

Report on Gun Violence Intervention Programs

(2020 Appropriations Act, Item 406, M.)

March 2022



Virginia Department of Criminal Justice Services
www.dcjs.virginia.gov

BACKGROUND

The 2020 Appropriations Act as enacted by the General Assembly and Governor included funding to support gun violence intervention and prevention initiatives:

Included in this appropriation for this item, \$2,645,244 the first year and \$193,658 the second year from the general fund and two positions for the Department of Criminal Justice Services to make competitive grants to five localities to support evidence-based gun violence intervention and prevention initiatives. The Department shall evaluate the implementation and effectiveness of the programs in each locality that received the award, and provide a report that details the amount awarded, its findings and recommendations to the Governor, Secretary of Public Safety and Homeland Security, Director of the Department of Planning and Budget, and the Chairmen of the House Appropriations and the Senate Finance Committees by November 1, 2021. The funding provided to each locality shall supplement, not supplant, existing local spending on these services. (Item 406, M.)

In accordance with the requirements of the 2020 Appropriations Act, this report includes information about administration of the competitive grant program by the Virginia Department of Criminal Justice Services (DCJS) to date.

PLANNING AND SELECTION PROCESS

DCJS engaged in a deliberative planning process regarding how to distribute these funds. A three-person interagency team was developed, with representatives from the Division of Law Enforcement, the Juvenile and Child Welfare section, and the Grants Management unit. They met with national gun violence reduction experts and advocates to understand what works in other states and how gun violence intervention and prevention efforts could work in Virginia. The DCJS Criminal Justice Research Center (Research Center) provided analysis of crime data to inform the grant solicitation process.

The planning process took longer than originally projected due to the COVID-19 pandemic. Significant staff resources were required to quickly distribute \$6 million in Coronavirus Emergency Supplemental Funding (CESF) to law-enforcement and criminal justice organizations and to provide support and technical assistance to existing grantees as they responded to the pandemic. A hiring freeze for executive branch agencies at the beginning of the pandemic further delayed the planning process and the recruitment of dedicated staff to oversee this new initiative at DCJS.

In April 2021, DCJS released a competitive grant opportunity soliciting applications to fund local Gun Violence Intervention Programs (GVIP) modeled after promising practices that have demonstrated effectiveness in other states. The solicitation outlined the availability of \$2.5 million for grants to fund the implementation of new gun violence intervention programming and projects or enhancements to existing projects. In order to help ensure these limited state funds went to localities with the greatest need, DCJS established funding criteria that limited eligibility to: 1) localities with 20 or more homicides for CY2019, 2) localities with 10 or more homicides and a homicide rate at least 50% higher than the statewide average for CY2019, or 3) localities that could demonstrate a unique and compelling need for additional resources to address the impact of gun violence.

The DCJS Research Center compiled the data using Uniform Crime Reporting (UCR) crime and arrest reports from the Virginia Incident-Based Crime Reporting Repository System. Based on the above

parameters, the following localities listed in the chart below were eligible to apply for the GVIP grant under the first and second criteria:

Locality	20 or more homicides	10 or more homicides and a homicide rate at least 50% higher than the statewide homicide rate
Hampton		●
Newport News	●	●
Norfolk	●	●
Petersburg	●	●
Portsmouth	●	●
Richmond City	●	●
Roanoke City		●

DCJS provided two categories for funding requests:

- *Category 1 – Eligible for up to \$300,000 in funding per locality:*
Localities that are disproportionately impacted by gun violence and have a population of 50,000 or less.
- *Category 2 – Eligible for up to \$500,000 in funding per locality:*
Localities that are disproportionately impacted by gun violence and have a population above 50,000.

Drawing from the success in other states of the Group Violence Reduction Strategy¹ and Cure Violence models,² applicants were instructed to focus their projects on the implementation of a coordinated, community-based strategy for reducing gun violence, as well as on those individuals at highest risk for perpetrating gun violence or being victimized by gun violence. DCJS also recognized that the success of any local strategy relies on the participation and collaboration of a wide range of community agencies, including grassroots community organizations that are well-positioned to play a critical role in supporting locally led gun violence reduction efforts. According to the U.S. Department of Justice Office of Community-Oriented Policing Strategies (COPS), effective partnerships between law enforcement and community stakeholders are essential to public safety.³ Applicants were therefore also instructed to set aside at least 25% of the grant funds they received for sub-awards, sub-contracts, or for mini-grants up to \$15,000 to non-governmental, community-based organizations (CBOs) that are well-positioned to work with affected communities.

As part of the commitment throughout DCJS to ensuring a fair and open process for awarding grants, applications were evaluated by both DCJS staff and external reviewers. The applications were evaluated and scored based on the following criteria and corresponding weighted percentages:

- Needs Statement (30%)
- Project Description (40%)

¹ 2016, National Institute of Justice: Crime Solutions, Program Profile: Group Violence Reduction Strategy (New Orleans, Louisiana)

² 2011, National Institute of Justice: Crime Solutions, Program Profile: Cure Violence (Chicago, Ill).

³ U.S. Department of Justice: Community Oriented Policing Strategies (COPS), Community Partnerships.
<https://cops.usdoj.gov/communitypartnerships>

- Budget Narrative (15%)
- Itemized Budget (5%)
- Goals and Objectives (Timeline and Work-plan) (10%)

Reviewers also considered violent gun crime rates, population, underserved populations, budget justification, cost-effectiveness of proposed projects, strategic priorities, availability of funds, and the ability to complete the goals of the grant based on programmatic design, applicants' financial health, and organizational capacity. The DCJS Grants Management unit also reviewed grant applications for fiscal integrity and financial capability of applicants.

Each application was presented to the Executive Committee of the Criminal Justice Services Board (CJSB) for final grant award decisions. The CJSB awarded funding to five of the seven applicants based on the results of the competitive grant process. Two applicants were not approved for funding: one failed to adhere to the specific grant's guidelines and the other applicant did not include sufficient supporting local data to demonstrate a unique and compelling need for additional resources to address the impact of gun violence in their community.

A Gun Violence Intervention Program Coordinator was hired in the fall of 2021 after the grantees were selected to provide technical assistance to the grantees in the implementation of their programs. The Gun Violence Intervention Program Coordinator has considerable knowledge of and background in the principles and best practices of gun violence prevention programs, extensive experience in state and local government, a track record of strong collaboration with local community and family members, and considerable knowledge of program development.

SUMMARY OF GRANT AWARDS AND PROGRAMS (2021)

The CJSB awarded grants totaling \$2,495,394 to five selected localities to implement gun violence intervention and prevention programs. Grants were awarded to the Cities of Hampton, Newport News, Portsmouth, Richmond, and Roanoke (see Table 1). Appendix A (page 10) includes additional details about each grant-funded program as indicated in the five localities’ applications, and Appendix B (page 16) includes information on Gun Violence Intervention Models.

TABLE 1: Grant awards and expected program descriptions, including expected outcomes, 2021

Each of the five localities developed initiatives based on promising or evidence-based practices employed in other states but tailored to their community’s needs. Out of the five localities, two localities based their programs on specifically effective or promising gun violence models, while three localities developed locally tailored approaches that incorporated components of such models.

Locality and Award	Program Description	Project Status (December 2021)
Hampton \$500,000	<p><i>Administering agency: Hampton City Office of Youth and Young Adult Opportunities</i></p> <p>Violence interruption: Recruit cadre of credible messengers trained in evidence-based violence interruption processes and compensated for their efforts. Credible messengers will focus on individuals known to be engaged in, or at risk of becoming involved with, gun violence.</p> <p>Intervention – referral to services: Informed by work of credible messengers, identify individuals impacted by gun violence and connect to appropriate, trauma-focused mental health supports.</p> <p>Prevention: Strengthen existing youth-focused prevention program (Youth Connect) to provide structure and support to youth at risk of engaging in negative, high-risk, or violent behaviors. Form Gun Violence Roundtable: Advisory group of members of the community with lived experience with gun violence or gang involvement; victims, survivors, and community champions; and youth and young adults.</p> <p>Model Program: Cure Violence, Ceasefire (Components).</p> <p>Goals and Objectives: Reduction of total incidents of gun violence</p> <ul style="list-style-type: none"> • 50% reduction in incidents of gun violence • Decrease in PTSD symptoms for individuals affected by community violence <p>Decrease in number of juveniles charged with violent crimes</p>	Hampton City is in the initial implementation stages of their GVIP project. Their first Community Assessment Retreat was held on Tuesday, October 12, 2021. The purpose of the retreat was to review and formulate the community survey document to help inform the GVIP project. Hampton experienced a delayed start due to the onboarding of new staff and the local governing board acceptance of grant funds.

<p>Newport News \$500,000</p>	<p><i>Administering agency: Newport News Police Department (NNPD)</i></p> <p>Prevention and intervention: Strategies include increased availability of overtime and hot-spot policing in neighborhoods (one per precinct) experiencing high rates of gun violence; improved technology such as high-definition cameras for enforcement of existing gun laws and investigation of gun crimes; enhanced community relationships through community engagement events and partnerships with non-profits (selected through competitive process); and reduction of neighborhood blight through partnerships with public works and environmental officers. NNPD will work with local non-profit (Transitions) to connect victims of gun violence with supports. Grant funds will also support the provision of basic and advanced training for law enforcement and citizens.</p> <p>Focus on youth: NNPD will target at-risk youth and youth already engaged in gun violence by expanding existing programs and outreach and establishing a youth court for purposes of addressing minor offenses and diverting youths from formal juvenile court proceedings.</p> <p>Model Program: Focus Deterrence, Cognitive Behavior Therapy and Ceasefire (Components)</p> <p>Goals and Objectives: Decrease gun violence in high risk area, implement community programs and training</p>	<p>NNPD is in the initial implementation stages of their GVIP grant. NNPD has identified five members of the CBO review team, to include two community members and representatives from the local City Manager’s Office, Finance Office, and police department.</p>
<p>Portsmouth \$495,394</p>	<p><i>Administering agency: Portsmouth Police Department (PPD)</i></p> <p>Prevention: Efforts designed to prevent gun violence, particularly among youth, will include training and diversion programs in Portsmouth Public Schools; media and outreach campaigns about preventing gun violence; and the hiring of a Gang Liaison position within PPD tasked with community outreach.</p> <p>Intervention: PPD will utilize the Ceasefire/Focus Deterrence model (designated as promising practices by the federal Office of Justice Programs) targeting specific violent behaviors committed by a small number of chronic offenders, such as gang members. Victims of gun violence, including families of victims, will receive supportive services through PPD’s partner organization, Stop the Violence 757.</p> <p>Enforcement: PPD will prioritize the reduction of shots-fired events and violent crimes involving firearms. Enforcement will also emphasize increasing illegal gun seizures. Enforcement efforts will occur alongside outreach and engagement efforts by a team of violence interrupters, community liaisons, and community outreach workers under the direction of the non-profit Friends of the Portsmouth Juvenile Court.</p>	<p>PPD is currently on target with program implementation. On August 28, 2021, PPD held the first “End Gun Violence Day” back-to-school rally. PPD, in partnership with the Friends of Portsmouth Juvenile Court, has identified and hired two violence interrupters. PPD is scheduled to implement the G.R.E.A.T. program with Portsmouth Public Schools starting in January 2022.</p>

	<p>Program effectiveness/evaluation: PPD will employ the Old Dominion University Research Foundation and the Social Science Research Center as research partners to collect data and analyze both the outcomes and processes of the GVIP.</p> <p>Model Program: Focus Deterrence/Group Violence Intervention, Cognitive Behavioral therapy.</p> <p>Goals and Objectives: Reduce the number of violent crimes involving gun</p> <ul style="list-style-type: none"> • Reduce gang related activity by 10% • Reduce the number of gunshots fired by 15%-20% <p>Reduce the number of victims of firearm related assaults and homicides by 10%</p>	
<p>City of Richmond \$500,000</p>	<p><i>Administering agency: Richmond City Office of the Deputy Chief Administrative Officer for Human Services</i></p> <p>The City of Richmond will focus on gun violence prevention, particularly among at-risk youth, through its Youth Employment Initiative serving a cohort of 8–10 students from two local middle schools. Risk factors making students eligible for participation include age (i.e., being older than their middle-school peers), being the sibling of an individual who has committed a violent act, or having directly witnessed violent activity. In addition to completing stipend-supported job rotations in different city government departments, participating students will meet regularly (three times/week, including on Saturday mornings) with cohort supervisors, selected from identified CBOs. The program will also be supported by Parks and Recreation supervisors serving as credible messengers in their communities.</p> <p>Model Program: Cognitive Behavioral Therapy and Cure Violence (Components).</p> <p>Goals and Objectives:</p> <p>Job Training</p> <ul style="list-style-type: none"> • Youth will develop soft and technical skills <p>Development of Protective Factors: Connectedness to adults</p> <ul style="list-style-type: none"> • Participating youth will develop connected relationships with adults <p>Development of Protective Factors: Peer Relationships</p> <ul style="list-style-type: none"> • Participating youth will develop strong non-deviant peer relationships 	<p>The City of Richmond has initiated program implementation by executing local memoranda of agreement (MOAs) with the three (3) community-based organizations. Richmond Public Schools has identified the project participants from the two participating schools along with the development of the program curriculum (conflict resolution, decision making, and building protective factors). Additionally, to complement the city Gun Violence Initiative, the City provided \$500,000 in local ARPA funding to the City’s Health Department to award “mini grants” to community-based organizations to provide trauma-responsive programming.</p>

<p>City of Roanoke \$500,000</p>	<p><i>Administering agency: City of Roanoke Gun Violence Prevention Commission</i></p> <p>The City of Roanoke will use grant funds to build on the existing work of the Roanoke Gun Violence Prevention Commission through a number of targeted initiatives, such as implementing an evidence-based curriculum focused on social and emotional learning with individuals experiencing adverse childhood experiences or exhibiting high-risk behaviors; providing training in trauma skills to citizens; and working with CBOs to provide mentoring, pro-social skill supports, and employment opportunities to youth in high-risk, high-poverty areas. Grant funds will support a youth and gang violence program coordinator position as well as two street outreach worker positions.</p> <p>Program effectiveness/evaluation: The city will hire a research consultant who will identify, analyze, and collect appropriate data for the duration of the grant.</p> <p>Model Program: Cognitive Behavioral Therapy and Cure Violence</p> <p>Goals and Objectives: Reduce shooting in an areas that are disproportionately impacted by violence as indicated by the Youth and Gang Violence Prevention Assessment</p> <ul style="list-style-type: none"> • Develop strategies for violence prevention programing • Implement Trauma training and education to community members (100) participants quarterly. • Provide Conflict Resolution training for Credible Messengers and Trusted Community Representatives (100) participants quarterly. • Develop mentoring strategies for community agencies and law enforcement • Develop and Implement evidence-based Urban Farm initiatives for youth • Develop education, training and re-entry and employment strategies • Develop and implement sustainable policies and procedures 	<p>The City of Roanoke is on target with program implementation. The City has hired the youth and gang violence program coordinator along with the two street outreach workers. Roanoke City has initiated the RFP process to hire a research consultant to support the GVIP project.</p>
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PROGRAM EVALUATION: IMPLEMENTATION AND EFFECTIVENESS

All five grant-funded localities are required to collect data measuring grant-funded activities (implementation) and outcomes, as appropriate. Local data sets vary based on program design and individual local needs within the impacted communities. However, these programs have not been operational long enough for an in-depth evaluation producing findings related to their implementation or outcomes, as the grant period for these particular awards began on July 1, 2021. In addition, grantees reported that many of their local governing bodies did not officially meet until after the summer months, which created further delays in accepting grant funds.

At the conclusion of the first year of implementation (June 2022), there will be sufficient data for preliminary program evaluation by DCJS, including analysis of implementation and effectiveness as well as comparison of GVIP programs to promising gun violence intervention models implemented in other states. DCJS will continue to provide technical assistance to all funded localities to ensure data is collected and reported consistently and accurately. Staff will also explore possibilities for common indicators of program implementation and effectiveness, where appropriate, to enable comparison of implementation and effectiveness across programs in addition to at the individual program level.

Preliminary Findings

The following preliminary findings reflect the current status of the gun violence intervention and prevention grant program.

- **Community Partnership:** DCJS recognize that community mobilization, awareness, and partnership development is critical in the developing and executing successful programs.
- **COVID-19:** The COVID-19 pandemic created significant challenges relating to program implementation, causing unexpected barriers to traditional approaches to community violence prevention. Furthermore, shelter-in-place orders made it more difficult for communities lacking resources, primarily youth and young adults lacking positive pro-social skill activities.
- **Engagement Opportunities:** Localities must pivot to adapt to the current environment with limited in-person community engagement opportunities.
- **Coordinated Response:** Localities must maintain a coordinated response that is sustainable. A coordinated response will assist localities with memorializing program implementation barriers, improving local stakeholder communications, and ensuring consistent response from program partnerships.

CONCLUSION

In summary, DCJS will continue to provide technical assistance and support evaluation of implementation and effectiveness for the five GVIP programs receiving approximately \$2.5 million in competitive grant funding awarded to five cities (Hampton, Newport News, Portsmouth, Richmond, and Roanoke) in June 2021. These programs are being implemented by a variety of local government entities such as divisions of human services, police departments, and commissions, and the types of evidence-based interventions supported by these funds include credible messenger outreach programs, targeted policing in areas experiencing heightened levels of gun violence, and implementation of evidence-based programming with at-risk youth in school-based settings.

APPENDIX A:

Program Awards and Descriptions as Submitted in Grant Applications

The following contains information about each program awarded grant funds as submitted with application materials.

Hampton City Gun Violence Intervention Program

Total Grant Award: \$500,000

Local Agency: Hampton City Office of Youth and Young Adult Opportunities

Project Overview: The City of Hampton Gun Violence Intervention Program has three major components. Hampton will develop a cadre of community members who have established relationships with a diverse population and are considered credible messengers. Both the outreach staff and these individuals will be trained in evidence-based violence interruption processes. Credible messengers will be compensated to approach and engage those already involved in gun violence and/or at risk to become involved. The purpose of this outreach and engagement will be to interrupt cycles of violence and lower the incidents of retaliatory violence. Then, using the contacts made in the violence interruption program, Hampton City will also identify those affected by violence and use the contact opportunity to get necessary mental health support to reduce the effects of the experienced trauma. Additionally, the City will strengthen Youth Connect, an existing prevention program, to engage more young people in positive structured activities and/or necessary support opportunities before they become engaged in negative, high-risk, or violent behaviors.

Hampton City will also employ the Gun Violence Roundtable composed of members of the community with lived experience with gun violence or gang involvement; victims, survivors, and community champions; and youth and young adults. This group will serve in an advisory capacity.

Funding will support the following activities:

- Identifying and focusing on individuals, groups, and neighborhoods that present the greatest risk for gun violence.
- Establishing trusted relationships in high-risk communities.
- Connecting individuals with resources and opportunities.
- Working with communities to organize at the grassroots level and promote positive social controls.
- Using data and program recommendations in the final report from the Youth and Gang Violence Community Assessment to identify best practices for intervention and prevention.
- Identifying training needs for program implementation for staff, community champions, and credible messengers (e.g., community-based conflict resolution, violence interruption, trauma-informed services, and community engagement).
- Establishing contracts with community champions and credible messengers for services that will support community-based violence interruption.
- Hiring a part-time, grant-funded Senior Family Services Specialist to support the Youth Connect Program for assessment, case management, and direct program support.
- Identifying and contracting with counseling service providers that will provide family engagement and trauma-informed services for court-involved families.

Model Program: Cure Violence, Ceasefire (Components)

Project Current Status: Hampton City is in the initial implementation stages of their GVIP project. Their first Community Assessment Retreat was held on Tuesday, October 12, 2021. The purpose of the retreat was to review and formulate the community survey document to help inform the GVIP project. Hampton experienced a delayed start due to the onboarding of new staff and the local governing board acceptance of grant funds.

The City of Newport News Gun Violence Intervention Program

Total Grant Award: \$500,000

Local Agency: Newport News Police Department

Project Overview: GRACE: Gun Violence Reduction Approach Through Community Engagement. The Newport News Police Department (NNPD) will implement a multifaceted approach to address and reduce violence with an emphasis on gun violence, homicide, and assaults. NNPD will employ department and community training, partnerships, strategies, and technology, utilizing a data-driven initiative fueled with evidence-based programming with clear goals and objectives. Listed below are the strategies NNPD will use to address violent acts (gun violence) in a proactive approach before it occurs. These methods will indicate particular methodologies to interrupting violence.

Proactive and Intervention Approach:

- NNPD will utilize funds for overtime by selecting three neighborhoods (one in each precinct) that have high numbers of violent crimes and hot spot policing.
- NNPD will utilize grant funds for community events in the selected neighborhoods, to consist of outreach and awareness strategies to interact with citizens with a focus on the youth.
- NNPD will purchase computer equipment to include computers and high-definition camera equipment to enhance enforcement operations to complement the real-time crime center's crime reduction efforts.
- NNPD will partner with Public Works and environmental officers to address neighborhood blight.
- NNPD will partner with nonprofit organizations that will focus on proactive measures to disrupt violence.

Reactive and Responsive Approach:

- The department will utilize grant funds to obtain Pin Link Software. This platform collects, analyzes, and exports large volumes of social media information, and other forms of electronic communications.
- The department will also purchase equipment to enhance crime scene investigations, to include lighting, generators, and forensic high-definition cameras and hand metal detectors to assist in location of bullet fragments, shell casings, and firearms.
- NNPD will increase its partnership with Transitions, a nonprofit organization, to assist with victim supports.

Training and Development:

- NNPD will use grant funds to conduct a basic and advanced investigations training school for officers.
- NNPD will also conduct three precinct trainings for 50 citizens from each precinct to enhance community involvement and to promote department transparency.

- NNPD will partner with non-profit organizations that will focus on youth and disrupting at-risk behaviors.

Youth:

- NNPD will utilize grant funds to focus on youth and community outreach, including through increasing programs (e.g., midnight basketball, police athletic league (PAL), youth leadership camps, citizen academies for youth).
- NNPD will expand its partnership with the Boys and Girls Club.
- NNPD will utilize grant funds to establish a youth court to address minor offenses and to divert low-level offenses from the juvenile court.

Community-Based Organizations (CBO) and Selection Process:

- NNPD will create a competitive selection process for fairness and transparency to work with nonprofit entities that will assist in reducing violence and servicing its victims. The department will announce an application process that consists of a questionnaire that addresses the nonprofits' ability to reduce the incidence of violence acts and provide services to victims of violence. The nonprofit groups that will be selected will have to demonstrate a focus on individuals or neighborhoods in high-risk communities. The department will partner with the United Way to oversee the activities of each selected nonprofit organization. United Way staff will ensure each nonprofit is utilizing the grant funds effectively and will provide a monthly report to NNPD. The department will establish a committee to review each application to ensure that we are attracting and utilizing diversity and equality. There will be a strong focus on accountability for all nonprofit agencies, both established and grass-root organizations.

Model Program: Focus Deterrence, Ceasefire (Components)

Project Current Status: NNPD is in the initial implementation stages of their GVIP grant. NNPD has identified five members of the CBO review team, to include two community members and representatives from the local City Manager's Office, Finance Office, and police department.

The City of Portsmouth Gun Violence Intervention Program

Total Grant Award \$495,394

Local Agency: Portsmouth Police Department

Project Overview: ACT NOW Portsmouth: Portsmouth Police Department (PPD), in efforts to reduce violence in the city, will enact a City-wide effort to combat gun violence. The GVIP takes a three-pronged, multidisciplinary approach of *Prevention, Intervention, and Enforcement*. Like the steering committee, this program's participants will include representatives from government and nonprofit groups from across the City.

Prevention:

- PPD will partner with Portsmouth City Public Schools to institute the U.S. Department of Justice's Gang Resistance Education and Training Program (G.R.E.A.T).⁴ PPD School Resource Officers (SROs) will be trained and certified as program instructors. SROs will conduct G.R.E.A.T. classes in three (3) middle schools starting January 2022.

⁴ www.great-online.org

- PPD and Portsmouth Public Schools will establish a juvenile diversion program titled Refocusing Education with Students and Police by Enlisting Courts and Training (RESPECT).
- PPD will partner with Stop the Violence 757 to support families of victims of gun violence
- PPD will launch a gun violence awareness media campaign to include billboards and videos.
- PPD will launch a Gun Violence Prevention Tour of area churches to set up displays in the lobbies featuring information on unsolved crimes.
- PPD will establish a Gang Liaison within the department to assist with community outreach.

Intervention:

- PPD will incorporate the Focus Deterrence⁵ model to address city-wide gun violence.

Enforcement:

- PPD will set priority in the reduction of shots fired events, increase in illegal gun seizures, and a reduction of violent crimes involving firearms.

During the execution of the program PPD will partner with the nonprofit organization Friends of the Portsmouth Juvenile Court, which will establish and hire the ACT NOW team to include the following positions:

- Violence Interrupters
- Community Liaisons
- Community Outreach Workers

PPD will employ the Old Dominion University Research Foundation and the Social Science Research Center as research partners to collect data and analyze both the outcomes and processes of the GVIP.

Model Program: Focus Deterrence/Ceasefire, Group Violence Intervention, and Cognitive Behavior Therapy.

Project Current Status: PPD is currently on target with program implementation. On August 28, 2021, PPD held the first “End Gun Violence Day” back-to-school rally. PPD, in partnership with the Friends of Portsmouth Juvenile Court, has identified and hired two violence interrupters. PPD is scheduled to implement the G.R.E.A.T. program with Portsmouth Public Schools starting in January 2022. PPD will also be using Operation Ceasefire as a program component to address gun violence.

City of Richmond Gun Violence Intervention Program

Total Grant Award \$500,000

Local Agency: Human Services

Project Overview: The Youth Employment Initiative will engage youth in a targeted prevention program to include in-school services, behavioral health supports, and job training. The program will serve a cohort of eight to ten students and target overage middle school students who have a sibling who committed a violent act or who have directly witnessed violent activity. The program will focus on students at two area middle schools: Martin Luther King, Jr. Middle School and River City Middle School. The City of Richmond will partner with the following three Community-Based Organizations:

- **Communities in Schools** will provide in-school support services and navigation to additional needed resources.

⁵ <https://crimesolutions.ojp.gov/ratedpractices/11>

- **Challenge Discovery Projects** will provide behavioral health supports and case-management services.
- **Child Savers** will also provide behavioral health supports and case-management services.

Additionally, the program will have two supervisors from Parks and Recreation who will serve as credible messengers. The cohort of 8–10 students will meet three days a week in the afternoon as well as on Saturday mornings. Each cohort will rotate through a variety of job placements within the City of Richmond’s Human Services Portfolio to include the Department of Public Works.

Grant Funds will support four Cohort Supervisors to provide consultant services from Communities in Schools, Challenge Discovery Project and Child Savers. Furthermore, the City of Richmond will purchase equipment to support supplies for Parks and Recreation and Public Works along with stipends for program participants.

Model Program: Cognitive Behavioral Therapy and Cure Violence (Components).

Project Current Status: The City of Richmond has initiated program implementation by executing local memoranda of agreement (MOAs) with the three community-based organizations. Richmond Public Schools has identified the project participants from the two participating schools along with the development of the program curriculum (conflict resolution, decision making, and building protective factors). Additionally, to complement the city Gun Violence Initiative, the City provided \$500,000 in local ARPA funding to the City’s Health Department to award “mini grants” to community-based organizations to provide trauma-responsive programming.

City of Roanoke Gun Violence Intervention Program

Total Grant Award \$500,000

Local Agency: City of Roanoke Gun Violence Prevention Commission

Project Overview: Roanoke City plans to use grant funds to build on the existing work of the Roanoke Gun Violence Prevention Commission by providing funds to establish and implement targeted interventions to high-risk areas and individuals identified in the youth gang violence prevention assessment. Roanoke’s GVIP will focus on four program directives:

1. **Inception:** Review outcomes of the Youth and Gang Violence Community Assessment. Listen to affected youth and community members.
2. **Prevention and Intervention program with Community-Based Organizations:** Develop a community support network.
3. **Media campaigns:** the Commission will work with media agencies to develop social behavior change media campaigns.
4. **Program Management, quality, inclusion, and effectiveness.**

The City of Roanoke will partner with the community to advance the intervention strategy of developing support networks and exit pathways. Specifically:

- **Violence Prevention Curriculum Pilot Programs:** implement evidence-based social and emotional learning curricula with individuals experiencing adverse childhood experiences and high-risk behaviors.
- **Basic Trauma and Resiliency Training:** provide regular basic and advance trauma training skills for citizens.

- **Mentoring Programs:** support ongoing efforts of existing CBOs specializing in mentoring of children and youth, and incorporating training in mentoring for young adults.
- **Pro-Social Skill Supports (and positive youth development early intervention) Urban Farm Initiative:** work collaboratively with multiple community partners to support development of proven urban farm initiatives.
- **Youth Employment Opportunities:** support and expand workforce and skills training in collaboration with local businesses in high-risk and high-poverty areas.

Grant funds will support three positions: a Youth and Gang Violence Program Coordinator and two Street Outreach Workers. Roanoke City will also hire a research consultant who will be responsible for helping the Gun Violence Prevention Commission identify, analyze, and collect appropriate data for the duration of the grant.

Model Program: Cognitive Behavioral Therapy and Cure Violence.

Project Current Status: The City of Roanoke is on target with program implementation. The City has hired the Youth and Gang Violence Program Coordinator along with the two Street Outreach Workers. Roanoke City has initiated the RFP process to hire a consultant to support the GVIP project.

APPENDIX B: Gun Violence Intervention Strategies

Below are examples of gun violence reduction strategies by definition and their ratings as promising or effective according to the National Institute of Justice.⁶

Group Violence Intervention/Focused Deterrence: A data-driven approach that requires a partnership among community leaders, social service providers, and law enforcement. With community input, law enforcement identifies those at highest risk of violence, and the intervention partners talk to them respectfully about harm reduction and consequences for continued violent behavior while also providing social service supports. This strategy can reduce gun violence while increasing police accountability and building trust between police and communities disproportionately harmed by the criminal legal system. This program model utilizes the call-in, a meeting where members of violent groups hear from law enforcement, human service professionals and community members that the violence must stop and the future consequences of such acts. Cities that have invested in this strategy, including Boston, Chicago, Indianapolis, New Orleans, and Oakland and Stockton, California, have experienced declines of more than 30 percent in shootings that result in injuries⁷ **(Rated: Effective)**

Operation Ceasefire: a problem-oriented police initiative implemented in 1996 in Boston, Massachusetts. The program was originally aimed at youth gun violence, illegal gun possession, and gun violence reduction in impacted communities. The goals of the program are to carry out a comprehensive strategy to apprehend and prosecute offenders who carry firearms, to put others on notice that offenders face certain and serious punishment for carrying illegal firearms, and to prevent youths from following the same criminal path. **(Rated: Effective)**

Shooting and Homicide Review Commissions: Shooting review commissions bring together law enforcement, community members, criminal justice stakeholders, and service providers to examine firearm violence within their community. Stakeholders collaboratively develop comprehensive interventions that identify high-risk individuals and address the underlying factors that lead to violence. **(Rated Effective)**

Trauma-Focused Cognitive Behavioral Therapy (CBT): Is a therapeutic approach where service providers work with individuals and/or groups to change behaviors by shifting thinking patterns. CBT offers those that are high risk for gun violence, mentorship, case-management, substance abuse treatment and vocational and enrichment experiences. **(Rated: Effective)**

Cure Violence: In the Cure Violence model, outreach workers are trained to identify conflicts within their community and help resolve disputes before they spiral into gun violence. These outreach workers are credible members of the community and well-respected by individuals at a high risk of violence. Outreach workers use their credibility to interrupt cycles of retaliatory violence, help connect high risk individuals to social services, and change norms around using guns to solve conflicts⁸. **(Rated: Promising)**

⁶ National Institute of Justice, Crime Solutions, (www.crimesolutions.ojp.gov)

⁷ National Network for Safe Communities at John Jay College, "Impact," <https://nnscommunities.org/impact/impact/>; Edmund F. McGarrell, Steven Chermak, Jeremy M. Wilson et al., "Reducing Homicide Through a 'Lever-Pulling' Strategy," *Justice Quarterly* 23, no. 2 (2006), 214-231; and Anthony A. Braga, Lisa M. Barao, Gregory Zimmerman et al., *Oakland Ceasefire Evaluation: Final Report to the City of Oakland* (Oakland, CA: 2019), <https://perma.cc/A3PB-TE5R>.

⁸ Butts JA, Wolff KT, Misshula E, & Delgado S. (2015). Effectiveness of the Cure Violence Model in New York City. John Jay College of Criminal Justice, Research & Evaluation Center

Gang Reduction Youth Development: Established in 2007, the City of Los Angeles created the first office of Gang Reduction and Youth Development. This office employed a multi-system approach led by local law enforcement to reduce gang involvement. The model fosters alternatives to promote positive social decision making for youth. The targeted group consist of youth between the ages of 10–15, with a goal to reduce and eliminate the likelihood of youth engaging in gang related activities. This model also incorporates pro-social skill and activities, paired with a focus on increasing family and youth protective factors. **(Rated Promising)**

Hospital Based Violence Interruption Programs (HVIP): HVIP use gun violence as a window of opportunity to reach the survivors of violent injuries and connect them directly with case managers and social services. HVIPs take a trauma-informed approach, recognizing that the psychological toll of surviving a violent injury, combined with histories of trauma, can lead to substance use or further violence and must be addressed so people can recover. **(Rated: Promising)**