

NO HARM
Violence Intervention Prevention
Program

VALUES

EMPATHIZE

MEET PEOPLE WHERE THEY ARE

ENGAGE

OFFER INDIVIDUALS PERSONAL SUPPORT OR RESOURCES

EMPOWER

GIVE INDIVIDUALS SEEKING SUPPORT OR RESOURCES, ACCESS TO SYSTEMS THAT
CAN BENEFIT THEIR QUALITY OF LIFE

ENRICH

BUILD ON INDIVIDUALS SUCCESS AND PEER UPLIFTMENT, DEVELOP RESILIENT
SUSTAINABLE COMMUNITY BASED SUPPORT NETWORKS

Mission Statement

The VIP Team aims to bring as many resources as possible to the Annapolis community's most vulnerable residents and families, and provide support to neighborhoods historically challenged by chronic violence fatal and non-fatal. VIP will ensure to meet people with a hands on approach where they are, with direct person to person services that are not internet based into hot zone crime areas of the city.

Community Data

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. Please see the below statistics for firm data which represents the issues at hand in our own community:

	<u>Shootings</u>	
	2017	2018
Non Fatal	7	8
Fatal	6	1
Total	13	9
Shots Fired Calls	129	120

	<u>% of all All Part 1 Crimes</u>	
Non Fatal	.62%	.73%
Fatal	.54%	.09%

	<u>% of Violent Part 1 Crimes</u>	
Non Fatal	3.2%	3.7%
Fatal	2.8%	.46%

Evaluation Process

The ways in which VIP will measure success includes tracking the **number of clients enrolled** and therefore tracking outcomes such as **housing, food security, childcare services, workforce development, continuing education services, Harm Reduction supplies, mental health services** and **leadership empowerment opportunities** to youths and adults throughout the community. These outcomes will also be tracked throughout the L.E.A.D. client specialists data. All of these outcomes will be reported to the City Council on a monthly basis.

How Will It Work?

- NO HARM VIP TEAM Contract worker will attend mandatory virtual and in person social distanced trainings to include
 - Conflict Resolution training from Anne Arundel Crisis Response
 - Community Conferencing(Partnership for Youth Families)
 - Mental Health Resources(Arundel Lodge)
 - Substance Use Disorder Referrals(Street Angel Project)
 - Workforce Development(AAWDC)
 - Re-Entry Resources(Community Action Agency, APD, AACC, AAWDC, DLLR)
 - The Science of Therapy(Work Life Behavioral Center)
- Build on success of Fatal Opioid Overdose Prevention initiative the Naptown Anti-Dope Move(meant)[NAM]
- Coordinate with LEAD Project Manager weekly
- NO HARM Neighborhood Engagement Specialist(NES) will refer individuals seeking supportive services to NO HARM Community Outreach Support Navigator(COSN).
- (COSN) will build case file for each referral from (NES) which they will then connect them to appropriate supportive services, each case will be documented, tracked, and reviewed by coordinator in weekly briefing and reporting monitoring

Who Will Make It Work?

Credible Messengers.

A Credible Messenger is an individual with lived experience, dealing with the criminal justice system or victims of community violence. Their official title will be NO HARM VIP Independent Contractor. (Please see program particulars below for further details on these positions.)

“Nothing without us without us” - Angel Traynor, ASAP Coalition

Individuals that have committed and or survived community violence and now advocate for community healing are considered credible messengers. In the world of substance use disorder, they are often referred to as “peers”. We must build rapport and relationships with persons who have been exposed and impacted by the criminal justice system to build a credible program that will resonate with the targeted demographic.

Benefits of Credible Messenger NO HARM VIP Independent Contractors

- Have a history of interfacing with the criminal justice system
- Have served time in county, state, or federal department of corrections facilities
- Are not on parole or probation
- Do not glorify past criminal behavior

Who can be a NO HARM VIP Independent Contractor

- Any person with lived experiences in City of Annapolis high crime neighborhoods, that has not been convicted of a non traffic crime in at least 1 calendar year
- Any person with lived experiences interfacing with criminal justices, that has not been convicted of a non traffic crime in at least 1 calendar year
- Any person with a proven track record of community engagement and a proven history of community outreach
- Any person willing to meet people where they are are, and willing to treat them with compassion and dignity, no matter what their current circumstances are

What persons do not qualify to become a NO HARM VIP Independent Contractor

- Any person currently on parole or probation

- Any person convicted of sexual assault or any crimes involving a child
- Any person involved in any current pending investigations with law enforcement city, county, state, or federal.

Program Particulars

Program Start Date: January 2021

Program End Date: April 2021

90 Day Initiative (approximately 14 weeks)

Monthly Report to City Council

No Harm VIP Independent Contractors(10):

\$12 A HR(5 hour shift max daily, 20 Hrs weekly max for 14 weeks)

= 33600

- 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 desecration training on site
- Offer care packages, bagged lunch, toiletries, community care pack, or other resources when available
- Identify individuals seeking apprenticeship or internship programming

No Harm Neighborhood Engagement Specialist:

\$15 A Hour(30 Hours weekly maximum for 14 weeks) \$6300

- Identifies areas of need throughout the community on a weekly basis.
- Distributes gathered information to VIP Independent Contractors and assigns locations

- 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
- Facilitate VIP Independent Contractor training program

No Harm Community Support Navigator:

\$25 A Hour(30 Hours weekly maximum for 14 weeks) \$10500

- Identifying the Community Resources which will support the violence prevention outreach
- 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 Program Coordinator:

Mayor's Office African American Community Service Specialist

- Coordinate all NO HARM program operations
- Report directly to Mayor's Office Chief of Staff
- Coordinate all NO HARM contractor scheduling and payment processing
- Coordinate all reporting progress and financial data

- 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)
- Coordinate with L.E.A.D. Project Manager weekly

Administrative/Supplies Costs

- NO HARM VIP Contractor Staff Gear
 - VIP T-Shirts(50): **\$600**
 - VIP Hats(50): **\$600**
 - VIP Jacket(50): **\$3750**
 - VIP Masks(200): **\$2000**
 - VIP Hooded Sweatshirt(50): **\$1600**

Staff Cost

Administrative/Supplies Costs

- NO HARM Program Coordinator(1):
- NO HARM Community Support Navigator(1): **\$10500**
- NO HARM Neighborhood Engagement Specialist(1): **\$6300**
- NO HARM VIP Team(10): **\$33600**

Public Awareness Campaign/PSA's

- Phase 1 **Solutions Not Shootings** Shirts(200): **\$2400**
- Phase 2 **Start Hurting/Start Healing** Shirts(200): **\$2400**
- Phase 3 **Respect Your Life** Shirts(200): **\$2400**
- Promotional Materials:
 - Cinch Bags(2000): **\$3500**
 - Branded Posters(1500): **\$1440**
 - Branded Fliers(7500): **\$2400**
 - NO HARM Listening Sessions(8)
 - Food/Refreshments:**\$1000** - 10people per listening session
 - NO HARM POP UP(4)
 - Food/Refreshments: **\$2000**

- NO HARM PSA(10): **\$2500** - Smooth House Productions

Total Program Costs:

- NO HARM VIP Independent Contractors: \$50400
- NO HARM Materials: \$28590
- **Total: \$78,970**

