

OFFICE OF NEIGHBORHOOD SAFETY  
(ONS)

*2012 Annual Report*



*“Changing the Odds”*

*“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.”*

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## ***DIRECTOR'S MESSAGE***

*Success is not measured by what you accomplish, but by the opposition you have encountered, and the courage with which you have maintained the struggle against overwhelming odds.*

"Richmond just feels different, it feels safer...healthier...does this appear to be true from where you sit?" I was posed with this statement and question from a long time Richmond resident in late 2011.

My response was simply "yes, the odds are changing. We are witnessing the power of healthier decision making by the young men most responsible for creating the risk for everyone else, young men who have avoided criminal consequences, young men most responsible for firearm assaults in Richmond."

In 2012, the City of Richmond benefited even more from the power of good decisions. I have learned in my journey through this work that in atmospheres where high expectations are established (with and for our youth) more times than not, such atmospheres breed environments where those expectations are manifested – realized.

We who serve at the City of Richmond Office of Neighborhood Safety (ONS) work tirelessly to create conditions that produce a thirst for living, an addiction to life if you will. Our work is designed to help the city's most disconnected young men develop a strong desire to live a healthy, positive and productive life. When a young man who is prone to either cause or respond to conflict and/or grief with a gun develops a strong desire to live, the city benefits. Young men in Richmond are choosing to negotiate conflict that could lead to gun violence in much healthier ways. We know this because conflict has been inevitable, and there have been no less conflicts in the past year. We are benefiting from their courage to have HOPE for what they believe is working - their role, responsibility and partnership in making the city a safer and healthier place to live, learn, work and play. We are benefiting because these young men are beginning to care about themselves in very different ways.

There still remains much to be done. Our work is far from over. Changing odds requires humility in what we can accomplish, and patience with our progress.

In 2012, Richmond suffered the loss of 18 victims of homicide, 14 by firearm out of a total of 82 firearm assaults citywide - I am told that this represents the lowest number of homicides and firearm assaults in more than a decade. We cannot allow this level of suffering and hopelessness to exist in our city. We can't afford to lose a single constituent of human capital to gun violence in Richmond. The city is committed to further contribute towards creating this – a new and sustained reality.

Therefore, to sustain any change that we may have come by, we have to further ensure that there are a variety of other institutions in Richmond working together in a concerted effort on behalf of those that the ONS serves. We must commit to developing and sustaining a more robust menu of effective and intense intervention opportunities.

A sufficiently scaled community based initiative focused on developing a competent services infrastructure for these young men remains critically necessary. These services must be created to focus on their needs, no matter how unorthodox or unpopular. The services must be intense and follow similar standards for program operation and have a keen focus on sound mechanisms of accountability. This also includes working to revitalize and restore the communities and support systems that these young people currently encounter everyday "back in the neighborhood."

Hope is not found in any single strategy.

In 2013 the Office of Neighborhood Safety (ONS) will continue to help change odds by deepening our partnership with and empowerment of those we have identified as having the greatest impact on reducing gun violence in Richmond. We understand and believe that "peace on the streets" must come out of justice lived and done by healthier young men and women in Richmond in the face of enormous odds.

We will also afford more attention towards advancing greater capacity to facilitate the required types of opportunities that indeed produce healthier outcomes for those most impacted by gun violence.

The work of the City of Richmond Office of Neighborhood Safety could not be successfully accomplished without the appropriate support and partnership of local and regional law enforcement agencies. These agencies are instrumental to ensuring that the ONS is focusing its limited resources on the right people to achieve maximum impact from each ONS strategy. A select group of community based organizations have also been important to the successful facilitation of ONS work. Community based service providers who are willing and able to provide helpful and viable supportive services for the target population is critical for any success accomplished. The Office of Neighborhood Safety could not facilitate the Operation Peacemaker Fellowship without the generous support of our philanthropic partners.

Most importantly, we are profoundly grateful to the young men who participate in the Operation Peacemaker Fellowship. Our theory of change concludes that we as a city must partner in a new way with those who can best influence the elimination of the gun violence that happens here. The Fellows help us to do something that we in past years have demonstrated that we cannot accomplish without them.

I begin and conclude the 2012 annual statement for the ONS with Voices from the Fellowship. I hope you enjoy the read.

Best Regards,

**DeVone L. Boggan**  
**Neighborhood Safety Director**  
**City of Richmond**

# ONS Staff - 2012

Tammi Edwards, Operations Administrator

Sal Garcia, Neighborhood Change Agent

Diane Gatewood, Neighborhood Change Agent

MyNesha Guerrero, Office Aide

Kim Macdonald, Neighborhood Change Agent

Joe McCoy, Neighborhood Change Agent

Kevin Muccular, Neighborhood Change Agent

Charles Muhammad, Senior Peacekeeper

Arlinda Love-Penn, Neighborhood Change Agent

Sam Vaughn, Neighborhood Change Agent

DeVone Boggan, Director

The Team of 2012 ONS Community Peacekeepers included Elana Bolds, Gabriel Godfrey, Ivonne Malave, Charles Newsome, Tracy Reed, Mark Torres, Lavern Vaughn, and Kevin Williams. We are grateful to their commitment to community service.



## EXECUTIVE SUMMARY

The Office of Neighborhood Safety (ONS) is a non-law enforcement department within city government. The primary goal of the ONS is to dramatically reduce gun violence and associated homicides, achieving sustained reductions over time by creating and providing attention intensive engagement and support structures that are designed to improve the social and emotional health and wellness of those it serves. The ONS provides and coordinates targeted intervention services for those identified as active firearm offenders who have avoided sustained criminal consequences. The ONS works with between 150-200 young men each year who are at highest risk for being involved in gun violence.

The ONS facilitates several strategies to achieve its goals and objectives with those believed to be active firearm offenders (or potential victims). For example, in 2012 the ONS helped the city **reduce summertime firearm related homicides by 76% and firearm assaults by 16% employing its Summertime Gun Violence Interruption Initiative ("SG7")**.

In Richmond, most gun related homicides are retaliatory in nature and many gun related homicides result from some sort of altercation. In 2011, the City of Richmond experienced 26 homicides citywide. Seventeen (17) of these twenty-six (26) occurred between the months of June and August of that year. It is widely speculated and was commonly communicated that most shootings during this period and many of the resulting homicides recorded were a product of ongoing conflicts/feuds and/or retaliatory acts between warring factions in North and Central Richmond.

In response to this challenge, the ONS intensified its street outreach presence, increased ONS street outreach assets, and worked to stimulate a heightened level of community engagement in North Richmond in an effort to reduce conflicts that produce or fuel increased gun violence between North and Central Richmond crews. In addition to engaging the community and the high risk individuals, ONS Neighborhood Change Agents literally posted themselves at the corners of the only five entrances and exits of North Richmond. Often this resulted in identifying Central Richmond crews coming into to North Richmond and convincing them to turn around and leave the area.

At the conclusion of the SG7 initiative on August 31, 2012, four (4) firearm related homicides and twenty-seven (27) firearm assaults had occurred during the summer months citywide. **NOT ONE FIREARM RELATED HOMICIDE OCCURRED IN NORTH RICHMOND DURING SUMMER 2012!!!**

Below please find a summary of ONS Outcomes for 2012.

### ***2012 STREET OUTREACH OUTCOMES***

- 2,422 outreach contacts were facilitated by Neighborhood Change Agents;
- 212 individuals who are at high risk of being involved in gun violence provided services;
- 206 formerly incarcerated individuals with firearm convictions were provided support;
- 200 individuals provided attention intensive support & mentoring;
- 154 service referrals were facilitated by Neighborhood Change Agents;
- 39 individuals who are at high risk of being involved in gun violence participated in life skills training facilitated by Neighborhood Change Agents;

### ***2012 FELLOWSHIP OUTCOMES (Two 18-month program cohorts)***

Of the 43 total Fellows:

- 41 are Alive;
- 34 have no new gun charges since becoming a Fellow;
- 32 have no gun violence related arrests since becoming Fellow;
- 37 have no gun related injuries or hospitalization since becoming a Fellow;
- 12 have obtained jobs;
- 9 are currently studying for their GED;
- 6 have become valid licensed drivers;
- 5 have achieved safer housing objectives;
- 5 have made spiritual commitments;
- 3 have enrolled in College;
- 2 have obtained Health Insurance;
- 2 have obtained their GED;
- 2 have achieved vocational certificates;
- 1 has graduated from High School;

The Office of Neighborhood Safety through grant funds subsidized 28 employment opportunities for those participating in the Fellowship. This partnership included the City of Richmond's Employment and Training and Recreation Departments and the Richmond Police Activities League (RPAL).

***[Below please review Richmond Firearm Activity data for Pre and Post Operation Peacemaker Fellowship comparisons. Please see ONS 2012 Annual Report [Appendix E](#) for Richmond Firearm Activity Data for 2003-2012 Pre and Post ONS Comparisons]***

### Richmond Firearm Activity - Pre & Post Peacemaker Fellowship

YEAR	HOMICIDES	FIREARM ASSAULTS
2007	47	242
2008	28	150
2009	45	170
<b>Pre Fellowship – Totals</b>	<b>120 (+54)</b>	<b>562 (+248)</b>
2010	22	118
2011	26	114
2012	18	82
<b>Post Fellowship - Totals</b>	<b>66 (-45%)</b>	<b>314 (-44%)</b>

### *2012 RICHMOND BEYOND VIOLENCE INITIATIVE OUTCOMES*

- 100% signed consents were obtained in 2012 by JMH Social Workers;
- 100% signed consents were obtained in 2012 by ONS Interventionists;
- 56% of program participants remain engaged at 6 months;
- 100% program participants remain alive after 6 months;
- 100% program participants have not been involved in a criminal incident at 6 months.

### *LIFE SKILLS COMMUNITY TRAINING OUTCOMES*

In 2012, fifty-one (51) individuals representing city staff, community advocates and clergy participated. This training opportunity also supports community and clergy capacity building related to their involvement and leadership in Richmond's CEASEFIRE/LIFELINES FOR HEALING Initiative.

### *CALIFORNIA GANG REDUCTION, INTERVENTION AND PREVENTION [CALGRIP III] OUTCOMES*

- 943 program participants received gang prevention services;
- 488 program participants received gang intervention services;
- 180 program participants received education services;

- 51 program participants demonstrated academic improvement/advancement;
- 63 program participants demonstrated increased participation in school and school-related activities;
- 51 program participants were placed in employment, education or training programs;
- 48 program participants entered an apprenticeship program;
- 10 program participants attained a high school diploma/GED;
- 17 program participants retained or returned to secondary school for at least 2 semesters.

***2012 RESOURCE & CAPACITY DEVELOPMENT OUTCOMES - \$1,047,671.00 in grants secured***

- CALIFORNIA GANG REDUCTION, INTERVENTION AND PREVENTION [CaIGRIP V] - AWARDED
- OFFICE OF JUVENILE JUSTICE AND DELINQUENCY PREVENTION (OJJDP) 2012 MENTORING ENHANCEMENT DEMONSTRATION PROGRAM
- *SUBSTANCE ABUSE & MENTAL HEALTH SERVICES ADMINISTRATION (SAMHSA) – MENTAL HEALTH EXPANSION GRANT (URBAN TRAILS RICHMOND)*
- THE CALIFORNIA ENDOWMENT – OPERATION PEACEMAKER FELLOWSHIP

***In 2012 all ONS staff became Certified Anger Management Facilitators and will begin to facilitate anger management classes with those it serves.***





## ONS 2012 ANNUAL REPORT

### **VOICES FROM THE FELLOWSHIP**

The City received a letter from a Fellowship participant describing his experiences with ONS and the Fellowship. I have included below a transcript of the letter in its entirety, as I think it describes very well the impacts of this important ONS program (the references to DeVone and other individuals are to the ONS director and his staff of Neighborhood Change Agents):

*Dear City of Richmond,*

*When I first started with the ONS I had no clue as of what it was they wanted me to do. I was done with high school and just wanted to make money. I was in the streets after I dropped out of the union because I wasn't going to pass the drug screening. On my way home one day I was on the phone with a friend and he was talking to another friend of ours mother. She knew a guy who was starting up some type of program. I remember being recruited by the ONS from these meetings over lunch with DeVone and two of my other friends. We would have discussions about the City of Richmond and the violence. We never spoke about anyone's business or anything that was too personal; only about how the murder rate was too high.*

*Anyway, I joined the ONS as an intern and got serious about college from the conversations with DeVone, Diane, and Joe. They would just elaborate about their school experiences and how they made it, or didn't make it through. That inspired me to want to do more with my life and get a career started. Before I joined the ONS I had no vision to complete college, but then ONS introduced me to the Omega family (Street Soldiers), it was then that I really started to take school more serious.*

*During this process I still had issues I needed to work out, like putting myself in dangerous environments, and the bad decisions I was still making. I got in trouble, and the ONS was there in my corner to say good words on my behalf to the judge, and has been here for me since I've been home. That let me know that they truly cared about my future and well-being. The Neighborhood Change Agents have played a big role in my journey by giving me pep talks about their history, of the struggles they had to overcome as men and women. They pointed me to a bunch of resources I needed, like Richmond Works where I got help with my resume, and another lady with the County who helped me to get basic Adult Health Coverage. ONS helped me take care of some tickets to get my license back; paid school and book fees off; provided rides to places when I needed them and some good advice here and there. Additionally, I've been on a few trips with the ONS and met some important people. I went to Los Angeles, San Diego, Texas, Sacramento, and Florida. On those trips I had such great times because I'm in a new environment exploring around new towns. We get to eat at some different restaurants I never heard of, nor been to that serve great food. I always get to meet some interesting people who play important roles in that city like, Mayors, City Manager's, Executive Directors, Company Presidents, and more which has been so inspirational. Moreover, the Neighborhood Change Agents really worked with me and rode my back until I picked up my slack. I have much respect for Mrs. Gatewood and Ms. Dias for always checking*

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*in on me, and putting me in positions to find a job. On that note, I was hired at a local Boys & Girls Club, all from simply volunteering.*

*It was the ONS' idea that I find something that I'm interested in, so I can enjoy it and get some type of experience in it. The ONS gave me a stipend for the actual hours I volunteered. I really needed the money, so it was a big help. I volunteered for a month and a half, and was then later hired after my successful interview with the club. This job came at a perfect time for me because the school semester began also. I'm currently working and going to school. It's not easy, but it's what I like to do and I'm going to keep doing it until I can graduate to better things. Working with these kids at the club has been a fun challenge. It's fun because I get to run different activities with the kids and do lots of fun things. I also get to help them with their homework. The people I work with are nice, and help me when I need it. Ever since I've been working with the kids it has pushed me to be more responsible. It's helping me with my leadership skills, and how to work with teammates again. I still have lots to learn about my position, but comparing myself now to what I knew about working with kids before; I've learned a lot. I plan, prepare, and lead my own program of activities at the club. I'm also a coach for the small teams we have at the club. Like now, its basketball season, so I have my own basketball team. Our first game is after winter break. I like working there and will continue to work there until I can find something better or excel into another position.*

*The ONS means a whole lot to me because without the ONS I probably would still be running the streets. They invested a lot into me by linking me to resources, helping get my life on track, and surrounding me with positive role models. They've shown me there's more to explore in the world than just The Bay Area. Everyone in the office has been supportive of me since day 1, and I'm very appreciative to be a part of this program.*

*My dad hasn't been in my life since I was a kid and my mother raised me until it was time for me to get out on my own. I had to live and learn a lot of things about being a man on my own, and pick up what I can from other men on my own. The ONS showed up as a healthy guide in my life and I now realize it. I'm grateful to have a good team behind me such as the Office of Neighborhood Safety. I just hope I am doing my part with my role in the department. That's why any meeting, or any type of event that's going on if I'm invited I will show up.*

*Thanks and Happy Holidays!*

Eric



This and forthcoming pictures throughout the document represent innocence, virtue and the Fellowships real purpose – our Fellows uncovered, new, limitless potential!

## **BACKGROUND**

The ONS is a non-law enforcement department within city government. The primary goal of the ONS is to dramatically reduce gun violence and associated homicides, achieving sustained reductions over time by creating and providing attention intensive engagement and support structures that are designed to improve the social and emotional health and wellness of those it serves. The Office of Neighborhood Safety (ONS) provides and coordinates targeted intervention services for those identified as active firearm offenders who have avoided sustained criminal consequences. The ONS works with between 150-200 young men each year who are at highest risk for being involved in gun violence.

### **ONS VALUES AND BELIEFS:**

- Victims and perpetrators of gun violence and their family members are people of value and worth;
- The power of love and listening can turn lives in a new direction;
- Trusting relationships can heal people;
- Goodwill influences behavior;
- The Relationship is the intervention, and the intervention is the Relationship.

The ONS facilitates two very important primary strategies to achieve its goals and objectives with those believed to be active firearm offenders (or potential victims); its Street Outreach Strategy and the Operation Peacemaker Fellowship.

### **STREET OUTREACH STRATEGY**

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 engage those on a face-to-face basis who are identified as most likely to be perpetrators and/or victims of gun violence in Richmond (aka -“the ONS population”). NCA’s work to build healthy and consistent relationships with identified individuals serving as mentors and credible messengers of healthy information. NCA’s also provide themselves as living examples of positive and 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. Neighborhood Change Agents are the primary facilitator of these important exchanges.

### ***2012 STREET OUTREACH OUTCOMES:***

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### **ONS OPERATION PEACEMAKER FELLOWSHIP**

An extension of the ONS street outreach strategy is the Operation Peacemaker Fellowship program. “The Fellowship” is a non-mandated Transformative Mentoring Intervention program designed for those 16-25 years old identified as active firearm offenders in Richmond who have avoided sustained criminal consequences. 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.

Operation Peacemaker Fellows are provided small incentives (including monetary incentives) in exchange for their program participation, positive behavior and meeting a range of life development/skills, education, employment and restorative justice goals. The incentive structure functions to provide a gateway for the advancement of intrinsic motivation that arises from internal and not external rewards.



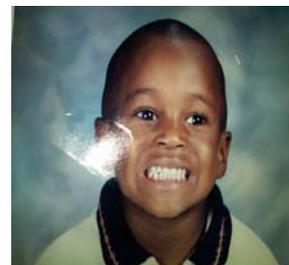
***FELLOWSHIP OUTCOMES (Two 18-month program cohorts):***

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**Richmond Firearm Activity – Pre & Post Fellowship**

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## **2012 FELLOWSHIP HIGHLIGHTS**

### **JANUARY – WASHINGTON DC**

The Office of Neighborhood Safety its staff and Fellows from rival associations were featured and recognized at the National Mentoring Summit in Washington, D.C. The Fellowship was recognized nationally as a promising 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 the night before. 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.

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

### **APRIL – VIRGINIA BEACH VIRGINIA**

The Office of Neighborhood Safety (ONS) staff and Peacemaker Fellows from rival associations attended and presented at the National Forum for Black Public Administrators (NFBPA) Forum 2012 Conference at the Virginia Beach Convention Center.

The NFBPA Forum 2012 brought together some of the most successful and high profile members of its organization, including city managers, administrators, planners, and policymakers.

More than 125 of the 1,000+ conference attendees attended the ONS workshop entitled *City Government at Work: Keeping Young Men of Color Alive and Free*. The workshop stressed that "it is not ok for black and brown boys and young men to die on the streets of urban America at the hand of a firearm". The workshop and presenters highlighted

the innovative and promising work of the City of Richmond's Street Outreach efforts and the Operation Peacemaker Fellowship. Staff and five Fellows representing North, Central and South Richmond spoke on how the Fellowship creates a real alternative to gun violence and viable support opportunities for those most likely to be perpetrators of gun violence. Fellows emphasized how the Fellowship prepares and allows them to contribute to building and sustaining community peace, health and well-being. The presentation provided examples of the program's impact in Richmond.

NFBPA is America's premier association for black public leadership. NFBPA's overall mission is to strengthen the capacity of state and local government manager's through intensive training, professional development programs, and the resources of a powerful network of members and supporters.

### **JUNE – RICHMOND CALIFORNIA**

At the request of National Forum for Black Public Administrators (NFBPA) Bay Area Chapter President Harry Le Grande, the city of Richmond hosted the NFBPA Bay Area Chapter General Membership meeting and provided a “Promising Practice in Gun Violence Interruption” workshop session for its bay area members. The session was moderated by the Richmond Council of Elders, Elder Arnold Perkins. The session featured the work of the Richmond Street Outreach Strategy and Operation Peacemaker Fellowship. The NFBPA General Membership meeting was well attended by public administrators from several Bay Area cities.

### **JULY – SAN DIEGO CALIFORNIA**

ONS Fellows traveled to San Diego to participate in site visit activities recommended by The California Endowment. Fellows and staff visited with local violence prevention leaders and were provided a tour of San Diego’s Second Chance Program. San Diego Second Chance mission is to empower people to change their lives. San Diego Second Chance accomplishes this through job readiness, employment placement, housing placement, connecting community resources, and providing supportive services. San Diego Second Chance supports the ongoing success of their clients through education, enhancing life skills, and establishing long term stable relationships.

### **NOVEMBER – TALLAHASSEE FLORIDA**

ONS Fellows from rival associations traveled to Tallahassee Florida to participate in a college tour opportunity at Florida A & M University (FAMU). During this visit, Fellows met with the University’s Vice President of Student Affairs, toured the school, audited classes, and participated in Homecoming festivities. The Fellows were also invited to meet with the City Manager and Police Chief of Tallahassee. During these meetings, Fellows talked about the value of the Fellowship on their lives, and staff fielded questions about the replicable value and viability of the Fellowship model in Tallahassee. Two Fellows from rival associations are considering FAMU as a college transfer option. The City Manager of Tallahassee made a commitment to serve as a

mentor and identify part time jobs for the Fellows within city government if they were to successfully transfer to FAMU.

## **NOVEMBER – RICHMOND CALIFORNIA**

Office of Neighborhood Safety sponsored its first ONS Operation Peacemaker Fellowship Speaker's Forum. The speaker's forum provides space for the Fellows to invite noted individuals who have had great success but as a result of bad decisions and unhealthy associations have "fallen from grace" and are working to rebuild their lives.

The Fellowship invited Kwame Kilpatrick former Mayor of Detroit Michigan and author of "Surrendered: the Rise, Fall and Revelation of Kwame Kilpatrick." The forum was co-sponsored by the National Forum for Black Public Administrators (NFBPA).

Kwame Kilpatrick's message was directed at the Fellows, ONS staff, and formerly incarcerated residents. He spoke about his early political ambitions and being the youngest person elected as Michigan's Speaker of the House, then to become the youngest Mayor elected in Detroit's history. He spoke about the city of Detroit, its opportunities and challenges including its violence epidemic, marital infidelity, betrayal to his family and his high office, his prison experience and the importance of accepting personal responsibility, allowing personal forgiveness, working towards redemption and moving forward.

The importance of the forum and the speakers chosen is to bring to light what it means and takes to recover from making [very] bad decisions - one's redemption and redemptive value. Much of the success that we accomplish with those we serve at the ONS requires that these young men understand that they to (in spite of what they have done in the past, and no matter how horrendous) CAN be redeemed and forgiven, and that they too can move forward in healthy ways in their lives - they must if peace is to be fostered in Richmond.

## **EMPLOYMENT**

The Office of Neighborhood Safety through grant funds subsidized 28 employment opportunities for those participating in the Fellowship. This partnership included the City of Richmond's Employment and Training and Recreation Departments and the Richmond Police Activities League (RPAL).

## **THE ONS ELDERS CIRCLE – Council of Elders**

Over the past two-years a community of male elders has been meeting with ONS staff, Fellows and Safe Return Team Members. The purpose of the bi-weekly Council of Elders meetings has been to provide space for a healthy network of intergenerational support and impartation of healthy information, instruction,

advice, and example around a myriad of issues that staff, Fellows and Safe Return Team members are confronting.

A focus group with attending participants felt that the circle was valuable in the following ways:



- “Healthy intergenerational relationship development”;
- A space for “real” conversations to take place about relevant issues to the reality on the streets;
- “The circle was based on love and acceptance and not judgment”;
- “Meeting with the elders made me want to be better”;
- The Elders affirmation: “I’m proud of you” meant a lot to me;
- The Elders offer of support and help was taken seriously by participants;
- Participants felt that the Elders and the space played a significant role in helping Sr. Fellows transition into Ambassadorship (make public declarations of commitment to non-violence);
- ONS staff learned and gained self/professional confidence – “because of the Elders consistency and commitment to us, we felt worthy and valuable. We felt that our work was appreciated. This doesn’t happen a lot from the larger community – this is important to us.”
- Provides strong support for the ONS staff and work;

In 2013, the Council of Elders will facilitate two 1.5 hour sessions per month with different groups of Fellows. Elders will support, provide a presence and make special presentations at weekly Fellowship life skills sessions to begin in March. Elders will also provide the ONS with staff training support pertaining to various issues including time management, youth development, trauma-informed coaching and stress reduction.

### **RICHMOND BEYOND VIOLENCE INITIATIVE**

The Beyond Violence program was launched in 2010 in the cities of Richmond and Antioch with the collaboration of John Muir Health’s (JMH) Trauma Department, Contra Costa Health Services (CCHS) and community based organizations. JMH identifies trauma patients between the ages of 15-25 who are victims of intentional injuries (e.g. knife assault, gunshot, assault) and reside in the cities of Antioch or Richmond. Identified patients are referred to a Beyond Violence Intervention Specialist (IS) from their community. The IS

supports the injured patient and their family and friends cope with the injury, and assists the patient with follow-up care and connects them to community resources to promote healthy choices and avoid re-injury and involvement with law enforcement.

The goal of the Richmond program has solely been to reduce FIREARM ASSAULT recidivism and retaliation. The program goals and outcomes include the following:

- In 2012, JMH social workers will obtain signed consents from 85% of eligible patients – **100% signed consents were obtained in 2012;**
- In 2012, Interventionists will obtain signed consents from 75% of referred patients – **100% signed consents were obtained;**
- In 2012, 70% of clients will remain engaged in the program for at least 6 months – **56% were engaged at 6 months;**
- In 2012, 90% of clients will still be alive in 3 and 6 months from the time they were enrolled in Beyond Violence – **100% remain alive after 6 months;**
- In 2012, 75% of clients will not have been involved in a criminal incident in 3 and 6 months from the time they were enrolled in Beyond Violence – **100% have not been involved in a criminal incident at 6 months.**



See Appendices of this report to review the 2012 Community Benefit Year-End Program Evaluation for the Beyond Violence Initiative in its entirety.

Also note that as part of the Office of Neighborhood Safety’s mission to “field test” best practice based violence intervention programs and to advance community capacity to facilitate such vital programs, the ONS supports the identification of community based organizations to further expand the Richmond Beyond Violence program to include other intentional injuries (e.g. knife assaults, physical assaults, and gunshot assaults etc.) and to increase the programs coverage to include additional West County areas such as North Richmond, the Cities of San Pablo and El Cerrito.

In partnership with YOUTH ALIVE in Oakland, we will identify and select a Richmond Community based organization to further advance this important work beginning April 1, 2013.

See Appendices of this report to review the Hospital-Linked Violence Intervention Program REQUEST FOR QUALIFICATIONS.

### **LIFE SKILLS COMMUNITY TRAINING**

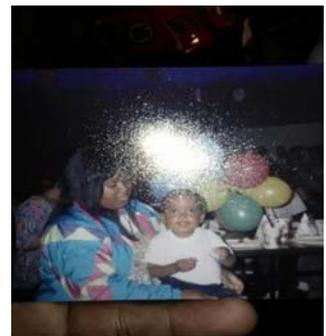
This Life Skills Community Training opportunity is sponsored by the Office of Neighborhood Safety and presented by Community Presbyterian Counseling Center of Danville California. In 2012, fifty-one (51) individuals representing city

staff, community advocates and clergy participated. The Life Skills Community Training opportunity 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 also supports community and clergy capacity building related to their involvement and leadership 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)
- City of Richmond Employment and Training Department
- The City of San Pablo
- Richmond Police Activities League (RPAL)
- The RYSE Center



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.

## **RESOURCE & CAPACITY DEVELOPMENT**

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

The Office of Neighborhood Safety was awarded its 5<sup>th</sup> 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.

### **OFFICE OF JUVENILE JUSTICE AND DELINQUENCY PREVENTION (OJJDP) 2012 MENTORING ENHANCEMENT DEMONSTRATION PROGRAM**

The partnership includes the Richmond Police Activities League (RPAL), Bay Area Community Resources, Oakland Police Athletic League, the East Bay Asian Youth Center, Be A Mentor Incorporated, and the City of Richmond Office of Neighborhood Safety (ONS). The city was provided one of ten grants awarded nationwide for the Fiscal Year 2012 Mentoring Enhancement Demonstration Program out of the Office of Juvenile Justice and Delinquency Prevention (OJJDP).

The Office of Neighborhood Safety served as the applicant agency for the grant proposal.

Through this national program and resource, youth mentoring opportunities will be expanded and volunteer opportunities will be increased on behalf of the Richmond community. As a result of the program, 400 additional East Bay youth will be provided a mentorship relationship and opportunity with a caring adult mentor.

### **SUBSTANCE ABUSE & MENTAL HEALTH SERVICES ADMINISTRATION (SAMHSA) – MENTAL HEALTH EXPANSION GRANT (URBAN TRAILS RICHMOND)**

The City of Richmond was granted a 1-year planning grant to expand mental health services for Native American Children and their families. Urban Trails Richmond is a unique partnership between the City of Richmond/ONS, the Native American Health Center (NAHC), and Contra Costa Health Services (CCHS) to provide culturally competent mental health services and expand Contra Costa Counties system of care to support American Indian/Alaska Native (AI/AN) children and their families who have not been effectively served by previous opportunities.

### **THE CALIFORNIA ENDOWMENT – OPERATION PEACEMAKER FELLOWSHIP**

The Office of Neighborhood Safety in partnership with the Richmond Community Foundation (RCF) was provided support for the ONS Operation Peacemaker Fellowship program (see Page X to learn more about the Fellowship).

*The Office of Neighborhood Safety (ONS) raised a total of \$1,047,671.00 in 2012 through these opportunities to support various strategies.*

**ONS 2012 SUMMERTIME GUN VIOLENCE INTERRUPTION INITIATIVE (“SG7”) helps city reduce summertime gun related homicides by 76% and firearm assaults by 16%.**

Most gun related homicides are retaliatory in nature and many gun related homicides result from some sort of altercation. In 2011, the City of Richmond experienced 26 homicides. Seventeen of 26 of these homicides occurred between the months of June and August. It is widely speculated and was commonly communicated that most shootings during this period and many of the resulting homicides recorded were a product of ongoing conflicts/feuds and/or retaliatory acts between warring factions in North and Central Richmond.

In response to this challenge, the ONS intensified its street outreach presence, increased ONS street outreach assets, and worked to stimulate a heightened level of community engagement in North Richmond in an effort to reduce conflicts that produce or fuel increased gun violence between North and Central

Richmond crews. In addition to engaging the community and the high risk individuals, ONS Neighborhood Change Agents literally posted on the corners of the only five entrances and exits of North Richmond and often resulted in identifying Central Richmond crews coming into to North Richmond and convincing them to turn around.

At the conclusion of the initiative on August 31<sup>st</sup> four (4) firearm related homicides and 27 firearm assaults had occurred during the summer months of 2012. This represents a 76% reduction in summertime firearm related homicides, and a 16% reduction in summertime firearm assaults with an injury over the previous year. **NOT ONE FIREARM RELATED HOMICIDE OCCURRED IN NORTH RICHMOND DURING SUMMER 2012!!!**

We are very grateful to our many youth and young adult partners who when confronted with conflict that could have led to gun violence during the summer months - made better decisions with regard to their responses to those conflicts.

#### **ONS PEACEKEEPER PROGRAM (*Different from the Operation Peacemaker Program*)**

The Office of Neighborhood Safety identifies mature adult community residents to serve as ONS Peacekeepers. These community members help the ONS in facilitating peace keeping activities such as school-based intervention services, parole and probation support, street outreach support, parent support, and neighborhood and resident support. In 2012 ONS Peacekeepers provided greater outreach support to ONS Neighborhood Change Agents and the Street Outreach Strategy. For example, ONS Peacekeepers were closely involved with the 2012 Summertime Gun Violence Interruption Initiative operations in North Richmond. Peacekeepers have an increased focus on supporting street outreach activities.

The ONS Peacekeepers in partnership with the Richmond Police Activities League also facilitated the “Celebration of Life” Talent Show for youth in August.

The talent show was their brainchild and each ONS Peacekeeper involved was sincere and serious about getting the talent show off the ground. Putting on the talent show consisted of several months of auditions with a variety of contestants city-wide. A significant amount of time was invested in planning, raising resources and getting the word out about the event.

The talent show was very entertaining and demonstrated the extraordinary skills and talents of our creative and very gifted youth in the great City of Richmond. Twelve final contestants and twelve winners were awarded. "All of our children won! When we invest the time and necessary resources in our children, we create the opportunity for their growth and development that paves the way for

them to cultivate their “God given talents”, said one very excited parent about the city's role in this event.

The event not only brought the community together in a fun and safe environment, but also highlighted the otherwise often overlooked talent and brilliance that the City of Richmond has to offer from its youth.

### ***VOICES FROM THE FELLOWSHIP***

*Happy Holiday's ONS!*

*Thank you for making me a fellow. The ONS fellowship program has been great to me and others that I know. Being apart of this fellowship gave me a better outlook on life and a positive and legit outlet from the mean streets of Richmond, where you can be here alive and functional one minute, and dead and gone the next. Before the fellowship that was my reality man. I was born and raised to try to live as long as I could until my time to die in the streets of Richmond arrived, while also trying to conquer the American dream. It may sound strange, but I really thought I could conquer the American dream by hustling in the streets of Richmond. The fellowship not only gave me a chance, but you all trusted me and believed in me, so therefore I cant let y'all down. I think about the entire staff and the impact the ONS and fellowship makes on my life everyday.*

*Thanks to the fellowship I have traveled many places like Washington DC, New York and South Africa, which blew my mind. The fellowship also helped me get my merchant seamen credentials, by locating and paying for the training. ONS also helped me to find work. I am thankful for a legitimate job that gives me a chance to experience a positive and legit way of earning money. Now I get to see that lovely and warming smile on my mom's face when she looks at me. Now I am the man that she wanted me to be for the sake of her grandchild, my 3 year old son and also my younger siblings. So with that said, I have a lot of love and respect for the fellowship and the entire ONS staff and everyone at city hall that plays a part in helping keep this program up and running. I strongly believe that ONS and the fellowship will help get Richmond back into good shape with the work they do with the folks in Richmond that have been infected or impacted by the Richmond violence. Its getting to that point where Richmond feels safer now slowly but surely, and I feel that Richmond will be a better city someday.*

*The ONS fellowship is not only a program it's a family, and I am sure other fellows in the program will say the same. I call the staff “the lost fathers of Richmond” that has come back to try their best to save the minds of the young sons of Richmond like myself, and spark the interest of hope, life, love, and expectations in the minds of the young sons of Richmond California that have lost that thought due to the misleading, tragedies, violence, and struggles of inner city Richmond. I dream of the day we get to say “that was Richmond's past thanks to the young man making the right decisions and the Office of Neighborhood Safety fellowship program laying down the right foundation.”*

*Again Thank You!*

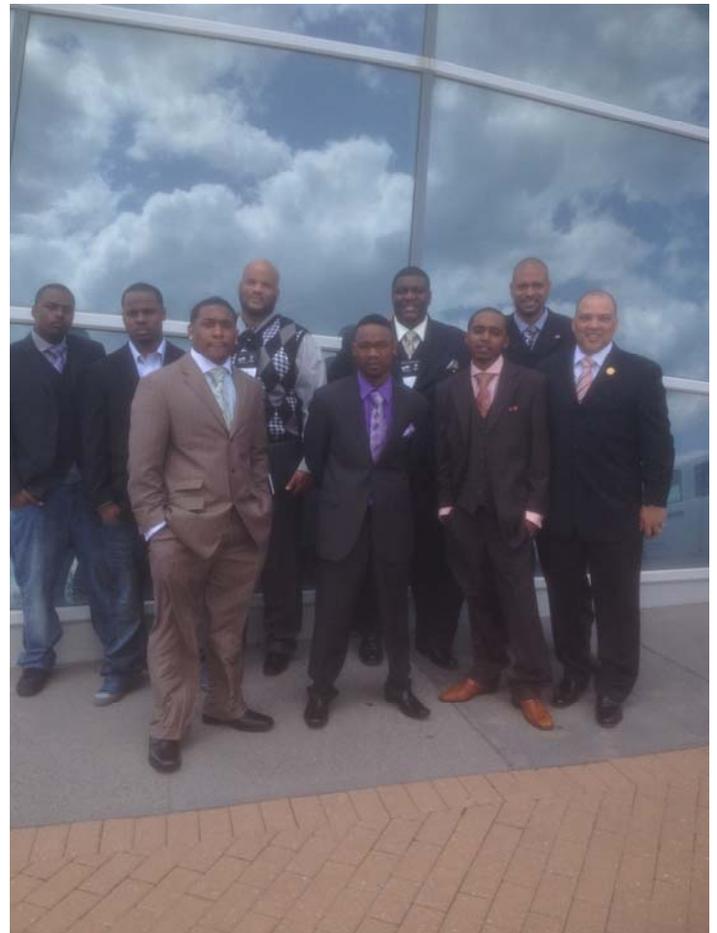
*R. Shepherd*



*SOUTH AFRICA!!*



*ONS Director DeVone Boggan, Fellow D'Vondre Woodards and Rep. George Miller before President Obama's State of the Union. - Washington DC 2012*



*NFBPA FORUM 2012- ONS Staff Fellows Virginia Beach 2012*



*ONS Staff & Fellows Washington DC 2012*



2012 Community Benefit Year-End Program Evaluation
Beyond Violence

I. PROGRAM INFORMATION

Program Manager: Kacey Hansen Entity/Location: JMMC WC - Trauma
Evaluation Period: 2012 Annual Budget: \*\*FOR CHA USE ONLY\*\*
Program Year: [ ] Planning Year [ ] New Program (1st year) [X] Ongoing Program (2+ years)

A. Program Description

The Beyond Violence program was launched in 2010 in the cities of Richmond and Antioch with the collaboration of John Muir Health's Trauma Department, Contra Costa Health Services (CCHS) and community based organizations. JMH identifies trauma patients between the ages of 15-25 who are victims of intentional injuries (e.g. knife assault, gunshot, assault) and reside in the cities of Antioch or Richmond. Identified patients are referred to a Beyond Violence Intervention Specialist (IS) from their community. The IS supports the injured patient and their family and friends cope with the injury, and assists the patient with follow-up care and connects them to community resources to promote healthy choices and avoid re-injury and involvement law enforcement.

B. Program Goal

To reduce recidivism and retaliation in Contra Costa County, specifically in Richmond and Antioch

C. Program Objectives

- 1. In 2012, JMH social workers will obtain signed consents from 85% of eligible patients
2. In 2012, Interventionists will obtain signed consents from 75% of referred patients
3. In 2012, 70% of clients will remain engaged in the program for at least 6 months
4. In 2012, 90% of clients will still be alive in 3 and 6 months from the time they were enrolled in Beyond Violence.
5. In 2012, 75% of clients will not have been involved in a criminal incident in 3 and 6 months from the time they were enrolled in Beyond Violence.

II. VULNERABLE POPULATION CRITERIA

A. Describe the target population

Intentional injury victims ages 14-25 and their families in the cities of Richmond and Antioch

B. Barriers to Care (check all that apply)

- [X] Racial/Cultural [X] Low Income [ ] Uninsured/Underinsured
[ ] Frail Elderly [ ] Language [ ] Lack of Transportation
[ ] Social Isolation [ ] Mentally Ill [ ] Limited Voice (e.g. kids, disabled)
[ ] Undocumented [ ] Other (please specify)

C. Social Determinants of Health (check all that apply)

- [ ] Education [ ] Physical Environment [ ] Employment & Working Conditions
[ ] Gender [ ] Income & Social Status [X] Personal Behavior & Coping Skills
[X] Culture [X] Health Services [X] Social Support Networks

### III. PARTNERSHIP CRITERIA

**A. Describe the role of JMH**

JMH receives trauma patients and refers intentional injury victims to Intervention Specialists.

**B. What JMH skills and expertise does this program relate to?**

Beyond Violence uses the capacity of the JMH trauma and social services department to identify eligible patients and refer them to Intervention Specialists.

**C. Please list and describe the roles of partnerships with existing community-based organizations**

The following partnerships with local cities and health organizations have been developed.

- *City of Richmond Office of Neighborhood Safety* provides intervention specialists and support services to patients and families on reentry to home environment.
- *Contra Costa Health Services* is a referral partner and accepts referred patients and provides them with needed services.
- *One Day at a Time* provides intervention specialists and support services to patients and families on reentry to home environment.
- *Williams Group* provides intervention specialists and support services to patients and families on reentry to home environment.
- *Youth Intervention Network* is a referral partner and accepts referred patients and provides them with family mediation and case management.

**D. Please list and describe the roles of new or potential partnerships with community-based organizations**

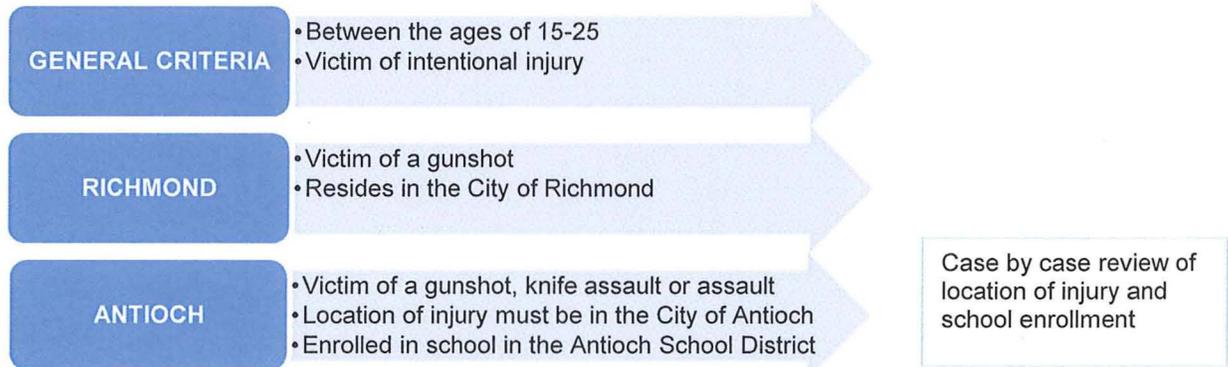
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### IV. IMPACT CRITERIA

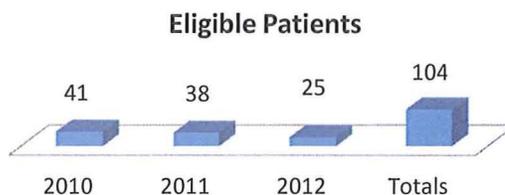
**A. How Much Did You Do?**

Objective 1: In 2012, JMH social workers will obtain signed consents from 85% of eligible patients

**Beyond Violence Eligibility**

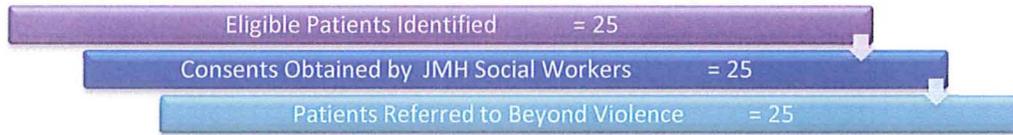


Since the program began in 2010, 104 patients have met the above criteria. In 2012, a total of 25 *patients were identified* by JMH staff as eligible for the Beyond Violence program.



### Consent Received by JMH Social Workers

In 2012, *John Muir Health Social Workers* obtained consents a total of 25 patients who referred to the Beyond Violence program in 2012.



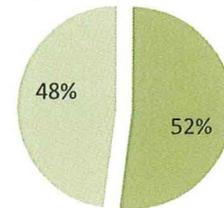
### Referrals to Beyond Violence

The 25 patients with obtained consents were referred to either the Richmond or Antioch programs depending on the location of the intentional injury and the residence of the victim. **The majority of patients (52%) were referred to the Richmond Program.**

■ % Referrals to Richmond Program  
 ■ % Referrals to Antioch Program

When patients are referred to a pilot, they are connected with Interventionists from community based organizations.

- All patients referred to the Richmond Program work with Interventionists from the Office of Neighborhood Safety (ONS).
- Patients referred to the Antioch Program work with Interventionists from One Day At A Time (ODAT) if the patient is between the ages of 15-18, or The Williams Group (TWG) if the patient is between the ages of 19-25



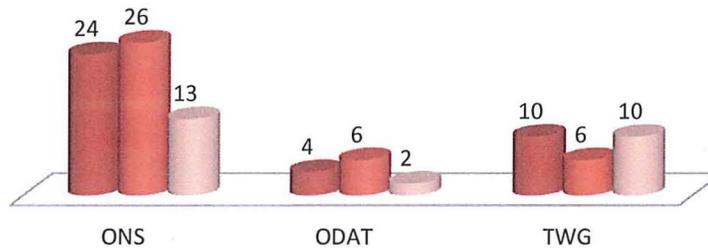
### Client Volume and Contacts

The 25 patients were referred to interventionists at the Office of Neighborhood Safety (ONS), One Day at a Time (ODAT), and The Williams Group (TWG).

#### Client Volume

(by organization)

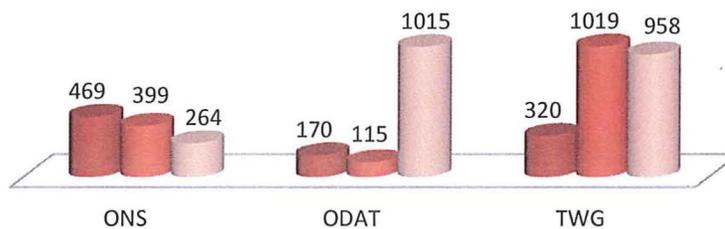
■ 2010 ■ 2011 ■ 2012



#### Client Contacts

(by organization)

■ 2010 ■ 2011 ■ 2012



In 2012, ONS had the largest number of clients (13), followed by TWG (10), and ODAT (2).

"Client contacts" refers to the number of times an Interventionist connected with the client.

## B. How Well Did You Do It?

Objective 2: In 2012, Interventionists will obtain signed consents from 75% of referred patients

### Consents Received by Beyond Violence Interventionists

After consent is obtained by the social worker a referral is issued to Beyond Violence and an interventionist visits the patient to establish a relationship and introduce the Beyond Violence program. The Interventionists obtains consent from the patient to participate in Beyond Violence. *The combined consent rate for both the Richmond and Antioch pilot was 100%, exceeding the objective.* The interventionists attribute their success in obtaining consents to their ability to relate to the clients and familiarity with the communities.

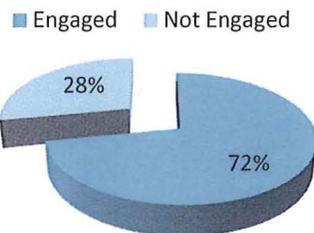
Objective 3: In 2012, 70% of clients will remain engaged in the program for at least 6 months

### Client Engagement

Follow-up is conducted every 3 and 6 months from the referral date to assess if the clients remain engaged. Client engagement begins at the first initial contact upon providing consent. Engagement continues when the client does the following:

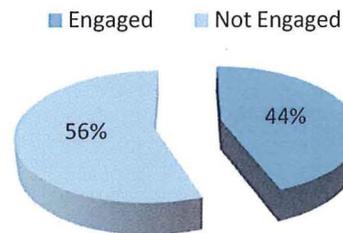
- Responsive to the Interventionists' phone calls and text messages
- Attends scheduled meetings
- Makes an effort and/or progress toward individualized goals
- Follows-up and/or attends programs, events or activities recommended by the Interventionists.

#### 3 Month Follow-up



In 2012, **72% of referred clients were engaged** in Beyond Violence after 3 months

#### 6 Month Follow-up



In 2012, **56% of clients who were engaged after 3 months remain engaged** at 6 months

*Note: Clients who are not engaged at follow-up are considered "closed cases" and any additional follow-up is discontinued.*

## C. Is Anyone Better Off?

Objective 4: In 2012, 90% of clients will still be alive in 3 and 6 months from the time they were enrolled in Beyond Violence.

### Health Status of Client

Follow-up is conducted every 3 and 6 months from the referral date to assess if the clients are alive and have avoided re-injury.

- 3 Month Follow-Up: Out of the 25 originally engaged clients, 18 clients were still engaged and of those, **100% remain alive and avoided re-injury** at the 3 month follow-up.
- 6 Month Follow-Up: Out of the 18 clients who were engaged at the 3 month follow-up, 10 were still engaged and of those, **100% remain alive and avoided re-injury** at the 6 month follow-up.

Objective 5: In 2012, 75% of clients will not have been involved in a criminal incident in 3 and 6 months from the time they were enrolled in Beyond Violence.

### **Behavior Change**

Follow-up is conducted every 3 and 6 months from the referral date to assess if the clients have been involved in a criminal incident.

- 3 Month Follow-Up: At the 3 month follow-up, *100% of clients were not involved in a criminal incident.*
- 6 Month Follow-Up: Out of the 31 clients who were engaged at the 3 month follow-up, *100% were not involved in a criminal incident* at the 6 month follow-up.

Interventionists report that the key to facilitating change is connecting with the client, providing a consistent source of support, and encouraging involvement in positive alternate activities. The consistency and authenticity of the Interventionists has been critically important in forging a trusting relationship where the client feels comfortable reaching out for help. The client-interventionist relationship is complimented with intensive wrap-around services that provide clients with resources to meet their immediate needs (e.g. food, housing, employment, etc) as well as a supportive network of peers and adults that promote positive lifestyles and the development of decision-making skills. The interventionists also encourage client involvement in positive recreational/social activities that provide alternatives to situations that could potentially put the client at risk for re-injury, re-entry or death. Another source of support in keeping these clients alive and clear of criminal incidents are the street engagement/outreach teams that are deployed to the neighborhoods where the incidents occurred. These teams mitigate conflicts and prevent further escalation of violence.

## **V. Success Story**

### **Success Story**

Richard: Richard is an 18 year old, African American father who was shot in the leg at an Antioch house party. He is healing physically, but is unable to walk without with the assistance of a walker. The Beyond Violence Intervention Specialist provided rides to many of his doctor's appointments. At mentoring sessions, Richard and the Intervention Specialist discussed Richard's understanding of the streets, his upbringing in a family with a history of violence and in foster care, and the importance of shifting his energy to being a father for his 3month old child. Richard was receptive to developing a plan for how he is going to provide for his child and to continue his education as a Home and Hospital student at Bidwell Continuation School. Richard is challenged by living back with his mother in a home where other young adult relatives live. The house sees lots of young people coming and going and "just hanging around all day." This makes studying and life-planning, difficult. In response, the Intervention Specialist connected Richard with a tutor at Los Medanos College, who was willing to meet with him at LMC to provide academic support in a location that supports the learning process. Richard's progress is slow but steady. He is a thoughtful young man who is opening up slowly to the support and services offered. Richard expresses appreciation for this. The Intervention Specialist sees a lot of potential for Richard to break a cycle of violence and lead a positive productive lifestyle.

Odessa: Odessa is a 19-year-old young women who was the victim of multiple stab wounds (6) committed by a male friend desiring to have an intimate relationship with her. She resides with her mother who is battling a mental disorder. Since her release from JMH and her work with an Intervention Specialist, Odessa is now employed at clothing store at the Delta Fair Mall in Antioch. Odessa has completed her 12 month Individual Service Strategy and GOAL Plan. Already a high school graduate, Odessa is now enrolled at Los Medanos Junior College, taking her General Education studies. The Intervention Specialist partnered with Contra Costa County Children and Family Services on her behalf, and supplied her with monthly bus passes through Tri-Delta to ensure her transportation to and from school and work. Unfortunately, Odessa still suffers severely from PTSD. The Intervention Specialist is currently working diligently with the African American Health Conductor of Contra Costa County Mental Health Services to identify a mental health resource for Odessa. Physically, Odessa's injuries are healing well. Emotionally and psychologically, she has more work ahead of her. This is not unexpected for a victim of violence. For Odessa, she has done very well for herself by getting a job, enrolling in college, and accepting help for what she needs.

# Hospital-Linked Violence Intervention Program

## Request for Qualifications

### \$85,000 to operate a Richmond-based HVIP for 9 months

### APPLICATIONS DUE February 19, 2013

#### I. RFQ TIMELINE

To apply for funds in response to this Request for Qualifications (RFQ), please send your proposal to Youth ALIVE! via mail or email (c/o Linnea Ashley, 3300 Elm St, Oakland, CA 94609; [lashley@youthalive.org](mailto:lashley@youthalive.org)) by **5:00 pm, Tuesday, February 19, 2013**. Any proposal that is received after 5:00 p.m. fails to meet eligibility requirements or fails to follow submission instructions WILL NOT be considered.

RFQ AND CONTRACT TIMELINE	
RFQ issue Date	January 28, 2013
Optional Technical Assistance Call Call-in number: 1-877-594-8353 Access code: 78842269#	February 4, 2013, 10:00am-11:00am
Proposals due to Youth ALIVE!	February 19, 2013 5:00 pm
Award announced	March 4, 2013
Mandatory training for awardee	April 4-5, 2013 in Oakland, CA
Grant Begins/Ends	April 1 – December 31, 2013

For further information, contact Linnea Ashley at (510) 594-2588 ext 314 or by email at [lashley@youthalive.org](mailto:lashley@youthalive.org).

#### II. OVERVIEW OF HVIP

Violence prevention and intervention programs are a powerful way to stop the revolving door of violent injury in our hospitals. Engaging patients in the hospital, during their recovery, is a golden opportunity to change their lives and reduce retaliation and recidivism.

While there are many strategies to intervene in the cycle of violence, identification in an emergency department and hospitalization presents a unique opportunity to intervene with a population at highest risk. A 1989 study found hospital readmission rates for youth for recurrent violent injuries are as high as 44% due to assault and 20% due to homicide over a 5-year follow up.<sup>1</sup> Since then, other studies of retrospective chart reviews have noted similar rates.<sup>2,3,4,5,6</sup> Without intervention, hospitals discharge violently injured patients to the same violent environments where they were injured, without a prescription for how to stay safe and with community pressure to seek revenge. Too often, this results in a revolving door of violence, causing even more injuries, arrests, incarcerations, and, sadly, deaths.

In 1998 the U.S. Department of Justice's Office for Victims of Crime recommended that

1 Sims, D. W., B. A. Bivins, (1989). "Urban trauma: a chronic recurrent disease." *J Trauma* 29(7): 940-946.

2 Reiner, D. S., J. A. Pastena, (1990). "Trauma recidivism." *Am Surg* 56(9): 556-60.

3 Poole, G. V., J. A. Griswold, (1993). "Trauma is a recurrent disease." *Surgery* 113(6): 608-11.

4 Morrissey, T. B., C. R. Byrd, (1991). "The incidence of recurrent penetrating trauma in an urban trauma center." *J Trauma* 31(11): 1536-8.

5 Goins, W. A., J. Thompson, (1992). "Recurrent intentional injury." *J Natl Med Assoc* 84(5): 431-5.

6 Claassen, C. A., G. L. Larkin, (2007). "Criminal correlates of injury-related emergency department recidivism." *J Emerg Med* 32(2): 141-7.

hospital-based counseling and prevention programs be established in communities grappling with gang violence. HVIPs reach those caught in the cycle of violence immediately after they have been hospitalized. At this critical moment, this vulnerable population is at a crossroads: they can either encourage retaliation for the violence committed against them, or they can turn their traumatic experience into a reason to take themselves out of “the game.” Breaking the cycle of violence means that each patient can begin working with a highly trained “Intervention Specialist” – a paraprofessional from the community – who provides crisis intervention, long-term case management, linkages to community-based services, mentoring, home visits, and follow-up assistance designed to promote health, including mental and physical recovery from trauma.

Hospital-based violence intervention (HVIP) is based on seizing the rare opportunity for intervention — the *teachable moment* — at the hospital bedside when a person is most open to addressing the risk factors associated with intentional injury.

The HVIP model is inspired by “Jason,” a Wisconsin youth. In 1988, when he was just 9 years old, Jason was treated in the Children’s Hospital Emergency Department in Milwaukee for an “accidental” injury. Two years later, the hospital treated him again for multiple contusions and abrasions resulting from an assault. In 1992, at 13 years of age, he was treated for multiple stab wounds. Then, in early 1994, at age 15, the hospital treated him for a bullet wound in his leg. By the end of that year, he was dead, shot in the chest and killed at the age of 16. While medical staff expertly cared for his physical wounds each time, not once were his community health needs and risk factors addressed post-discharge. Tragically, every community across the country that has started a hospital-based violence intervention program knows many victims of violence like “Jason.”

Making initial contact with intentionally injured patients at the hospital, referred either through trauma activation or the emergency department, not only provides the opportunity to address their immediate health crisis, but also helps them begin attending to a myriad of existing and potential health issues.

The HVIP model enhances the *teachable moment* by engaging Intervention Specialists who can quickly gain the trust of traumatized patients and their family members at the bedside. All have good people skills, *street smarts*, and cultural sensitivity; reflect the racial and ethnic diversity of their clients; and many have a history of exposure to violence and/or have family members with similar histories.

The average HVIP patient/client receives services for six to twelve months. HVIP Intervention Specialists develop these discharge and ongoing service plans with patients and their family members based on formal assessments of individual, family, and community risk factors for re-injury. HVIP Intervention Specialists help clients do what they need to do to stay healthy and safe, which usually includes physical and mental health services; substance abuse treatment; academic support; vocational and recreational programs; and housing assistance. HVIP Intervention Specialists generally carry caseloads of 20 patients/clients, regularly conduct home visits, and take clients to appointments as needed.

The combination of brief intervention at the hospital bedside followed by community-based case management has been shown to significantly reduce risk factors for hospital recidivism and to significantly improve health and morbidity outcomes among patients.

***Program objectives are to:***

- Improve educational attainment
  - Any client who does not already have a High School Diploma or GED should be enrolled in an educational program leading to a High School Diploma or GED
  - Any client who does have a High School Diploma or GED should be encouraged to enroll in college
- Improve employability
  - Link all clients identifying employment as a need with a job training program (ex: Job Corps, Conservation Corps/Civic Corps, Youth Employment Partnership, AmeriCorps, certification program for a vocational trade)
  - Assist all clients identifying employment as a need with job seeking & job readiness (ex: resume writing, job application completion, interview preparation)
- Improve health status
  - Link all clients and families with mental health support (ex: counseling for PTSD, anger management, general mental health, substance abuse, church-based counseling Ensure that client is linked with medical provider(s) to provide follow-up treatment of violent injury and ongoing health care
- Improve social and professional skills & build sustainable support network
  - Link all clients with at least one community, school-based or faith-based ongoing social group activity (ex: Boys & Girls Club, YMCA, sports, art, music, etc.)
  - Link all clients with a program that builds social & professional skills (note: possibly have IS provide this directly)
  - Link all clients with long-term mentoring to sustain progress after graduation from the HVIP

More information on launching a new hospital-based program can be found on our web site, [www.youthalive.org/nnhvip-technical-assistance](http://www.youthalive.org/nnhvip-technical-assistance), including two downloadable resources:

- *Violence is Preventable* (<http://youthalive1.wufoo.com/forms/download-the-nnhvip-program-replication-guide/>) and
- Youth ALIVE!'s *Caught in the Crossfire Program Manual* ([www.youthalive.org/storage/CinC\\_Training\\_Manual.pdf](http://www.youthalive.org/storage/CinC_Training_Manual.pdf)).

### **III. REQUIRED PROGRAM DESIGN ELEMENTS**

For the purpose of this model, “Intervention Specialist” refers to a specially trained mentor/case manager with a strong background in understanding community violence, a trauma-informed

approach to providing high-frequency, non-traditional case management services, as described below. All Intervention Specialists will be trained by Youth ALIVE!.

Program Requirements include:

- Two FTE of staff must be assigned to this program, including at least 1.5 FTE of direct service providers. Our recommendation is that one full-time equivalent Intervention Specialist be assigned to this program who will maintain a full caseload of clients, and that one full-time Intervention Coordinator be assigned who will supervise the Intervention Specialist, respond to calls for service from hospitals serving Richmond area victims, provide initial bedside visits and intakes, and carry half a caseload of clients.
- Target population: Violently injured (gunshot, stabbing, or physical assault) patients, ages 12-24, treated at John Muir Health Center or Kaiser Permanente Richmond. Patients must reside in, or have been injured in, Richmond, North Richmond, San Pablo, or El Cerrito.
- Program will serve 40-60 young people per year.
- Respond within one (1) hour of notification by hospital staff (from John Muir Health or Kaiser Permanente Richmond) to the hospital bedside of the patient. The awarded contractor will sign an MOU with the partner hospitals (John Muir Health and Kaiser Permanente Richmond). The Intervention Specialists will then go through the standard procedures for new employees and volunteers to receive hospital identification badges that will give them immediate access to injured patients.
- Provide intensive services, with caseloads no larger than 17. In the first 1-2 months of service, provide a minimum of 3 contacts per week with clients.
- Conduct home, hospital, and school visits with clients.
- Provide transportation for clients to medical and other appointments.
- Maintain a client fund to use discretionarily to meet client needs for food, driver's license fees, application fees, etc.

Further information on the data collection and documentation of a hospital-based program can be found [here \(http://www.youthalive.org/storage/CinC\\_Training\\_Manual.pdf\)](http://www.youthalive.org/storage/CinC_Training_Manual.pdf).

Program design and staff training are essential for the success of a new program and are required throughout the nine-month contract. Youth ALIVE! staff must be on the hiring committee for the new program. A two-day introduction training, April 4-5, 2013, is mandatory in addition to weekly case-conferencing calls and other training throughout the year. The new program will also be required to meet regularly with the John Muir hospital liaison.

The new HVIP will begin work on April 1, 2013 with technical assistance from Oakland-based Youth ALIVE!'s Caught in the Crossfire program.

## IV. PARTNERS

John Muir Hospital, Kaiser Permanente, and The California Endowment, are establishing a Hospital Based Violence Intervention Program (HVIP) in Richmond and need an established community program (with experience in violence prevention/intervention, youth at-risk, etc) to implement the direct services of that program.

The direct services program will work in close collaboration with the John Muir Health Trauma Services liaison and eventually a Kaiser Permanente Richmond liaison for client referrals and follow-up, case conferencing/development, and quarterly reporting. Shared data includes, but is not limited to, client updates, demographics, goal attainment, and troubleshooting. The liaison and selected program will be in contact multiple times a week, including frequent check-ins.

## IV. PROPOSAL DETAILS

### **Narrative (not to exceed 6 pages):**

#### Qualifications (Narrative)

Interested organizations/programs should provide an explanation of qualifications, approximately two to three (2-3) pages, that addresses

- Number of years active in Richmond, and in which communities
- Established partnerships that relate to HVIP (Victims of Crime, police, schools, probation, hospitals, community based organizations)
- Examples of your investment in the Richmond community, including
  - How your staff reflects the community
  - Balance of staff with formal education and life experience
  - Example of training non-credentialed community members, or proposed ideas for such training, to employment opportunities for community members with the talent and commitment to do this work but who lack formal training/education in the field
- Experience or plan for providing services for and working with both victims and perpetrators
- Physical space and how it can accommodate clients
- Transportation expectation (for personal vehicles, company vehicles, other), as staff will be required to conduct home visits, drive clients to appointments, etc.

#### Design (Narrative)

Describe your implementation strategy, approximately two to three (2-3) pages, that addresses

- How your organization would implement the HVIP program in Richmond

**Other Required Attachments:**

Financial information

- A project budget for \$85,000.
- Most recent audited financial statements and any management letters
- Current agency budget
- Most recent Form 990
- IRS Determination Letter

Other

- Organizational chart
- Staff biographies or qualifications
- List of board members and affiliations

The complete application is **due on or before Tuesday, February 19, 2013 by 5:00 p.m.**  
Electronic or hard copies are acceptable.

### ADVISORY

## Congressman George Miller Standing up for California's 7th District

For Planning Purposes: January 24, 2013  
Press Office: 202-225-2095

### **ADVISORY – Miller Announces that a young man from a Richmond anti-violence group will be his guest at President Obama's State of the Union Speech tonight**

Washington, DC – Rep. George Miller (D-Martinez) has invited a young man from Richmond, CA, who serves as a Senior Fellow as part of the city's Operation Peacemaker to be his guest at President Obama's State of the Union address tonight in the U.S. Capitol.

According to the City of Richmond, the primary purpose of the Office of Neighborhood Safety (ONS) Peacemaker Fellowship is to save lives. The fellowship is designed to create a viable space for selected individuals ages 16-25 to contribute in a real way to building and sustaining community peace, and community health and well-being, with the express purpose of eliminating gun violence in Richmond.

Each member of Congress receives one ticket for a guest to sit in the visitors' gallery of the House of Representatives to watch the speech. Miller has met with Richmond's Peacemakers during their visits to D.C. in 2011 and is impressed by the work the young men do to develop a life path forward and mentor other young men in similar situations. After learning that the Peacemakers were going to be in Washington this week for the National Mentoring Summit, Miller extended an invitation to the organization. **The group selected D'vondre Woodards, a 22 year old who grew up in Richmond, to attend the address as Miller's guest.**

Woodards has been involved with the Fellowship program for more than a year. He has already achieved Senior Fellow status as a result of his willingness to work with rival neighborhood individuals to create peaceful resolutions to existing conflicts. He attends school and works. Raised in Richmond, his parents were largely absent as he was growing up. Woodards said he credits the power and impact of the Fellowship opportunity and mentoring for his personal transformation. He said that he now mentors young men in his community as a result of his appreciation for those people who mentored him at critical times in his life.

"I am glad to have the opportunity to share this unique opportunity to attend the President's State of the Union speech with someone from my congressional district who has dedicated himself to making our community a better place to live," said Miller. "The President's speech will focus on making America a better place for all of us to live in and I know that Mr. Woodards and I will be listening closely to this important address."

More information and photos of Miller and Woodards will be available later this evening.

###

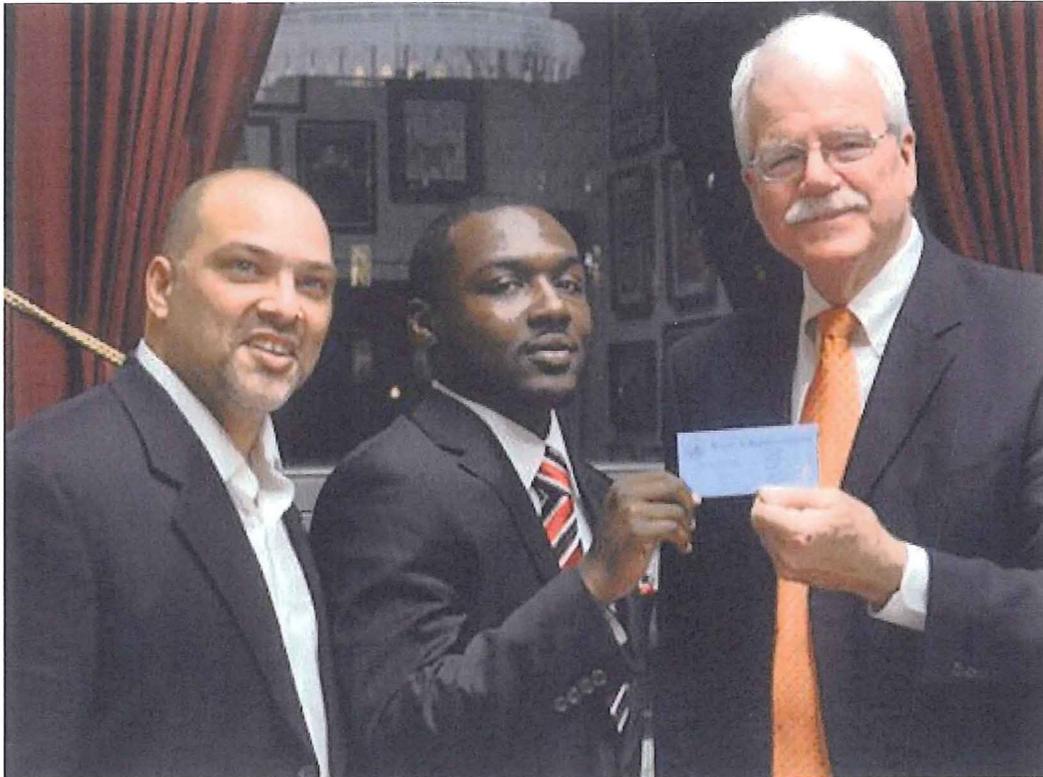
## Congressman George Miller

Standing up for California's 7th District

NEWS: January 24, 2013  
Press Office: 202-225-2095

**UPDATED: Miller meets with young man from Richmond anti-violence group, his invited Guest to President Obama's State of the Union.**

*Miller, Woodards met prior to speech to discuss Miller's work, Growing up in East Bay*



*Devonne Boggan, Director, City of Richmond Office of Neighborhood Safety joins D'vondre Woodards (Center) and Rep. George Miller (D-Martinez) just before Miller and Woodards walked to the Capitol to listen to President Obama's State of the Union. Miller had asked Boggan to select a Peacekeeper to attend the State of the Union as his guest.*

*Review and download photos here: <http://www.flickr.com/photos/repgeorgemiller/sets/72157629019975425/with/6757878391/>*

Washington, DC – U.S. Rep George Miller tonight met with D'vondre Woodards, a 22 year old who grew up in Richmond and Miller's invited guest to President Obama's State of the Union speech. Woodards serves as a Senior Fellow as part of the City of Richmond Operation Peacemaker fellowship.

Miller, Woodards and other Peacekeeper fellows met for an hour before President Obama's State of the Union Address. The Peacekeepers shared their personal stories with Miller, including the reasons that compelled them to join the Peacekeepers program. Miller encouraged the young men to stick with the program, and congratulated them on their milestones.

Woodards shared with Miller that he just finished his first semester at Contra Costa Community College and hopes to attend Moorehouse College or Florida Agricultural and Mechanical University to continue his studies,

and asked Miller about his path to becoming a Congressman. Miller explained that he too attended a local community college, Diablo Valley College, before going on to attend San Francisco State University and University of California Davis.

Miller also spoke to the group about his work in Congress, expressing his concern about the gridlock in Congress. "You know what they say, 'politics is like war without the guns,'" he told the Peacemakers. "This is serious business that we engage in here – the American people win and lose based on what Congress is deliberating. Students will get money to help pay for school, or they won't. Creating compromise is a challenge, but it is a challenge that can be met if we work at it. The bottom line is it's just flat out not good for the country when Congress members have this 'my way or the highway approach.'"

According to the City of Richmond, the primary purpose of the Office of Neighborhood Safety (ONS) Peacemaker Fellowship is to save lives. The fellowship is designed to create a viable space for selected individuals ages 16-25 to contribute in a real way to building and sustaining community peace, health and well-being, with the express purpose of eliminating gun violence in Richmond.

Each member of Congress receives one ticket for a guest to sit in the visitors' gallery of the House of Representatives to watch the speech. Miller has met with Richmond's Peacemakers during their prior visits to D.C. in 2011 and is impressed by the work the young men do to develop a positive life path forward and mentor other young men have done in similar situations. After learning that the Peacemakers were going to be in Washington this week for the National Mentoring Summit, Miller extended an invitation to the organization. The group selected D'vondre Woodards.

Woodards has been involved with the Fellowship program for more than a year. He has already achieved Senior Fellow status as a result of his willingness to work with rival neighborhood individuals to create peaceful resolutions to existing conflicts. He attends school and works. Raised in Richmond, his parents were largely absent as he was growing up. Woodards said he credits the power and impact of the Fellowship opportunity and mentoring for his personal transformation. He said that he now mentors young men in his community as a result of his appreciation for those people who mentored him at critical times in his life.



HOUSE OF REPRESENTATIVES  
WASHINGTON, D. C. 20515

GEORGE MILLER  
7TH DISTRICT, CALIFORNIA

February 9, 2012

D'vondre Woodards  
Senior Fellow  
Operation Peacemaker Fellowship  
Office of Neighborhood Safety  
440 Civic Center Plaza  
Richmond, CA 94804

Dear Mr. Woodards,

I wanted to express what a pleasure it was to have you as my guest to President Obama's State of the Union address this year. I hope you enjoyed your visit, and gained much from your experience.

I am pleased with the strides you and the other Senior Fellows have made in forging a positive path forward in life in spite of difficult obstacles. It was truly a delight to discuss these matters in my Washington, DC office.

I look forward to staying in touch. Please do not hesitate to contact me or my staff anytime.

Sincerely,

  
GEORGE MILLER  
Member of Congress, 7<sup>th</sup> District

P.S. Stay in touch on FaceBook or through my online newsletter:  
[www.georgemiller.house.gov](http://www.georgemiller.house.gov) or [www.facebook.com/repgeorgemiller](http://www.facebook.com/repgeorgemiller)



February 9, 2012

Mr. D'Vondre Woodards  
c/o DeVone L. Boggan  
Neighborhood Safety Director  
City of Richmond  
City Manager's Office  
Office of Neighborhood Safety  
440 Civic Center Plaza, 3<sup>rd</sup> Floor  
Richmond, VA 94804

Dear D'Vondre:

Thank you for taking time out of your very busy schedule to participate in the extraordinary and memorable Mentor/Mentee Panel held Wednesday, January 25, 2012, at the 2<sup>nd</sup> Annual National Mentoring Summit. You literally brought 500 people to tears with your emotional story about turning your life around with your mentor Kevin.

We hope you realize the positive and inspirational effect you had on the entire audience. We also loved your questions to Andrea Mitchell, and it was so perceptive of you to ask her about how everyone attending the State of the Union address seemed to be more united. She clearly agreed with you.

Thank you again for sharing your time, talent and hopeful and inspiring story. It took a lot of courage, and we are very grateful. Your trip to Washington, D.C., was certainly amazing, and it is clear you deserve all of these wonderful experiences.

We wish you all the best and look forward to hearing great things about you. Please keep in touch with us.

Best wishes,

A handwritten signature in black ink, appearing to read "David Shapiro".

David Shapiro  
Chief Executive Officer  
MENTOR

Cc: Kevin Muccular  
DeVone Boggan  
Ellen Christman



February 9, 2012

Mr. DeVone L. Boggan  
Neighborhood Safety Director  
City of Richmond  
Office of Neighborhood Safety  
450 Civic Center Plaza  
Richmond, CA 94804

Dear DeVone:

On behalf of MENTOR, we want to THANK YOU for your support and participation in the 2012 National Mentoring Summit. With 500 enthusiastic stakeholders who traveled to Washington from nearly every state, we witnessed an outpouring of energy and the commitment to share knowledge, replicate best practices and chart the mentoring field's future.

One of the special highlights of the Summit was the visibility and engagement of young people and their mentors who presented on the luncheon keynote panel. D'Vondre and Kevin, who represented the City of Richmond's Operation *Peacemaker*, were very impressive. We especially want to thank them for sharing their story, which spoke to the heart of mentoring.

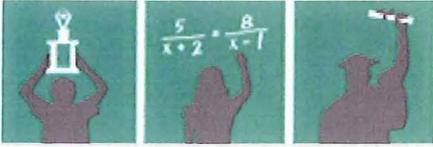
It is clear that investing in our youth is yielding high dividends both now and in the future. We look forward to staying connected so that, together, we will ensure many more young people have the opportunities they deserve. Thank you again for being a valued partner in the mentoring movement.

Sincerely,

A handwritten signature in black ink, appearing to read "David Shapiro".

David Shapiro  
Chief Executive Officer

P.S. A DVD of the youth panel presentation will be forthcoming. Please share it with D'Vondre and Kevin.



## National Mentoring Summit 2012

Up to the Minute Information

### SUMMIT CHAIR

Willem Kooyker  
MENTOR Board Chairman

### HONORARY HOST COMMITTEE

The Honorable Congressman  
Hansen Clarke  
The Honorable Congressman  
John Conyers  
The Honorable Congressman  
Elijah Cummings  
The Honorable Congresswoman  
Susan Davis  
The Honorable Congresswoman  
Rosa DeLauro  
The Honorable Senator  
Kirsten Gillibrand  
The Honorable Senator  
John Kerry  
The Honorable Senator  
Mary Landrieu  
The Honorable Senator  
Patrick Leahy  
The Honorable Congresswoman  
Betty McCollum  
The Honorable Senator  
Barbara A. Mikulski  
The Honorable Senator  
Lisa Murkowski  
The Honorable Congressman  
Mike Rogers  
The Honorable Congressman  
Adam Schiff  
The Honorable Senator  
Charles E. Schumer  
The Honorable Congresswoman  
Frederica Wilson  
The Honorable Congressman  
Frank Wolf

### SUMMIT PARTNERS

100 Black Men of America  
America's Promise Alliance  
Boys and Girls Clubs of America  
Research at Portland State  
University  
City Year  
College Success  
Foundation  
Communities In Schools  
Concerned Black Men

## EMOTIONAL MENTEE/MENTOR PANEL STRIKES AT THE HEART OF MENTORING

**Beverly Bond of Black Girls Rock! Helps Brings the Room to Tears with a Session Dedicated to Hope**

**Washington, D.C.** – Beverly Bond, one of the world's premier DJs and founder of BLACK GIRLS ROCK!, moderated a panel comprised of a diverse range of youth, along with their mentors, who shared stories of turning around their lives and achieving many great things in school and life as a result of the power of mentoring. The mentee/mentor panel took place on January 25, the second day of the second annual National Mentoring Summit, hosted by MENTOR, Big Brothers Big Sisters of America, the Corporation for National and Community Service, the Harvard School of Public Health, and the Office of Juvenile and Justice Prevention and United Way Worldwide.

Bond was introduced to the approximately 500 Summit participants by Joellen Gonder-Spacek, CEO of the Mentoring Partnership of Minnesota, an affiliate of MENTOR's. Ms. Spacek began her introduction of this memorable panel by stating: "This session is to refill the heart - hearing from our young people - the reason we do what we do." The audience contained national youth mentoring organizations, administration officials, civic leaders, corporate executives and the country's foremost mentoring researchers.

Bond kicked off the panel by describing how she founded her mentoring program, BLACK GIRLS ROCK! a non-profit youth empowerment mentoring organization that inspires inner-city girls ages 12 to 17 through the arts. She stated: "I chose my assignment in life because of the constant media barrage that devalues women as whole beings. I was compelled to do something. Speaking out as an artist was not popular, but it was needed. I couldn't act as if I didn't see how it affects them and their resulting behaviors. Girls can be more than the media images they see. They can become productive members of society. Their physical selves is the icing, but not the cake."

Bond then began a series of questions to the panelists – made up of mentees and their mentors. She started with Tianie (19) and asked her where she would be without the College Bound mentoring program where she was enrolled. Tianie started to cry as she was speaking about how, without her

□Dare Mighty Things, Inc.□  
□Fathers Incorporated□  
□Mentoring USA□  
□National Alliance of Faith and Justice□  
□National Association of Foster  
□Grandparents□  
□National CARES Mentoring Movement□  
□National Collaboration for Youth□  
□National Dropout Prevention Center□  
□Points of Light Institute/HandsOn Network□  
□Home Builders Institute

mentor, she probably would be pregnant or even dead. "Joy saw something in me that I didn't see in myself. I just needed that extra push."

Tianie's mentor, Joy, has three jobs. When Bond asked how she had time to mentor she answered: "It's about prioritizing. Tianie has become my family. You make time. You're investing into the future. I'm not perfect, but I'm glad that one person has been inspired to make something of their life. I'm really proud."

Another mentee, Jimmy (16), was raised in a group foster home after immigrating from South Vietnam and was the only Asian person in the home. He said that his mom was abusive so he moved away from her. "The YMCA Youth and Family Service program gives me motivation to work for something." Jimmy's mentor Fred, a long-time educator and former school principal, has been with Jimmy for seven years and stated: "When Jimmy was in the eighth grade, the perception was that he wouldn't get his high school diploma. Jimmy ended up passing all classes and the state assessment. So it becomes very rewarding."

Jonathan (14) was in a gang and got out. "I thought about how my mom and family would react if something happened to me. I saw an old friend yesterday in the street, and I wish they could help him out, too. But, (the old friends) don't want to listen." John Sanchez (the director of Northern Virginia Programs for Big Brothers Big Sisters of the National Capital Area, represented Jonathan's mentor Ron, a Marine serving in Afghanistan. Sanchez revealed: Ron has always been there for Jonathon unconditionally. He encouraged his determination in life." Then, John read a short and poignant note that Ron sent to the Summit from Afghanistan.

The youngest mentee on the panel, Chad (12), said his mom and dad are not together anymore so his mother thought it would be good for him to have a male role model in his life. His mentor, David, "helps me study, talk through problems ... gives me helpful advice."

David signed up with Concerned Black Men after hearing a radio public service announcement. "I work in public policy. The Concerned Black Men PSA just hit me: Don't just want something to happen; BE that difference. It is Chad who has enhanced MY life. Chad had a 2.4 grade point average, and now he has a 4.0 GPA." The pair then received a standing ovation.

DeVondre (22) was the final mentee to speak. He was shot in Richmond, California and was supposed to be paralyzed permanently. While in jail in a wheelchair, he learned to walk again, and he said he had a lot of time to think. He now works in a youth center. "I see myself, and I take those kids aside and say, 'The road you are going down is not what you think it is. It is a lie. You can turn it around while you're 14 and not wait until you're 19.'" DeVondre and his mentor Kevin were guests of Congressman George Miller (D, CA) at the State of the Union address on January 24. Kevin concluded the panel by speaking directly to the mentors in the room: "You never know the potential of a young person until you spend time with them in a healthy, meaningful

relationship. Sometimes, it is like marble; you have to chisel away. After you finish chiseling, you see these young people are shining stars who just need an opportunity." DeVondre and Kevin are part of the City of Richmond, California's Office of Neighborhood Safety Peacemaker Fellowship Program.

"I am speechless, and that never happens," concluded David Shapiro, CEO of MENTOR. "I hope you all are inspired and proud. There is no stronger or more solid evidence than these young people that mentoring works and can change lives and a generation."

The National Mentoring Summit was held Tuesday, January 24, and Wednesday, January 25, at The Fairmont in Washington, D.C. The Summit's Presenting Sponsor was Viacom. Bank of America and BNY Mellon were Supporting Sponsors for the events. For more information, please contact Ellen Christman at (703)224-2255 or [echristman@mentoring.org](mailto:echristman@mentoring.org).

# # #

#### **About 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. MENTOR works closely with State Mentoring Partnerships and volunteer centers throughout the country, serving more than 3 million children in all 50 states. There are currently 18 million children in the US who want and need a mentor but only three million have one. MENTOR's mission is to close that gap so that every one of those 15 million children has a caring adult in their life. Founded in 1990, MENTOR is headquartered in Alexandria, Virginia. For more information, visit: [www.mentoring.org](http://www.mentoring.org)

#### **About Big Brothers Big Sisters of America**

For more than 100 years, Big Brothers Big Sisters has operated under the belief that inherent in every child is the ability to succeed and thrive in life. As the nation's largest donor and volunteer supported mentoring network, Big Brothers Big Sisters' mission is to provide children facing adversity with strong and enduring, professionally supported one-to-one relationships that change their lives for the better, forever. □□Partnering with parents/guardians, schools, corporations and others in the community, Big Brothers Big Sisters carefully pairs children ("Littles") with screened volunteer mentors ("Bigs") and monitors and supports them in one-to-one mentoring matches throughout their course. The organization holds itself accountable for children in the program to achieve measurable outcomes, such as higher aspirations; greater confidence and better relationships; educational success; and avoidance of delinquency and other risky behaviors. Most children served by Big Brothers Big Sisters are in single-parent and low-income families or households where a parent is incarcerated. Headquartered in Philadelphia with a network of about 370 agencies across the country, Big Brothers Big Sisters serves nearly 250,000 children.

**About CNCS**

The Corporation for National and Community Service is a Federal agency with the mission to improve lives, strengthen communities, and foster civic engagement through service and volunteering. Last year, the agency engaged more than 5.5 million Americans in results-driven service through its Senior Corps, AmeriCorps, and Learn and Serve America programs. For more information, [NationalService.gov](http://NationalService.gov).

**About The Harvard Mentoring Project**

The Harvard Mentoring Project (HMP) of the Harvard School of Public Health was launched in 1997 to mobilize the national media and leading Hollywood studios to promote the growth of the mentoring as a public health intervention of proven effectiveness for positive youth development. HMP is an initiative of the School's Center for Health Communication, which is dedicated to promoting the adoption of healthy behaviors through mass communication. The Harvard Mentoring School of Public Health and MENTOR created and spearheaded the first-ever National Mentoring Month in January 2002. For more information, visit [WhoMentoredYou.org](http://WhoMentoredYou.org).

**About the Office of Juvenile Justice and Delinquency Prevention** □

The Office of Juvenile Justice and Delinquency Prevention (OJJDP) provides national leadership, coordination, and resources to prevent and respond to juvenile delinquency and victimization. OJJDP supports states and communities in their efforts to develop and implement effective and coordinated prevention and intervention programs and to improve the juvenile justice system so that it protects public safety, holds offenders accountable, and provides treatment and rehabilitative services tailored to the needs of juveniles and their families. For more information about OJJDP, visit [www.ojjdp.gov](http://www.ojjdp.gov)

**About United Way USA**

United Way USA is comprised of more than 1,200 community-based United Ways in the U.S., and it is part of United Way Worldwide, a network of nearly 1,800 United Ways in 40 countries and territories. It advances the common good, creating opportunities for a better life for all, by focusing on education, income and health – the building blocks for a good quality of life. United Way recruits the people and organizations from all across the community who bring the passion, expertise and resources needed to get things done. LIVE UNITED is a call to action for everyone to become part of the change. For more information, please visit: [www.LIVEUNITED.org](http://www.LIVEUNITED.org)

**About National Mentoring Month**

National Mentoring Month is a national campaign to recruit volunteer mentors, spearheaded by The Harvard Mentoring Project of the Harvard School of Public Health, MENTOR and the Corporation for National and Community Service. Held each January, the campaign highlights the crucial role played by mentors in helping young people achieve their potential. The campaign's goals are to mobilize larger numbers of community volunteers to serve as mentors to young people and to promote awareness of the power of mentoring to enhance a young person's prospects for leading a healthy and productive life. Research shows that mentoring programs have beneficial and long-term effects,

## Violence Prevention Effort Wins Praise & Sparks Controversy in Richmond

Posted: Jun 18, 2012 [NT Review it on NewsTrust](#)

RICHMOND, Calif. -- Last month, D'vondre Woodward, a 23-year-old man from North Richmond, decided to go eat a hot dog at Casper's in Central Richmond. As he sat outside the restaurant eating his chili dog, another young man approached him and asked what he was doing "just sitting right there."

"This is our city," Woodward remembered saying. "I'm not gonna hurry up."

Woodward knew he was taking a risk by breaking one of Richmond's unwritten laws: Being a young black man from North Richmond, Woodward is not supposed to hang out in Central Richmond. It's an informal code of the street that is sometimes enforced with bullets.

During the past six years in Richmond, nearly 1,000 shootings have resulted in the deaths of 208 young men -- an average of 35 per year. By comparison, the average number of homicides by firearm in cities comparable in size to Richmond (about 100,000 people) nationwide is just four, according to the Centers for Disease Control and Prevention.

Richmond residents old enough to remember say the city has been drowning in street violence for decades. The 80's and 90's, they say, were some of the worst years, due to the emergence of crack cocaine and the hierarchical crime organizations that sprung up in Richmond neighborhoods as a result of the growing street economy. But some here claim that the turf wars between North and Central Richmond were heightened due to an incident in 2000 -- a car accident involving people from the two different neighborhoods, in which the party responsible for the damages refused to pay. That lone incident supposedly triggered a series of shootings that led to a cycle of retaliatory violence against people based on nothing other than where they were born, a cycle of violence that continues to this day.

Whether truth or urban legend, the fact remains that payback via gun violence in certain parts of Richmond has long been the norm, not the exception.

"Where [the violence began] got lost in all the deaths," said Jonathan Bell, a 24-year-old from Central Richmond. "Where it comes from don't matter no more."

Both Bell and Woodward grew up in this violent reality, learning that they are supposed to hate each other just because of the neighborhoods they come from.

"You're from the 'hood, so you're guilty by association," explained Woodward.

### Trying a Different Way

"We know that almost all [the violence] involves guns and youth and young adults, and it is concentrated in (certain) neighborhoods, so you know exactly where the problem is," said Frank Zimring, a law professor at UC Berkeley and author of the book *American Youth Violence*.

But, said Zimring, understanding and fixing the gun violence problem are two separate matters. Law enforcement was the central strategy of the city to combat drug-related violence in the 80s and 90s -- many leaders of the neighborhood gangs and "sets" were behind bars by the late 90s -- but that didn't stop crime rates and homicides in the city from spiking in the mid 2000s. It was at that time that the City of Richmond decided to look outside of traditional law enforcement for solutions. As a result, in October 2007, the Office of Neighborhood Safety (ONS) was born.

"ONS is an organization that is the product of bold leadership -- that's our city manager, that's our counsel, our mayor -- that were responsible for the creation of an entity that says there's got to be another approach to having an impact on reducing gun violence in our city," said DeVone Boggan, director of ONS.

The core purpose of ONS is to "eliminate the gun violence" in Richmond, and the program sets itself apart from a strict law enforcement approach by emphasizing prevention and exclusively targeting a small group of young men from Richmond identified as being the most likely to either kill someone or be killed themselves.

"[These young men] use gun violence to resolve conflict, but also to obtain something that they can't get from mainstream society," Boggan said. "The idea that I'm somebody; the idea that I'm significant and I'm a contributor to society; the idea that I'm important."

From the beginning, ONS concentrated its efforts on street outreach focused on the neighborhoods where most of the killings were happening, principally the central parts of the city. Then, in 2009, Boggan attended a meeting with higher-ups from the police department that would result in him narrowing the focus of ONS even further. At the meeting, Boggan was told that just fifteen young men were responsible for a staggering 70 percent of all the shootings and killings in the city that year.

"Fifteen people are creating this narrative for our city?" Boggan remembered asking. From that point forward, Boggan

decided that ONS would work directly with only those young men identified as being the most at risk for violence – as either victims or perpetrators.

By June 2010, 21 young men from different neighborhoods in Richmond had joined the new ONS program called Operation Peacemaker Fellows (OPF), each one committing to change their lives and undo the dynamics they'd helped to foster in their neighborhood. In exchange, ONS promised them support and exposure to job and educational opportunities.

"We are going to take you by the hand, and we are going to walk you through it as if you were our child," Boggan remembered telling them. "These are your uncles and aunties, and I'm papa."

Today, OPF is in its second year and the group of fellows has grown to 33. Of the 43 young African-American men from Richmond who ONS has worked with since its inception, "42 are alive today, 39 have no gun-related hospitalizations or injuries, 36 have no new gun charges, and 33 have no new gun-violence related arrests," according to a 2011 ONS annual report.

### **Controversy**

Despite what looks like a success story, ONS is not without its critics in Richmond. One often heard complaint is the amount of city money spent on the project, and specifically the fact that some of it is given directly to the fellows themselves, or used to pay for their trips around California and even to locations outside of the U.S. Boggan answers the critics by pointing out that the program gives a modest stipend of up to \$6,000 for each fellow per year, and if the fellow fails to do his part, they don't get the stipend. And if they get in trouble with the police, Boggan said, there is little that ONS can do.

Furthermore, he said, the stipends are only given during the second phase of the program, after fellows have completed what ONS calls a "life map."

The life map is a list of basic needs that the fellow wants to resolve in their near future, like getting a driver's license, gaining trust of a parole officer, or opening a bank account. The life map must also describe plans for a different future, and outline steps the fellow needs to take to get there, like finishing high school, getting a GED or learning a trade that will lead to a job. But for the immediate short term, ONS subsidizes jobs for the fellows, connecting them with participating organizations and covering the cost of their salary for several months.

"This program mixes incentives and threats," said Zimring, who said that it could look to outsiders like ONS is rewarding people for bad behavior. People, he said, might think that ONS is "giving the bad kids the cookies."

"My own position is, try things," Zimring added. "But let's be rigorous in taking the data."

A second criticism that has been leveled against ONS is that they lack a way to adequately document or measure the success of people participating in their program. Councilman Courtland "Corky" Boozé has been outspoken about not having access to data or documents that show exactly how and with whom ONS has worked.

"How many people are 2.8 million dollars taking care of?" Boozé asked. "That is a lot of money. They could never tell me, and to this day I still don't know. How many people are they serving and where are they today."

Bill Lindsay, city manager, said that except for information required by law to be kept confidential, all documentation related to ONS is public record and accessible to anyone.

"If there is information that hasn't been provided [to Councilman Boozé] he should get it because he has the right to access [it]," Lindsay said.

Lindsay also added that ONS is in the process of bringing in an independent consultant to evaluate the work that has been done so far and to help set better measurement criteria and documentation procedures for all of their programs.

"I don't think [the documentation] is entirely missing, but it could be better," Lindsay said. "ONS is relatively new and it is a good time to evaluate what is going on and to set new measurement criteria."

### **Uncles and Aunties: Neighborhood Change Agents (NCA)**

Sam Vaughn knows very well the negative dynamics that exist in Richmond. Vaughn was himself arrested for attempted murder, for which he was convicted and spent 10 years behind bars.

"One of the hardest things to admit is that you lived your whole life based on a lie," Vaughn said. "[They tell you] that you are really not going to accomplish much... [that] if you are black growing up in this community the only way you are going to get out is if you are a rapper or you are an athlete, that's the only way you can succeed."

When Vaughn got out of prison, he started looking for a different kind of life, and his search eventually led him to a job at ONS as a Neighborhood Change Agent (NCA).

Vaughn is one of seven full time employees at ONS that work as either NCA's or street outreach workers. Six out of the seven are originally from Richmond, and five have had problems with law enforcement.

"To be honest, we all were helpers in the [violence happening in Richmond] now; we helped that happen," Vaughn said. "But we all have a desire for Richmond [to be better] because our families still live here. This is our home and if we care about it, we can do something."

The responsibility of an NCA is to find the people in Richmond that are perpetrators of gun violence or those that have been affected by it. Once they're identified, the NCAs work to develop a relationship of trust with them that could result

in an ONS fellowship.

"We are trying to create a space where ONS is a safety stop," said Kevin Muccular, a senior NCA staff person. "There are plenty of young people out there that understand that enough is enough."

Muccular is one of the NCA's that grew up in Richmond but never got involved in gun violence or got in trouble with law enforcement. His mother sent him to a high school outside of Richmond, and he would spend the entire week away from the city. "Back then you had issues with people, and not with areas," he said.

Muccular and Vaughn believe that the hardest part of their jobs is not the rejection, but losing one of their clients or one of the fellows to the streets. Muccular recently lost a client in North Richmond in an April 17 shooting. "I felt helpless in that situation," he said.

When the NCA's are doing outreach on the streets of Richmond, they often encounter young men who say they "aren't ready" to make a drastic change in their life.

"Just because you are ready to change doesn't mean that the people around you are ready to change," Muccular said.

"I'm still stuck in this mud puddle, I'm still getting splashed with everybody else's stuff," said Vaughn, explaining what a young man on the street might be thinking. "I'm working hard but it doesn't mean that the person on the other side cares ... I can still lose my life. So why not be ready for that, instead of thinking that I can maneuver myself out of here?"

"So much has to change for them to feel that this is safe," Vaughn added.

Kim MacDonald is the only NCA that didn't grow up in Richmond. She works mostly with the Prison Reentry Planning Initiative at San Quentin State Prison. MacDonald works with prisoners from Richmond soon to be released, helping to prepare them for their reentry into the community by teaching them violence prevention and life skills.

"If we don't educate and help them while they're incarcerated, who will?" MacDonald said. "These are amazing people that have made mistakes."

According to Boggan, all of the programs that he oversees are making a difference in Richmond -- but they are not enough.

"If you gave me the resources to do what we do for 150 [fellows], violent crime in this city would never be what it is today. I stake my career on it," Boggan said. "I'm not going to say we can eliminate gun violence, but the nature of violent crime in this city would go through significant change."

Both Muccular and Vaughn agree with Boggan.

"We got our fishing pole and we are picking one [young man] at the time," Vaughn said. "We need a net."

### **Once a Fellow, Always a Fellow**

"[Muccular] put me in a lot of positions where I could use my potential," Bell said. "They don't give it to you but they put you in a place where you can earn it or you gotta use what's inside you to be successful."

Bell has been part of the fellowship program for only six months, but he's accomplished a lot.

"Jonathan hit the ground running," said Muccular, who is Bell's mentor.

"I was on probation, I had no license, I ain't worked in like three or four years, I was in a bad spot," Bell remembered. "I had given up on doing stuff the right way. You get better at doing the wrong stuff the right way."

Bell, who credits the program for getting his life back, is finally off probation. He worked for the city on account of an ONS-subsidized job, and now is looking for another job and waiting for the fall semester to start attending College of Alameda.

"The program showed me that there is still a way, that I can be a regular person," said Bell, who now wants only to be a better father to his 6-year-old boy. ONS encourages successful fellows like Bell to become role models for their peers and for the community, even people that have rejected the program in the past.

Woodwards is a senior fellow in the program. He started with the first group and has been part of the program for 18 months. Since then, he's referred a number of people from North Richmond to the program.

"I tell them, if you are serious about doing this, here's [Kevin Muccular's] number," Woodward said.

Unlike Bell, Woodward grew up almost by himself, with an absent father and a mother that have problems with substance abuse. "I was selling drugs to feed myself," he said.

Now he is attending Contra Costa College to get his prerequisites for a degree in radiology. "They don't let you slack off or anything," Woodward said about the fellowship program. "That's a good thing because we don't have that. Most of us, we don't have family members that we respect to let them do that, but we respect [Muccular]."

Woodward has a 1-year-old son and he says he hopes to be as good a father as Bell, a "cat" he knew from school several years ago, and who he once saw as an enemy.

Today, Woodward is seeing his life differently.

"I never had the motivation to go to school, but now [[I'm] the first one there," Woodward said with a big smile. "It feels good when you get an A on a test. I never had that."

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## North Richmond basketball prodigy gets surprise gift from city agency

By Robert Rogers *Contra Costa Times Contra Costa Times*  
Posted:

ContraCostaTimes.com

On his daily rounds through North Richmond's Las Deltas Housing projects, Kevin Mccular came to know a special kid.

Night or day, rain or shine, Mccular, a worker with Richmond's violence-intervention agency, would see James Akinjo in the middle of Harrold Street, firing smooth jump shots at a twisted, slumping basketball hoop.

So Mccular, a former college football player, decided to stop and shoot around with the 11-year-old.

"He beat me, straight up, and I was playing hard," Mccular said, with a sheepish grin.

Mccular decided it was past time that James and his friends from the aging 224-unit housing projects got a new hoop and basketball, and on Monday he was joined by about a half-dozen colleagues from the Office of Neighborhood Safety in making it happen.

Mccular trotted to the cinderblock unit James shares with his grandmother, knocked on the door and delivered the good news.

"It's yours, it's for you," Mccular told the boy.

"Oh my God!" James said.

Mccular handed him a new basketball to replace his ragged one, and the boy jogged toward the hoop, dribbling the ball up and down like it was on a string.

Richmond's Office of Neighborhood Safety is working in North Richmond, a tiny, mostly unincorporated community known for pronounced poverty and high crime, as part of a new operation aimed at reducing crime over the notoriously violent summer months.

Three homicides have occurred in the one-square mile, 4,000-resident community this year, but none since ONS touched down here on June 1. Over the past decade, North Richmond has averaged around five homicides annually, a per-capita rate far higher than that of the city of Richmond.

It's against this backdrop that James has grown up, in one of the toughest neighborhoods anywhere. His mother died of leukemia when he was 3, and his father lives in Oakland. James is being raised by his grandmother, Evon Stevenson.

"He's a special boy," said Stevenson, a former basketball player and coach in Oakland. "He works so hard at his game and at his school. He has this drive about him."

Stevenson, 54, runs into her tiny apartment to retrieve James' most recent report card, which she brings back beaming. It shows all A's and one B-plus.

"I used to read to James for hours and hours when he was a baby," Stevenson said with a confident nod.

As ONS workers thumbed through the instruction book and worked to assemble the new hoop, kids and adults from around the projects trickled in, eager to join the shoot-around. James worked on his post moves and dribbling, faking imaginary defenders before draining turnaround jumpers through the mangled rim.

James speaks in polished sentences and shakes hands like a businessman.

He says he wants to go to a university, become a pro basketball player and compete in the Olympics, in that order.

"My grandma reminds me every day that education comes first and that I have to give back after I get where I am going," James said.

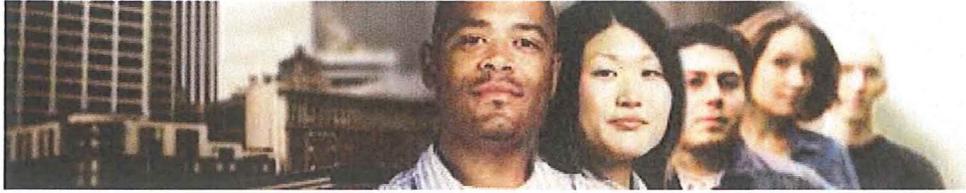
During a later break from the shoot-around, James said his favorite player was Los Angeles Clippers point guard Chris Paul.

"He's a floor general who makes everyone around him better," James said.

Office of Neighborhood Safety Director DeVone Boggan drove up a few minutes later. By then, the street was teeming with people. Boggan stood back watching James.

"Kevin said to me that we need to buy this boy, this neighborhood, a hoop, and I can see he was right," Boggan said. "(James) is a bright light that people are drawn to."

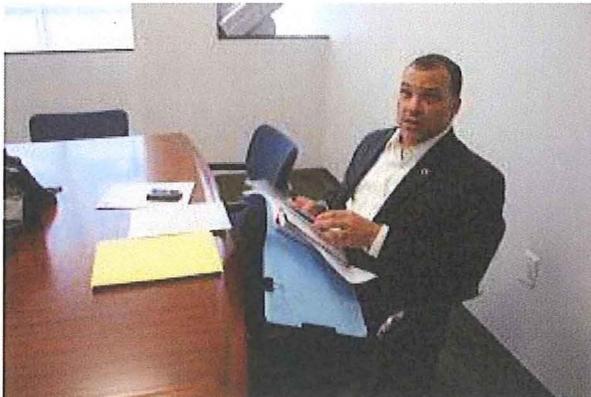
## HealthyCal.org



# Richmond agency determined to reduce summer gun violence

Published: August 30, 2012

**By Callie Shanafelt - California Health Report**



Last year there were 26 homicides in the City of Richmond – and seventeen of them happened in the summer. This year, Office of Neighborhood Safety outreach workers have taken to the streets of North Richmond to try to stop the spike in homicides.

To reach this goal, ONS Director DeVone Boggan created the Summertime Gun Violence Interruption Initiative, also known as Occupy North Richmond. All seven of ONS's street outreach workers plant themselves in each of the five roadways going into and out of North Richmond. If they see anyone from rival Richmond neighborhoods, they direct them away from the neighborhood.

They do all of this without guns or bulletproof vests. Instead, they count on their relationships with the few trigger-pullers who wreak havoc in the city.

Street outreach worker Kevin Muccular says he knows most of the people involved in gun violence in Richmond through his work with ONS.

“If we were to see somebody who wasn’t supposed to be there,” Muccular said, “I’d make a phone call and tell them it’s a bad idea.”

ONS opened in October of 2007. They target their programs at the one percent of the population of Richmond creating the risk for everyone else—a population that not many others are prepared to serve.

Two years ago they created the Operation Peacemaker Fellowship to formally work with that one percent. At the time they invited the 25 young men who were most likely to shoot or be shot in the next six months. In exchange for holstering their gun, they’d get the support they needed to start changing their lives, including a small stipend.

Through the fellowship, ONS street outreach workers have built strong relationships and trust with a majority of the people involved in gun violence in the city. To keep them alive and out of prison, they’ve helped them to enroll in GED programs, get jobs, attend college, attend parenting classes and get driver’s licenses among other things. And the gun-violence has gone down.

Comparing the four years before the office opened to the four years since, homicides have dropped by 26 percent in the city. Comparing the two years before the Operation Peacemaker Fellowship and the two years after, homicides went down 36 percent and shootings with an injury went down 28 percent, according to ONS analysis.

But those reductions are not enough for DeVone Boggan. Instead of just targeting the individuals most likely to be involved in gun violence, he decided to also focus on a specific geographic area. He chose to focus his team’s efforts in North Richmond because it’s small and containable.

He says that most of last summer’s violence resulted from conflicts between North and South Richmond.

“We are trying to go right in the belly of the beast a very different way,” Boggan said.

Outreach worker Muccular, a former football player, coordinates the placement of street outreach teams. Peacekeeper Kevin Williams is paired with ONS street outreach workers to patrol the neighborhood. They often wear ONS hats, jackets and jerseys to draw attention to their presence in the area.

Williams says the business of saving lives is inherently a dangerous one. “But the mission is so valuable and so priceless to us,” Williams says “we’ve got to work past our fears.”

Williams grew up on the streets of South Richmond. “I was one of the young men that we deal with every day,” Williams said “I carried weapons, I’ve been shot 4 or 5 times.”

Now he uses that background to connect with the youth ONS targets. He feels like he owes it to the community.

“It’s been a joy to come back to the community I once terrorized,” Williams said of his new role.

Williams especially appreciates how neighborhood residents support ONS’s new strategy. “It’s an awesome feeling to know that people drive up and say thank you for being here,” Williams said.

“ONS are some of the bravest troops in the City of Richmond, period,” said Pastor Henry Washington, who is managing the city’s Ceasefire efforts, another program aimed at reducing street violence.

The fight to end gun violence needs troops, according to James Barker, a North Richmond resident and ONS client. “ONS came into our community and found us. Cause we can’t leave our community, we’re at war with the city,” said Barker. “You can die in this city – that’s how it is.”

Barker used to be involved in the gun-violence but now with the help of ONS he’s stopped using drugs and found a job.

“I’m good with my probation now,” Barker said. “They love me- they used to hate me.”

Barker said that the efforts of ONS have inspired community members to step up.

“Didn’t nobody care till they came around,” Barker said.

There is no way of knowing if and when they have redirected a shooter and prevented a murder, Williams said. But he’s confident that their visibility has been a strong deterrent.

There have been six homicides so far in Richmond this summer – but none were in North Richmond. That is a 65 percent reduction in summertime homicides citywide compared to June through August of last year. “Eleven more people [are] alive today versus last year at this time,” Boggan said via email.

On July 12, a street outreach team ran to the aid of a young man in North Richmond after gunshots went off. They put the young man in their city vehicle and rushed him to the hospital, where they were told if they hadn’t done so the young man wouldn’t have survived.

“So far so good,” said Williams. “If you see us somewhere that’s what we’re doing. We’re saving lives.”

The initiative concludes Friday August 31st.

This entry was posted on Thursday, August 30th, 2012 at 12:00 am and is filed under [Community Report](#). You can follow any responses to this entry through the [RSS 2.0](#) feed. You can [leave a response](#), or [trackback](#) from your own site.

## **Richmond youths hear ex-Detroit Mayor Kwame Kilpatrick talk about nonviolence**

*By Robert Rogers Contra Costa Times San Jose Mercury News*  
*Posted:*

MercuryNews.com

RICHMOND -- Kwame Kilpatrick came with a message: You can rise after you fall.

"I'm here hopefully to share with you some of the things I've gone through, some of the bad decisions that I've made," the former Detroit mayor said. "And I'm also here to share with you that you can still have a strategy for success."

Kilpatrick, who became a national figure in 2001 as the youngest person ever elected mayor of Detroit, delivered an afternoon speech in Richmond's City Council chambers to more than 80 people, including about 10 young men in the city's Office of Neighborhood Safety fellowship program that is focused on turning them away from crime.

Kilpatrick knows about rising and falling and facing the long arm of the law. His larger-than-life persona and "hip hop mayor" fame turned into infamy when sundry scandals forced him from office in 2008 and sent him to prison for 14 months for obstruction of justice.

Kilpatrick's visit came during a weekend break from his current trial in U.S. District Court in Detroit, where he faces 36 federal charges that include allegations he orchestrated racketeering, bribery and fraud while in office. Kilpatrick, 42, has maintained his innocence. He faces up to 30 years in prison.

His appearance Saturday was sponsored by the ONS and the National Forum for Black Public Administrators at a cost of \$3,000, ONS Director Devone Boggan said.

"(Kilpatrick's) story of redemption and hope against tremendous odds is a very powerful one that our fellows can relate to on a deep level," Boggan said. "They need to receive this message."

Kilpatrick wore a brown jacket and jeans Saturday, a far cry from the 1½-carat diamond earrings and dapper suits that graced his 6-foot-4 frame at the height of his power. In remarks that lasted more than an hour, Kilpatrick spoke of his childhood in 1970s and '80s Detroit, urban violence, peer pressure, neighborhood social dynamics and the need for inner city youths to benefit from travel and higher education.

He admitted that he perjured himself in court when he denied sending and receiving sexually-explicit text messages to a paramour while in office and talked extensively about what he learned in prison.

"It was in prison, when I was totally alone for the first time in my life, that I decided I needed to change my life," Kilpatrick said, setting his eyes on the young men clustered together near the back of the room. "You have to find yourself, figure out who you are outside of your clique."

Kilpatrick's visit followed a meeting at a conference in Virginia, when some of the ONS fellows -- young men who join the city program and are paid small stipends in exchange for meeting a range of education and employment goals and refraining from criminal activity -- met Kilpatrick during a trip and were impressed with his wisdom, style and back story, Boggan said.

About 50 young men and boys who have been identified as high-risk potential offenders or victims are currently enrolled in the city's program, Boggan said. Richmond is on pace for its lowest annual homicide total in decades.

[http://www.mercurynews.com/top-stories/ci\\_22027050/richmond-youths-hear-ex-detroit-mayor-kwame-kilpatrick?source=](http://www.mercurynews.com/top-stories/ci_22027050/richmond-youths-hear-ex-detroit-mayor-kwame-kilpatrick?source=)

Kilpatrick was received warmly by those in attendance. His appearance in Richmond was not widely publicized, and few knew he was coming outside of ONS staff and neighborhood leaders.

Some criticized the city for bringing such a maligned figure to town to talk to young people.

"I'm upset that ONS brought Kilpatrick to Richmond to speak to youth given his history of corrupt politics in Detroit," said Richmond resident Jose Lopez.

But Kilpatrick and his audience were perfectly paired on Saturday. He called Boggan "the smoothest brother on the planet" and praised ONS as not just an anti-violence program but also a political and social movement that draws on latent energy in inner cities.

"ONS is a movement," Kilpatrick said. "You can get the people that the police and the politicians have never talked to."

ONS has had its successes but also its critics, many of whom accuse the program of coddling violent offenders and paying criminals to not commit crimes.

But Kilpatrick called ONS a "critical" approach at a time when the United States has become "an incarceration society" and urged staff and supporters to press on.

"Without innovative approaches like ONS," Kilpatrick said, "we are just feeding a broken system."

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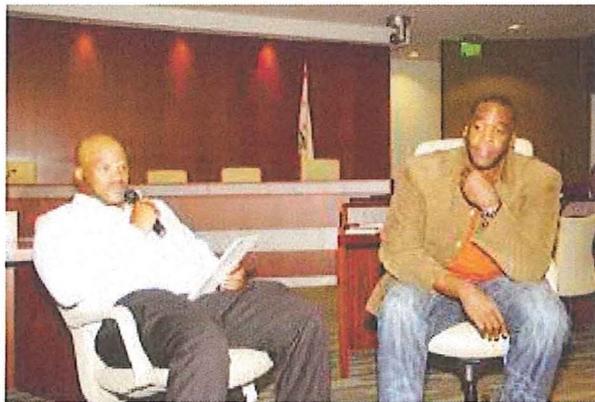


# The Post News

The Oakland Post Online

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## A Lesson in Humility and Redemption



Kevin Williams (left) and Kwame Kilpatrick.

By Kevin Williams  
ONS Peacekeeper

Having an organization within city government that can attract a public figure like a Kwame Kilpatrick is just good for Richmond.

His story is one about choices, mistakes, punishment and accountability. His bad choices ultimately took him from being the mayor of one of the largest cities in America, to an inmate in Michigan's State Prison system.

That is a powerful story and can be a

compelling message when you are as willing as Kwame Kilpatrick is to be completely transparent and honest about one's shortcomings and failures.

As part of the first Operation Peacemaker Fellowship Speakers Forum hosted by the Office of Neighborhood Safety and its Operation Peacemaker Fellowship Program, Kilpatrick, ex-mayor of Detroit recently spoke to a group of Richmond residents about his rise to the top spot in Michigan's legislature at 25 years old, to mayor of Detroit Michigan by the time he was 31 years of age, the youngest mayor in Detroit's history, to a lightning bolt fall from that grace because of a variety of poor decisions.

Sr. Fellows of the program had an opportunity to hear Mr. Kilpatrick's message and meet him at a national event hosted by the National Forum for Black Public Administrators (NFBPA) in Virginia Beach Virginia earlier this year.

Afterwards they asked ONS Director DeVone Boggan to work to get him to Richmond to share his story with others that they believed would benefit from hearing it.

The Operation Peacemaker Fellowship program 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.

The message: Young and old alike in Richmond need to know that life does not need to stop or end just because you've been to prison.

As Mr. Kilpatrick said himself during his talk, "I had to adjust my principles and values to change who I was into the man I wanted to be."

He is a perfect example of redemption, which is as American as apple pie. He took the worst episode in his life and chose to open himself up completely to learn, grow and share from it, in the hope that his pitfalls would not be repeated by others.

For many within the community of Richmond, particularly those who the ONS serves, his story is their story. He embodies everything it means to be a flawed individual and how bad decisions can have severe consequences – however if you CHANGE your mind, your thinking, your actions, you can forgive yourself, be forgiven and contribute to changing your city, in fact the world.

You can be redeemed!

Many who left the ONS sponsored event felt like they had just been privy to a very personal revelation through conversation in a very public setting. One member of the audience, a member of National Forum for Black Public Administrators (NFBPA), said, "it is always good for older men of color to connect in honest fashion with their younger generation of boys and young men, especially those who often are disconnected from such opportunities.

Kwame Kilpatrick still has a lot to offer, not just because of the redemptive qualities of his story, but he is still working hard to aide and assist his community despite his flawed past."

What makes America so Great, is we collectively love second chances, and Mr. Kilpatrick is the epitome of what a second chance lived should be all about.

The Office of Neighborhood Safety (ONS) is a non-law enforcement department within City of Richmond, which works with between 150-200 young men each year.

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## **Op-Ed: ONS Director DeVone Boggan on Newtown, Richmond, and violence**

By Robert Rogers

Thursday, December 20th, 2012 at 1:51 pm in [Cities](#), [Contra Costa County](#), [Crime](#), [History](#), [Politics](#), [Richmond](#).

### **Remain Vigilant Richmond!**

By DeVone Boggan

**There is an African Proverb** that I am fond of quoting. It says: “The experience of one generation becomes the history of the next, and the history of several generations becomes the traditions of a people.”

On December 14, 2012 like many Americans and peoples from around the world, I found myself once again extremely grieved by the horrible reality that gun violence IS in many of our American, particularly urban communities. We here in Richmond experience and understand that reality far too well. Much too much! Much too often!

Like in Newtown, Connecticut, too many Richmond parents have experienced a kind of nightmare that no parent should ever have to experience, and countless more have been traumatized by such evil.

My respected elder and friend Marian Wright Edelman of the Children’s Defense Fund in Washington D.C. recently noted that “since 1979 when gun death data were first collected by age, a shocking 119,079 children and teens have been killed by gun violence. That is more child and youth deaths in America than American battle deaths in World War I (53,402) or in Vietnam (47,434) or in the Korean War (33,739) or in the Iraq War (3,517).” She further asks “Where is our anti-war movement to protect youth from pervasive gun violence here at home?”

In Richmond, fourteen families have lost a loved one to the unspeakable horror of gun violence this year (2012). Where ONE is too many, fourteen is a travesty and utterly unacceptable! Although Richmond has experienced a trend towards fewer firearm related injuries and deaths over the past 5 years, we cannot rest, become complacent or halt our efforts to ensure that our city is healthier safer and as prosperous as it can be for everyone – where firearm related deaths are as uncommon and unlikely as snowfall is in Richmond during the coldest of winter months. We as a community know that there is still a great deal more to be done and accomplished to reach our ideal state – absolutely no firearm related incidents and homicides, year in, year out – sustained!

To reach such a wholesome state in Richmond, each and all of us must do more to stop this intolerable and wanton epidemic of gun violence. As a community, we cannot continue to solely talk about, be angry about it, be divisive about it, politicize it, want money for it, want credit for it, we must BE about it. This also requires that we must collectively agree that this is what we want and deserve, and then we must believe that it is possible.

Furthermore, we who are working towards this ambitious goal must understand and clearly operate in such a way that we communicate in our doing that we understand that not one of us working to end this epidemic can do it alone. There is no one strategy, agency, church, preacher, community based organization or super-person that can create the new reality that we seek here in Richmond. The answer lies in first our example and humanity towards one another, and then our combined efforts and resources, the integration of a multitude of services, whether public, private, philanthropic or the indigenous, grassroots Richmond community assets working together to create the conditions that will help to produce our new reality – Healthy Kids, Healthy Families and Communities – A Healthy City!

I must remind us that the community of assets referenced above must also include those often identified and/or suspected as being commonly associated with and/or responsible for gun violence in our city. In partnership, I am grateful for many of these identified young men who have been intentional and courageous about making healthier choices regarding their responses to the daily barrage of conflict they must confront simply because they live in a particular geography. More and more they are rejecting the onslaught of bad advice, bad information, bad example and bad instruction that they’ve received and lived for much of their lives. We all benefit by their resisting spirit and intelligent humanity. They too are helping us to do something that we cannot do successfully by ourselves.

In response to the tragedy at Sandy Hook Elementary School, the President of the United States Barack Obama reminded us that “whether it’s an elementary school in Newtown or a shopping mall in Oregon or Colorado or a street corner in Chicago these neighborhoods are our neighborhoods and these children are our children.” On the streets of North, Central, and South Richmond, THESE ARE OUR Neighborhoods and our Youth and Young Adults, our Kids, our Future! The state of each of these is a reflection of our traditions. Our LEGACY!

The footprints that we leave behind, tells the future something about who we were. What will the footprints that we leave behind tell the future Richmond about our character, our integrity, our priorities and what and who was important to us? How we prepared, strengthened and protected our kids, youth and young adults?

If we do not immediately work to further and more resolutely create lived experiences where healthy eldership and mentorship takes responsibility for refining and reproducing the best of itself in the next generation, the traditions we pass on will not be strong enough to keep evil and chaos from destroying our children, our families, our communities.

So I say Rejoice during this Holiday Season, cherish and hug those you love, rejuvenate and get ready to BE and DO your part – Remain Vigilant Richmond!

*DeVone Boggan serves as Neighborhood Safety Director and Director of the City of Richmond Office of Neighborhood Safety.*

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## APPENDIX E

### Richmond Firearm Activity Data 2003 – 2012 [Pre and Post ONS Comparisons]

YEAR	HOMICIDES	FIREARM ASSAULTS
<b>Pre-ONS</b>		
2003	38	91
2004	35	119
2005	39	129
2006	41	186
2007	47	242
<b>TOTALS - Pre</b>	<b>200 (+61)</b>	<b>767 (+133)</b>

YEAR	HOMICIDES	FIREARM ASSAULTS
<b>Post-ONS</b>		
2008	28	150
2009	45	170
2010	22	118
2011	26	114
2012	18	82
<b>TOTALS - Post</b>	<b>139 (-30%)</b>	<b>634 (-17%)</b>

*October 2012 – The Office of Neighborhood (ONS) celebrated 5 years of helping to create conditions for the improved health and wellbeing of the Richmond Community.*

**COSTS OF VIOLENCE**  
**(Direct Costs Paid by Taxpayer)**

**Assumption: Homicide by gunshot; victim alive when transported to hospital and Dies in the Hospital (According to Contra Costa County in 2009)**

**Costs of Emergency Medical Response and Transport \$15,000**

Paramedic Ambulance Transport of victim \$1,233  
 Helicopter Transport of victim \$15,000

50% collection rate, although in gunshot cases, the patient is often uninsured. Gunshot victims usually transported by helicopter.

**Costs of Medical Treatment for Gunshot Wound \$40,000**

Average hospital bill for one gunshot wound in the U.S. – Over \$40,000

With 60 – 80% of these costs paid by the public. (Alameda County Violence Prevention Blueprint 2005)

**Costs of Investigation by Law Enforcement Agency**

(Police or Sheriff) Waiting for information on this.

**Costs of Criminal Defense of Homicide Case \$75,000**

(According to Public Defender David Coleman)

Non-Capital Case Homicide through Trial \$75,000  
 Non-Capital Case Homicide w/o Trial \$50,000

**Costs of Prosecution \$25,000**

\$25,000 per homicide prosecution

**Costs of Incarceration in County Jail (per year) \$40,000**

Martinez Detention Facility \$117.60 per day x 365 = \$42,924/year

West County Detention Facility \$108.79 per day x 365 = \$39,708.35/year

Marsh Creek Detention Facility \$85.24 per day x 365 = \$31,112.60/year

Custody Alternative Facility \$13.81 per day x 365 = 5,045.65/year

(electric home detention, parole and work alternative)