** Legend

- E1 Urban Terrorism Targeted at Hmong
- E2 Federal Gov't Establishes Immigration Quotas
- E3 Closing of Immigration Camps
- E4 Southeast Asian Conflict
- E5 Mandated Cultural Awareness Training
- E6 Mandated Race, Religion and Ethnic Crimes Reporting

- T1 Level of Secondary Migration
- T2 Level of Reported Crime/Gang Activity
- T3 Level of Racially Motivated Crimes
- T4 Level of Fiscal Resources

STRATEGIC ASSUMPTION MAP



- 1. SHERIFF/POLICE CHIEF
- 2. LAW ENF. MANAGMENT
- 3. SHERIFFS/DEPUTIES/POLICE OFFICERS
- 4. ANCELLEORY POLICE AGENCIES
- 5. COUNTY SUPERVISORS

- 7. CITIZENS GROUPS
- 8. CHAMBER OF COMMERCE
- 9. TAXPAYER ASSOCIATIONS
- 10. ORGANIZED LABOR
- 11. MEDIA

WOTS - UP ANALYSIS

Opportunities and Threats

EXTERNAL

Opportunities

- . Churches & Schools
- . Colleges with outreach programs
- . Media
- . School Districts

Threats

- . Ambivalent County/City Administrators
- . Organized labor groups
- . PTA groups
- . Citizen groups
- . Bigotry, prejudism
- . Immigration quota
- . Hate groups
- . Refugee camps closing

Strengths and Weaknesses

INTERNAL

Strengths

- . Intelligent Managers
- . Open training budgets, POST
- . Young, intelligent supervisors
- . Minority employees willing to recruit other minorities

Weaknesses

- . Deputies/Officers
- . Few Hmong speaking Officers
- . Programs unavailable to teach law enforcement Hmong language, customs
- . Bigotry, prejudism

MESSAGE FROM THE STOCKTON POLICE DEPARTMENT

The following is an account of the events surrounding the shooting of Chead Hov of Normandy Court. This story is based on a preliminary investigation into this incident.

On Tuesday, October 29, 1991 at 7:40 P.M., two uniformed Stockton Police Officers were dispatched to a report of a man with a gun involved in a disturbance in the 100 block of Normandy Court. When the officers arrived, several neighbors pointed out a duplex where the reported man with a gun had gone into. The officers went to this duplex and walked to the front door, which was open. The officers could see inside into the living room of the duplex.

The officers, who stood at the front door, could see an individual, later identified as Chead Hov, age 62, inside the residence holding a gun in his hand. The officers identified themselves as police officers and ordered Hov to drop the gun. Hov got up and walked toward the officers, who remained at the door. Hov walked up to the officers and one of the officers pushed him back with his foot and knocked him off balance. Hov regained his balance, raised the gun and pointed it toward the officers at which time the officers fired at the suspect. At this point a dog in the residence charged at the officers lunging at them and was shot. At the same time the suspect continued toward the officers and was still pointing the gun at the officers. The officers again ordered the suspect to drop the gun. When he failed to do so, the officers fired at the suspect again.

There were several witnesses who heard the officers order the man to drop the gun. There were also several family members present in the house when this happened. The officers did not shoot at anyone else. Nobody else in the house was in danger of being shot. After Hov was shot, the house was evacuated and the man was transported to a local hospital. Hov is still in the hospital in fair condition. People who were in the house were brought to the police station and interviewed. Afterward they were taken home.

This incident is being investigated by two separate teams of Police investigators. The Chief of Police has also asked for an independent investigation into this shooting by the Attorney General, the lawyer for the state.

The Police Department is very aware of the Community's concern regarding this matter. We will do our best to provide accurate information to the Community. Anyone with information regarding this shooting is asked to contact the Police Department.

Lucian B. Neely
Chief of Police

***ANYONE WITH INFORMATION IS ASKED
TO CALL SGT. MICHAEL RIES,
COMMUNITY SERVICES 944-8208***

LUS XA XOV NTAWM QHOV CHAW UA HAUJ LWM
SAIB XYUAS KEV KUB NTXHOV HAUJ STOCKTON NO

(STOCKTON POLICE DEPARTMENT)

Cov lus yuav hais nram qab no yog yuav hais txog qhov xwm txheej thiab ob tug tub ceev xwm tau tua tus txiv neej "CHEAD HOV" nyob rau ntawm txoj kev Normandy Court. Cov lus no yuav hais raws li kev tshuaj xyuas los ntawm qhov xwm txheej no.

Lub 10/29/91 thaum 7:40 tsaus ntuj mas peb tau xa ob tug tub ceev xwm (Police Officers) mus tshuaj xyuas ib qho xwm txheej uas muaj ib tug txiv neej nqa ib rab phom nyob nraum zoov. Nws pheej nthe nrov nrov thiab qw, qw nyob rau ntawm 100 Block Normandy Court. Thaum uas ob tug tub ceev xwm (Police Officers) tau mus txog qhov chaw ntawd mas cov neeg zej zog coob leej tau taw tes qhia lub tsev uas tus txiv neej nqa rab phom ntawd rau ob tug tub ceev xwm. Yog li ntawd ob tug tub ceev xwm ntawd thiaj tau mus rau ntawm lub tsev uas hais los no. Thaum nkawd mus txog ntawm qhov rooj, lub qhov rooj yeej qheb thiab pom thoob plaws mus rau tom qhov chaw nyob huv tib si.

Ob tug tub ceev xem thiaj sawv ntawm qhov rooj thiab thiaj pom tus txiv neej lub npe hu ua "CHEAD HOV", hnoob nyoog yog 62 xyoos nyob hauv tsev thiab tuav rawv ib rab phom ntawm nws sab tses xis. Ob tug tub ceev xwm thiaj li tau nthe kom tus txiv neej ntawd tso nws rab phom rau hauv pem teb. Tus txiv neej "CHEAD HOV" tau sawv thiab mus ncaj qha rau ob tug tub ceev xwm uas tseem sawv ntawm qhov rooj. Thaum CHEAD HOV mus ncaj qha rau ob tug tub ceev xwm, muaj ib tug tub ceev xwm tau xuas nws txhais taw tuam CHEAD HOV thiab ua rau nws nteg lawm. CHEAD HOV tau sawv rov los thiab muab nws rab phom taw rov rau ob tug tub ceev xwm ntawd. Thaum ntawd ob tug tub ceev xwm thiaj tau tua CHEAD HOV. Ua ke ntawd muaj ib tug dev nyob hauv lub tsev ntawd dhia los thiab yuav tom ob tug tub ceev xwm, nkawd kuj tau tua tus dev tuag lawm thiab. Tsis tas li ntawd xwb CHEAD HOV tseem taw rawv nws rab phom rau nkawd thiab. Ob tug tub ceev xwm tau nthe kom CHEAD HOV tso nws rab phom tiam sis nws tsis ua raws li nkawd hais. Lub sij hawm ntawd ob tug tub ceev xwm thiaj rov qab tua CHEAD HOV dua ib zaug thiab.

Lub sij hawm ntawd muaj coob leej ntau tus tau hnov ob tug tub ceev xwm nthe kom CHEAD HOV tso nws rab phom. Tsis tas li ntawd xwb CHEAD HOV muaj neeg coob coob nyob hauv tsev thiab tab sis ob tug tub ceev xwm kuj tsis tua phom rau leej twg los ua rau lwm tus raug mob li. Thaum CHEAD HOV raug tua tag lawm, cov neeg uas nyob hauv lub tsev ntawd tau raug muab tshem tawm hauv lub tsev thiab CHEAD HOV tau raug xa mus kho rau tim tsev kho mob lawm. Tam sim no CHEAD HOV haj tseem nyob tim tsev kho mob thiab nws raug tua sab heev kawg. Txhua tus neeg uas nyob hauv CHEAD HOV lub tsev tau raug coj mus noog thiab tsuam txog qhov teeb meem ntawd nyob rau nram (Police Department). Tom qab ntawd peb tau xa lawv rov mus tsev huv tib si.

Peb muaj ob pab neeg (Police Investigators) uas yuav tshuaj thiab tshawb xyuas qhov xwm txheej no. Tus thawj coj cov tub ceev xwm (Chief of Police) tau hais thiab thov kom tus thawj neeg txheem plaub (ATTORNEY GENERAL) nyob hauv luv Xeev California no ua tus nrog tshuaj ntsuam xyuas qhov xwm txheej no huv tib si lawm thiab.

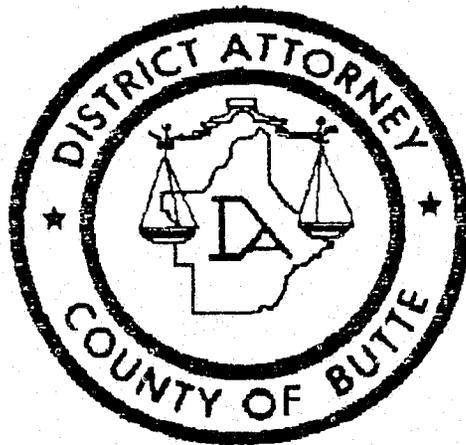
Peb lub Police Department thiab cov tub ceev xwm paub thiab to taub txog cov pej xeem huav hwm sawvdaws txoj kev txhawj xeeb thiab ntshov siab lo ntawm qhov xwm txheej no. Yog li ntawd mas peb yuav ua txhua yam uas peb ua tau los kho qhov xwm txheej no thiab yuav xa xov rau nej sawvdaws tau paub. Yog nej leej twg muaj lwm yam uas peb tsis paub thiab muaj lus noog dab tsi, thov caw nej tuaj ntsib peb tau rau ntawd Police Department.

Lucian B. Neely
Chief of Police
Tus thawj coj cov tub ceev xwm

LEEJ TWG PAUB LWM YAM THIAB MUAJ LUS NOOG DAB TSI THOV HU
XOV TOOJ TUAJ RAU SGT. MICHEAL RIES
COMMUNITY SERVICES SECTION 944-8208

**BUTTE COUNTY
DISTRICT ATTORNEY'S OFFICE**

**Excerpts of California Law
for Hmongs and Laotians**



**Michael L. Ramsey
District Attorney**

This information was assembled to help the Hmongs and Laotians better understand and bridge the cultural gap between them and the American society as to certain points of California Law.

The Butte County District Attorney's Office wishes to thank the following people for their work in assembling and publishing this information:

Robert Meyer DDA

Vivian Meyer

Ger Vang - Translator

*Published by the
Butte County District Attorneys Office
Computer Division
(c) 1991*

LAWS OF CALIFORNIA

COV KEV CAI NTAWM XEEV KAS LI FAUS NIAS

ກົດໝາຍຂອງລັດ ກາລິໂຟຣນີຊຽ



ENGLISH

HMOOB

ລາວ

1. Battery

Willful and unlawful use of force or violence upon the person of another - Hitting, kicking, pushing, etc.

Punishment

- A fine up to \$2,000.
- Imprisonment in the County Jail up to six months, or both.

1. Txoj cai uas hais txog kev sib ntaus los yos sib chwv.

Tab meeg ua los yog ua tej yam txhaum kev cai ib yam li siv dag zog ua rau lwm tus neeg xws li ntaus, ncaws, thawb, thiab lwm yam txuas ntxiv mus.

Yuav muaj peev xwm rau txim li no:

- Nplua nyiaj txog \$2,000.
- Coj mus kaw rau hauv lub tsev kaw neeg nyob hauv lub nroog no kom txog li 6 lub hlis.
- Yog tus ua txhaum loj lawm tseem yuav raug kaw thiab nplua nyiaj huv tib si.

໑. ກົດໝາຍກ່ຽວກັບການແຕະຕອກ ຫລື ຫລືມຜູກ.

ເອົາແຕ່ໃຈໂຕເອງແລະໃຊ້ອຳນາດທາງພິດກົດໝາຍ ຫລື ຄວາມຮຸນແຮງໃຫ້ຄົນອື່ນຄື: ຕີ, ແຕະ, ມູ ແລະອື່ນ ງອກ.

ສາມາດລົງໂທດດັ່ງນີ້:

- ຄ່າປັບໂຫມເຖິງ \$ ໒.໐໐໐ (ສອງພັນດອນລາ).
- ເອົາຕົວໄປຂັງຈຸກຢູ່ໃນເມືອງ ໃຫຍ່ເຖິງ ໖ ເດືອນ.
- ຫລືວາຂັງຈຸກແລະປັບໂຫມພ້ອມດວຍ.

ENGLISH

2. Assault with a deadly weapon.

An assault upon the person of another with a deadly weapon or instrument, or, by any means of force likely to produce great bodily injury. Includes knives, sticks, guns, rocks, cars, feet, bottles, etc.

Punishment

- Imprisonment in the State Prison for 2,3 or 4 years.
- Or, fine, not exceeding \$10,000.
- or both

HMOOB

2. Kev sib thab sib ntaus uas siv riam phom nrog.

Kev sib thab sib ntaus ntawm ib tug tib neeg twg uas siv riam phom los yog lwm yam khoom siv los yog siv dag zog coj los ua kom lwm tus neeg raug mob, xws li siv riam, pas, phom, pob zeb, tsheb, ko taw, lam fwj, thiab lwm yam txhuas ntxiv mus.

Yuav muaj peev xwm rau txim li no:

- Coj mus kaw rau hauv lub tsev kaw neeg nyob hauv lub xeev no kom txog 2,3, los yog 4 xyoos.
- Nplua nyiaj tsis pub kom tshaj dua \$10,000 los hauv nov.
- Yog tus ua txhaum loj lawm tseem yuav raug kaw thiab nplua nyiaj huv tib si.

ລາວ

໒. ຫ້າຍກັບອາວຸດຕໍ່ຮ້າຍແຮງ.

ບຸກຄົນຫ້າຍກັບຄົນອື່ນ ດ້ວຍອາວຸດຮ້າຍແຮງ ຫລືເຄື່ອງ ມີອັນອັນ ແລະໃຊ້ອຸປະກອນກໍລັງ ຄື: ຫ້າໃຫຍ່ອັນຕ່າງໆ ຮວມທັງໃຊ້ ມີດ, ໄມ້ເຫາ, ປືນ, ກອນໝີ, ຮີດ, ຕີມ, ຂວດ ແລະ ອື່ນໆອີກ.

ສາມາດລົງໂທດດັ່ງນີ້:

- ເອົາຕົວໄປຂັງໃນຄຸກຮັດ ກາລີ ໄຟ້ໄມ້ຮຸດຕົງ ໒, ໓ ຫລື ໔ ປີ.
- ຄ່າປັບໄຫມບໍ່ໃຫຍ່ກວ່າ ໑໐. ໐໐໐ (ສິບພັນດອນລາ).
- ຫລືວາຂັງຄຸກແລະປັບໄຫມພອມ ກັນ.

ENGLISH

HMOOB

ລາວ

3. Fighting or challenging to fight on school grounds.

Person who unlawfully fights upon the grounds of any school, or maliciously and unlawfully disturbs the peace of another person by loud and unreasonable noises, or uses offensive words which are likely to provoke an immediate violent reaction.

Punishment

- A fine up to \$400.
- Imprisonment in the County Jail for not more than 90 days.
- *Punishment increases each time a person is convicted of this crime.

3. Sib ntaus los yog khav qhov yuav sib ntaus nyob rau ntawm chaw ua si hauv tsev kawm ntawv

Tus neeg uas nws sib ntau tsis raws li txoj cai nyob rau ntawm cov chaw ua si hauv tsev kawm ntawv, los yog txhob txwm ua thiab yeej npaj siab ua kom lwm tus neeg tsis tau zoo nyob xws li ua tej yam tsis muag nuj nves ib yam li ua kom muaj suah nrov thiab ua kom nrhoo, los yog siv cov lus hais kom khib uas yog ua rau kom chim thiab sib ntaus tam sim ntawd.

Yuav muaj peev xwm rau txim li no:

- Nplua nyiaj txog \$400.
- Cov mus kaw rau hauv lub tsev kaw neeg nyob hauv lub nroog no tsis pub kom dhau 90 hnub.
- Ua txhaum ib zaug twg ntxiv no kev rau txim yuav nyav zog tuaj.

3. ຕຸສຸທາຫາຍຢູ່ໃນເດີນໂຮງຮຽນ.

ບຸກຄົນທີ່ຕຸສຸທາຢູ່ຜິດກົດໝາຍຢູ່ໃນໂຮງຮຽນບອມໃດ ບອມນຶ່ງ ຫລືມຸ່ງອາບແລະເອົາໃຈໃຕ້ເອງ ລົບກວນຄວາມສຸງົບ ຫລືຄວາມສັນຕິພາບຂອງຄົນອື່ນ ໂດຍເອັດໃຫ້ມີສູງດັງຢ່າງທີ່ເຫດຜົນ ຫລືວາໃຫ້ອາໄສທີ່ເຄື່ອງໃຈ ຈຶ່ງມີວຽກໃຫ້ໃຈກາຍມີການກະທຳຕອບຢ່າງຮຸນແຮງຕໍ່ນັ້ນໃດ.

ສາມາດລົງໂທດດັ່ງນີ້:

- ຄ່າຢູ່ໂຫມເຖິງ \$ 400.00 (ສີ່ຮອຍຕອນລາ).
- *ເອົາຕົວໄປຂັງຄຸກຢູ່ໃນເມືອງໄຫຍ ບໍ່ໄຫເກີນ 90 ວັນ.
- ການລົງໂທດຈະເພີ່ມຂຶ້ນຕາມແຕ່ລະຄັ້ງທີ່ບຸກຄົນນັ້ນໄດ້ກະທຳຜິດ.

ENGLISH

HMOOB

ລາວ

4. Disruptive entry upon School grounds.

Any person who comes to any school without lawful business, whose presence or acts interfere with the peaceful conduct of the school - and remains after being asked to leave, or continuously returns.

Punishment:

- A fine up to \$500
- Imprisonment in the County Jail up to 6 months.
- Or both
- *Punishment increases with each conviction.

4. Nkag mus thab plaub nyob rau ntawm cov chaw ua si hauv cov tsev kawm ntawv

Tus neeg uas tuaj rau hauv ib lub tsev kawm ntawv twg es tsis yog tuaj muaj hua lwm, nws tus yeeb yam uas tuaj nyob rau ntawd yog yuav tuaj ua kom muaj teeb meem rau tsev kawm ntawv thiab nws tseem pheej nyob tom qab thaum nws twb raug hais kom khiav tawm mus lawd, los yog nws pheej rov qab tuaj tas li.

Yuav muaj peev xwm rau txim li no:

- Nplua nyiaj txog \$500.
- Cov mus kaw rau hauv lub tsev kaw neeg nyob hauv lub nroog no kom txog 6 lub hlis.
- Yog tus ua txhaum loj lawm tseem yuav raug kaw thiab nplua nyiaj huv tib si.
- Ua txhaum ib zaug twg ntxiv no kev rau txim yuav nyav zog tuaj.

4. ເຂົ້າໄປລົບກອນຢູ່ໃນເດີມໂຮງຮຽນ.

ບຸກຄົນໃດບຸກຄົນໜຶ່ງທີ່ເຂົ້າມາຢູ່ໃນໂຮງຮຽນບາສຈາກທຸກອະກິດຕາມກົດໝາຍ ການຢູ່ບ່ອນນັ້ນ ຫລືຫາກຂ້ອງບຸກຄົນນັ້ນທີ່ຈະມາແຈກແຈງຄວາມນໍາພາອັນສົງໄສຂອງໂຮງຮຽນ ແລະຍັງຢູ່ຫລັງຈາກໄດ້ບອກໃຫ້ອອກໄປ ຫລືວ່າຍັງກັບມາກະທໍາຕໍ່ອີກ.

ສາມາດລົງໂທດດັ່ງນີ້:

- ຄ່າຂັບໂຮມເຖິງ \$ 400.00 (ຫາຄອບຄອນລາ).
- ເຂົ້າຕົວໄປຂັງຄຸກໃນເມືອງ ໃຫ້ຮູ້ເຖິງ 6 ເດືອນ.
- ຫລືວ່າຂັງຄຸກແລະບັບໄຫມພອນດວຍ.
- ການລົງໂທດຈະແນມຂຽນຕາມ ແຕ່ລະຄັ້ງທີ່ບຸກຄົນນັ້ນໄດ້ກະທໍາຜິດ.

ENGLISH

HMOOB

ລາວ

5. Drawing, Exhibiting or using firearm or other deadly weapon (Brandishing).

Person who, in the presence of any other person, draws or exhibits any deadly weapon whatsoever in a rude, angry or threateing manner.

Punishment:

-Imprisonment in the County Jail for NOT LESS than 3 months.

5. Rho phom tawn, nga phom los yog lwm yam riam phom tuaj qhia.

Txhua tus neeg uas rho phom tawn, nga phom los yog lwm yam riam phom tuaj qhia rau lwm tus neeg raws kev npau taws, kev chim los yog ua tau tus yeeb yam zoo li xav ua phem yuav muab tua pov tseg.

Yuav muaj peev xwm rau txim li no:

-Coj mus kaw rau hauv lub tsev kaw neeg nyob hauv lub proog no tsis pub kom tsawg dua 3 lub hlis los.

໔. ຖອມອອກແລະສະແດງບິນ ຫລືອາວຸດ ຮາຍແຮງແນວອອມ,

ຜູ້ກະທຳ ຫລືອາວຸດຖອມອອກ ຫລືສະແດງອາວຸດຮາຍແຮງຕໍ່ບຸກຄົນ ອື່ນໃນທາງທີ່ຂະຫຍາຍ ໃຈຮາຍ ຫລື ຫາທາງຊຸ້ມ.

ສາມາດລົງໂທດດັ່ງນີ້:

-ເອົາໄປຂັງຄຸກໃນເມືອງໂຫຼ້ຍ ໃຫ້ກວ່າ ໓ ເດືອນ.

APPENDIX J

COMMITMENT CHART

ACTOR IN CRITICAL MASS	BLOCK CHANGE	LET CHANGE HAPPEN	HELP CHANGE HAPPEN	MAKE CHANGE HAPPEN
Sheriff/Chief of Police		X →		→ O
Law Enf. Mgt. Personnel		X →	→ O	
Deputies/Officers	X →		→ O	
County/City Gov't	X →		→ O	
Media		X →	→ O	
Education		X →	→ O	

X = PRESENT COMMITMENT

O = MINIMUM COMMITMENT NEEDED

APPENDIX K

RESPONSIBILITY CHART

R=Responsibility (not necessarily authority)

A=Approval (right to veto)

S=Support (put resources toward)

I=Inform (to be consulted)

--=Irrelevant to this item

DECISION	Sheriff/ Police Chief	Law Enforcement Management Personnel	Deputies/ Police Officers	County/City Government	Citizen Groups	Chamber of Commerce	Taxpayers Association	Media	Education	Organized Labor
Formation of South East Asia Task Force	R	S	I	S	I	I	I	S	S	I
Cultural Awareness Training	A	R	I	I	I	--	I	I	S	I
Hate Crime Reporting	R	S	I	I	S	--	--	I	S	--
Public Education	A	R	S	I	I	S	I	S	S	I

ENDNOTES

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5. Interview with C. Pheng Lo, LAO Family Community Inc. of Stockton, California, October 1991.
6. Interview with Chief Robert Shadley, Willows Police Department, Willows, California, September, 1990.
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of Stockton, California, October 1991.
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