



RISK, HARM & HEALING FOR A HIGHER PURPOSE: COMMUNITY VIOLENCE INTERVENTION

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Chicago: Reducing Community Violence

CITYWIDE DATA	2021	2022	Change	2022 up to 10/18	2023 up to 10/18	Change
Total Homicides	804	695	-13.6%	561	496	-11.6%
Total Shooting Victims	4,419	3,510	-20.6%	2,889	2,453	-15.1%
• Fatal Victims	750	636	-15.2%	506	449	-11.3%
• Non-Fatal Victims	3,669	2,874	-21.7%	2,383	2,004	-15.9%

Community Violence Intervention (CVI)

- An approach that uses evidence-informed strategies to reduce violence through tailored community-centered initiatives.
- These multidisciplinary strategies engage individuals and groups to prevent and disrupt cycles of violence and retaliation and establish relationships between individuals and community assets to deliver services that save lives, address trauma, provide opportunity, and improve the physical, social, and economic conditions that drive violence.

(Bureau of Justice Assistance, U.S. Department of Justice, 2023)

**For CVI to be
Effective...**

**Engaging in
Healing is
Indispensable**



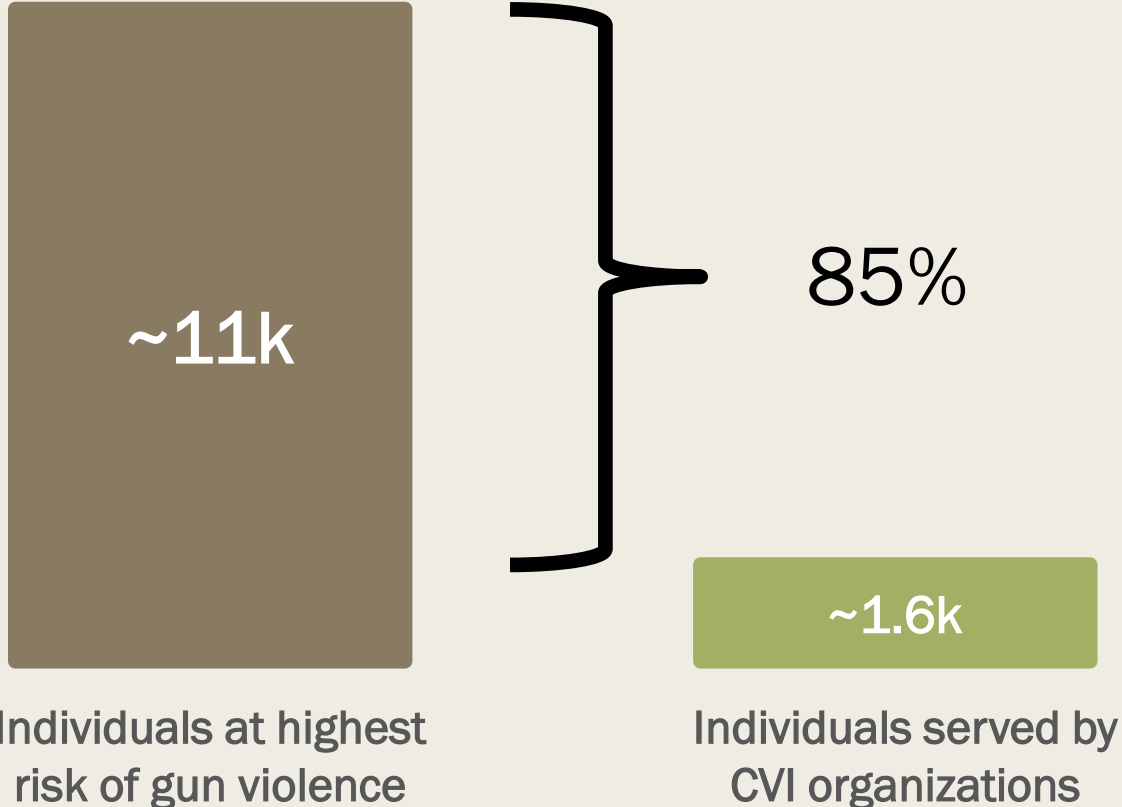
**Exposure to
Risk is
Necessary**



**Experiencing
Harm is
Unavoidable**



Shortfall in CVI Services in Chicago



Source: Number of individuals at highest risk of gun violence based on network-based analysis conducted by CORNERS; Number of individuals served by violence intervention organizations based on combined coverage by CRED, READI and CP4P

CVI Workforce Development: P.A.V.E.

Power To Anti-Violence Employees

■ Mission:

- *To collectively invest in recruiting, developing, and retaining, the violence reduction workforce needed to achieve our goal of a more peaceful Chicago.*

■ Workstreams

- *Street Outreach & Other Frontline (e.g. victim advocates, crisis responders)*
- *Mental Health*
- *Employment/Education*
- *Administration & Leadership*

CVI Workforce Development: Chicago CRED

■ Recruitment

- *Men and women with lived experience who are motivated to make a difference*
- **Developing relationships with MSW & CMHC Programs and providing internships*

■ Training

- *Complex and Continuous Trauma*
- *Substance Use and Harm Reduction*
- *Violence Interruption and Conflict Mediation*
- *Disengagement from Violence*
- *Motivational Interviewing and Cognitive-Behavioral Skills*

*Clinical staff

Self & Collective Care for CRED Staff

- Following an Incident of Violence
 - *Provide time and space to gather, connect and mourn*
 - *Encourage staff to ask for what they need and provide them support*
 - *Assess safety concerns and respond accordingly*
 - *Conduct grief support circles*
 - *Access individual counseling*
 - *Provide support to family through grief process and mourning events*
- Ongoing Support
 - *Offer counseling services & grief/trauma workshops*
 - **Include personal goal to improve self-care in annual employee goals*
 - **Enable support from colleagues to improve self-care*
 - **Provide an annual retreat focused on self and collective care*

*Clinical staff