

Violence Prevention Coordinator

*Reports to: Site Director*

Each Safe Streets Violence Prevention Coordinator is responsible for:

- Together with Outreach Staff, identifying needs of participants and other high-risk individuals, connecting them to appropriate resources, and following up to ensure success
- Developing relationships with local providers to ensure seamless links to high-quality resources for participants. This includes but is not limited to:
  - Employment opportunities
  - Educational opportunities
  - Substance use treatment
  - Housing
  - Mental Health Services
- Publicizing Safe Streets educational messages throughout the year and ensuring materials are widely displayed throughout the target community
- Planning, promoting, and implementing strong shooting responses within 72 hours after an incident with Outreach Staff, community residents, and other local partners
- Planning and hosting at least one community event per month to spread the Safe Streets message and build relationships with community members
- Convening and leading a monthly community meeting to develop support for the work of Safe Streets. Ensuring that this group:
  - Is representative of the target area community
  - has the ability to assess the nature and extent of shootings and killings in the Safe Streets community using data and other community input;
  - utilizes the framework for violence prevention to prioritize strategies and identify outcomes;
  - is willing to offer partnership and resources for responses and events;
  - has a working knowledge of community barriers and needs.
- Building a youth council of young people age 14-25 who live in the target area to inform the work of the site and assist with community engagement. Facilitating monthly youth council meetings.
- Facilitating implementation of the strategies identified in the site's community engagement plan with an emphasis on maximum engagement of community residents and existing community services
- Conducting a community assessment to identify resources and community organizations in/near the target area that can assist in furthering the mission of Safe Streets Baltimore
- Other duties as assigned

*Administrative Responsibilities*

- Completing a daily log in the Cure Violence database
- Recording all community events and new partnerships in the Cure Violence database

Attachment A

- Documenting minutes and recording attendance at community and youth council meetings
- Compiling copies of flyers, minutes, and sign-in sheets from community events to be submitted in the monthly audit
- Attending weekly site administrative meeting with Site Director and Violence Prevention Coordinator
- Attending monthly Violence Prevention Coordinator cluster meeting facilitated by MOCJ
- Other duties as assigned

## Violence Interrupter

### *Reports to: Site Supervisor*

Each Safe Streets Violence Interrupter is responsible for:

#### *Participant Support/Community Engagement*

- Building relationships and rapport with high risk individuals in the community within the target age range of 14-25 years old
- Engaging high-risk individuals in the community as participants
- Meeting with key individuals on a daily basis to gather information on potential conflicts/retaliation
- In coordination with the Violence Prevention Coordinator, referring participants to high-quality services and opportunities in the community (e.g. workforce development programs, GED tutoring, drug treatment, mentoring)
- Ensuring participants remain engaged in services and opportunities they have been referred to
- Following up with each participant in their caseload on a weekly basis
- Actively engaging and educating the community on the Safe Streets Baltimore model and mission
- Advocating for participants in court, when necessary
- Other duties as assigned

#### *Violence Interruption*

- Mediating conflicts between individuals and/or groups
- Canvassing the community on a daily basis to build rapport with high-risk individuals and gather information on conflicts
- Identifying "hot spots" for shootings and violence in the target area
- Working to intervene in circumstances in which violence is likely, including possible retaliation from previous incidents
- Working to understand why a shooting happened and to determine why the team was not informed; developing strategies to be better informed the next time
- Participating, as necessary, in organizing responses to shootings and increasing visibility when shootings/killings take place, including developing networks with other outreach program workers to coordinate an inclusive and strategic response
- Understanding the causes of shootings/killings to assist in mediating situations and preventing retaliation between individuals and groups
- Working with the community and other outreach programs to gain information that may be helpful in preventing violence
- Formulating action plans to resolve conflicts

Attachment A

- Helping individuals deal with "in the moment" stressful events or situations without shooting
- Other duties as assigned

*Administrative Responsibilities*

- Documenting all conflict mediations in the Cure Violence database
- Completing a daily log in the Cure Violence database
- Documenting detailed case notes in the Cure Violence database after every contact or attempted contact with a participant
- Completing a comprehensive Risk Reduction Plan in the Cure Violence database each month with every participant to assess their progress in the following domains: Behavior Change, Employment, Substance Use, Mental Health, Education, Family/Home, and Justice System Involvement
- Attending daily briefings and debriefings at the start and end of each shift led by the Site Supervisor
- Attending weekly team meeting
- Attending monthly citywide Violence Interrupter cluster meeting facilitated by MOCJ
- Other duties as assigned