



THE ONS QUARTERLY
(January 2012 – March 2012)

"Peace is a daily, a weekly, a monthly process – gradually changing opinions, slowly eroding old barriers, quietly building new structures. And however un-dramatic the pursuit of peace, that pursuit must go on." – JFK

STREET OUTREACH

The primary strategy of the Office of Neighborhood Safety ("ONS) is its **Street Outreach Strategy**. Each day the city's street outreach team (Neighborhood Change Agents or "NCA's") directly engages those on a face-to-face basis who are most likely to commit gun violence in Richmond (aka -"the ONS population"). NCA's work to build healthy and consistent relationships with identified individuals, serving as their mentors and credible messengers who provide examples of healthy lifestyles. The ONS also works to expand access to quality opportunities, exposures, resources, and services that build on the identified populations strengths in an effort to reduce their involvement in gun violence.

In the first quarter of 2012 (January –March), **870** outreach contacts were made with **75** individuals identified as being at highest risk for being involved in gun violence in Richmond. NCA's walked **44** of these individuals into and through a support services opportunity (hard referral) facilitated by a local/regional non-governmental organization. The ONS made **82** referrals to a support services opportunity (soft referral) facilitated by a local or regional non-governmental organization.

Fiscal Year 2011/12 Totals: [2,248 Contacts]

Percent increase/decrease of outreach contacts this quarter (2012) compared to this quarter 2011: [-2%]

Additionally, the ONS facilitated the delivery of social services to **58** formerly incarcerated individuals who were charged with firearm related offenses between January and March 2012. **55** of the individuals contacted received attention intensive support and mentoring by ONS staff this quarter.

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OPERATION PEACEMAKER FELLOWSHIP

An extension of the ONS street outreach strategy is the **Operation Peacemaker Fellowship program**. “The Fellowship” is a Transformative Mentoring Intervention designed for those most likely to be involved in gun violence. This intervention works to transform the attitudes and behaviors that have given rise to the selected individual’s involvement in gun violence. The Fellowship is representative of those individuals who are most resistant to change and/or are chronically unresponsive to the traditional range of services offered or available in the Richmond community. In addition to the public safety concerns that these individuals pose, they are among the most expensive population to serve in policing, incarceration, hospitalization and social services. Enabling them to right their life trajectory will have a collateral and positive effect on their communities, families and peers, in addition to saving tax payer dollars.

The Fellowship provides program incentives for participation and positive behavior as a gateway to developing intrinsic motivation that arises from internal and not external rewards. **All Fellow stipends, supportive services and exposures costs associated with the Fellowship are funded by grant and private resources.**

Between January – March 2012, the ONS **subsidized 28 employment opportunities** through grant funds for those participating in the Fellowship. This was a partnership with the City of Richmond’s Employment and Training Department, Recreation and the Richmond Police Activities League.

Thirty-one (31) Fellows are currently active in what is only the second cohort of the Fellowship. Twenty (20) of the Fellows in Cohort 2 are new and eleven (11) returned from Cohort 1. Of our new Fellows, all have created Life Maps (individualized case/life plans) and each has pledged a commitment to non-violence and fulfillment of their Life Map. Each is currently receiving case management services. Twenty-eight (28) of the currently active Fellows are actively engaged in life skill building opportunities, pro-social activities and time specific goals. At the end of this quarter, thirteen (13) Fellows have extended their personal relationship network in a healthy direction, nine (9) Fellows have extended their professional network relationship in a healthy direction.

An additional highlight for note in the first quarter of the year with regard to the Fellowship was that in January 2012 the Office of Neighborhood Safety’s (ONS) Operation Peacemaker Fellowship program, staff and Fellows were featured and recognized at the National Mentoring Summit 2012 in Washington, D.C. The Fellowship was recognized nationally as a promising “Transformative Mentoring” practice/model.

ONS staff shared its approach and testimony with more than 500 conference attendees and speakers that included White House Administration officials Joshua Dubois, Special Assistant to the President and Executive Director of the White House Office of Faith-based and Neighborhood Partnerships, and Senior Advisor to the President, Valerie Jarrett.

Additionally, during a Special Summit closing session, ONS Sr. Fellow D'vondre Woodards shared the stage with NBC News Chief Foreign Affairs Correspondent Andrea Mitchell. Ms. Mitchell was recognized for her leadership in mentoring, and Mr. Woodards was allowed to ask her questions about her perspectives about mentoring and the President's State of the Union Address that took place Tuesday night. Mr. Woodards also presented Ms. Mitchell with an award from MENTOR.

MENTOR is the lead champion for youth mentoring in the United States. MENTOR's goal is to help children by providing a public voice, developing and delivering resources to mentoring programs nationwide and promoting quality for mentoring through standards, cutting-edge research and state-of-the-art tools. Founded in 1990, MENTOR is headquartered in Alexandria, Virginia.

While in the nation's capitol, Congressman George Miller extended an invitation to ONS to be his guest at the State of the Union Address. Director Boggan selected Sr. Fellow Woodards to attend. Mr. Woodards has been involved in the Fellowship program for more than a year and has exemplified extraordinary leadership in promoting peace and resolving rival group conflicts without the use of gun violence.

LIFE SKILLS COMMUNITY TRAINING

This Life Skills Community Training opportunity is sponsored by the Office of Neighborhood Safety and presented by Community Presbyterian Counseling Center of Danville California. Thirty-three (33) individuals representing city staff, community advocates and clergy are participating in this Life Skills Training opportunity that provides a safe space and creates community for those who work closely and intimately with crisis and trauma related situations. The eight (8) week training curriculum facilitates a skills building, trust building, emotional healing and reflection process that enhances skill sets in the areas of negotiating trauma, working effectively with those who are grieving or dealing with anger, abuse, domestic violence, mood disorders, addictions, and personality disorders. This training opportunity supports community and clergy capacity building related to being involved in Richmond's CEASEFIRE/LIFELINES FOR HEALING Initiative.

CALIFORNIA GANG REDUCTION, INTERVENTION AND PREVENTION [CalGRIP 3] - CONCLUDES

The third of five CalGRIP awards to the City of Richmond's Office of Neighborhood Safety concluded at the end of March 2012. CALGRIP (III) was designed to provide youth at-risk for gang involvement and gang involved youth from the City of Richmond and the City of San Pablo with gang prevention, intervention, re-entry, education and job development opportunities that included the following - street and school-based outreach services, case management and employment readiness services, and life skills training and wrap around services.

The grant partners included:

City of Richmond Office of Neighborhood Safety (ONS) - serves as the lead agency for this collaborative effort, provides street outreach services, service referral coordination and life skills training on behalf of gang involved youth, young adults and their families.

Richmond Police Activities League (RPAL) – provides case management and life skills training services.

City of San Pablo – provides street and school based outreach services within the City of San Pablo in partnership with the Bay Area Peacekeepers (BAP).

City of Richmond Employment and Training Department – provides employment readiness and training/career skills training services on behalf of gang involved youth and young adults identified by the Office of Neighborhood Safety and the City of San Pablo/Bay Area Peacekeeper street outreach teams.

The RYSE Center – provides job readiness and preparedness (resume writing, professionalism workshops, interview skill-building, career fairs and exposure to different trades and occupations, support with educational attainment including literacy and math skill-building, support with applications and financial aid, test preparation and support, and tutoring); health and wellness (clinical and non-clinical counseling and case management, support groups including men's group, anger management, grief groups, yoga and meditation, and healing arts); youth leadership and civic participation (leadership programs and workshops, center-wide and program events that support community-building, civic participation, and leadership development).

This service provision partnership is representative of members of the Richmond Community Wellness Collaborative (RCWC).

Through the California Gang Reduction, Intervention, and Prevention Program (CalGRIP III) nine hundred forty-three (943) individuals received gang prevention services, and an additional four hundred eighty-eight (488) received gang intervention services. One hundred and eighty (180) participants received education services of which fifty-one (51) demonstrated academic improvement/advancement and sixty-three (63) participants demonstrated increased participation in school and school-related activities. Over the period of the grant fifty-one (51) participants were placed in employment, education or training programs and an additional forty-eight (48) participants entered an apprenticeship program. Ten (10) CalGRIP III program participants attained a high school diploma/GED and seventeen (17) retained or returned to secondary school for at least 2 semesters.

The grant period for these outcomes represents the two-year period covering April 1, 2010 thru March 31, 2012.

CALIFORNIA GANG REDUCTION, INTERVENTION AND PREVENTION [CalGRIP V] - AWARDED

The Office of Neighborhood Safety was awarded its 5th California Gang Reduction, Intervention and Prevention Grant (CalGRIP V). CalGRIP V funds the newly created **West Contra Costa Mentoring Partnership (WCCMP)**. Funding will allow partners to implement an evidence-based practice pioneered by the Big Brothers Big Sisters of America Program (BBBS). Mentoring was selected as a strategy for its proven ability to impact at-risk youth.

The WCCMP will serve and facilitate a total number of 81 youth between the ages of 11 and 18 in intensive mentoring relationships over two years. This number was selected based upon the optimal number of high-need youth who can be served effectively at each partner agency. Forty (40) of these youth will be provided work readiness services and 120 hours of subsidized employment.

The partners include the City of Richmond Office of Neighborhood Safety, the City of Richmond Employment & Training Department, Be A Mentor, Boys and Girls Club of El Sobrante, Richmond Police Activities League, and the RYSE Center.

ONS STAFF TRAINING & CAPACITY BUILDING

The Office of Neighborhood Safety staff members are provided ongoing training opportunities that allow them to increase their knowledge base and skill levels associated with the work they facilitate in order to maximize their output and increase their effectiveness.

In the first quarter of this year, ONS staff participated in the following trainings:

National Mentoring Summit & Training

National Youth At-Risk Training

Training on Trauma-Informed Care

Training on Developmental Assets (Assets 101)

Gun Violence Prevention Training

Connecting Ideas to Leaders – Policy and Practice

RECAP Summit – Building Better Partnerships to Reduce Gang Violence

Batterer Intervention Training

Life Skills Community Training

BEYOND VIOLENCE INITIATIVE – 2011 EVALUATION RESULTS

Don't forget to check out the year-end 2011 BEYOND VIOLENCE INITIATIVE EVALUATION SUMMARY AT WWW.CI.RICHMOND.CA.US – SEE Office of Neighborhood Safety Strategic Initiatives, under the Beyond Violence Initiative (More About BVI) link.