

# CEASEFIRE MILWAUKEE

---

Ceasefire Milwaukee is a strategy to prevent and reduce gun related violence in Milwaukee. The strategy will be implemented in priority neighborhoods identified by the Blueprint for Peace. For the first year, Old North Milwaukee has been identified for Site 1 implementation. Each site costs \$280,000 to implement on a year-round basis. Each site will be managed by a Site Partner to be selected through an open RFP process. Each Site will employ a team of 5 full time staff and up to 15 seasonal outreach staff. The following is the implementation plan for the first site:

<b>April</b>	<b>May</b>	<b>June</b>	<b>July 2018-June 2019</b>
Public Safety Approval	Site RFP Released	Site Partner Selected	Program Launch
Common Council Approval	Applications Reviewed	Staff Screening and Selection	Site 1 Implementation
Branding		Training and Technical Assistance	

## **Role of the Site Partner**

The Site Partner will serve as a critical partner with City of Milwaukee Health Department Office of Violence Prevention (MHDOVP) in the execution of the Ceasefire Milwaukee program including outreach, case management, community engagement, prevention, and violence interruption activities. The site will serve as the central partner for the daily management and implementation of the program.

## **Role of City of Milwaukee Health Department Office of Violence Prevention**

The MHDOVP will serve as the leading oversight, evaluation, and technical support entity for the site by coordinating the hiring process, providing orientation and training for project staff, participating in community activities, and supporting the partner in effectively implementing the model in the priority neighborhoods. MHDOVP will also establish and manage partnerships between system partners and other city agencies including but not limited to: public health, neighborhood services, law enforcement, community development, block grant, and neighborhood services.

## **Requirements for the Site Partner**

- Currently designated as a 501(c)(3) organization by the IRS in good standing;
- Has obtained and maintained all licenses and registrations necessary to operate as a tax-exempt organization in the State of Wisconsin.
- Can secure and maintain a base of operations for Ceasefire staff within the priority neighborhood.
- Capacity to employ and supervise staff team to work in the priority neighborhood.
- Financial capacity to meet payroll for project staff for at least sixty (60) days in the event that payment under the contract is delayed or a financial penalty for inadequate performance is applied.
- The Site Partner may be defined as a fiscal agent and umbrella agency for community-led violence prevention efforts.
- Commitment to violence prevention

# CEASEFIRE MILWAUKEE

---

Ceasefire Milwaukee utilizes Violence Interrupters and Outreach Workers to address gun violence by using the following approach:

- Identify and monitor trends to determine risk of potential shooting events
- Engage individuals and groups at highest risk of involvement of shooting or killing
- Interrupting potential violence by mediating conflicts and preventing retaliation
- Changing behaviors and social norms of those at highest risk of involvement of shooting or killing
- Using data to inform daily efforts and make necessary changes to interruption strategies

**The Cure Violence model** is a health-derived strategy aimed at reducing gun violence. The target populations are individuals at highest risk of involvement in shootings and killings. Project staff, Violence Interrupters, and Outreach Workers must engage with key individuals in priority neighborhoods. Key individuals are those who meet a minimum of three of the following criteria:

1. Member of a street organization or group known to be actively involved in violence;
2. History of criminal activity including crimes against persons;
3. Leader of a street organization, group or social network involved in violence;
4. Pending or prior arrest(s) for weapons offenses or auto thefts;
5. Victim of a recent shooting;
6. Recently released from prison; and
7. Between the ages of 14 and 25.

## CEASEFIRE MILWAUKEE ACTIVITIES

### Identification and detection of potential shooting events

- Conduct outreach in the priority area on a daily basis to determine potential hot spots
- Convene or attend daily meetings to review crime and shooting data, as well as information acquired through canvassing and community outreach
- Develop a daily plan to address confirmed hot spots

### Violence Interruption

- Conduct mediations between individuals and/or groups by employing mediation strategies and techniques learned during comprehensive training
- Establish rapport with new key individuals/groups (individuals returning to the community, etc.)
- Engage with key individuals/groups on a regular basis for the purpose of violence prevention
- Meet with individuals/groups at highest risk for retaliation to conduct mediation(s) and/or establish resolutions to the conflict
- Ensure staff members are following up with parties involved in the conflict on a consistent basis
- Conduct weekly reviews of Violence Interrupter documentation to ensure that staff members have the necessary relationships and are working with the highest risk individuals

### Outreach and Engagement

- Distribution of public education materials promoting conflict resolution
- Providing information regarding available resources (job training, education, substance abuse treatment, etc.)

# CEASEFIRE MILWAUKEE

---

- Develop community responses to shootings. Within 48 hours of a shooting Ceasefire team contact next-of-kin/extended family to assess situation; coordinate vigil and/or community activity to urge residents to speak out against violence
- Partnering with community groups/organizations to conduct quarterly events
- Communicate violence prevention and conflict resolution strategies to key individuals/groups

## Risk and Opportunity Assessment

- MHDOPV and Ceasefire Site Director will participate in shooting-incident reviews with system partners to coordinate respective prevention and intervention efforts, as well as receipt of crime data for priority area.
- Ceasefire Milwaukee will maintain formal relationships with relevant system partners to receive and analyze data related to shootings and homicides occurring in and around the priority neighborhood, identifying the mechanism by and timeframe within which data will be shared.
- Ensure project staff use data to inform interruption strategies and identify daily plan.
- Engage neighborhood youth and residents in reviewing data related to safety in the neighborhood

## **PERSONNEL**

### **Violence Interruption Staff:**

Ceasefire Milwaukee staff will possess knowledge of the identified neighborhoods, stakeholders, assets, and have demonstrated relationships with residents. They must maintain credibility and the respect of the individuals they aim to work with, this includes trustworthiness to mediate conflicts likely or very likely to result in a shooting/killing.

The team will be selected from a pool of local community residents that may include ex-offenders (except those convicted of domestic violence, child abuse, or a crime of a sexual nature), and others with a demonstrated ability to relate to the target population.

## **REPORTING REQUIREMENTS**

Monthly Program Activity Reports will be used to track efforts of the site team

- Narratives describing activities undertaken for the month and plans for the next month
- Number of key individual contacts
- Number of mediations conducted
- Identification of confirmed hot spots
- Copies of completed Conflict Mediation and Mediation Follow-Up Forms
- Copies of completed Shooting Incident Review forms
- Copies of daily Interrupter Logs
- Copies of Weekly Team Meeting forms

## **METRICS**

In addition to reductions of non-fatal shootings and aggravated assaults, Ceasefire Milwaukee will be evaluated by four key performance indicators:

- Number of participants
- Percent of participants meeting risk reduction goals
- Number of violent conflicts identified and mediated
- Reduction in the number of shootings and murders in the priority area