



 CITY OF OAKLAND

# DEPARTMENT OF VIOLENCE PREVENTION

—  
STRATEGIC  
SPENDING PLAN

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# EXECUTIVE SUMMARY

Gun and gender based violence have been a decades long fight for the City of Oakland.

Government agencies, non-profit service providers, and community members have worked tirelessly to end gun violence and human trafficking in Oakland. And while the city has seen some progress, it has been widely uneven. Gun and intimate partner violence and sexual exploitation continue to plague black and brown communities at alarming rates.

According to 2020 report Living with Impunity over the last decade 76% of the homicide victims were African American. During that same period of time police made arrests in approximately 40% of homicides involving black victims, and 80% of cases involving white victims. In some East and West Oakland neighborhoods, less than one in three homicides resulted in an arrest during the last decade. Additionally, 90% of homicide victims and suspects in Oakland are African-American and Latino men between the ages of 18 and 35. And Oakland continues to be a West Coast hub for sex trafficking, with Alameda County's H.E.A.T (Human Exploitation and

Trafficking) Watch reporting that 63% of youth involved in "the life" are African American girls.

Once the global COVID-19 pandemic hit Oakland in March 2020, it added to significant vulnerabilities of communities already on the edge. School closures, the loss of jobs, and stay-at-home orders exposed and contributed to a rise in shootings, intimate partner violence and homicides. And increases in the use of the internet and people taking more risks to desperately make up for lost income has amplified the opportunity for human trafficking.

The Department of Violence Prevention (DVP) was established in 2017 to tackle the problem of violence in Oakland. Where previous city programs focused primarily on those at the center of violence, the DVP has an expanded prevention and intervention mission of advocating for and supporting families impacted by unsolved cold cases and addressing broader community trauma. The ultimate goal is a safer and thriving Oakland for all.

However, no department, community organization or individual is capable of

stopping gun and gender-based violence alone. A challenge of this magnitude requires significant investment in resources and collaboration with dedicated partners. It also requires a focused approach to ensure that the right funding and services get to the communities and people who are most in need.

Through the application of a public health approach, the Department of Violence Prevention has prioritized the following investments and strategies for combating violent crime in Oakland. These strategies emphasize coordination of public systems and community-based services with a joint focus on youth and young adults at highest risk of violence as guided by data analysis.

# INTRODUCTION/BACKGROUND

Oakland has hit a state of emergency. As the City begins to heal from the trauma caused by COVID-19, another public health crisis is on the rise -- violent crime. COVID-19 has triggered a surge in gun and gender-based violence.

The toll of gun and gender-based violence has been felt mostly by Oakland's black and brown communities. In 2020, 78% of shooting victims were African-American and Latinx and overwhelmingly male. And for Oakland sexually exploited youth, 64% are African American and 15% Latina girls respectively.

These high rates of violence have consistently been concentrated in neighborhoods within East, Central East and West Oakland. These areas consistently contain roughly half of all shootings resulting in injury and contained one-third of reported incidents of intimate partner violence (based on data from 2018-2020). In 2020, the trends continued with deep East Oakland experiencing even higher rates of gun violence than the previous two years. More than half of all shootings take place between 6:00pm and 12:00am and often increase on the weekends. And

violent crime tends to rise along with the temperatures, as summer months (July, August) typically see more police activity.

And finally, in 2020, these neighborhoods experienced some of the highest rates of COVID-19 infection, causing even more trauma and stress.

And while these numbers emphasized the urgency for intervention and action, the response to address these communities in crisis revealed a harsh truth. While the viral pandemic prompted an extraordinary federal, state, and local government response, the gun violence epidemic in Oakland has not triggered a similar emergency effort.

During the pandemic, many of Oakland's violence prevention initiatives were disrupted by the shelter-in-place orders including in-person life coaching and Ceasefire call-ins and have yet to return to full scale. And violence prevention and intervention budgets have remained stagnant or even reduced, leaving many community members struggling during a time when support is needed most.

# 60%

INCREASE IN SHOOTINGS FROM 2019 (815 V 1303)

# 100

SHOOTINGS PER MONTH JUNE - DECEMBER 2020

# 77%

INCREASE IN FEMALE SHOOTING VICTIMS IN 2020

# COST OF VIOLENCE

Growing up in the midst of community violence can impact youths' social, emotional, behavioral and cognitive development. It can disrupt their baseline of safety, making it more difficult for entire families and communities to sustain a sense of stability. For those who live in or near places where violence is very common, the daily risks can take a toll on physical and emotional health. And the lingering psychological impacts left on children, with ongoing exposure to violence and trauma, are immeasurable. Community violence, especially homicide, can destroy families as they struggle with the long afterlife of pain and trauma from losing a loved one prematurely and not having the necessary resources to process, heal and recover.

One shooting homicide is estimated to cost taxpayers \$2.5 million through a mix of city, county and state funded agencies including local law enforcement, medical, justice system and incarceration costs, and lost tax revenue.

The cost of sexual violence in California is estimated as \$1.9 billion annually, accounting for medical, investigation, criminal justice system, and incarceration costs. Every prevented sexual assault of an adult could save approximately \$165,000 and of a child could save roughly \$230,000.

<h2>DVP MANDATES</h2>	<p>Reduce levels of:</p> <ul style="list-style-type: none"><li>• gun violence</li><li>• intimate partner violence</li><li>• commercial sexual exploitation</li><li>• family trauma associated with unsolved homicides</li><li>• community trauma associated with violence</li></ul>
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<sup>1</sup> Gun violence - violence committed with the use of firearms. Gender-based violence - violence that is directed at an individual based on his or her biological sex OR gender identity. It includes physical, sexual, verbal, emotional, and psychological abuse, threats, coercion, and economic or educational deprivation, whether occurring in public or private life.

<sup>2</sup> <https://www.psych.uic.edu/research/urban-youth-trauma-center/public-awareness/understanding-community-violence>

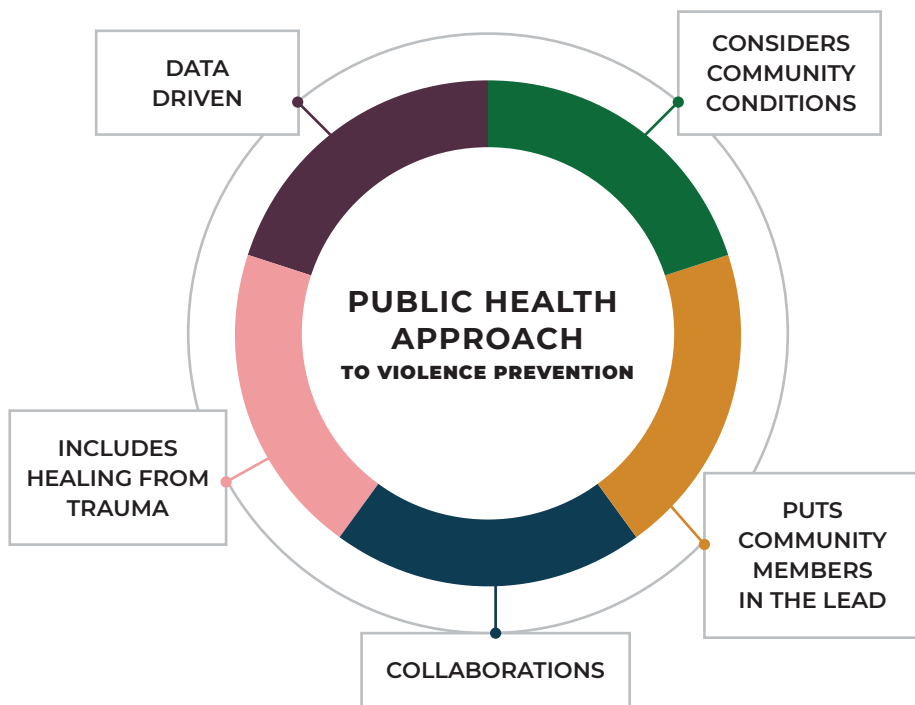
<sup>3</sup> <https://costofviolence.org/reports/stockton/>

<sup>4</sup> [https://www.calcasa.org/wp-content/uploads/2018/02/CALCASA\\_CCoFSV\\_FINALSpreads\\_2018.pdf](https://www.calcasa.org/wp-content/uploads/2018/02/CALCASA_CCoFSV_FINALSpreads_2018.pdf)

# A PUBLIC HEALTH APPROACH TO VIOLENCE AND INTERVENTION

The council resolution that created the DVP mandated that the DVP use a public health approach to addressing violence in Oakland. A public health approach focuses on both, the root causes of violence, as the well as specific individual, peer, family, and community active levels of violence. and guides a coordinated approach for violence prevention that engages diverse sectors. Public health uses data to understand how frequently violence occurs, when and where it occurs the most and who is most vulnerable of being impacted (both those harmed and those causing harm), and then uses these data to engage stakeholders in the development of community solutions to prevent violence, promote healing, and restore communities.

The following model has been adopted by the Center for Disease Control (CDC), World Health Organization (WHO), and other national health organizations, as the proven approach for a violence prevention and intervention framework:



## **A PUBLIC HEALTH APPROACH IS DATA DRIVEN.**

That means looking at the specific profile of violence in the community, who is most affected, what's contributing, and what's helping to create safety.

## **A PUBLIC HEALTH APPROACH LOOKS AT COMMUNITY CONDITIONS.**

Our surroundings shape our experiences and behaviors, so successful prevention plans cultivate safety in streets, parks, jobs, schools, places of worship, and elsewhere.

## **A PUBLIC HEALTH APPROACH IS COLLABORATIVE.**

It brings together community members from all corners of the city, including faith leaders, youth, grassroots organizers, political leaders, business owners, and people who represent many types of organizations and agencies.

## **A PUBLIC HEALTH APPROACH PUTS COMMUNITY MEMBERS IN THE LEAD.**

The people who are most impacted by violence have some of the best and most creative ideas about how to prevent it.

## **A PUBLIC HEALTH APPROACH INCLUDES HEALING FROM TRAUMA AS A KEY COMPONENT.**

Trauma is a serious ailment in communities with high levels of violence. It can cause a breakdown of the community's social networks, relationships, trust, and positive social norms—all of which could otherwise help protect the community from violence and trauma and prevent both from occurring in the first place.

# WHY WE NEED A PUBLIC HEALTH APPROACH FOR ADDRESSING VIOLENCE IN OAKLAND

Violence has been characterized as an epidemic in Oakland for many years, deserving of an emergency public health response and the characteristics of violence in Oakland share the same characteristics of an infectious disease epidemic:

## CHARACTERISTICS OF EPIDEMICS IN POPULATIONS

## CHARACTERISTICS OF VIOLENT CRIME IN OAKLAND

### CLUSTERING

Oakland crime is concentrated. It happens in specific neighborhoods where the underlying conditions, including high rates of shootings, create potential for violent behavior.

### SPREAD

Gun and gender based violence during the pandemic has spread to a new populations, some as young as middle schoolers and violence by and against women increasing, and is always in constant danger of spreading further.

### TRANSMISSION

Oakland's poorer, marginalized communities of color who have historically experienced violence disproportionately are highly susceptible as – "hurt people, hurt people" - and exposure rates to violence creates vulnerable behaviors among community members.

## HOW THE DEPARTMENT OF VIOLENCE PREVENTION WILL APPLY THE PUBLIC HEALTH APPROACH

Based on available data, the DVP will apply the public health approach to:

- Focus on the **specific places** in Oakland **with underlying conditions** that generate the highest rates of violence;
- Support the **specific people** determined to be at: the center of violence, in-risk or at-risk for violence and exposed/adjacent to violence;
- Direct interventions to the **individual, peer, family, and community levels**; and
- Provide services at the **times and days of the week when violence occurs most**; and
- Reductions in the conditions described in DVP mandates will result.

# DVP FOCUS POPULATIONS, PLACES AND UNDERLYING CONDITIONS

## EXPOSED TO VIOLENCE

Overall population living in neighborhoods of focus.

## AT RISK FOR VIOLENCE

Individuals of any age who are highly susceptible to creating or experiencing harm with gun violence, intimate partner violence, or commercial sexual exploitation.

## AT THE CENTER OF VIOLENCE

Individuals of any age who are creating or experiencing harm with gun violence, intimate partner violence, or commercial sexual exploitation.

East, Central East and West Oakland have been hot spots for community violence. These neighborhoods have historically endured racism, economic insecurity and lack of job opportunities and new stressors like the lack of affordable housing, displacement and COVID have entered into the mix. These components have contributed to vulnerabilities to violence experience at the individual, family, peer and community levels.

Underlying conditions in these neighborhoods include:

- multi-generational trauma
- economic stress
- structural racism and sexism
- group or gang violence
- disproportionate criminal justice involvement; and
- exposure to high-levels of crime and violence

EXPOSED

AT RISK

AT THE CENTER

# DEVELOPING THE DEPARTMENT OF VIOLENCE PREVENTION STRATEGIC PLAN

## ENGAGING THE COMMUNITY FOR INSIGHT AND UNDERSTANDING

Community engagement is central to any public health intervention. Its importance is even more significant during public health emergencies. Community engagement involves those affected in understanding the risks they face, and involves them in response actions that they had a part in creating.

DVP staff designed a community engagement strategy to seek input about violence prevention and intervention strategies- both current and proposed- along with new ideas generated from those who attended. Three virtual town halls directed at each region of the City- West, Central East and Deep East- were scheduled to solicit input from Oakland residents in those regions and from community -based organizations who serve them. A fourth town hall was conducted for youth and young adults and the issues of violence they face. From mid-February to mid-April 2021, over 430 people contributed insights through four town halls nine focus groups, and interviews with 28

stakeholders. All town halls were open to the public and averaged 92 attendees at each event. Additionally, smaller focus groups ranging from 15-60 attendees each were held for family members who have lost loved ones to violence, DVP providers (by strategy), program participants, Asian American community advocates, public health and violence prevention experts, Ceasefire partners and the Reimagining Public Safety Task Force members.

Stakeholder interviews included public systems partners such as Alameda County Probation, as well as the Alameda County District Attorney's Office, Alameda County Public Defender's Office, Oakland Unified School District (OUSD), Alameda County Office of Education, and Alameda County Behavioral Health Care Services.

All of the listening sessions included small group discussions that maximized participation, stimulated conversation, and allowed participants to offer their voices and direct input. A range of

expertise and lived experience was evident in each session with the majority of attendees being African-American and other people of color from Oakland neighborhoods where violence is most prevalent.

In their feedback from these sessions community members lifted-up several over-arching themes that they believe are critical to addressing violence in Oakland and in need of resources and investment.



# DEVELOPING THE DEPARTMENT OF VIOLENCE PREVENTION STRATEGIC PLAN

## THEMES FROM COMMUNITY ENGAGEMENT INCLUDE:

- Prioritize investments in people and places most impacted by violence
- Elevate and develop natural, homegrown expertise of community leaders to address violence prevention from within the community
- Provide services and programs for youth living in neighborhoods with high violence exposure rates
- Provide financial and employment support that addresses the economic insecurity that leads to poverty and homelessness
- Provide culturally relevant mental health services to address multi-generational trauma and assist with individual and community healing
- Improve coordination between and across city departments and community organizations
- Adequate funding is needed for the Department of Violence Prevention to tackle both violence prevention and intervention; particularly for youth programs and gender-based violence
- Educate the community on all of the available resources delivered by the DVP and its network of partners
- A balance of community approaches is needed to address conflicts that do not require law enforcement presence as well as those conflicts of extreme violence that residents perceive require constitutional law enforcement efforts.

These community engagement sessions stressed the importance of a collaborative approach where community members feel heard, understood and part of the solution.

# INTERVENTION AND PREVENTION STRATEGIES

The Department of Violence Prevention network is prepared to deliver a comprehensive approach that aligns to the vulnerability levels of the community. However, several services may overlap to support community members at different vulnerability levels. Therefore, the plan is meant to be considered as a connected framework that has degrees of flexibility.



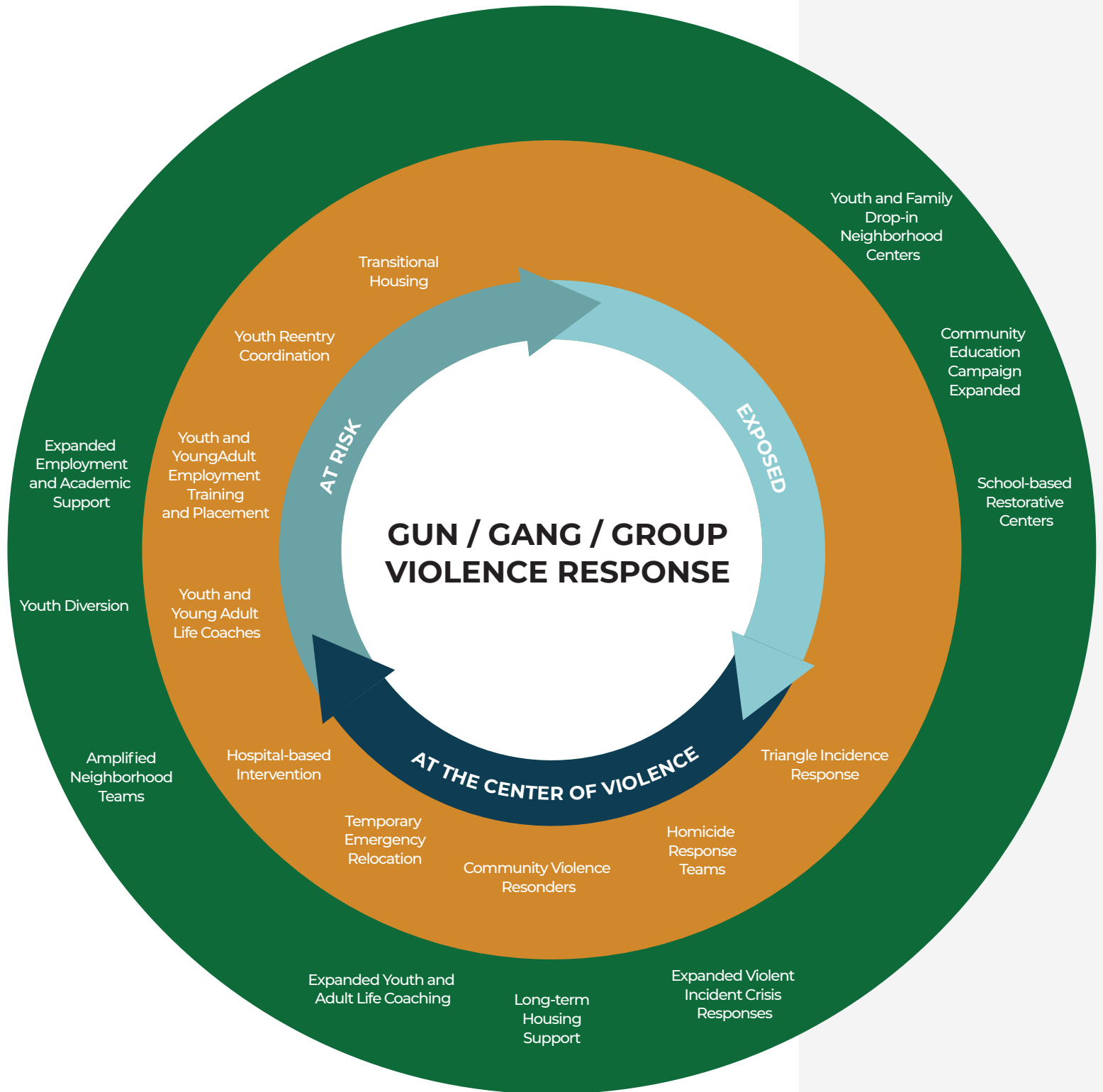
The following provides additional details on the public health approach and strategies adopted by the Department of Violence Prevention based on the data gathered to inform their recommendations.

While the DVP is confident these services will have a positive impact on Oakland's most vulnerable communities, to meet the needs demanded by the scope and scale of our City's crisis of violence, additional funding is critically needed to expand, deepen and sustain these services.

GUN / GROUP / GANG VIOLENCE RESPONSE	50% INVESTMENT	GENDER BASED VIOLENCE RESPONSE	25% INVESTMENT	COMMUNITY HEALING AND RESTORATION	25% INVESTMENT
<b>TIER 1</b>					<b>TOTAL ~\$8.8 M</b>
<b>\$4.4 MILLION</b>	<b>\$2.2 MILLION</b>			<b>\$2.2 MILLION</b>	
<ul style="list-style-type: none"> <li>• Violent Incident Crisis Response</li> <li>• Hospital-based Intervention</li> <li>• Violence Interruption</li> <li>• Temporary Relocation</li> <li>• Homicide Response for Family</li> <li>• Youth and Adult Life Coaching</li> <li>• Youth Reentry Coordination</li> <li>• Youth and Adult Employment Support and Placement</li> <li>• Triangle Incident Response at crime-scene</li> </ul>	<ul style="list-style-type: none"> <li>• 24-hour IPV Survivor Hotline</li> <li>• Legal Advocacy for IPV</li> <li>• Bedside Advocacy for IPV</li> <li>• Increased Cultural and linguistic capacity for IPV</li> <li>• Drop-in Center and Life Coaching for CSE</li> <li>• Emergency Shelter/Safe Space for both CSE and IPV</li> <li>• Therapeutic Support for both CSE and IPV</li> </ul>			<ul style="list-style-type: none"> <li>• Community Ambassadors</li> <li>• Community Healing Spaces and Activities</li> <li>• Mental health and grief/trauma supports</li> <li>• Family strengthening</li> <li>• Parks Events/Block Parties</li> <li>• Provider Network Capacity Building/Trainings</li> </ul>	
<b>TIER 2</b>					<b>ADDITIONAL FUNDING NEEDED \$10 M</b>
<b>\$5 MILLION</b>	<b>\$2.5 MILLION</b>			<b>\$2.5 MILLION</b>	
<p><b>More resources to scale-up:</b></p> <ul style="list-style-type: none"> <li>• Violent Incident Crisis Response Services</li> <li>• Youth and Adult Life Coaching</li> <li>• Youth and Adult Employment Support and Placement</li> <li>• Triangle Incident Response</li> </ul> <p><b>Plus:</b></p> <ul style="list-style-type: none"> <li>• Youth Diversion and other youth programs</li> <li>• Neighborhood teams</li> <li>• Community Education Campaign</li> <li>• School-based Restorative/ Wellness Centers</li> </ul>	<p><b>More resources to scale-up:</b></p> <ul style="list-style-type: none"> <li>• 24-hour IPV Survivor Hotline</li> <li>• Legal Advocacy for IPV</li> <li>• Life Coaching for CSE</li> <li>• Bedside Advocacy for IPV</li> <li>• Emergency Shelter/Safe Space</li> <li>• Cultural and linguistic capacity for IPV</li> </ul> <p><b>Plus:</b></p> <ul style="list-style-type: none"> <li>• GBV-centered Employment Support and Placement</li> <li>• GBV Support Groups</li> <li>• GBV-centered Leadership Development</li> <li>• Community Education Campaign</li> </ul>			<p><b>More resources to scale-up:</b></p> <ul style="list-style-type: none"> <li>• Community Ambassadors</li> <li>• Community Healing Spaces and Activities</li> <li>• Mental health and grief/trauma supports</li> <li>• Family strengthening</li> <li>• Parks Events/Block Parties</li> </ul> <p><b>Plus:</b></p> <ul style="list-style-type: none"> <li>• Mothers in Action</li> <li>• Grassroots mini-grants</li> <li>• Community Dialogue/Town Halls</li> <li>• Community Resident Capacity Building/Trainings</li> </ul>	
<b>TIER 3</b>					<b>ADDITIONAL FUNDING NEEDED \$6.2 M</b>
<b>\$3.1 MILLION</b>	<b>\$1.55 MILLION</b>			<b>\$1.55 MILLION</b>	
<ul style="list-style-type: none"> <li>• Transitional Housing</li> <li>• Youth Drop-In Neighborhood Centers</li> <li>• Reentry Hub</li> </ul>	<ul style="list-style-type: none"> <li>• Transitional Housing</li> <li>• Systems Data Collection/Research Development</li> <li>• Policy Advocacy/Organizing</li> </ul>			<p><b>More resources to scale-up:</b></p> <ul style="list-style-type: none"> <li>• Grassroots Mini-grants</li> <li>• Leadership Development (Youth/Adults)</li> </ul> <p><b>Plus:</b></p> <ul style="list-style-type: none"> <li>• Policy Advocacy/Organizing</li> <li>• Roving Medical Clinics</li> </ul>	
<b>INTERNAL STAFF &amp; CAPACITY CURRENT FUNDING (~ \$3.65M)</b>					<b>ADDITIONAL FUNDING NEEDED ~ \$3.35M</b>
<ul style="list-style-type: none"> <li>• Direct Service Staff (Violence Interruption, Community engagement and Life Coaches)</li> <li>• Fiscal/Administrative</li> <li>• Contract Management Research/Data/Evaluation</li> <li>• Communications/Public Relations</li> <li>• Fund Development</li> <li>• Policy Reform/Advocacy</li> <li>• Internal training/capacity building;</li> <li>• Clinical supervision for Life Coaching staff</li> <li>• Mental health/healing supports for all staff</li> </ul>					
<b>TOTAL FUNDS NEEDED: \$32M</b>		<b>\$25M SERVICES + \$7M DVP INTERNAL STAFFING</b>			

# GUN / GROUP / GANG VIOLENCE RESPONSE

- Initial Investment
- Additional Funds Needed



# **GUN / GROUP / GANG VIOLENCE RESPONSE**

Interventions in the cycle of gun violence to save lives and support healing for people who are shot in Oakland, particularly people connected with groups and gangs, and family members of homicide victims. Efforts help them mediate their conflicts, and offer them coaching and resources as they move towards positive goals for themselves, their families, and their communities. These services, focused on people at the center of violence, are more intensive with a higher level of engagement and resources including stipends for individuals and families.

## **VIOLENT INCIDENT CRISIS RESPONSE**

### **Community Violence**

**Responders** play a key role in interrupting street-level conflicts, with a focus on disrupting retaliation and group- or gang-related gun violence. Community violence responders are on-call around the clock, seven days a week, and deployed immediately after a shooting with serious injury has taken place. Community violence responders go to crime scenes, hospitals, neighborhoods streets, and homes to assess dynamics of retaliation and potential for mediation. Community violence responders rely on community credibility and intimate knowledge of Oakland street dynamics to intervene in and de-escalate volatile situations and assess for referrals to community-based life coaching and other support services

### **Triangle Incident Response**

provides a coordinated crime scene or hospital bedside response- that aims to reduce retaliatory group/gang related

and interpersonal violence, reduce the levels of trauma experienced by individuals, families and impacted community members, and improve police-community relationships. Triangle Incident Response is a 24/7 real time response to shootings with serious injuries, homicides, and gender-based violence by three triangle partners simultaneously- community violence responders, DVP staff as crisis response advocates, and law enforcement.

### **Hospital-based intervention**

starts with community-based responders who meet people where they are – be it at the hospital or in their homes – and walk with them as they navigate crisis. Families and individuals will be connected to immediate resources including case management, post-release medical treatment and mental health support. Primary response is to referrals from Highland Hospital.

### **Temporary, emergency**

**relocation** for community members in immediate danger of harm, following assessment of lethality and likelihood of mortal harm, includes assistance locating family or other supports out of the area/state, that may provide a place to relocate; and funding for immediate relocation needs such as: transportation, temporary hotel stays, and support for family providing shelter in the new location.

### **Homicide Response Teams**

that support family members and loved ones who have lost someone to intense violence through immediate direct service support and longer-term advocacy. This includes mobilization of resources for burials and funerals, referrals to DVP-funded grief counselling services, accessing Victims' Assistance Services, and liaising with Oakland Police Department investigators for updates on cold (unsolved) cases.

# GUN / GROUP / GANG VIOLENCE RESPONSE

**Youth Reentry Coordination** for youth transitioning from the Alameda County Juvenile Justice Center. Services include referrals to community-based life coaching, rapid school placement support from Oakland Unified School District, supportive case planning with Alameda County Probation, and resource navigation such as health care services, education and employment support and systems advocacy.

**Youth and Young Adult Life Coaches** engage participants who have experience with or are at high-risk for becoming a victim of or causing violence, by meeting them where they are at. Life coaching helps participants navigate systems and access needed resources, and includes frequent interaction, structured dialogue (i.e. motivational interviewing), client-led life mapping, stipends/incentives for reaching milestones and intentional family engage-

ment. Life Coaches are peer professionals with similar life experiences from similar communities trained in ancestrally informed approaches to access family traditions and celebrations passed down through multiple generations. Life Coach referrals sources include DVP Network partners, Oakland Ceasefire, AC Probation, Highland Hospital and others.

**Youth and Young Adult Employment Training and Placement** meets participants' immediate needs and enhances their long-term job prospects through the development of skills and education. Programs emphasize paid work experience and career exploration, opportunities for certifications or educational advancement, as well as successful job placement and retention supports.

**Transitional Housing** is accessible, on a limited basis, to participants in the life coaching and gender-based services who are unsheltered or vulnerably housed. By funding a housing case manager, DVP can access term-limited rental assistance through a partnership with the in Human Services Department's Community Housing Division.



# **GUN / GROUP / GANG VIOLENCE RESPONSE**

## **ADDITIONAL FUNDING CAN SUPPORT**

**Expanded employment and academic support** to serve more individuals and family members in need of transitional employment and job placement support.

**Expanded Youth and Adult Life Coaching** to serve more individuals and family members in need of intensive, relationship-based case management.

**Expanded Community Violence Responders** to increase capacity of community-based street workers to respond to and interrupt violence in real-time in the neighborhoods where it happens.

**Youth Diversion** programming that uses restorative justice practices with youth who have been arrested, but not sentenced, with the goal of having charges dropped, or that provides law enforcement with an alternative option for youth facing arrest.

**School-based Restorative Centers** at high schools in the neighborhoods with highest rates of violence and shootings that provide in-school supportive services that are culturally-responsive, trauma-informed and relationship-based. Youth are able to access support in areas of conflict mediation, violence interruption, life coaching/mentorship, academic counseling, mental and medical health, restorative practices and employment support.

**Scale-up violence interruption through Neighborhood Teams** working in the neighborhoods with highest rates of shooting and homicide to provide community violence interruption, youth and young adult life coaching and community ambassador activities and events from a neighborhood-based hub.

**Youth and Family Drop-In Neighborhood Centers** located in existing city spaces to provide positive evening and weekend activities and events for Oakland youth exposed to and at high risk of engaging in violence. Youth and families are able to access support in areas of conflict mediation, violence interruption, life coaching/mentorship, academic counseling, mental and medical health, restorative practices and employment support.

**Long-term Housing Support** designed to assist those at risk of losing housing or who are currently unhoused to navigate housing resources and secure subsidized rental assistance. Participants are connected with re-housing specialists trained to support those who have experienced violence and trauma, particularly those who have recently returned home from incarceration.

# **GUN / GROUP / GANG VIOLENCE RESPONSE**

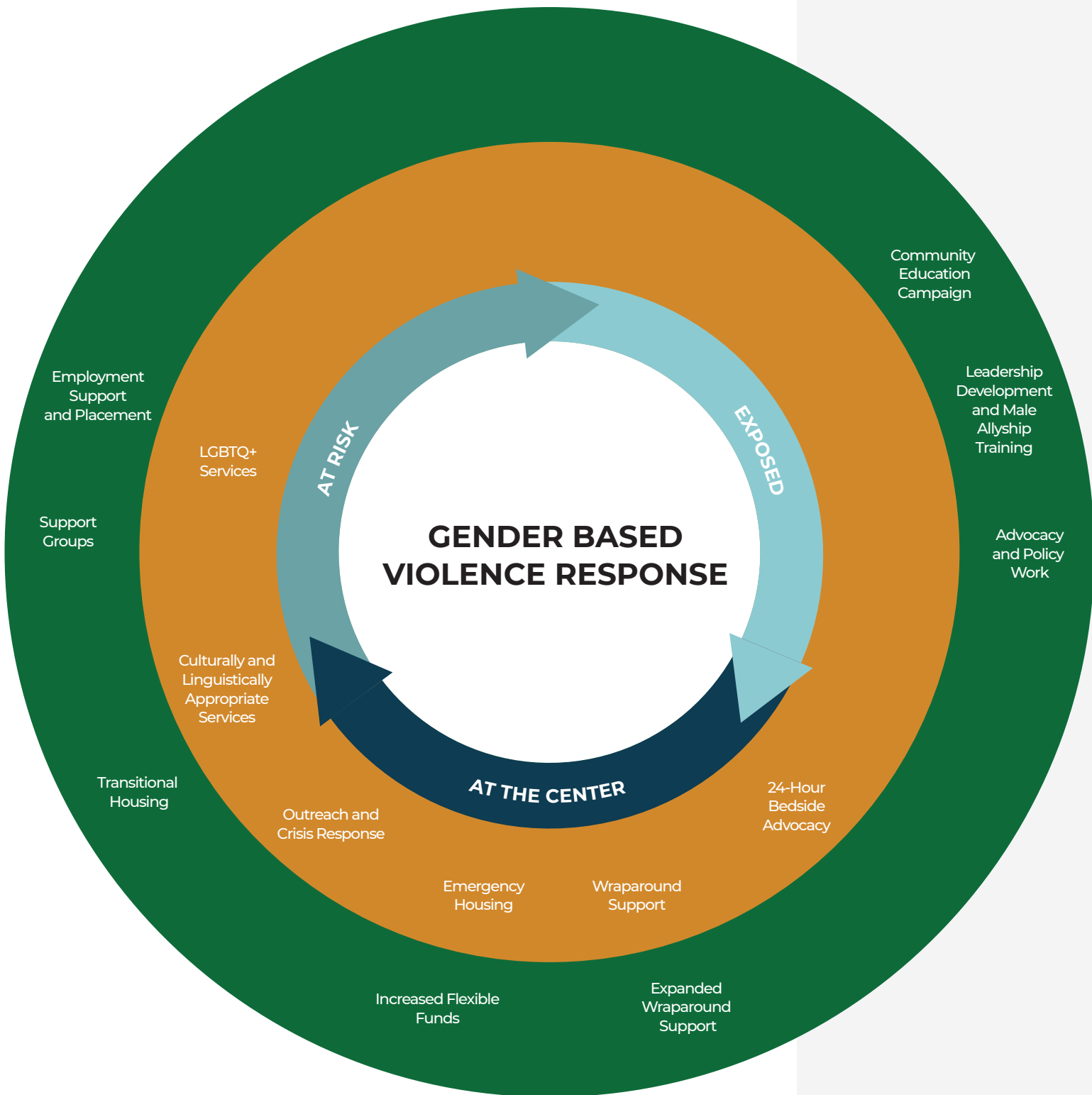
## **IMPACT OF INVESTMENT**

- Shootings and homicides decrease
- Participants successfully satisfy probation/parole mandates
- Participants and families feel supported during crisis
- Participants and families transition out of immediate danger
- Participants and families avoid violent injury/re-injury
- Participants reduce risk behaviors related to violence (e.g. carrying a weapon)
- Participants strengthen their socio-emotional skills (e.g. resilience)
- Participants reduce or cease contact with the justice system
- Participants are employed and prepared to pursue longer-term goals
- Families improve their ability to provide more protection and mutual accountability for its members.
- Families improve their ability to communicate more effectively with each other
- Families improve their level of cohesion
- Families increase their levels of adaptability
- Youth have improved educational outcomes
- Youth have caring relationships with positive adults and peers



# GENDER-BASED VIOLENCE RESPONSE

- Initial Investment
- Additional Funds Needed



# GENDER-BASED VIOLENCE RESPONSE

Gender-based Violence (GBV) Response services require specific training and expertise to serve women, LGBTQIA+ and others who experience gendered violence- intimate partner violence (IPV), domestic violence and commercial sexual exploitation (CSE). Services are directed to individuals and families to assist in recovering from the physical, psychological, and spiritually negative impact of physical or sexual abuse.

**Outreach and crisis response** that connects people to support as they transition out of immediate danger including crisis response hotlines and drop-in centers.

**Emergency housing** that provides a temporary safe place for individuals to stabilize that are experiencing commercially sexually exploited or intimate violence.

**Wraparound supports** such as legal advocacy, family support, life coaching, therapeutic services (individual, group and family), and other resources.

**24-Hour Bedside Advocacy** at hospitals and community clinics to provide support for victims of sexual violence and intimate partner violence.

**Culturally and linguistically appropriate services** designed to reach marginalized, immigrant communities (i.e. Latin American and Southeast Asian) and remove barriers to accessing support.

**Services designed specifically for queer, trans, and gender nonconforming people.**

## ADDITIONAL FUNDING CAN SUPPORT

**Scale-up wraparound supports** to address the unmet needs of Oakland residents who are experiencing IPV, domestic violence and CSE.

**Transitional housing** for individuals and families who have experienced gender-based violence and need safe and secure housing to get back on their feet.

**Increased flexible funds** to support immediate needs and provide for longer-term stability.

**Advocacy and policy work** on behalf of gender-based violence victims. These activities include the emphasizing survivor voices in advocating for policies that include adequate data gathering by police, academics, and researchers around gender-based violence.

**Community-level education** designed to raise awareness of the prevalence of the problem, and equally as important the access to the available resources. Survivors will enhance their recovery by using their experiences to educate, promote and build awareness, while avoiding being defined by that experience.

**GBV-centered Employment Support and Placement**

**GBV-Centered Support Groups**

**GBV-centered Leadership Development and Male Allyship Training**

# GENDER-BASED VIOLENCE RESPONSE

## IMPACT OF INVESTMENT

- IPV victims access resources to increase longer-term safety (e.g. protection orders)
- Decrease in IPV victims
- Increase in awareness and education of IPV issues
- Victims of commercial sexual exploitation transition out of immediate danger
- CSE survivors access resources to increase long-term safety
- CSE survivors receive therapeutic support that helps them begin to heal from trauma
- Increase in awareness and education of CSE issues



# COMMUNITY HEALING AND RESTORATION

- Initial Investment
- Additional Funds Needed



# COMMUNITY HEALING AND RESTORATION

Strengthening Oakland neighborhoods exposed to violence by lifting-up the wisdom of people closest to violence and deepening their skills to promote healing through community-led healing activities and events organized in partnership with DVP Community Ambassadors. Support for families following a loss to violence including grief and loss counseling.

## **Community Ambassadors**

serve as credible messengers and street outreach workers whose primary focus is to nurture and maintain relationships with community members, residents, merchants and influential figures in the neighborhoods they serve. They are essential in developing multi-generational, multi-cultural relationships that can be leveraged in times of crisis when needed to mitigate inter-group violence and retaliation. They also lead outreach and promotion of community events and activities designed to restore, strengthen and beautify the neighborhood, while connecting people to DVP network services and other community resources. Community ambassadors are often young adults with organic and firm ties to the neighborhood who have demonstrated leadership, credibility and a commitment to their own personal growth, thereby serving as informal mentors to youth and peers, mediators of conflict and protectors of their elders.

## **Mental Health Counseling**

provided to homicide victims' families and loved ones, as well as to victims and survivors of violence, which will include clinical therapy and grief counseling in one-on-one and group settings delivered by culturally-competent practitioners specializing in serving communities of color. opportunities for neighborhood residents to come together to improve healing and well-being in their neighborhoods.

## **Family Strengthening**

includes structured activities that bring families together in community settings to build mutual resilience, strengthen family bonds and honor shared cultures. Families will construct asset-based genograms and share in family ancestral traditions through music, food, photographs, recordings and story-telling. Workshops will be offered to counteract the history of pathologizing of Black and Brown families primarily as sources of dysfunction by offering instead strength-based narratives and premises of cultural pride and the family as a source of healing and transformation.

# COMMUNITY HEALING AND RESTORATION

**Non-Western Healing Supports** provide “non-traditional, non-clinical” community healing services that engage individuals, families and community in culturally-relevant, trauma-informed activities. These can include healing circles and vigils after crises occur that emphasize multi-generational, multi-racial healing, natural leadership development, and relationship-building opportunities for community members from neighborhoods exposed/-adjacent to violence. Efforts such as neighborhood cleanings, or limpias, celebration of life events, and other cultural ceremonies uplift homegrown, cultural healing practices to support those impacted by shootings, homicides, assaults and/or gender-based violence. Community building and collective healing through survivor support groups or “mothers’ circles” strengthens community connections through collaborative

**Town Nights community events** serve as outlets for community members to come together and connect in safe, positive spaces to build community, nurture relationships and promote peace on the days and nights when violence happens most in the neighborhoods most impacted. Town Nights can take the form of celebrations in parks, block parties, or other community gatherings designed to nurture cross-racial, cross-cultural and cross-generational relationships before violence or crisis happens.

**Community dialogues** sponsored by the DVP to engage in virtual and in-person town halls on a regular basis to share information about community violence activities and learn from the community.

**Strengthening the DVP Network** through training opportunities and learning communities for the network of peer providers, who are rooted in Oakland and many have experienced violence themselves, to be ready to support and serve Oakland residents. Training may include family systems, life coaching certification, conflict mediation, cultivating male allyship, and gender responsive approaches.

# COMMUNITY HEALING AND RESTORATION

## **ADDITIONAL FUNDING CAN SUPPORT**

### **More Ambassadors and Community Healing Spaces,**

**Activities and Events** to expand events and activities to more areas of Oakland

**Community resident capacity building** through training opportunities and learning communities for residents, family members, grassroots service providers, community healers and mentors who are organic to the target neighborhoods. Training topics may include family systems, harm reduction, resource navigation, conflict mediation and de-escalation, cultivating male allyship, gender responsive approaches and grant proposal writing.

**Grassroots mini-grants** for natural leaders from neighborhoods exposed to high levels of violence to develop homegrown ideas that promote safety and healing in Oakland to change norms around violence and the stigma around seeking support and healing. Mini-grants support the violence reduction work of individuals and smaller community-based organizations with innovative efforts to address violence.

### **Expanded community dialogues**

**Mothers in action** engages community members, particularly mothers, who have lost family members to violence, in local and state level advocacy campaigns designed to raise awareness of the trauma and pain that families in Oakland endure during the long afterlife of homicide. Mothers in Action will engage the public and policy-makers through media outlets, community events, town halls and political forums. In addition to informal therapeutic support to help families process and grieve loss collectively, community members will gain leadership and advocacy skills, to reform policies around eligibility criteria and access to state and local level resources for families of crime victims.

**Policy advocacy and organizing** groups are supported by investment to strengthen community organizing efforts focused on criminal justice reform, police/community relations, violence prevention/intervention programs, victims/survivors' support and other campaigns to reduce violence and its negative impacts on community members.

**Roving medical clinics** provide mobile services to communities most impacted by violence and COVID but with least access or awareness of the resources available. Services provided can include medical check-ups, dental or eye exams, COVID testing and vaccinations, Medi-Cal sign up, and other medical service referrals.

# COMMUNITY HEALING AND RESTORATION

## IMPACT OF INVESTMENT

- Community leaders are supported in their efforts to heal their own communities
- Community members feel involved in reducing violence and are connected in positive ways
- Participants and families begin to heal from trauma related to homicide and cold cases
- Families increase their access to multigenerational emotional support
- Providers have strong skills that enhance their work and support their growth