

100% of the homicide victims in the City of Annapolis have been African Americans or Black Americans.

African American particularly those living in low income neighborhoods in the City of Annapolis are 100 % more likely to be a victim of homicide than White or Hispanic residents of The City of Annapolis.

I recommend that The Mayor's Office in collaboration with The City Manager's Office immediately acknowledge that we must target African American populations with significant proximity to areas where violent crimes have been committed historically and during the Covid19 pandemic.

PHASE 1: LISTENING TO THE VOICELESS/ Building Credibility Solutions Not Shootings Campaign

November 2 - November 27

1. Multimedia branded marketing campaign(posters, fliers, pass)
2. Coordinated community outreach action
 - a. Community Clean Up
 - i. Cost of PPE & Trash Bags
 - ii. Cost of Water & Snacks
 - b. Branded Neighborhood Specific NO HARM TShirts
 - c. NO HARM Day(Resource Vendor POP UP event)
 - i. Food/Refreshments
 - ii. Entertainment
3. **What do we plan to achieve?**
 - a. We will track the amount of gun shots and gunshot victims in targeted neighborhoods during the dates of November 2nd to November 27.
 - b. We will develop credibility and trust with community members in targeted neighborhoods

PHASE 2(5 Weeks): STAYING ENGAGED FOR COMMUNITY PEACE Stop Hurting/Start Healing Campaign

November 28 - December 12

1. Multimedia branded marketing campaign(posters, fliers, pass)
2. Coordinated community healing event
 - a. Small group listening sessions facilitated by NO HARM engagement teams
 - b. Branded Stop Hurting/Start Healing Tshirts
 - c. NO HARM Day(Resource Vendor POP UP event)
 - i. Food/Refreshments
 - ii. Entertainment

3. What do we plan to achieve?

- a. We will track the amount of gun shots and gunshot victims in targeted neighborhoods during the dates of November 27th to December 12th.
- b. We will develop credibility and trust with community members in targeted neighborhoods
- c. We will collect data on mental health access and needs for more or less direct mental health resources and support

PHASE 3(5 Weeks): CREDIBILITY VERSUS CLOUT- Defining Community Respect/ What will be your legacy

December 12 - December 30

1. Multimedia branded marketing campaign(posters, fliers, pass)
2. Coordinated community healing event
 - a. Small group listening sessions follow up Action Activit(Action Activities will be sourced from Phase 2 listening sessions)
 - b. Branded Credibility Over Clout T-Shirts
 - c. Weekly NO HARM Day(Resource Vendor POP UP event)
 - i. Food/Refreshments
 - ii. Entertainment

3. What do we plan to achieve?

- a. We will track the amount of gun shots and gunshot victims in targeted neighborhoods during the dates of December 12th to December 30th.
- b. We will develop credibility and trust with community members in targeted neighborhoods
- c. We will return to neighborhoods where Phase 2 listening sessions were held, and provide PPE and other resources during follow up Action Activities

Contract Positions

(November 9th Start Date for Coordinator/Navigator/Engagement Specialist)

(November 16th Start Date for VIP Independent Contractors)

No Harm Program Coordinator: \$20 A Hour(30 Hours weekly maximum for 9 weeks)

- Coordinate all NO HARM program operations
- Report directly to African American Community Service Specialist
- Coordinate all NO HARM contractor scheduling and payment processing
- Coordinate all reporting progress and financial
- Be main point of contact for all NO HARM community and media inquiries(all media inquiries must be forwarded to City of Annapolis PIO, immediately upon request)

No Harm Community Support Navigator: \$15 A Hour(30 Hours weekly maximum for 9 weeks)

- Coordinator of community resources, non profit support, and human services agency support
- Will act as case manager for community apprenticeship/internship participants

- Will assist Engagement Specialist and VIP Contractors in warm handoffs for person seeking supportive services
- Will create weekly status report

No Harm Neighborhood Engagement Specialist: \$15 A Hour(30 Hours weekly maximum for 9 weeks)

- Duties will include overseeing the VIP Independent Contractors shift work, first line of contact for sensitive community sourced information.
- Responsibilities include analysis of community trust and program credibility
- Gathering survey data and feedback communications from residents and property managers
- Will develop and distribute program marketing materials for VIP contractors dissemination

No Harm VIP Independent Contractors(10): \$12 A HR(5 Hour shift max daily, 30 Hours weekly maximum for 8 weeks)

- Identify individuals in neighborhoods with history of substance use disorder, violence, and other community trauma, that need or want assistance seeking safe and secure food, clothing, and or shelter
- Identify unique situations to offer young people and adults conflict resolution and deescalation training on site
- Offer bagged lunch, toiletries, community care pack, or other resources
- Identify individuals seeking apprenticeship or internship programming

Administrative/Supplies Costs

- NO HARM Program Coordinator(1): \$5400
- NO HARM Community Support Navigator(1): \$4050
- NO HARM Neighborhood Engagement Specialist(2): \$8100
- NO HARM VIP Contractors(10): \$28800
- NO HARM VIP Contractor Staff Gear(50 pieces of each)
 - VIP T-Shirts(50): \$600
 - VIP Hats(50): \$600
 - VIP Jacket(50): \$3750
 - VIP Hooded Sweatshirt(50): \$1600
- Phase 1 Shirts(200): \$2400
- Phase 2 Shirts(200): \$2400
- Phase 3 Shirts(200): \$2400
- Misc. Costs:
 - Cinch Bags(2000): \$3500
 - Branded Posters(1500): \$1470
 - Branded Fliers(7500): \$2400
 - NO HARM POP UP(8)
 - Food/Refreshments(8): \$4000

- NO HARM PSA(10): \$2500 - Smooth House Productions
- Action Activities Photography(10): \$1000

Program Cost:

- NO HARM VIP Contractors: \$46350
- NO HARM Materials: \$28,260

Total: \$74,610