



**Richmond, CA**  
**Office of Neighborhood Safety (ONS)**  
2024 Data Report

Prepared by:  
Prof. Jason Corburn, UC Berkeley, Center for Global Healthy Cities

Report Date: April 18, 2025



Citation: Corburn, J. 2025. Richmond, ONS, 2024 Data Report. Center for Global Healthy Cities, UC Berkeley.

## Introduction:

This report gives an overview of the activities of Richmond's Office of Neighborhood Safety in 2024. In its 17<sup>th</sup> year of operation, the ONS continues to help reduce firearm homicides and assaults in Richmond. We also found that the ONS served more clients, or fellows, (219) in 2024 than in any of its other 17 years. We found that 99% of those clients remained alive at the end of 2024, 96.3% did not have a gun injury, and 5% were arrested on a gun-related charge. The average age of an ONS fellow was 18 in 2024; 35% were Latino; 54% black; and the others were of mixed, Asian or white backgrounds. Also in 2024, 28% of ONS participants were female, what ONS called *Fellowettes*. This was the largest percentage of female participants in ONS history.

At the conclusion of 2024, we found ONS fellows reported the following:

- 74% Improved Conflict Resolution Skills
- 64% felt safer in their neighborhoods
- 73% improved basic needs, such as clothing, shelter and food.
- 75% improved mental health
- 79% no longer using guns to resolve conflicts

## Richmond Gun Crime, 2024:

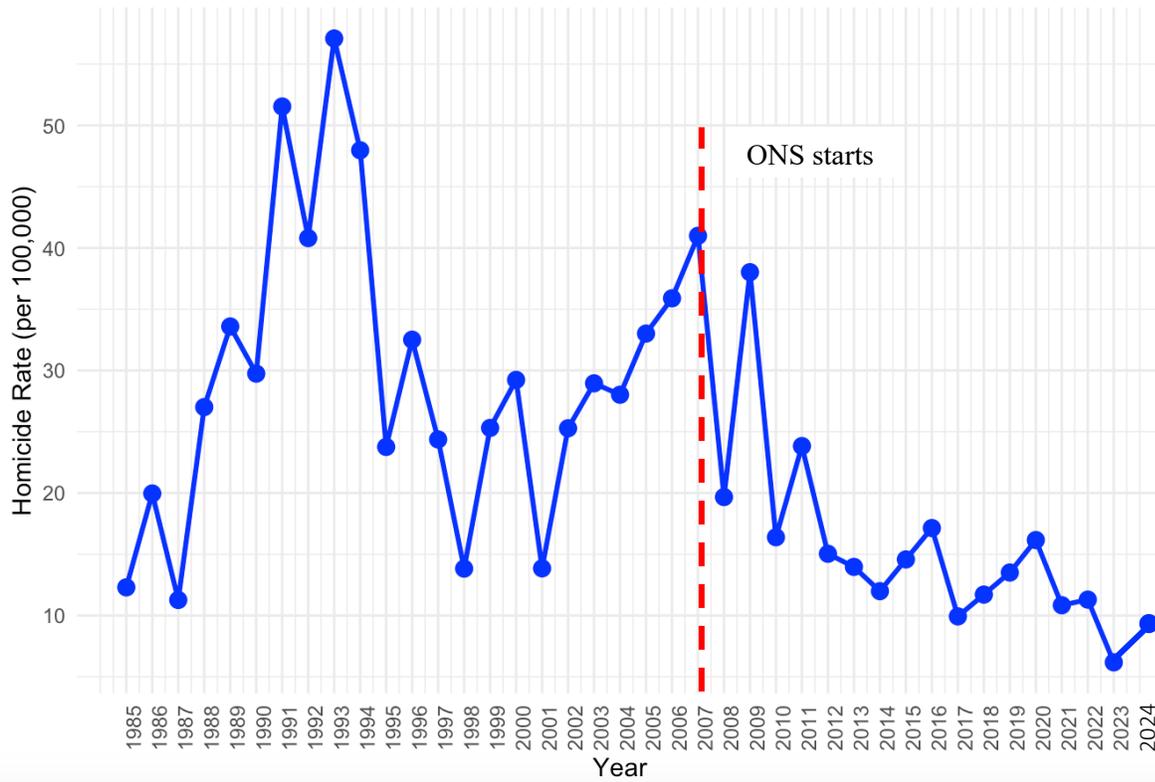
**10 firearm homicides.** 25% increase from the 8 in 2023.

- Average age 27; 9 males; 1 female. 60% Black; 30% Latino.
- **No youth (<18 years old) gun homicide victims in 2024.**
- 60% of firearm homicides were Black or Latino, under 35 years old (63% in 2023)
- 3 in North; 5 in Central; 2 in South.
- 0 homicides from October 19th- December 31<sup>st</sup>, 2024.

**49 assault shootings** (CA Criminal Code, 245a2). This is a **23.4% reduction from 2023.**

- Average age 30; 30% Black; 51% Latino. 21% female
- 53% (26) firearm assault victims were Black or Latino, 35 years or under (59% in 2023).

### Homicide Rate per 100,000 in RICHMOND by Year



## ONS Peacemaker Fellows

In 2024, the ONS served 219 program participants. This is compared to 165 in 2023, or a 33% increase in the number of participants.

At the time of enrollment, 90.2% of fellows were open to change, but fewer than 18% were receiving any social services.

A set of questions are asked of participants at the time of enrollment including prior life experiences, risk factors for engaging in gun violence and some strengths and assets. In 2024, we found that 57% of participants had 4 or more Adverse Childhood Experiences or ACEs. ACEs are traumatic experiences that if left unaddressed can contribute to self-destructive behaviors, poor emotional regulation, depression, anxiety, lack of impulse control, and difficulty with emotional attachment, among other influences. The ACEs do not include gun violence, but our data ask whether or not a participant had been shot at, injured by a firearm, witnessed a gun homicide, or had a family member killed by a gun. In 2024, more than 65% of participants had both two or more-gun violence exposures and 4 or more ACEs.

The brains of those with gun violence exposures and ACEs are often stuck in ‘survival mode,’ fighting off unseen or invisible enemies. Having multiple unaddressed ACEs contributes to young people having difficulty being open to nurturing, care & love, they limit our ability to imagine, plan, play, learn & pay attention to other people’s needs. The traumas of gun violence exposure and ACEs can rob a young person of the feeling that they are in charge of themselves. One antidote to these traumas experienced by ONS fellows in the Peacemaker Fellowship.

## Peacemaker Fellowship Data

In 2024, there were 13 active NCAs. The ONS fellows received the following:

**16, 272 fellow engagements for 22,7373 hours.** These are one-on-one interactions between an ONS NCA and their fellow.

**1,492 referrals for 4,1778 hours**

**7,058 services delivered for 4,063 hours.**

**Richmond ONS, 2024**

**Fellow Referrals by Type**

Referral Type	Report period referrals	Report period referral recipients	Report period referral (hours)
Grand Total	1,492	97	4,177.5
Null		0	
Anger Management	3	3	3.5
Becoming A Man		0	
Court	12	8	24.5
Dmv/License	27	12	47.0
Education Vocational Training	17	12	31.5
Family Support	23	18	102.5
Food Assistance	21	14	31.5
Ged	3	3	5.0
Health Care	10	5	25.5
Housing	9	9	17.0
Internship/Work	89	36	166.5
Job Readiness		0	
Mental Health	13	9	48.5
Other	16	13	24.5
Pro-Social Leadership Skills And A..	698	58	2,048.5
Probation	2	1	2.0
Restorative Justice Practices	2	1	4.0
Social Security Card	5	4	10.5
Substance Abuse/Addiction Servic..	2	1	19.0
Violence Avoidance Social Emotio..	540	49	1,566.0

## Richmond ONS, 2024

### Fellow Services by Type

Service	Report period service recipients	Report period services	Report period service hours
Grand Total	190	7,058	4,063
CBT	98	1,675	966
Counseling	0		
Elder Circle	2	4	
Excursion	26	42	101
Internship	22	81	43
Job Readiness	0		
Life Coaching	158	2,651	1,619
Lifeskills	173	1,817	1,110
Other Service	19	35	0
Service Navigation	80	737	206
Transformative Travel	15	16	20

## Richmond ONS, 2024

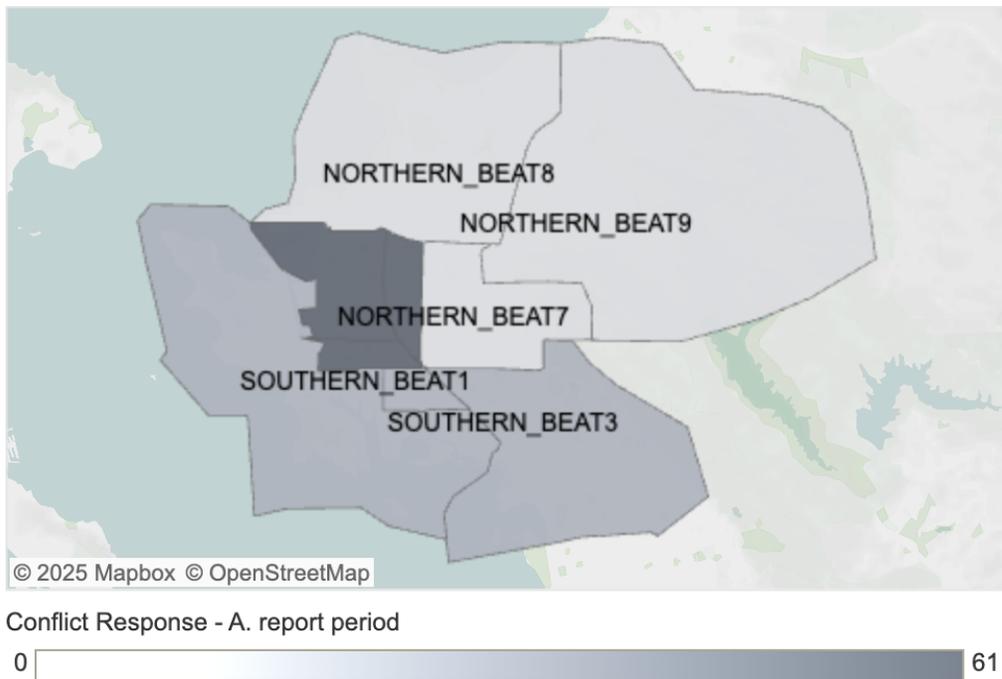
### Street Outreach & Conflict Mediations:

In addition to mentoring fellows, ONS Neighborhood Change Agents (NCAs) also conduct street outreach and mediate conflicts in the community.

In 2024, ONS delivered outreach 6,092 times for 5,714 hours. These are engagements with community members that are not enrolled in the Peacemaker Fellowship.

ONS, NCAs also mediated 117 conflicts over 243 hours. Of all these conflict mediations, 61 were in Central Richmond, 8 in North and 26 in South.

### All Conflict Mediations



### **NCA Conflict Response Field Notes (selections):**

- Met with student to see how we could in front of a recent incident that involved a gun. Spoke with student and he states he wants to work with us. Also met with his mom and she wants us to do whatever we can to help her son.
- Sat with a student at Dejean XXX who has ppl coming up to the school every day looking for him while in the meeting with him other staff came in because they saw him on camera checking pockets of other students, we even had his mother in the meeting attempting to help get him focused and away from dram. He has agreed to allow us to work with him also staff is going to provide us with a list of all of his friends so that we can address the whole group
- NCA met with student involved in shooting at Richmond high. Mediation was successful and will continue working with student.
- Fellowette was having conflicts with fellow students. NCA provided conflict mediation to mediate the issue. Students agreed to discuss the issue and resolve it.
- Student trolling peers through social media
- Responded to several school lockdowns due to a gun being found on a high school campus.
- NCA assisted with mediation regarding fellow with police. Fellow was able to compose himself and handle the situation in a calm manner.
- Individual was going to get jumped by her son's father's girlfriend and called NCA. NCAs were able to deescalate the situation. Individual stated that she would like to receive services from ONS.
- Fellowette had family court and asked NCA to attend due to being threatened by her daughter s father s girlfriend. She was confronted by the girlfriend, and she submitted a restraining order.
- NCA went to the Hayward Court House with fellowette. She has another court date on 4/10/24 at the Oakland courthouse. Her baby s father and his girlfriend were present. Fellowette does not feel safe around them.
- Fellow was stabbed by someone he knew and was a bigger person to not retaliate against that individual. He wants to continue working towards his goals of obtaining his HS diploma and obtaining his electrician certificate.
- Two of our fellows got into a physical altercation during life skills. We broke it up and then had conflict mediation with them. We were able to de-escalate the conflict.
- Was called to come to Richmond High School for a fight with some students from North and south
- Checked in with fellows and make sure that they were not going to retaliate against ops. Fellow that was shot a few weeks back got discharged and wanted to make sure everyone was cool.
- Met with brother of shooting victim. Assisted with translation and accompanied him to the funeral home to sign forms.
- De-escalated an individual that was having an episode. He was taken to a rehab center
- Pulled up and fellow and her mother while they were having a conflict outside of their home.

- NCA mediated a fight between central and crescent park girls. The CP girls do not feel safe returning to Kennedy High and will wait to be accepted to El Cerrito High. They have agreed to participate in the Fellowship program and will begin to attend lifeskills.
- NCA provided support services to mother of 2 that has been undergoing DV. Provided a safe place to stay while she can be permanently placed at another location.
- NCA provided support services to the family of shooting victim. They were provided bread, coffee and water for the viewing service. As well as support in assuring that the viewing service would be safe.

## **Conflict Mediations & Cost Savings:**

The ONS in 2024 mediated the following conflict types:

- 83 General Conflicts for 165 hours.** These are interventions in the community to resolve a dispute that might involve a domestic dispute, an argument or other ‘beef’ among people that are not enrolled in the Peacemaker Fellowship. No guns were present or likely to be used in these conflict mediations.
- 14 After Hours Conflict Mediations for 32.5 hours.** These are general conflicts (see above) that occur after ONS normal business hours (i.e., in the middle of the night).
- 12 Shooting Responses for 27 hours.** This is when an ONS NCA goes to the scene of a shooting and works to understand what happened and prevent any potential retaliation.
- 5 Cyclical & Retaliatory Gun Violence Interruptions (CRGVI) for 13 hours.** CRGVI are when an NCA interrupts a conflict where guns are present and very likely to be used. These are also conflicts between known rivals, who have been engaged in retaliatory gun violence before.
- 2 Social Media conflict mediations for 3.5 hours** – This is when an NCA scans social media and comments on, advises, intervenes to address a post made by Fellow on various social media (Instagram, Facebook, etc.) that likely antagonizes and could/does stimulate a violent response.

## **Cost Savings:<sup>1</sup>**

The National Institute of Criminal Justice Reform (NICJR) calculated in 2022 that each firearm homicide in Richmond costs the City and County \$3.2M and each injury shooting \$1.2M. While we would never put a cost on human life, the work of ONS is not only savings lives but reducing public expenditures. We assumed that if ONS NCAs were not present, all the CRGVI in 2024 would have result in either a firearm homicide or injury shooting. If all 5 CRGVI were gun homicides, ONS saved \$16M and if all were injury shootings, ONS saved \$6M.

---

<sup>1</sup> [https://costofviolence.org/wp-content/uploads/2022/04/RichmondCA\\_042222.pdf](https://costofviolence.org/wp-content/uploads/2022/04/RichmondCA_042222.pdf)