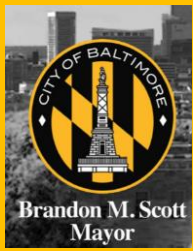




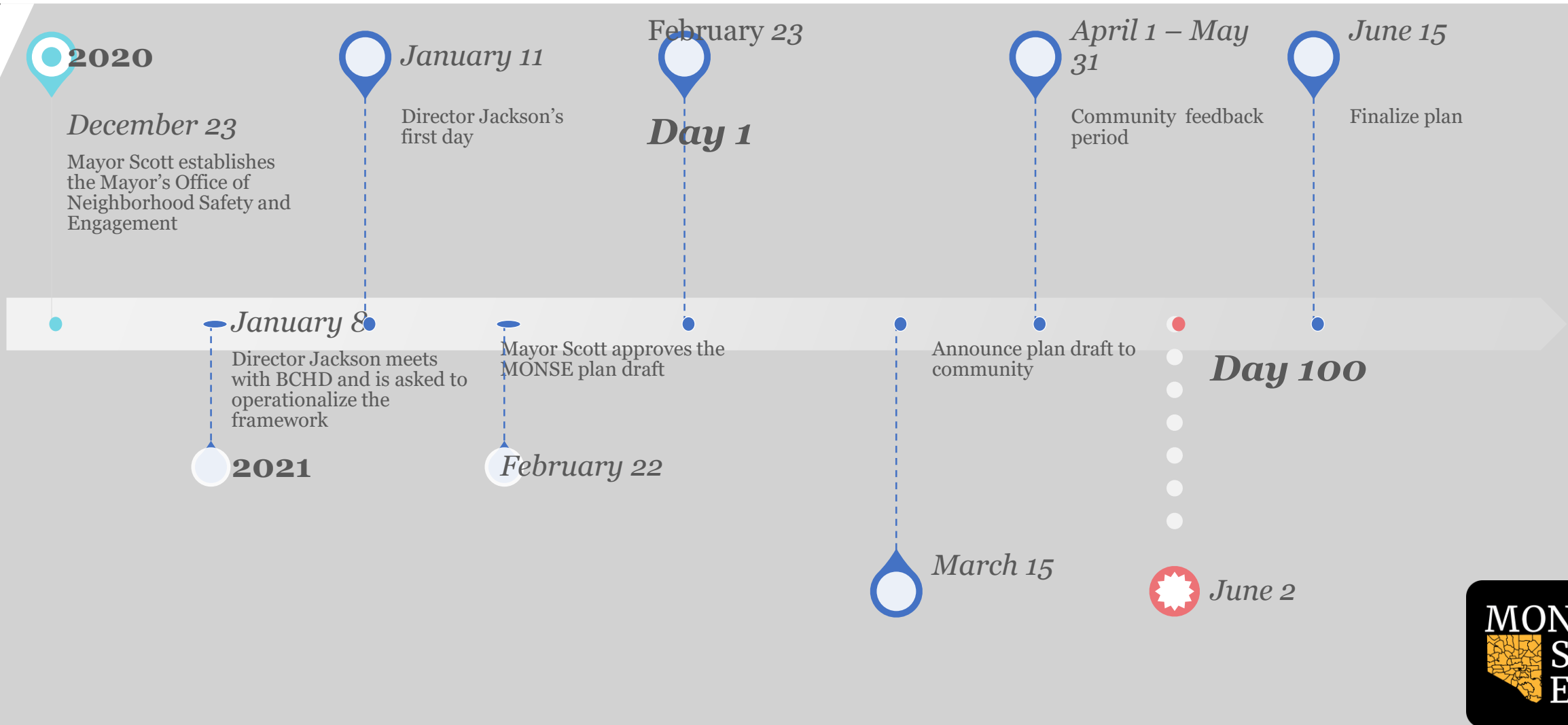
Draft Violence Prevention Strategic Plan

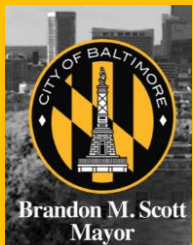
Director Shantay Jackson
Mayor's Office Of Neighborhood Safety and Engagement
Public Safety Committee – Baltimore City Council
April 7, 2021





Violence Prevention Planning Timeline





MONSE's Approach

MONSE's Mission

Guided by the Mayor's vision for Baltimore and rooted in a holistic approach to neighborhood health and safety, the Mayor's Office of Neighborhood Safety and Engagement (MONSE) empowers community partners and public agencies to play a more active role to co-produce public safety, prevent violence and promote healing through an equity-based, healing-centered and trauma-informed approach for the benefit of all who live and spend time in Baltimore.

MONSE's Guiding Values

In everything that it does, MONSE is committed to upholding its core values of being:

- *Equity-based.* Focused on promoting justice by reducing disproportionate negative impacts of current and future policies and practices.
- *Healing-centered.* Preventing violence must be paired with repairing harm and creating hope.
- *Trauma-informed.* Based on understanding and integrating knowledge about the causes and consequences of trauma.
- *Justice-oriented.* Real justice is about more than punishment; it is also about restoration, renewal, and healing from past harms.
- *Partnership-based.* Just as violence is intersectional, so must the solutions, relying on cross-system and community partners and partnerships.
- *Transparent.* Strong partnerships require trust; and trust must be earned and depends on transparency and accountability.
- *Data- and research-driven.* Relying on data and the best available experimental and experiential evidence to guide decision making.
- *Results-oriented.* Devoted to delivering impact and willing to change course, as needed.





MONSE's Pillars

Public Health Approach to Violence	Community Engagement and Inter-Agency Collaboration	Evaluation and Accountability





MONSE's Pillars

Public Health Approach to Violence		
<ul style="list-style-type: none">• Gun Violence Prevention• Victim Services• Youth Justice• Community Healing• Re-Entry		

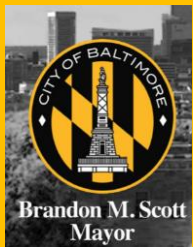




MONSE's Pillars

Public Health Approach to Violence	Community Engagement and Inter-Agency Collaboration	
<ul style="list-style-type: none">• Gun Violence Prevention• Victim Services• Youth Justice• Community Healing• Re-Entry	<ul style="list-style-type: none">• Neighborhood Engagement and Capacity Building• Inter-Agency Coordination• Building Key Partnerships	





MONSE's Pillars

Public Health Approach to Violence	Community Engagement and Inter-Agency Collaboration	Evaluation and Accountability
<ul style="list-style-type: none">• Gun Violence Prevention• Victim Services• Youth Justice• Community Healing• Re-Entry	<ul style="list-style-type: none">• Neighborhood Engagement and Capacity Building• Inter-Agency Coordination• Building Key Partnerships	<ul style="list-style-type: none">• Strategic Key Performance Indicators• Performance Management• Policy and Research





MONSE's Pillars

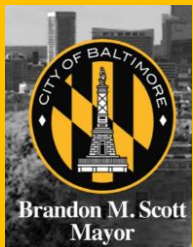
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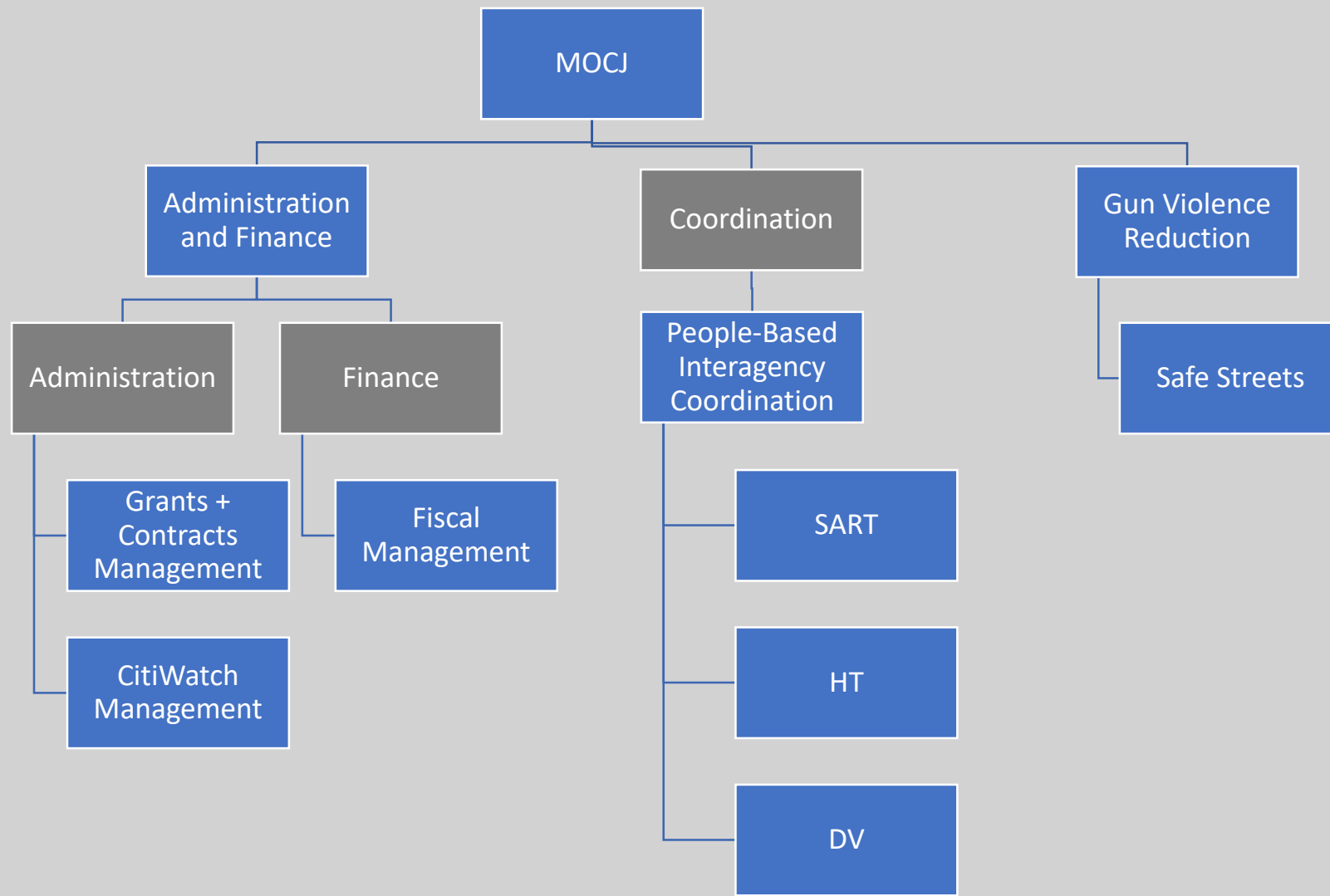


What's Different?



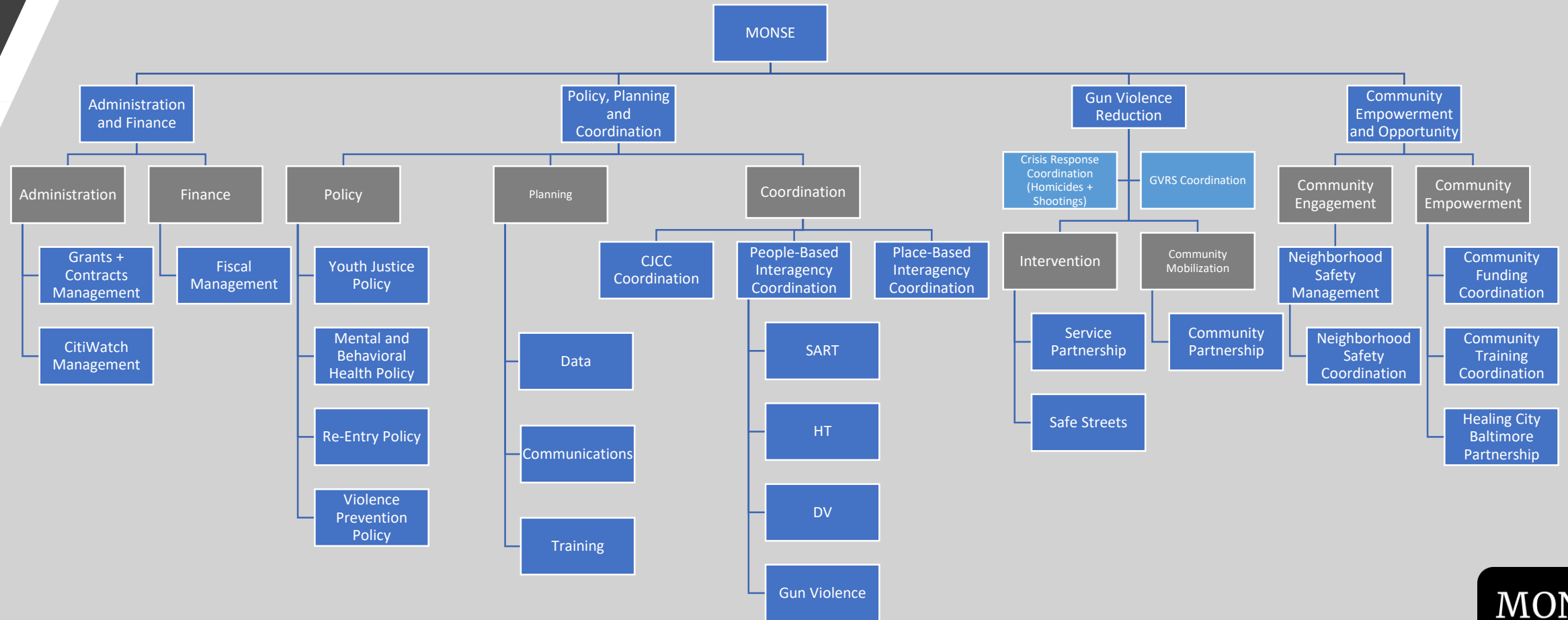


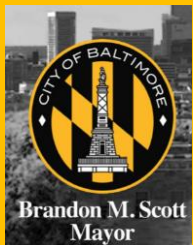
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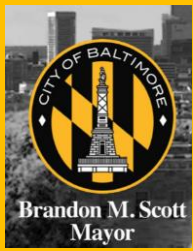


What's Next?

100-Day Plan

Pillar	Priority Area
Creating Agency Infrastructure	Hire staff to lead the implementation of gun violence strategy oversight, inter-agency coordination, community engagement and empowerment, policy development and support, and community capacity building.
Public Health Approach to Violence	Evaluate Safe Streets to identify steps for building capacity and develop a coordinated street outreach and violence interruption strategy.
	Engage Cities United Peace Challenge technical assistance on coordinated shooting response systems.
	Award the adult support and outreach provider contract for GVRs.
	Establish initial inter-agency coordination and governance structures for GVRs.
	Initiate a landscape analysis of CBOs with services that would be integral to a comprehensive public health approach to violence prevention.
Community Engagement and Inter-Agency Collaboration	Support the Mayor in issuing and monitoring implementation of a citywide directive laying out inter-agency roles and expectations in supporting GVRs.
	Develop a communications plan for GVRs.
	Meet with BPD, community leaders, and residents around a shared vision for public safety and community policing.
	Convene Public Safety Advisory Commission.
Evaluation and Accountability	Develop strategic key performance indicators for GVRsStat.





What Have We Done So Far?

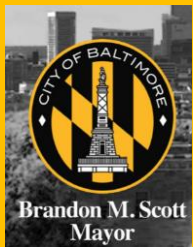
- Agency Establishment
 - Rebranded agency, including new logo, tagline, and engagement philosophy
 - Launched digital presence, including website and social media accounts
 - Actively implementing communications plan for VPP draft
 - Actively managing agency culture and employee experience as SOPs are developed and employee separations and onboarding occur
- Policy, Planning, and Coordination
 - Created an Intimate Partner Violence (IPV) Lethality Review team with BPD and community-based organizations
 - Meet weekly with BPD
 - Began discovery for reinstitution of CJCC with previous members
 - Conducted preliminary discussions with Governor's team about CJCC
 - Hired Policy, Planning and Coordination Associate Director
 - Provided legislative funding recommendation to Baltimore Delegation for VIPP allocation
 - Joined Child Fatality Review Committee
 - Joined BCPSS's Community Advisory Group
- Administration and Finance
 - Completed processing of over 20 severely overdue CBO contracts - ~\$8M
 - Awarded six Anti-Human Trafficking Grants - \$233k
 - Assumed grant development oversight responsibility for public safety initiatives
- Community Engagement & Opportunity
 - Participated in a host of community association meetings to hear public safety concerns directly from residents
 - Scheduled ~30 community feedback sessions on Violence Prevention Plan
 - Received funding commitment to pilot SideStep Youth Pre-arrest Diversion in late 2021
 - Conducted first meeting of Public Safety Advisory Commission
- Gun Violence Reduction
 - Began evaluation of Safe Streets Program
 - Engaged Cities United Peace Challenge technical assistance on coordinated shooting response systems
 - Awarded the adult support and outreach provider contract for GVRs - \$1.2M





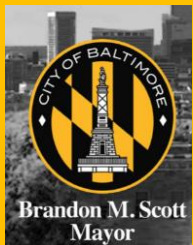
QUESTIONS?





APPENDIX





What's Next?

First Year

- Hire community capacity-building staff.
- Hire policy analysis and advocacy staff.
- Hire reentry staff.
- Complete violence prevention plan neighborhood engagement process.
- Release and engage on citywide violence prevention plan.
- Launch GVRs pilot.
- Roll out a GVRs Stat.
- Identify existing and potential funding streams and technical assistance opportunities for CBO capacity building and compile known sources for immediate support.
- Align partners to establish and coordinate funding mechanisms for neighborhood-based capacity building.
- With the support of research partner(s), conduct a detailed analysis of Baltimore City's 911 system to inform the integration of community-based responses for calls involving non-violent and non-criminal events in alignment with the Greater Baltimore Regional Integrated Crisis Systems (GBRICS).
- Develop a 911 call diversion working group and draft protocol.
- Use lessons learned from analysis of Baltimore City's 911 system to develop capacity building and funding plans for a 911 diversion program.
- Develop targeted capacity building and resources for violence intervention/interrupters.
- Strengthen coordination among street outreach workers/interrupters, hospital-based intervention programs and others working to prevent gun violence and invest in sustainable funding streams and long-term professionalization.
- Support advocacy efforts for violence prevention policy and funding. This should include an assessment and the initial design of a CBO capacity-building initiative to increase the capacity of CBOs and community members in effectively engaging with those at the highest risk of serious violence.
- Develop strategic key performance indicators for NeighborhoodStat.
- Build upon Cities United Peace Challenge technical assistance to strengthen and scale a coordinated shooting response system.





What's Next?

First Year (continued)

- Assess and strengthen trauma-informed practices in MONSE violence prevention efforts.
- Initiate assessment of intimate partner violence, human trafficking, and sexual assault in Baltimore with the objective of designing sustainable and effective city-wide solutions focused on comprehensive prevention and intervention strategies.
- Re-launch Criminal Justice Coordinating Council.

First Term

- Strengthen coordination among reentry partners and advocacy for harm-reduction policies.
- Launch Intimate Partner Violence Stat.
- Initiate targeted development and training of neighborhood-based crisis response teams.
- Launch targeted awareness campaigns and communications strategies to link neighborhoods to resources, disseminate change-supportive messaging, and establish messages of a Healing City, a safe city.
- Scale up inter-agency coordination and oversight of deliverables.
- Establish mechanisms for promoting and supporting trauma-informed care practices in services and institutions serving neighborhoods.
- Establish coordinated data sharing for evaluation and accountability. Build upon and expand MONSE's portfolio supporting victim services and youth justice.
- Use results-based accountability for evaluation of strategies and efforts.
- Establish a citywide 911 diversion program.
- Expand GVRs citywide.
- Launch NeighborhoodStat.
- Establish scaled up inter-agency coordination and oversight of upstream violence prevention.
- Continue evaluations of strategies and efforts, refine.

