

# Cure Violence Annapolis

January 2024 - June 2024  
Report



## Violence Interruption Program

The Violence Interruption Program (VIP) is a public health approach to violence prevention that works with high-risk youth aged 15-35. Cure Violence Annapolis (CVA) is a program based on the Cure Violence Global (CVG) model, which views violence as a learned behavior grounded by social determinants of health that can be prevented through VIPs. The program's focus is to detect and interrupt potentially violent situations, changing the behavior of those most at risk and changing group norms that support violence in the Eastport area of Annapolis.

### Program Framework

<p><b>Detect and interrupt potentially violent conflicts or potential shootings</b></p>	<p>A team of violence interrupters and outreach workers are present in the target neighborhood:</p> <ul style="list-style-type: none"> <li>● Canvass target area daily to determine potential hot spots.</li> <li>● Convene or attend daily meetings to review crime data, as well as information acquired through canvassing and community contacts.</li> <li>● Develop a daily plan to address confirmed hot spots.</li> <li>● Conduct mediations between individuals and/or groups by employing mediation strategies and techniques learned during comprehensive training.</li> <li>● Meet with individuals/groups at highest risk for retaliation to conduct mediation(s) and/or establish resolutions to the conflict.</li> <li>● Ensure staff members are following up with parties involved in the conflict on a consistent basis.</li> </ul>
<p><b>Identify and treat highest-risk individuals</b></p>	<p>Ensure that violence interrupters and outreach workers have the credibility, rapport and knowledge to identify and work with individuals at highest risk for involvement in shootings and killings, including the ability to:</p> <ul style="list-style-type: none"> <li>● Use past and developed relationships with key individuals/groups to promote the use of nonviolence and prevention of shooting incidents, including retaliations.</li> <li>● Establish rapport with new key individuals/groups (individuals returning to the community, etc.).</li> <li>● Ensure that outreach workers maintain a minimum of 15 participants and that each participant receives at least 6 in-person contacts per month.</li> <li>● Meet with key individuals/groups on a daily basis.</li> <li>● Conduct monthly reviews of violence interrupter and outreach worker documentation to ensure that staff members have the necessary relationships and are working with the highest-risk individuals.</li> </ul>

<p><b>Community mobilization to change behavioral norms</b></p>	<p>Through credibility and rapport, ensure that violence interrupters and outreach workers are working to change the behavioral norms that support violence in target communities. Activities to get this done include:</p> <ul style="list-style-type: none"> <li>● Distribute public education materials that promote the use of nonviolence.</li> <li>● Providing information regarding available resources (job training, education, substance misuse treatment, etc.)</li> <li>● Develop community responses to shootings, within 72 hours of a shooting. The Violence Interruption site must organize a community activity to call attention to the shootings and killings and to urge community members to join with others in speaking out against violence occurring within the site's designated target area.</li> <li>● Partner with community groups/organizations to conduct quarterly events.</li> <li>● Communicate nonviolence strategies to key individuals/groups.</li> <li>● Community-based organization (CBO) will document efforts made to inform partners of ways to become involved in the program, which may include: providing in-kind services, access to programming, attending and advertising monthly events and shooting responses, etc., in the monthly report.</li> <li>● CBO will build rapport and foster relationships with existing community partners.</li> </ul>
<p><b>Continual data collection, monitoring and reporting</b></p>	<p>Accurate data collection, monitoring and reporting help strengthen the program's efficacy and measure the reduction of violence. Activities include:</p> <ul style="list-style-type: none"> <li>● Develop and implement a strategy for engagement with law enforcement and the Anne Arundel County Department of Health to ensure notification of shootings and receipt of crime data for target area.</li> <li>● Utilize CVG's web-based database system to collect and analyze program components of the model for violence intervention.</li> <li>● Conduct daily briefings and debriefings to discuss information gleaned from canvassing efforts and contact with key individuals.</li> <li>● Map all data associated with the intervention to include:             <ul style="list-style-type: none"> <li>- Locations of violent crimes</li> <li>- Locations of canvassing/interruption efforts</li> <li>- Locations of established relationships with key individuals</li> <li>- Confirmed hot spots</li> <li>- Locations of mediations</li> </ul> </li> <li>● Use data to inform interruption strategies and identify daily plan.</li> </ul>

## Program Implementation

Kingdom Kare, Inc. (KKI), led by Bishop Antonio Palmer and Dr. Barbara Palmer, was selected in 2023 to lead the VIP to address local community gun violence in the Eastport area of Annapolis.

In January 2024, potential VIP staff underwent a thorough prescreening and panel interview process, followed by the KKI onboarding process for those hired. The interview panel included representatives from CVG, KKI, Glimpse of Paradise, Anne Arundel County Department of Health (AACDOH), and a member of the community.

After being onboarded, VIP staff received CVG training to ensure they were equipped to implement the CVG model. The training schedule included:

- Program Manager Training: January 30 - February 2
- Violence Interrupter Training: February 6 - 10
- Database Training for VIP and Outreach Staff: March 4
- Database Training for Program Manager and AACDOH Staff: March 20

In February 2024, before receiving additional training, the team started to plan for implementation. This involved conducting a survey in the Eastport community, interacting with residents and identifying hotspots. This allowed the team to become familiar with areas needing more support and made the residents accustomed to seeing them daily.

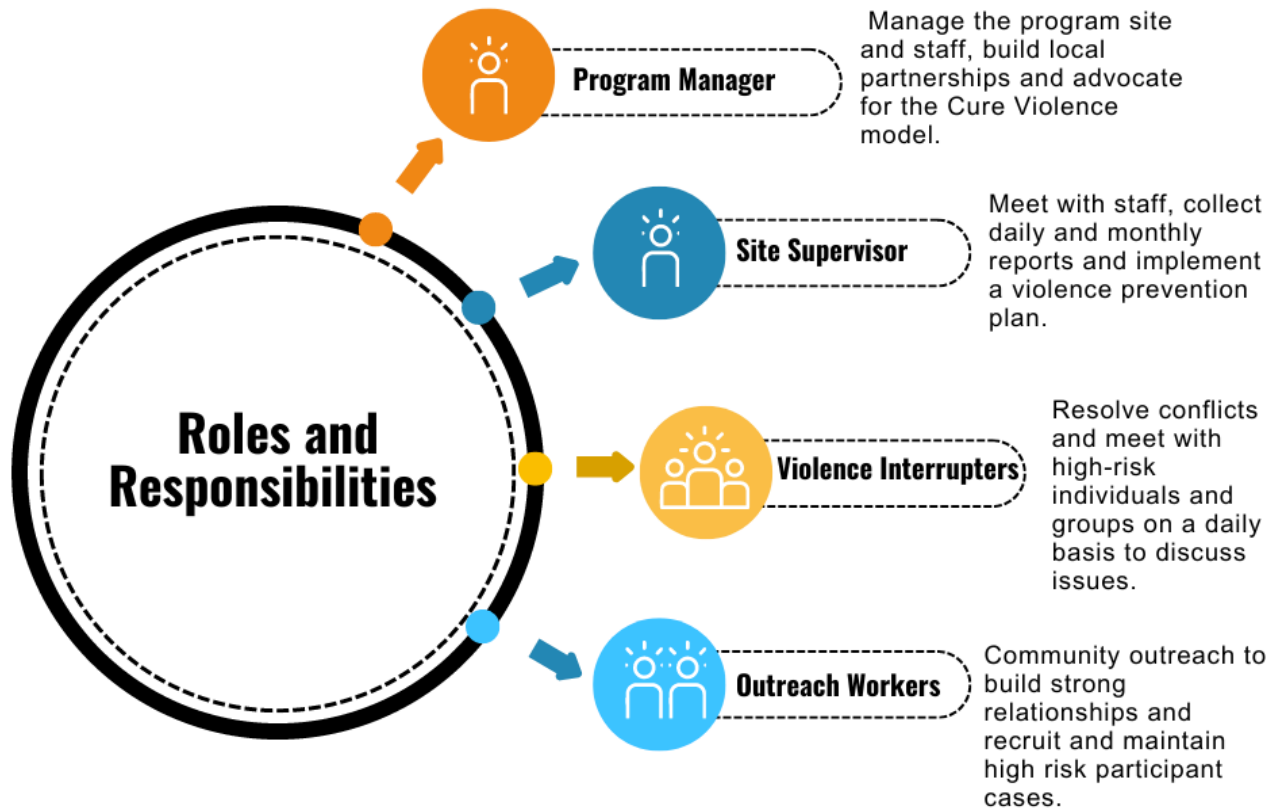
CVG is contracted to provide ongoing technical assistance during VIP implementation, including:

- Weekly check-ins with the Program Supervisor
- Monthly database online office hours as well as response to any immediate questions
- Bi-weekly calls with AACDOH and the CVA Program Manager
- CVG is available to support any emergent issues as they arise

This support and training are crucial in ensuring that the team consistently and accurately documents the required information for the database, thus maintaining their skills and knowledge.

## Roles and Responsibilities

The CVA team consists of a program manager, a supervisor, three violence interrupters (VI) and two outreach staff members. Each team member works a 40-hour shift. Staff members work both during the week and on weekends, and their office hours include daytime and evening shifts. The team's office is located onsite in the Eastport Housing Authority of the City of Annapolis (HACA) property at 1155 - A1 Madison Street, Annapolis, MD 21403, providing direct access to the community. The team can also be reached by residents 24/7 through their hotline at 443-599-8222.



Every staff member plays a significant role in successfully implementing the CVG model. To maintain the model's fidelity, staff must adhere to their roles and responsibilities and keep track of their work in the database. The database collects all programmatic activities related to the program. These include outreach participants, case management, community activities, violent incidents, community mobilization, public education, and conflict mediation.

Staff must also complete daily logs at the end of their shift, documenting their work within the community during working hours. During the day, staff canvass and work in specific high-risk targeted areas to be readily available for any work needed for violence interruption. However, violence interruption work happens as required throughout the day and evening or whenever staff is on duty.

Canvassing includes:

- Interacting with the community to build relationships with residents.
- Sharing public education materials and providing information on where to get resources.

The team meets with the supervisor to debrief about their activities within the targeted community at the end of their shift and to address any concerns or challenges that may have arisen as well as ensure continuity to intervene for any potential situations that could escalate into violence.

**Cure Violence Annapolis (CVA) team**



**Progress Update**

Staff tracks their work through daily logs in the Cure Violence database, with hours for Violence Interrupters (VI) and Outreach workers noted as working towards interruption, norm change, or behavioral change. Interruption includes both VI and Outreach staff intervening in crisis, mediating disputes between individuals, and interceding in group disputes to prevent acts of violence. Norm and behavioral change include both VI and Outreach staff working to change the thinking on violence at both the community level and society at large. Supervisor hours are used for staff facilitation, community monitoring, mediation, and community education and activities. The CVA team started utilizing the database in April 2024, so the data in this report does not fully capture the work as the team was in the process of developing consistent data entry practices.

<b>VI and Outreach Workers Daily Log Hours</b>	<b>April 2024</b>	<b>May 2024</b>	<b>June 2024</b>
Behavioral Change	14 hours	32 hours	26 hours
Norm Change	36 hours	68 hours	42 hours
Interruption	405 hours	387 hours	334 hours
Total Hours	455 hours	487 hours	402 hours

Supervisor Daily Log Hours	April 2024	May 2024	June 2024
Briefings or Debriefings	54 hours	62 hours	58 hours
Community Activities	12 hours	39 hours	19 hours
Mediations/Follow-ups	45 hours	34 hours	29 hours
Monitoring Communities	17 hours	40 hours	37 hours
Public Education	23 hours	15 hours	24 hours
Referrals	19 hours	5 hours	15 hours
Staff Meetings	4 hours	12 hours	9 hours
Staff Supervisions	11 hours	19 hours	13 hours

As staff canvas the community, they are able to provide referrals for community members as well as for program participants.

Referrals	April 2024	May 2024	June 2024
Education	1	2	2
Finance	0	1	1
Hospital	1	0	0
Housing	0	2	0
Legal	0	0	0
Psych	0	1	0
Social	0	1	0
Work	1	7	2
Other	1	0	0

## Violence Interruptions

**April 2024:** Team reported one violence interruption event, which was resolved without further escalation.

**May 2024:** No interruption events were reported.

**June 2024:** No interruption events were reported.

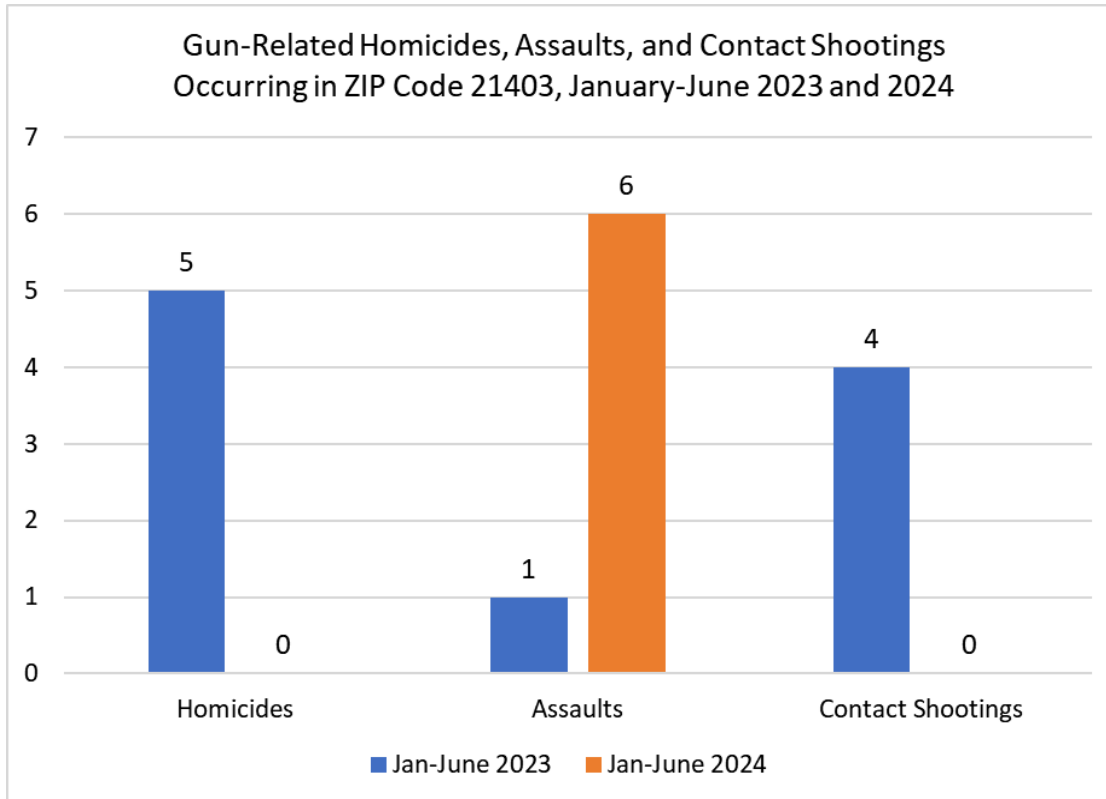
## Program Participants

Based on the program's efforts to engage families through programming, outreach staff has been able to recruit seven high-risk participants with whom they will work closely to ensure change in behavior norms, talk to them about the cost of using violence, assistance with job training, and any case management needs that may arise. Trained outreach staff will work with these participants intensively and engage with participants several times a week. Although they were able to recruit seven participants, recruitment has been challenging for staff since there has been a decrease in violent incidents in the community.

Participants	May 2024	June 2024
New	2	5
Closed	0	0

## Community Violence

According to Annapolis Police Department data, January 2024 - June 2024 has seen fewer gun-related homicides and contact shootings compared to the same time period in 2023, but gun-related assaults have increased. Perception from Annapolis City officials corroborates with the data indicating a reduction in violence in Eastport in 2024 to date. Many factors contribute to gun violence; we will continue to monitor the data to guide the program.



## Community Partnerships

KKI's extensive network has been instrumental in addressing the needs and concerns of the Eastport community. Their ongoing partnership with HACA has allowed the program to secure office space and access to the Eastport Community Center for programming. Their rapport with community partners and government officials has significantly bolstered the presence of the CVA initiative.

Here are some impactful connections the program manager, Bishop Palmer, and CVA have fostered.

- Bishop Palmer engaged in productive discussions with Alderwoman Sheila Finlayson, Alderwoman Rhonda Pindell-Charles, and Rosalyn Johnson from Annapolis Recreation and Parks. As a result of these conversations, they were instrumental in securing funding to open the Eastport pool this summer.
- Anne Arundel County Partnership for Children, Youth and Families has donated pampers, wipes, toiletries, etc., to CVA.
- The American Heart Association has been a valuable partner in supporting the community. Together, it has organized and executed a successful initiative to distribute groceries to those in need. This collaborative effort has significantly impacted the community, ensuring that essential food reaches those most in need.



- CVA has fostered a strong partnership with the Opportunities of Industrialization Center (OIC). Together, they have explored job placement opportunities in the community and plan to develop job readiness programs. This collaborative effort is a testament to their shared commitment to the Eastport community.
- CVA distributed Chromebooks in collaboration with the County Executive's Office of Community Engagement and Constituent Services and Anne Arundel County Public Libraries (AACPL).
- CVA partnered with the AACPL to give out gun locks at the community cookout.

## Community Events

The CVA Program Manager and the team have successfully created events within the community to engage families and recruit high-risk individuals.

<p><b>CVA Events Hosted</b></p>	<ul style="list-style-type: none"> <li>● February 6 - Community meeting in the Eastport Community Center, engaging in an open dialogue about the community's needs and expectations from the Cure Violence team.</li> <li>● March 30 - Field trip with Eastport youth to the African American Museum.</li> <li>● April 13 - Community Fish Fry and distributed resources such as diapers, baby wipes and milk, in addition to brochures that provided additional resources.</li> <li>● May 16 - Started a Boy to Manhood program in the Eastport community for ages 8-14. Enrollment began with 15 youths.</li> <li>● June 8 - Gun Violence Awareness Cookout.</li> <li>● June 20 - Information session for the community to introduce the evidence-based Strengthening Families programs they plan to implement.</li> </ul>
<p><b>CVA Events Attended</b></p>	<ul style="list-style-type: none"> <li>● March 9-10 - Violence Prevention Weekend event with Chase Your Dreams.</li> <li>● April 8 - Adverse Community Experience and Resilience training held at the Eastport Library in Annapolis.</li> <li>● June 6 - Supervisors came out to GVIT Community Meeting.</li> <li>● June 7 - Mental Health First Aid training.</li> <li>● June 22 - Juneteenth Festival.</li> </ul>

## Program Challenges and Barriers

Developing an initial presence and relationships within the community started slowly and has increased with time. The program's presence may have contributed to decreased violence in the community. Although this is a positive thing, it has been a challenge to find and recruit participants based on detecting and interrupting potentially violent altercations that have not occurred. There were delays in receiving equipment that hindered logging daily forms. Once equipment was received they began to log forms. They are still working on logging persistently to get credit for the work done on a daily basis. CVA will also continue to use the training they received to recruit high-risk participants continuously and create events to support the community.

After further conversations with CVG and the AACDOH, they have identified other ways to recruit high-risk participants and maintain the model's fidelity. Activities include:

- Being more intentional about targeting participants based on the seven indicators within the model that determine high-risk participants:
  - Between the ages of 15-35 years old.
  - Involved in street activity associated with violence.
  - Legal history of involvement in violent activity.
  - Personally injured by violence recently.
  - Friend, family or group member was injured by violence recently.
  - Be a member of a group that is involved in street activity.
  - Have easy access to a weapon.
- CVA will use its programs to target and recruit participants.
- Reminding staff that they are credible messengers and one of the reasons they were hired was based on the rapport they have with families and individuals who can benefit from this program within the Eastport area.
- Planning and creating other programming that is specific to the target age population.

## Next Steps

CVA's primary focus is to continue recruiting high-risk individuals for the program and expand on the programming they have created and plan to make. The violence interrupters and outreach staff will continue to work in known hotspots to detect and interrupt potentially violent conflicts. The program will also continue to engage families and youth by addressing the community's needs and providing access to and advocating for services that may need to be more readily available and advocated. In doing so, they will host and create numerous programs and events. Community feedback will be obtained to determine whether the available services are impactful or if anything different needs to be done.

Below are some programs and events that they plan to host in the upcoming months:

- Sister-to-sister program for at-risk girls
- Job fair in partnership with Opportunities of Industrialization Center (OIC)
- Family Day Cookout
- Financial Literacy event
- Monthly food distribution

The AACDOH will continue to provide oversight and monitor the program's progress and outcomes by reviewing the database, ongoing scheduled meetings and site visits, and reviewing monthly program reports. CVG will continue to provide ongoing technical assistance support as needed to ensure that the program work matches the model's fidelity. Support will include in-person visits from CVG partners, continued virtual meetings and ongoing training as needed.

In partnership with CVG and the AACDOH, CVA will also review and discuss whether there is a need to expand the CVA targeted area based on the need within targeted and surrounding areas. This review to expand the model into surrounding areas will only be done if there continues to be an uptick in violence within the surrounding areas and not specifically in the targeted Eastport area.