

Cure Violence Annapolis

July 2024 - September
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

Detect and interrupt potentially violent conflicts or potential shootings

A team of violence interrupters and outreach workers are present in the target neighborhood:

- Canvass target area daily to determine potential hot spots.
- Convene or attend daily meetings to review crime data, as well as information acquired through canvassing and community contacts.
- Develop a daily plan to address confirmed hot spots.
- Conduct mediations between individuals and/or groups by employing mediation strategies and techniques learned during comprehensive training.
- Meet with individuals/groups at highest risk for retaliation to conduct mediation(s) and/or establish resolutions to the conflict.
- Ensure staff members are following up with parties involved in the conflict on a consistent basis.

Identify and treat highest-risk individuals

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:

- Use past and developed relationships with key individuals/groups to promote the use of nonviolence and prevention of shooting incidents, including retaliations.
- Establish rapport with new key individuals/groups (individuals returning to the community, etc.).
- Ensure that outreach workers maintain a minimum of 15 participants and that each participant receives at least 6 in-person contacts per month.
- Meet with key individuals/groups on a daily basis.
- 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.

Community mobilization to change behavioral norms

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:

- Distribute public education materials that promote the use of nonviolence.
- Providing information regarding available resources (job training, education, substance misuse treatment, etc.)
- 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.
- Partner with community groups/organizations to conduct quarterly events.
- Communicate nonviolence strategies to key individuals/groups.
- 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.,
- CBO will build rapport and foster relationships with existing community partners.

Continual data collection, monitoring and reporting

Accurate data collection, monitoring and reporting helps strengthen the program's efficacy and measure the reduction of violence. Activities include:

- Develop and implement a strategy for engagement with law enforcement and the Anne Arundel Department of Health to ensure notification of shootings and receipt of crime data for target area.
- Utilize CVG's web-based database system to collect and analyze program components of the model for violence intervention.
- Conduct daily briefings and debriefings to discuss information gleaned from canvassing efforts and contact with key individuals.
- Map all data associated with the intervention to include:
 - Locations of violent crimes
 - Locations of canvassing/interruption efforts
 - Locations of established relationships with key individuals
 - Confirmed hot spots
 - Locations of mediations
- Use data to inform interruption strategies and identify daily plan.

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Program Implementation

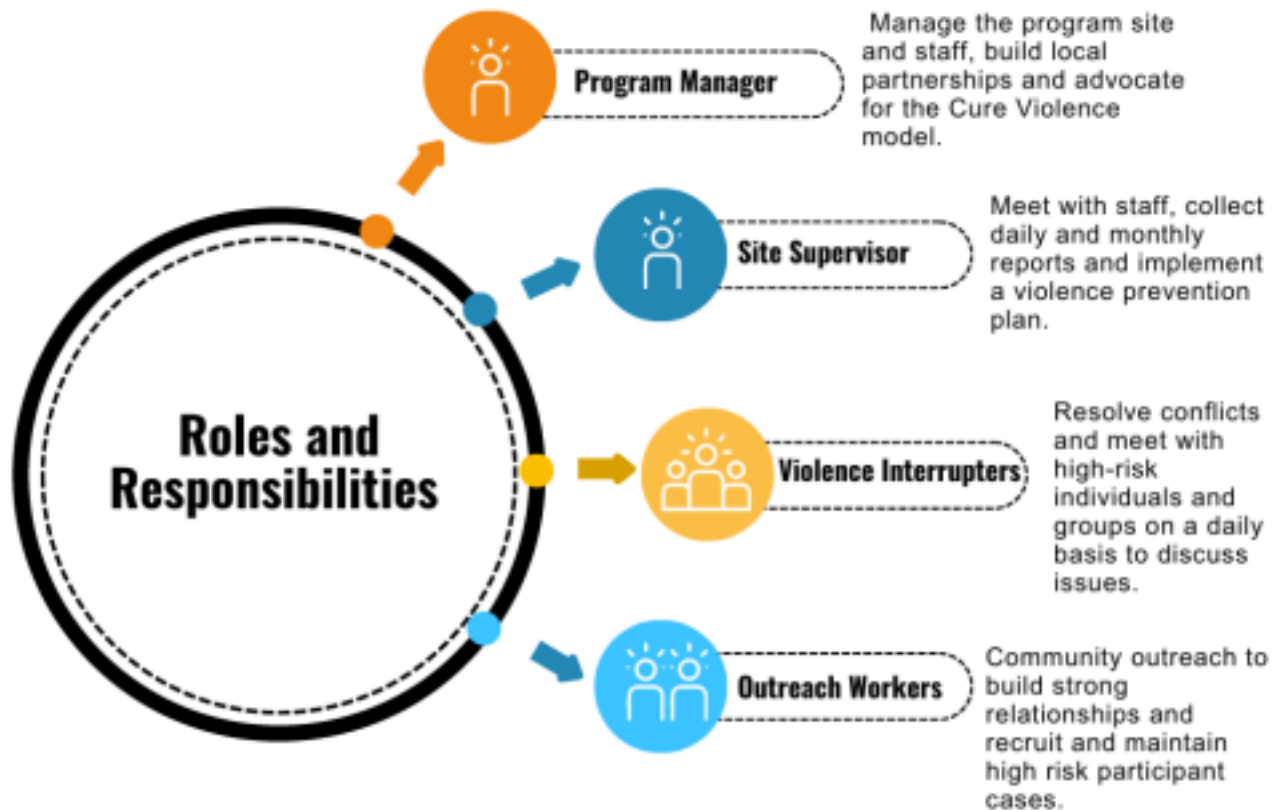
Kingdom Kare, Inc. (KKI), led by Bishop Antonio Palmer and Dr. Barbara Palmer, was selected in 2023 to lead the VIP to address local community gun violence in the Eastport area of Annapolis.

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 workers (OW). 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 CVA office is located onsite in the Eastport Housing Authority of the City of Annapolis (HACA) at 1155 - A1 Madison Street, Annapolis, MD 21403, providing direct access to the community. The team can also be reached 24/7 through their hotline at 443-599-8222.

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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 starts their shift with a briefing to set their intentions for the day and to ensure staff are informed and up-to-date with what is happening in the community. Staff meet 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.

CE Stuart Pittman joining the Cure Violence Annapolis (CVA) team during a check-in



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Progress Update

Staff tracks their work through daily logs in the Cure Violence database, with hours for VIs and OWs noted as working towards interruption, norm change, or behavioral change. Interruption includes both VI and OW 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 OW staff working to change the thinking on violence at both the individual and at the community level. Supervisor hours are used for staff facilitation, community monitoring, mediation, and community education and activities.

VI and OW Daily Log Hours	July 2024	August 2024	September 2024
Behavioral Change	35 hours	43 hours	24 hours
Norm Change	68 hours	74 hours	45 hours
Interruption	375 hours	610 hours	582 hours
Total Hours	478 hours	727 hours	650 hours

Behavioral Change: meeting those at highest risk where they are at, talking to them about the costs of using violence, and helping them to obtain the social services they need – such as job training and drug treatment.

Norm Change: Workers coordinate with new, existing, and establish block clubs, tenant councils, and neighborhood associations within the catchment area to assist in preventing violence. The program distributes materials and hosts events within the catchment area to convey the message that violence is not acceptable. Whenever a shooting occurs within the Cure Violence catchment area, workers organize a response where dozens of community members voice their objection to the shooting

Interruption: Trained violence interrupters and outreach workers prevent shootings by identifying and mediating potentially lethal conflicts in the catchment area, and following up to ensure that the conflict does not reignite.

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Supervisor Role:

Meet with violence interrupters and outreach staff daily to discuss the day's plan and any concerns about any target area. Tasks include:

- Engage with the community.
- Develop outreach plans for target areas.
- Guide violence interrupters and outreach workers about potential shootings.
- Conduct end-of-day debriefings.
- Approve new participants.
- Review documentation.
- Assist staff with program needs.
- Address staffing issues.

Supervisor Daily Log Hours	July 2024	August 2024	September 2024
Briefings or Debriefings	56	60	54

Community Activities	15	3	3
Mediations/Follow-ups	31	20	22
Monitoring Communities	45	81	77
Public Education	9	10	15
Referrals	8	9	3
Staff Meetings	10	8	8
Staff Supervisions	14	35	15

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

Referrals	July 2024	August 2024	September 2024
Education	0	0	5
Finance	3	6	1
Hospital	0	0	0
Housing	0	0	5
Legal	1	3	0
Psych	0	0	0
Social	0	3	2
Work	3	5	5
Other	0	11	0

On July 16-17th, Cure Violence Global conducted a booster Violence Interruption and Reduction Training (VIRT) training and site visit. During the site visit, findings included:

- The team's credibility in the community is great, they are well recognized and respected.
- Overall engagement with younger youth is considered a preventive measure against violence, and is also a vehicle to recruit high risk individuals who may be family members.

Violence Interruptions

On Saturday, July 27th a shooting incident occurred. The violence interruptors discovered that the conflict between both individuals was personal, which involved money, love interest, disrespect, social media, and “territorial trespassing.” One or more of the individuals involved may have had access to a weapon. The following day, two violence interruptors followed up with both parties to prevent further escalation. There have been no other interruptions reported within the following months.

Program Participants

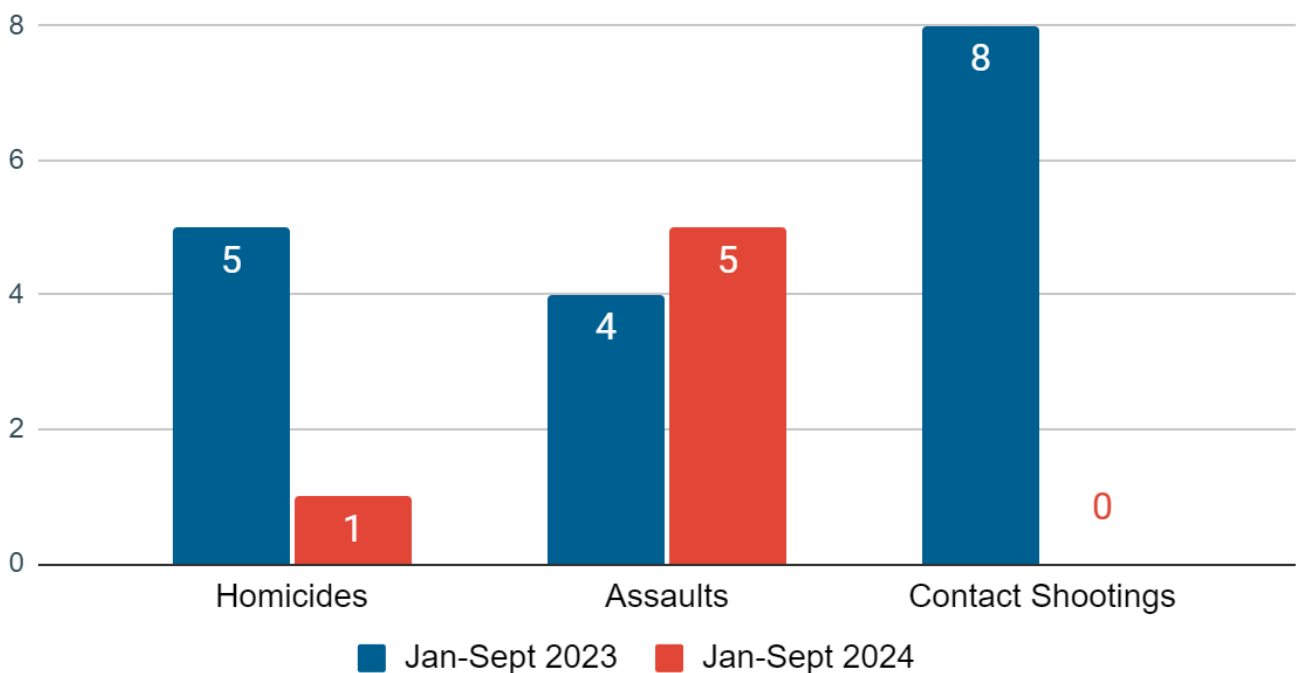
The OW staff were successful at recruiting one new program participant in July and four in August, bringing the total number of program participants to 12 participants. They will continue to work closely with these participants to encourage change in behavior norms by talking to them about the cost of using violence. They will also provide assistance with job training and provide case management for needs that may arise. Trained outreach staff -work intensively with participants to meet their planned goals.

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Community Violence

According to the Annapolis Police Department, gun-related homicides and contact shootings were fewer between January 2024 through September 2024 compared to the same time period in 2023 for ZIP code 21403, where Eastport is located. However, gun-related non-shooting assaults are slightly higher in this timeframe. Perception from Annapolis City officials supports the data indicating a reduction in violence in Eastport in 2024 to date.

Gun-Related Homicides, Assaults, and Contact Shootings Occurring in ZIP Code 21403, January-September 2023 and 2024



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 met with HACA. They established a monthly meeting for updates with the purpose of finding solutions to meet the needs of participants and community members.
- CVA partnered with the Anne Arundel County Public Library to give out gun locks at the community meeting they hosted. Bishop Palmer provided a personal testimony about his personal use of gun locks. This spurred interest from attendees to pick up gun locks for themselves, resulting in 16 locks being provided within the community.
- CVA recently formed a partnership with Agape Way, a nonprofit in Baltimore that offers comprehensive behavioral health programs.

Community Events

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

CVA Events Hosted	<ul style="list-style-type: none">• On June 6th, CVA started a 6 - week program with guest facilitator Ron Shaye Clark, who worked alongside OW Kee-Afa Payne with 14 girls, a relationship-building effort to reach parents who could be high-risk.• On July 20th, they hosted a Women's Empowerment event at the Eastport Community Center. 40+ women of all ages attended this event.• On August 25th, CVA held a graduation for their Boy-to-Manhood program, yoga and karate instructors were invited to discuss physical and mental health.• On September 24th, CVA hosted their community meeting, nearly 50 people attended (30+) being residents.• Phase 2 of their Boyhood-to-Manhood program.
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CVA Events Attended

- July 27th - Family Day hosted by the Local Organizing Committee (LOC)
- August 4th - Eastport Community Gardening Party
- August 18th - Eastport Back to School

Program Challenges and Barriers

Although developing an initial presence and relationships within the community started slowly, CVA presence is becoming more of a known presence within the community. This may have contributed to the documented reduction in violence in the community. The team is still working on using the CVG database with fidelity so their efforts can be appropriately documented. CVA will also continue to use the training they received to recruit high-risk participants continuously and create events to support the community.

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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 participants and others in the target 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:

- Mental Health First Aid Training
- Job Fair/Job Readiness Event
- Thanksgiving Drive
- Financial Literacy Event
- Kwanza Event

The AACDOH will continue to provide oversight and monitor the program's progress and outcomes by reviewing the database entries, continuing to meet with the staff and performing site visits, and reviewing monthly program reports. CVG will continue to provide ongoing technical assistance 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.