

Cure Violence Annapolis

October 2024 - December
2024 Report



Cure Violence Annapolis

October 2024 - December 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. 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 (VIs) and outreach workers (OWs) 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 or groups at highest risk for retaliation to conduct mediations 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 the highest-risk individuals

Ensure that VIs and OWs 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 existing relationships with key individuals or groups to promote the use of nonviolence and prevention of shooting incidents, including retaliations.
- Establish rapport with new key individuals or groups; for example, individuals returning to the community following incarceration.
- Ensure that outreach workers maintain a minimum of 15 participants and that each participant receives at least six in-person contacts per month.
- Meet with key individuals or groups on a daily basis.
- Conduct monthly reviews of violence interrupter and outreach worker documentation to ensure staff have the necessary relationships and are working with the highest-risk individuals.

Community mobilization to change behavioral norms

Through credibility and rapport, ensure that VIs and OWs are working to change the behavioral norms that support violence in target communities. Activities to accomplish include:

- Distributing public education materials that promote the use of nonviolence.
- Providing information regarding available resources (job training, education, substance misuse treatment, etc.)
- Partnering with community groups/organizations to conduct quarterly events.
- Communicating nonviolence strategies to key individuals/groups.

- Building rapport and fostering relationships with existing community partners
- Developing community responses to shootings within 72 hours. The Violence Interruption site must organize a community activity to call attention to the shootings and killings and urge community members to join with others in speaking out against violence occurring within the site's designated target area.
- Documenting efforts made by the Community-Based Organization 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, shooting responses, etc.

Continual data collection, monitoring and reporting

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

- Developing and implementing a strategy for engagement with law enforcement and the Anne Arundel County Department of Health (AACDOH) to ensure notification of shootings and receipt of crime data for target areas.
- Utilizing CVG's web-based database to collect and analyze program components of the model for violence intervention.
- Conducting daily briefings and debriefings to discuss information gleaned from canvassing efforts and contact with key individuals.
- Mapping all data associated with the intervention to include locations of:
 - violent crimes
 - canvassing/interruption efforts
 - established relationships with key individuals
 - confirmed hot spots
 - mediations
- Using data to inform interruption strategies and identify daily plans.

Program Implementation

Kingdom Kare, Inc. (KKI) was selected in 2023 to lead the VIP to address local community gun violence in the Eastport area of Annapolis.

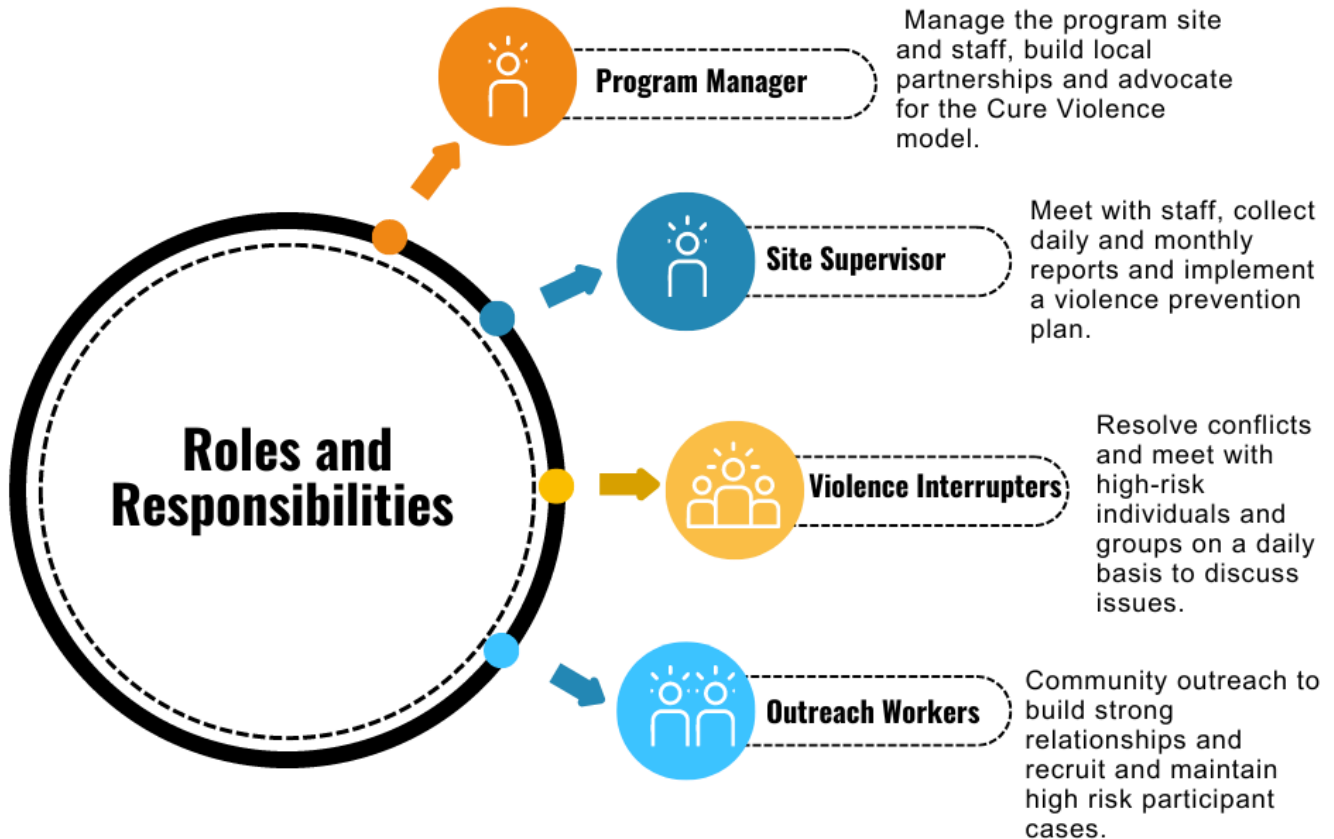
CVG is contracted to provide ongoing technical assistance during VIP implementation, including:

- Weekly check-ins with the Program Supervisor
- Monthly database online office hours, as well as response to any immediate questions
- Bi-weekly calls with the AACDOH and 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 40 hours each week. 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.



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 that collects all programmatic activities. These include case management for the outreach participants and documentation of all community activities, violent incidents, community mobilization, public education and conflict mediation.

Staff must also complete daily logs at the end of their shifts, 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 that 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 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 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 community levels. Supervisor hours are used for staff facilitation, community monitoring, mediation, and community education and activities.

VI and OW Daily Log Hours	October 2024	November 2024	December 2024
Behavioral Change	57.5 hours	55 hours	90 hours
Norm Change	101 hours	93 hours	126 hours
Interruption	605 hours	510 hours	552 hours
Total Hours	763.5 hours	658 hours	768 hours

Behavioral Change: Meet those at highest risk where they are by 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: Coordinating with new, existing, and establishing block clubs, tenant councils, and neighborhood associations within the catchment area to assist in preventing violence. 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 objections to the shooting.

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

Supervisor Role: Meet with VIs and OWs 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 VIs and OWs 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	October 2024	November 2024	December 2024
Briefings or Debriefings	61	58	56
Community Activities	2	2	17
Mediations/Follow-ups	14	11	5
Monitoring Communities	54	59	40
Public Education	16	9	14
Referrals	10	5	5
Staff Meetings	9	9	6
Staff Supervisions	15	9	21

As staff canvass the community, they are able to provide referrals for community members and program participants. This chart shows the cumulative number and a breakdown of referrals for participants and nonparticipants each month. Additionally, it shows that they are helping shape the norms of the participants while also assisting the community.

Participants			
Referrals	October 2024	November 2024	December 2024
Education	1	0	2
Finance	2	4	9
Hospital	0	1	0
Housing	1	0	0
Legal	1	3	0
Psych	0	1	0
Social	0	2	1
Work	6	6	2
Other	5	0	0
Non-Participants			
Referrals	October 2024	November 2024	December 2024
Education	16	4	12
Finance	5	4	25
Hospital	0	0	0
Housing	0	0	0
Legal	1	1	0
Psych	1	0	6
Social	1	0	9
Work	40	6	5
Other	25	0	2
Total	105	32	73

On October 22, CVG conducted a Technical Assistance (TA) training. The team was briefed on the following skills:

- Finding more effective methods for entering data into the daily logs
- Inputting case notes
- Developing an efficient method for inputting Risk-Needs-Resilience (RNRs)

Violence Interruptions

There were no interruptions this quarter, but the team remains vigilant, actively monitoring and canvassing hot spot areas to maintain a strong presence and engagement within the community.

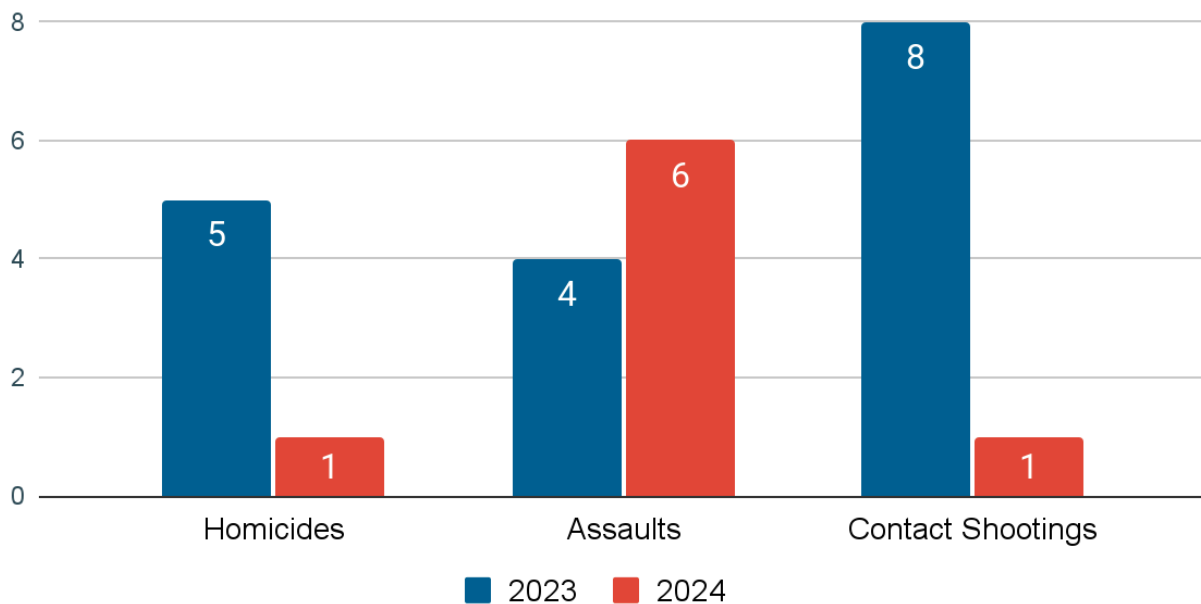
Program Participants

The OWs successfully recruited two new program participants in November and two in December, bringing the total number of program participants to 16. In November, they successfully helped participants obtain jobs and sign up for career programming. They will continue to assist with job training and provide case management for needs that may arise. They will also work closely with these participants to encourage change in behavioral norms by talking to them about the cost of using violence. Trained outreach staff will work with these participants intensively and are required to engage with each participant weekly.

Community Violence

According to the Annapolis Police Department, gun-related homicides and contact shootings were fewer in 2024 compared to the same time period in 2023. However, gun-related non-shooting assaults are slightly higher in this timeframe. Perception from City of Annapolis 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 in 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 it 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 CVA initiative's presence. The CVG Annapolis team partnered with the Community Action Agency, Anne Arundel Workforce Development, and Maryland Apprenticeship and Training Program to host the job fair in October.

The team will continue to maintain its current partnerships with the public libraries, Agape Way, Anne Arundel County Partnership for Children, Youth and Families, the American Heart Association, and several other organizations.

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>CVA Events Hosted</p>	<ul style="list-style-type: none"> ● October 19: Partnered with the Community Action Agency, Anne Arundel Workforce Development, and Maryland Apprenticeship and Training program to host a job fair for the community. ● Thanksgiving: Prepared and distributed turkey baskets for 25 families including those of their program participants. ● November 30: Took an educational field trip to the Mütter Museum Historical Medical Library. ● December 11-30: Held a 3-week strengthening families program. ● December 17: Hosted a Health and Wellness community event. ● December 26 - January 1: Hosted a Kwanzaa event featuring guest speakers, with 20-40 people in attendance each day.
<p>CVA Events Attended</p>	<p>On November 27, CVA attended and assisted Ms. Donna Johnson's annual Turkey Giveaway in the Eastport community.</p>

Program Challenges and Barriers

Although developing an initial presence and relationships within the community started slowly, CVA's presence has become more known and trusted, which may have contributed to the documented reduction in violence. 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.

After further conversations with CVG and the AACDOH, CVA has 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 status, at least four of which have to be met:
 - Between the ages of 15-35 years old
 - Involvement in street activity associated with violence
 - Legal history of involvement in violent activity
 - Personal injury due to recent violence
 - Proximity to friend, family or group member injured by violence recently
 - Membership in a group that is involved in street activity
 - Easy access to a weapon
- Using CVA 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 to expand on the programming they have created. The VIs and OWs will continue to work in known hot spots 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. To do 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:

- Men's Empowerment Conference
- Black History Month Event
- Financial Literacy Workshop
- Community Meeting

The AACDOH will continue to provide oversight and monitor the program's progress and outcomes by reviewing the database entries, meeting with staff, performing site visits, and reviewing monthly program reports. Our CVG partners 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.