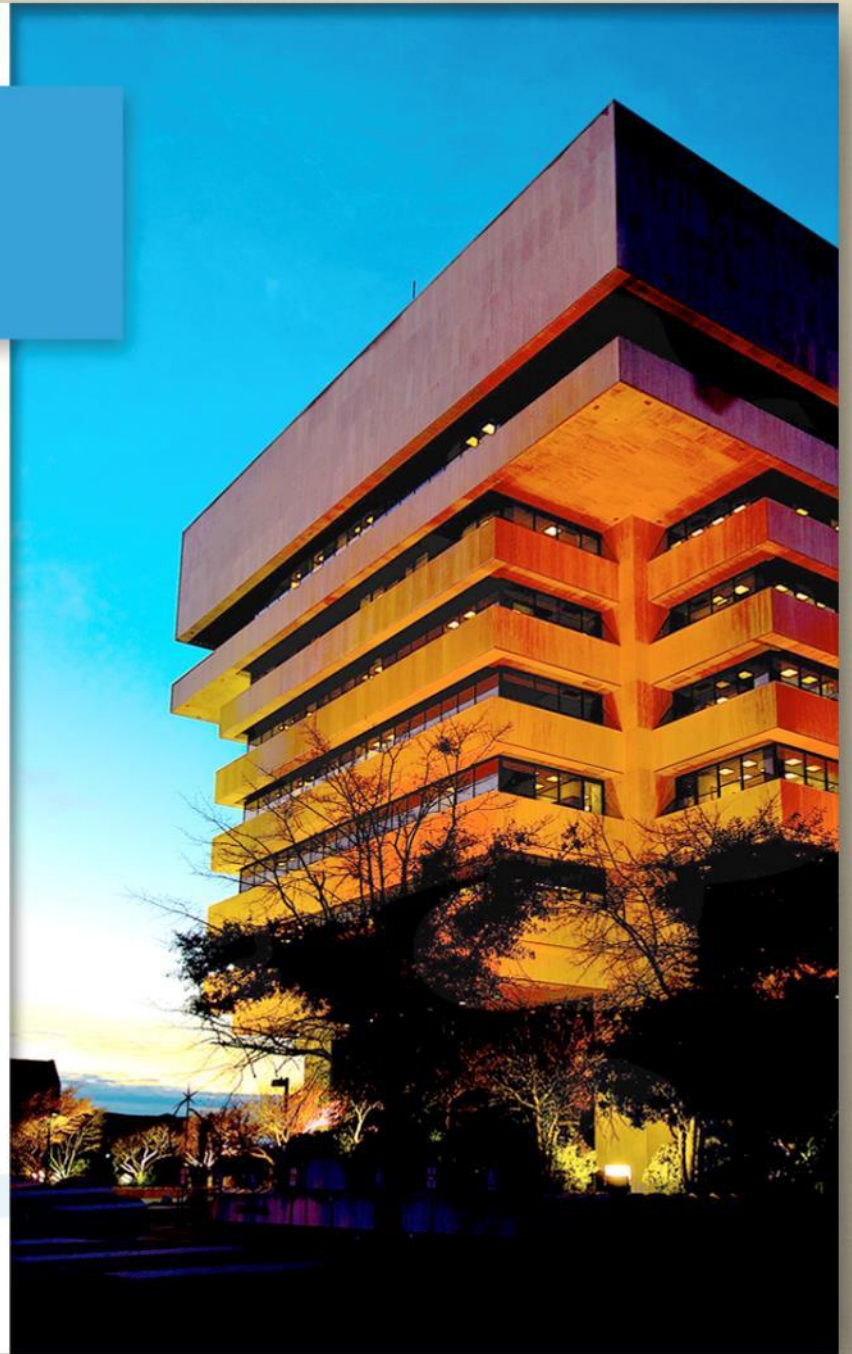


# HAMPTON VA

## **Violence Prevention and Positive Youth Engagement Council Briefing**

**Wednesday  
September 28, 2022**



# Discussion Points

- Council Strategic Priorities
- Results of Stakeholder Input
- Bloomberg Harvard Gun Violence Initiative
- Hopeful Hampton Update
- Office of Youth and Young Adults Updates
- Out of School Time Summer Activities
- Path Forward
- Questions and Answers

# Discussion Points

- Safe & Clean – Ensuring all Hampton citizens and businesses are safe, healthy and secure in their persons and property
- Placemaking – Creating Vibrant and Authentic places reflecting and celebrating the unique culture, history and character of our community

# Bloomberg Harvard Collaboration Track

Hampton

September 1<sup>st</sup>, 2022

# Key Questions Asked of Stakeholders

- How do you think that your time, talents and passions can support our efforts to reduce gun violence?
- Who do you know – in your organization or the community – who can make a difference in our work?
- What or who are we missing as we continue this critical work?

# February 25<sup>th</sup> Results

- Problem Statement
  - Our City seeks to significantly reduce gun violence and the associated harms it causes in our community by addressing the underlying root causes together.
- What Might be Done in the Future to Make a Difference?
  - Family-Based Intervention with Wrap-around Case Management
  - Increase Out-of-School Time Activities



# Acknowledgement of the Team of Nine



**HOPEFUL  
HAMPTON  
TEAM**  
CITY OF HAMPTON CITY LEADERSHIP



MARY BUNTING, CITY MANAGER



ANTON BELL, COMMONWEALTH ATTORNEY



STEVEN D. BOND, ASSISTANT CITY MANAGER



MARK L. TALBOT, POLICE CHIEF



TAMARA TEMONEY-PORTER, HUMAN SERVICES DIRECTOR



LATIESHA D. HANDIE, YOUTH OPPORTUNITIES DIRECTOR



Natale Christian, MA, LPC, Executive Director H-NN Community Services Board



ELLEN B. MADISON, COURT SERVICES DIRECTOR



SYREETA JONES-CASON, Ph.D., DIRECTOR OF STUDENT SERVICES – HAMPTON CITY SCHOOLS

**BLOOMBERG HARVARD**

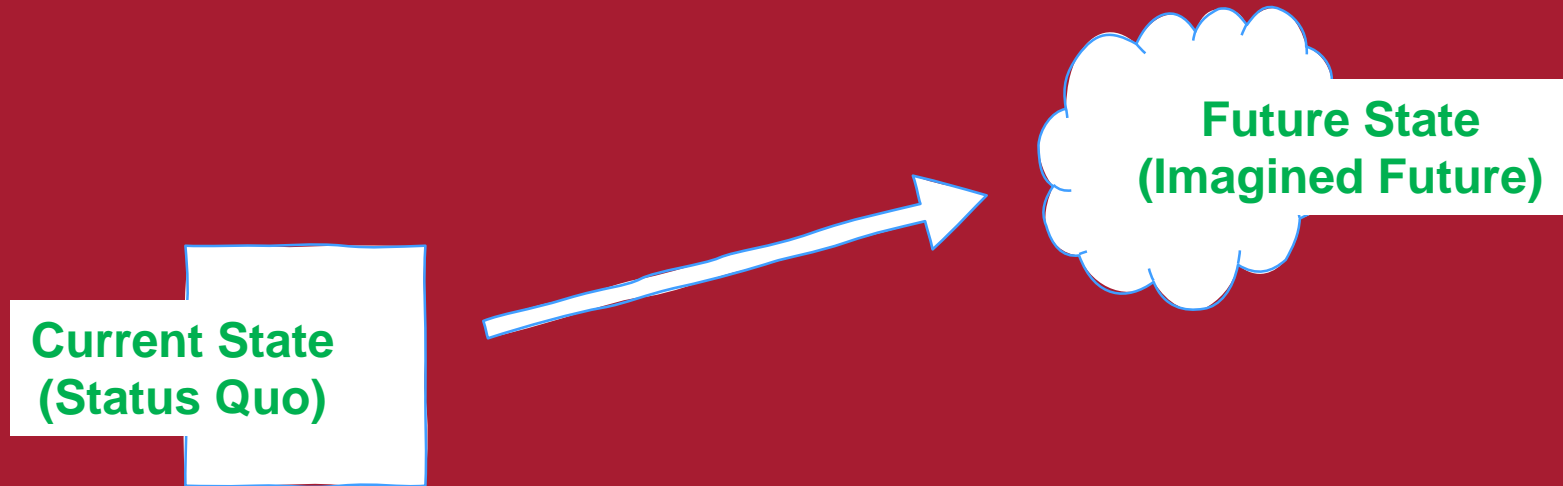
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# Creating Public Value

- Describe the valuable results of government activity
- Recognize the varied dimensions of value that are produced (welfare and justice, individual and community)
- Name, observe, & count the effects
- Evaluate the value of the effects to compensate those who had to give up some of their money to taxation and/or to those who had to give up some of their liberty to the regulatory authority of government



Going from the status quo to an imagined future. We have an idea for change – an idea to create Public Value.

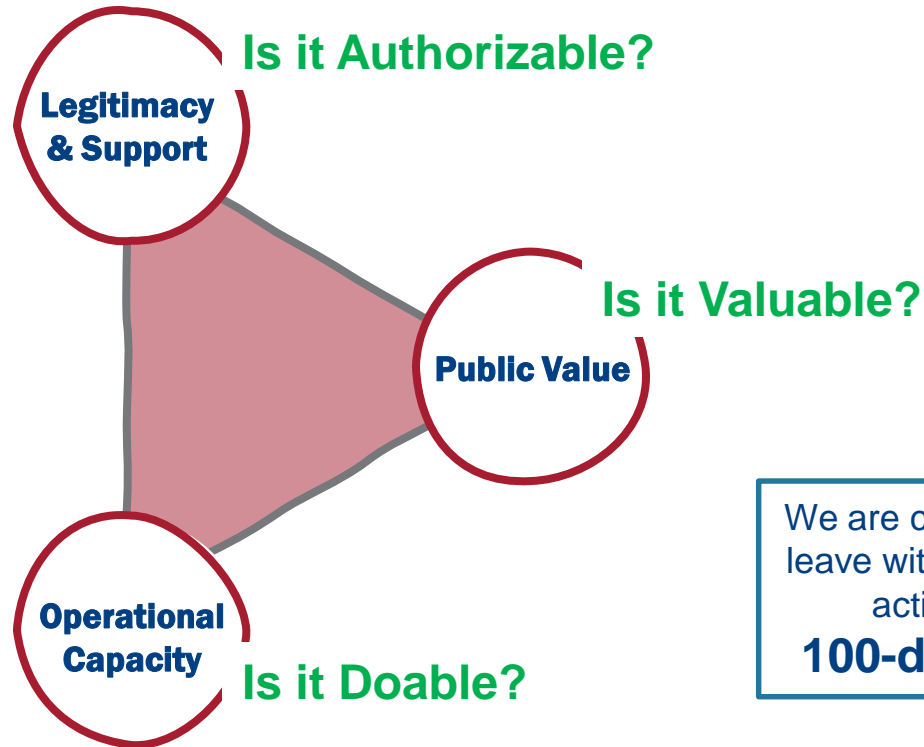


# Developing the “idea for change” ...

## Select work...

- **Challenge Construction:** What is the challenge or issue? Why is it important that this issue be addressed? Argument(s) to mobilize others to pay attention and be involved.
- **Problem Deconstruction:** What are the root causes of the issue (where could interventions be aimed)?
- **Entry Points:** Against which root cause(s) might we stage our initial intervention - to begin our work and/or our learning?
- **Public Value Proposition:** A concrete statement of the “means” and “ends” of the action(s) we plan to take to create Public Value

# We then develop & test the “idea for change” using the Strategic Triangle.



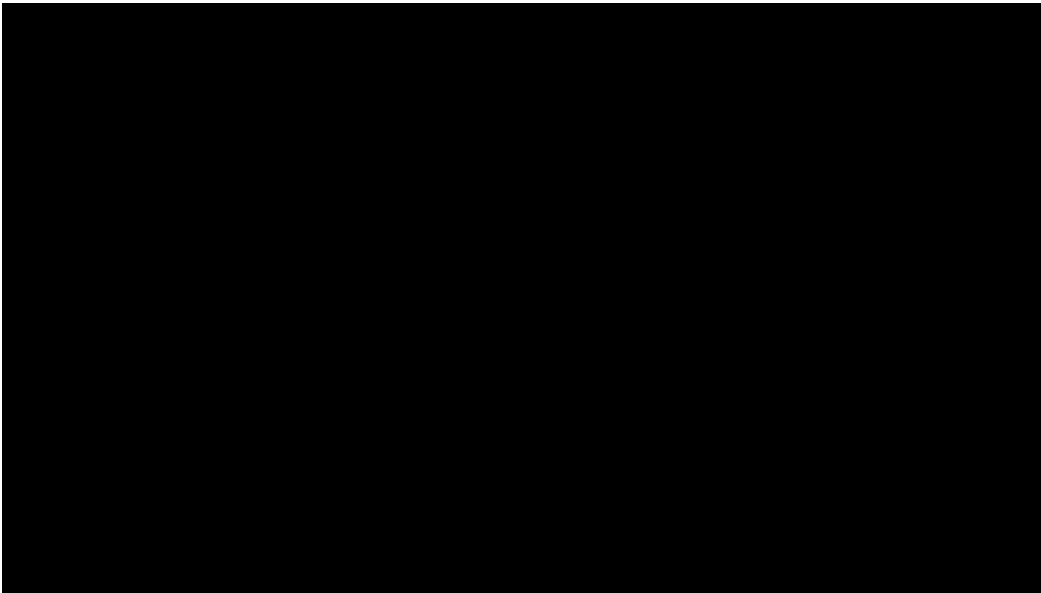
We are challenged to leave with a tangible, actionable **100-day plan!**

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# Problem Construction Deconstruction

# Selling Solutions vs. Solving Problems

What is the problem & why does it matter?  
This exercise will help paint a broad picture of the challenge.



PROBLEM STATEMENT:  
OUR CITY SEEKS TO  
SIGNIFICANTLY REDUCE  
GUN VIOLENCE AND THE  
ASSOCIATED HARMS IT  
CAUSES IN OUR COMMUNITY  
→ BY ADDRESSING ROOT CAUSES, TOGETHER  
(UNDEVELOPING)

# Constructing your problem

- What is the problem?
- Why does it matter?
- To whom does it matter?
- How do we get them to give it more attention?
- What will the problem look like when it is solved?

## What is the Problem (maximum 3 sentence statement).

1. The problem is gun violence in our community and its impacts.
2. Finding ways to address gun violence in a holistic approach.
3. Defining the scope of the problem and the solutions.

# Why does it matter?

## Why does it matter?

Violence in the community threatens our most fundamental right to life, negatively impacts perceptions of safety, and obstructs the health and well-being of individuals, businesses, neighborhoods, and community stakeholders.

## Why does it matter?

Gun violence negatively impacts the marketplace and leads to community and individual trauma, resident flight, and detracts revenue-generating businesses from the city.

## Why does it matter?

The ancillary effects of gun violence are pervasive. They lead to less involved residents fearful of speaking up about crime or individuals likely to carry a gun in fear of retaliation.



# To whom?

To whom does it matter? (Who is most affected by the problem and how are they affected?)

- It matters to families of victims and offenders, elected officials, the broader community, and persons responsible for overseeing public safety management.
- There are different levels of impact.
- Victims and communities are affected by traumatization and possible retaliation.
- Gun violence reduces voter trust and perceptions of safety causing:
  - loss of life
  - loss of tax revenue
  - residential and business flight

# What does the solution look like?

What does the problem look like when it is solved?

- Rate of gun violence would be greatly reduced (50% within 5 years)
- Integrated system of care with multiple entry points
- More parental involvement
- Greater quality of life
- Decrease in court dockets
- Increased sense of safety in all public spaces
- Reduction in illegal guns carried in public spaces

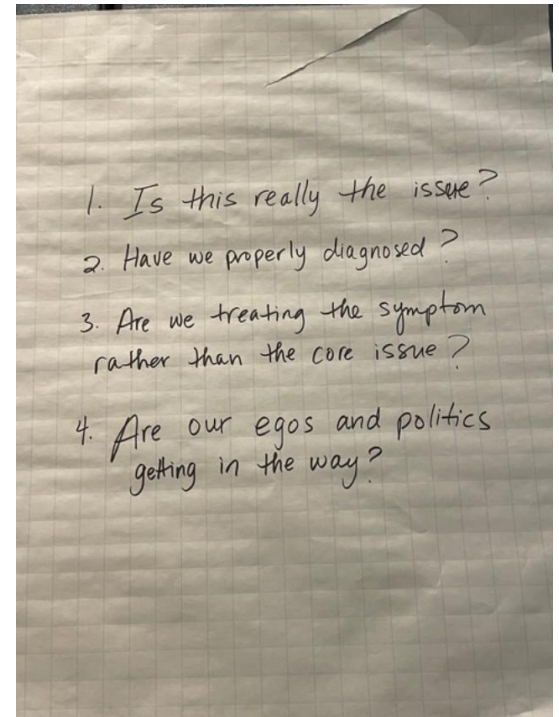
# So why does the problem exist? The five whys

What is the problem & why does it matter?

This exercise will help paint a broad picture of the challenge.



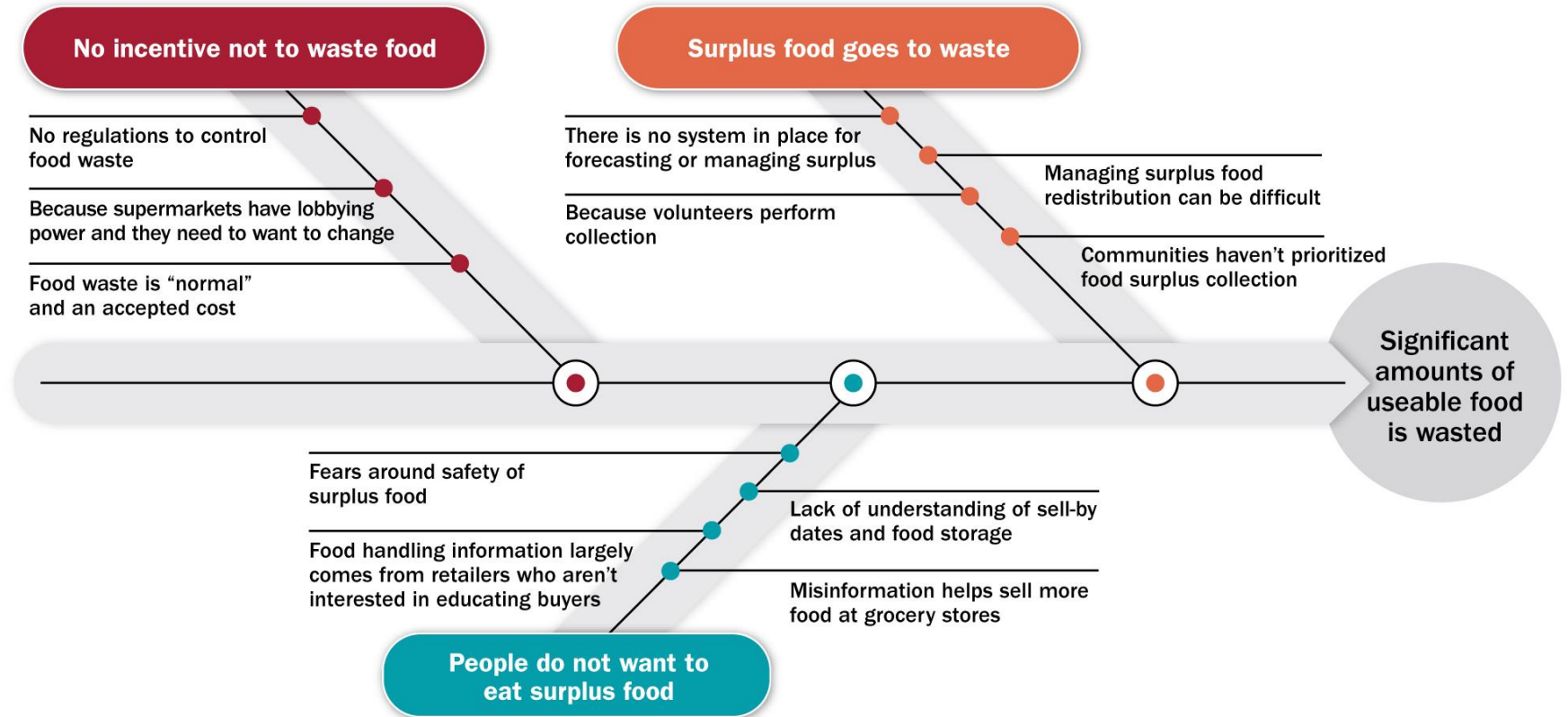
**PDIA**  
Building Capability  
by Delivering Results



# An example of “5 why” conversation in action



# Creating a Fishbone

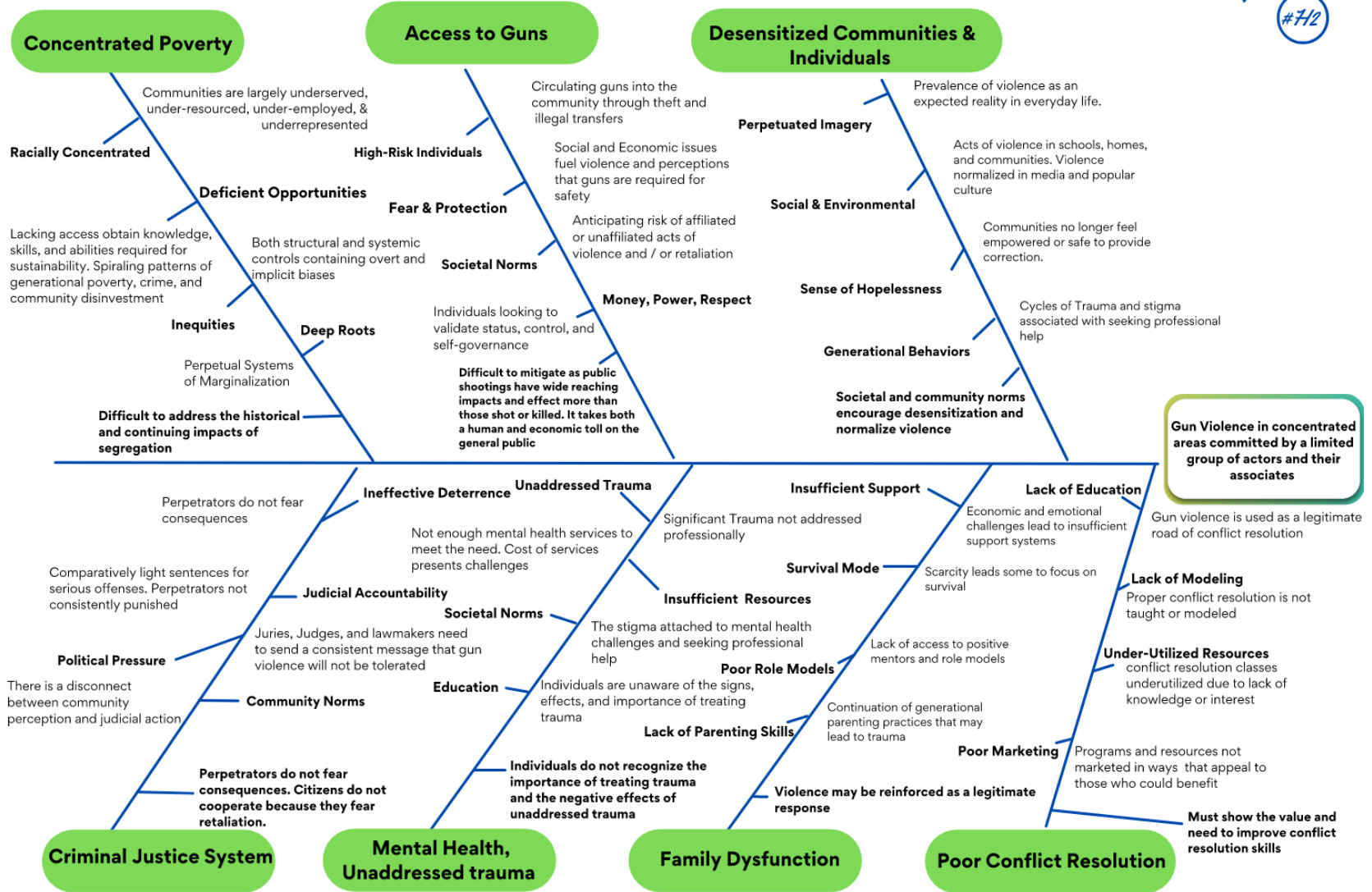


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# Discuss Fishbone



The Fishbone is a hypothesized compilation of thoughts and perceptions influencing crime-committing populations to generate entry-point conversations amongst community stakeholders and professionals.



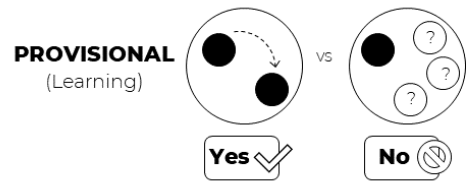
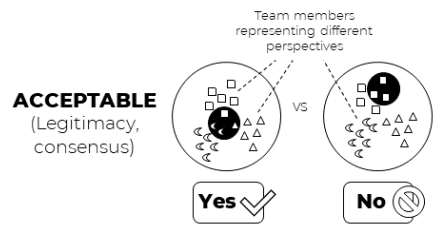
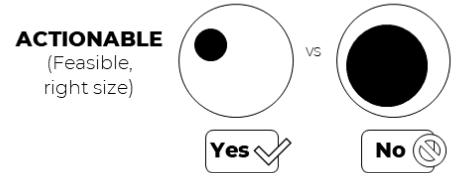
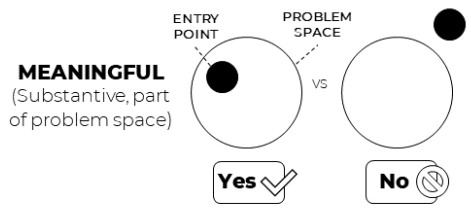
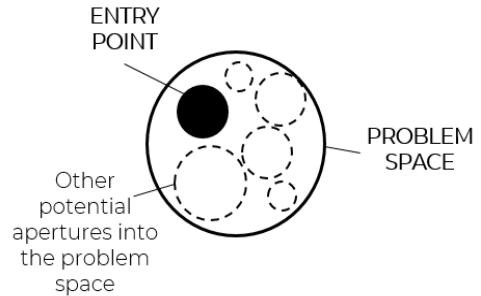


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# Finding Entry Points

# Finding Entry Points

## Thinking Big, Starting Small



### THE PURPOSE

- To help you find a place to start working on the problem. An “entry point” into the problem space is a first focal point for a collaboration.

### THE EXERCISE

- Working from your fishbone diagram, discuss the various causes/entry points identified.
- Use the criteria of Meaningful, Acceptable, Actionable, and Provisional (MAAP) to evaluate your options. Ask yourself: Is the entry point meaningful in light of the larger issue? Is it actionable given the time horizon and capacity of the team? Is it acceptable to the main stakeholders? And is it provisional: does it allow the team to learn more about the problem and identify next steps?

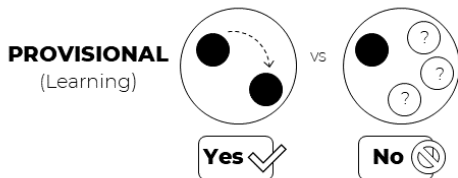
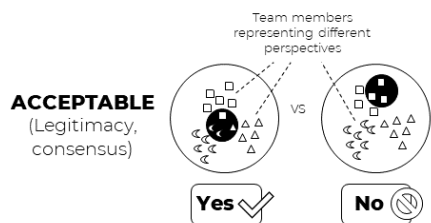
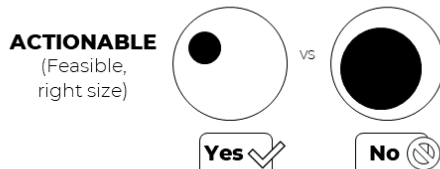
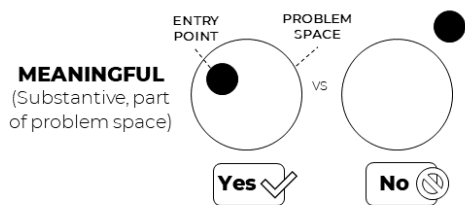
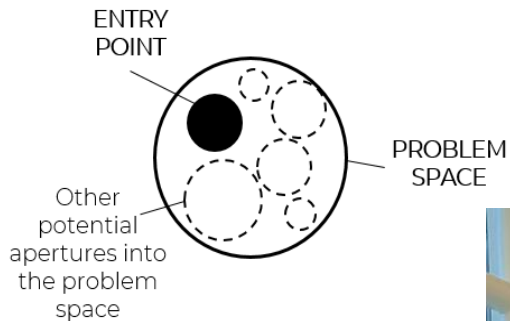
### TIPS

- Entry points are a starting point for focused analysis and proposed action. They do not replace or diminish the broader issue area that a team hopes to ultimately address.

Source: Figures created by Eva Flavia Martinez Orbezo for the forthcoming article *Entry Points: Gaining Momentum in Early-State Cross-Boundary Collaborations*. (Expected publication in *The Journal of Applied Behavioral Science*: Fall 2022.)

# Finding Entry Points

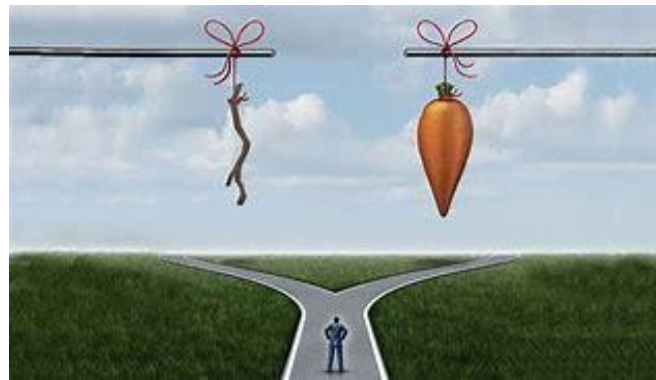
## Thinking Big, Starting Small



Source: Figures created by Eva Flavia Martinez Orbeago for the forthcoming article *Entry Points: Gaining Momentum in Early-State Cross-Boundary Collaborations*. (Expected publication in *The Journal of Applied Behavioral Science*: Fall 2022.)

# Focused Deterrence Model

1. Intervene with high-risk individuals (and their social networks) to prevent future gun violence.
2. Primary focus is to save lives (A commitment to saving lives by any means necessary)
3. Prefer to offer services that provide individuals with a meaningful opportunity to change their behavior
4. Alternatively, we will remove them from the community to protect their lives and the lives of others



# Benefits of this Entry Point



1. Meets the MAAP criteria ( it is Meaningful, Acceptable, Actionable, and Provisional)
2. Addresses the way that gun violence actually spreads (through individuals and their social networks)
3. Limited enough to provide quick lessons (gaps in services, other stakeholders that need to be engaged, opportunities for possible early intervention)
4. Recognizes and respects that each individual is unique and a cookie-cutter approach is unlikely to be effective.
5. Recognizes the unfortunate reality that we will not be able to reach and change the behavior of all those at risk.

---

# Public Value & Proposition



# Dimensions of Public Value

## 1. PICKING A PROBLEM

	WELFARE	JUSTICE
INDIVIDUAL	<p>"My wellbeing"</p> <ul style="list-style-type: none"><li>• Needs met</li><li>• Wants satisfied</li><li>• Welfare and security advanced</li></ul>	<p>"My rights and duties"</p> <ul style="list-style-type: none"><li>• Rights protected</li><li>• Autonomy and dignity secured</li><li>• Just duties fairly imposed</li></ul>
COLLECTIVE	<p>"Our wellbeing"</p> <ul style="list-style-type: none"><li>• Prosperous and inclusive economy</li><li>• Safe and healthy social and physical environments</li></ul>	<p>"Our rights and duties"</p> <ul style="list-style-type: none"><li>• Equal protection of rights</li><li>• Universal protection of dignity and autonomy</li><li>• Fair and equitable treatment of groups</li><li>• A just social order</li></ul>

### THE PURPOSE

- To distinguish the various dimensions of public value at stake. Listing and grouping the various dimensions of value is a first step towards crafting a compelling public value proposition.

### THE EXERCISE

- Ask yourselves: How would solving the problem affect different individuals, groups, and the community at large?
- How would solving the problem create a more prosperous, safe, healthy, just, and inclusive society?

### TIPS

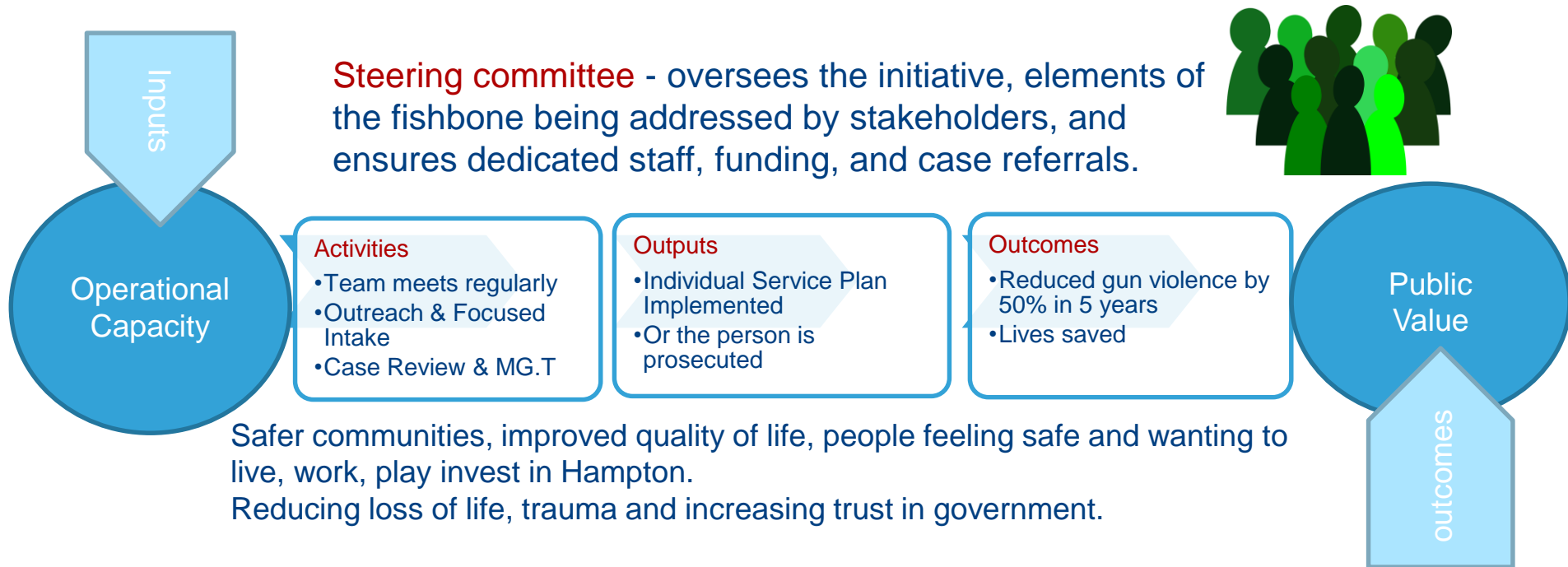
- Remember to consider both items of welfare (tangible benefits) and justice/equity (just relationships). Both are valued by individuals and society.
- Also consider costs, such as duties that will be imposed – and that may reduce freedoms and/or impose financial obligations.

Source: Moore, de Jong, Moore, and Veth. (2020). Public Value Tool Kit, Bloomberg Harvard City Leadership Initiative.



# The New, Collaborative Approach

**Focused deterrence approach** —selected high-risk offenders and victims (vulnerability list) receive concentrated law enforcement attention and, simultaneously, offers of concentrated wrap-around services through direct, persuasive communication and rigorous follow-up of these commitments.<sup>1</sup>



Scott, M. S. (2017). *Focused deterrence of high-risk individuals*. Center for Problem-Oriented Policing.

# Public Value Proposition

## 3. DRIVING CHANGE

**“We will tackle <describe problem concisely>, because <name the public value at stake>. We will do so by <describe contours of your approach> with the expectation that <describe concrete goals>. We will know we have succeeded when <name performance metrics>.”**

*Developed by Mark Moore and Jorrit de Jong.*

### THE PURPOSE

- To succinctly articulate the means and ends of the work that you seek to accomplish.
- The statement is similar to an elevator pitch, and it is used to align a team of cross-boundary actors around a stated intent.

### THE EXERCISE

- Using the template, the team fills in their understanding of the important and unique elements of their intended work.
- The phrase is then shared with stakeholders to gain their agreement or learn their dissenting views.

### TIPS

- The exercise may need to be repeated as the team seeks to gain ongoing alignment.
- Be sure to identify the segment of society for which the concrete goals will be achieved.
- Defining concrete performance metrics is key to making sure stakeholders are thinking the same thing about the general objectives.

# Public Value Proposition

**“We will tackle disproportionate rates of gun violence that occur in concentrated areas of our City amongst a limited group of actors & associates, because we want to minimize the loss of life, reduce community trauma, increase trust in government and make Hampton an even better/safer place to live, work, play and invest.**

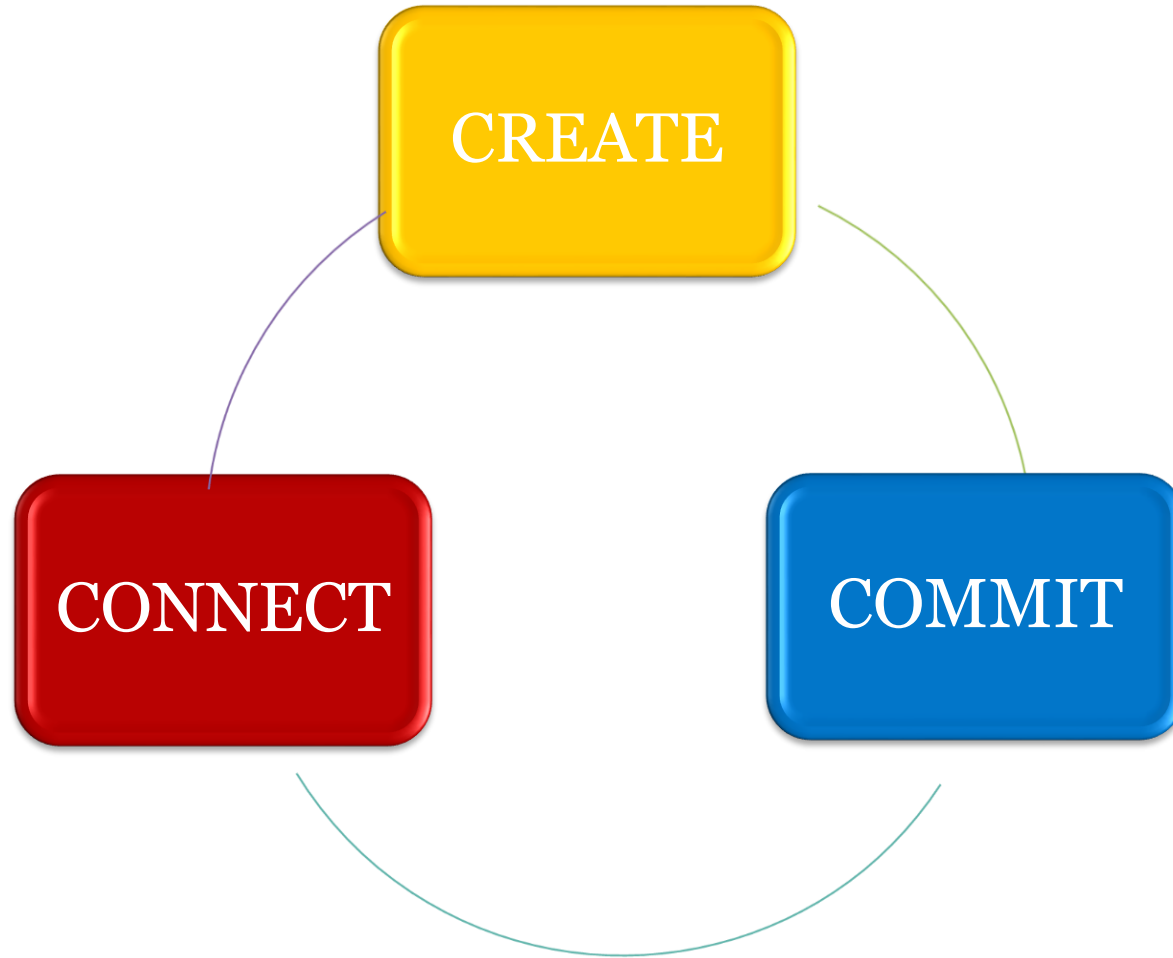
**We will do so by engaging with those individuals & their associates who create the most crime in our community to save their lives and the lives of others while ensuring accountability to public safety with the expectation that gun violence will be significantly reduced.**

**We will know that we have succeeded when fatal and non-fatal shootings are reduced by 50% and citizen perception of safety is rated at 85% or higher within 5 years.”**

---

# Appeal to Larger Group of Stakeholders

# Three C's of Partnership



# Create

Think “beyond the box” and not just outside the box. This is thinking as if the box never existed.

Do not be afraid to try something new

Develop S.M.A.R.T goals for reaching desired outcomes



# Connect

Identify stakeholders and community partners that can help develop goals and implement the vision.

Involve individuals at all levels of the organization as they each have a unique perspective.

An administrator may not have first-hand knowledge of day-to-day operations. Someone at the table with this experience is needed to provide the “reality” for goals.



CONNECT



# Commit

Talk with key stakeholders to discuss the impact of practice change  
(i.e. City leadership, Fire/EMS, CSB)

Include individuals that are engaged and those that are disengaged  
in the planning

Keep agencies updated about the progress

Schedule regular check-ins to talk about status updates



# Overall

The plan for partnership must be connected to the values, mission, and culture of both law enforcement and human services

Goals and objectives must be aligned with legislative mandates, fiscal limitations, and local trends

The partnership must meet the community's need for safety



# Challenges

Establishing buy-in and shared vision

Budget and staffing constraints

Monitoring progress



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# Update on Goals

# 30 Day Goals Update

1. To reconvene our larger group of 40 community members to update them on our learning, apprised them of our progress, and solicit their support for moving forward with this and/ or other elements of our Fishbone analysis

Completed this task on September 1, 2022.

2. To specifically recruit the additional members we need on our regular focused deterrence team (ex. Community Services Board)

We recruited and incorporated the Community Services Board into the Steering and Implementation teams

3. To convene our small group, review the vulnerability list, and pilot 3 case studies (one adult, one juvenile, and one victim) to inform our decision-making on the permanent dedicated team members

We convened the group to review 3 cases (one adult, one juvenile, and one social network).  
Challenges identified:

- Limited opportunities for those currently facing serious charges (focus on family and network)
- Importance of identifying entry point for conversation and what agency should make contact
- Separating the roles of law enforcement and service delivery (not tying services to cooperation with LE)
- Importance of having conversations with the individuals to inform and shape the plan

# 50 Day Goals Update

1. Have our dedicated team in place and actively working on the first case(s)
  - Have identified the implementation Team and begun the training
  - Chartered team to actively work on cases and develop individual plans in the next 30 days
  - Have liaisons who serve on both the Steering Committee and Implementation Team
  - The entire Steering Committee will meet with the Implementation Team on a quarterly basis
2. Convene subgroups on other elements on Fishbone analysis, recruiting other members from our larger community group
  - Are following up with stakeholders after the September 1 meeting to establish these teams
3. Have the baseline community perception of crime (for metric purposes)
  - Have identified the Citizen Satisfaction Survey as a tool to measure



# 100 Day Goals Update

1. Have engaged (and hopefully connected to services) a minimum of 5 people off the vulnerable list

Have engaged 3 people off of the vulnerability lists & provided services

2. Have preliminary recommendations from other subgroups

Are currently organizing the subgroups

## Challenges we have experienced:

- COVID delayed efforts initially to meet (took some time to establish a regular meeting schedule)
- Challenges with individuals who have serious pending charges
- Challenges coming up with a framework of an individualized plan prior to meeting with the individuals
- Determining the entry points and lead agency for specific cases (proper agencies for each case)
- Safety plan for agencies and individuals
- Challenging cases are by definition challenging

# Year Goals Update

1. Have engaged with (and hopefully provided services) to a minimum of 15 people off the vulnerability list

We may need to revise this number downward given our delayed start

2. Begun implementation of other subgroup recommendations

Still realistic, some recommendations will take longer

3. Expect to see at least a 10% reduction in gun violence

Still a realistic goal

Making progress in reducing gun violence “see next slide”

<b>City of Hampton</b>				
<b>Gunshot Injury Data of Murder &amp; Assault Offenses</b>				
<i>Jan. 1- Sep. 6, 2021 vs. Jan. 1- Sep. 6, 2022</i>				
<b>Injury Type</b>	<b>YTD 2021</b>	<b>YTD 2022</b>	<b>DIFF</b>	<b>% DIFF</b>
<b>Persons Deceased with Gunshot Injury</b>	<b>17</b>	<b>14</b>	<b>-3</b>	<b>-17.65%</b>
<b>Persons Injured from Gunshots (not deceased)</b>	<b>50</b>	<b>44</b>	<b>-6</b>	<b>-12.00%</b>
<b>Total Persons with Gunshot Injuries</b>	<b>67</b>	<b>58</b>	<b>-9</b>	<b>-13.43%</b>
<b>Race / Gender</b>	<b>YTD 2021</b>	<b>YTD 2022</b>	<b>DIFF</b>	<b>% DIFF</b>
<b>BLACK MALE</b>	<b>55</b>	<b>46</b>	<b>-9</b>	<b>-16.36%</b>
<b>WHITE MALE</b>	<b>5</b>	<b>3</b>	<b>-2</b>	<b>-40.00%</b>
<b>BLACK FEMALE</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0.00%</b>
<b>WHITE FEMALE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>HISPANIC MALE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>ASIAN</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>AMERICAN INDIAN</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>UNKNOWN FEMALE</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>N/C</b>
<b>Victim Age Range</b>	<b>YTD 2021</b>	<b>YTD 2022</b>	<b>DIFF</b>	<b>% DIFF</b>
<b>ADULT</b>	<b>58</b>	<b>54</b>	<b>-4</b>	<b>-6.90%</b>
<b>JUVENILE</b>	<b>9</b>	<b>4</b>	<b>-5</b>	<b>-55.56%</b>
<b>Gunshot Injuries from Justifiable Homicide Incidents</b>	<b>YTD 2021</b>	<b>YTD 2022</b>	<b>DIFF</b>	<b>% DIFF</b>
<b>Justified Homicide</b>	<b>4</b>	<b>0</b>	<b>-4</b>	<b>-1</b>

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# Case Study

# Case Studies

Initially we had 3 case studies

Wanted to put the theory into practice

Needed to identify gaps and challenges

Needed to know who was critical to have as part of the core team

Wanted to begin the practical learning process

We will go through a case study today



# Case Studies

- We will walk through 2 case studies today
- Identifying information has been removed to protect the privacy of participants
- Case 1 involves a juvenile
- Case 2 involves a young adult
- We will be limited in some of the details that we provide to protect confidential information.



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# Case Study #1

# Situation / Background

- Young person shot over three times (shot on multiple occasions)
- Has several criminal charges pending
- High likelihood of being shot again
- Mother Deceased, Father in and out of criminal justice system with no stable resident
- Not on track to graduate



# Potential Causes

Based on life, criminal, and social histories the following deficits may act as contributing factors to violence:

- Family Dysfunction
- Homelessness / Unstable housing
- Lack of mentoring
- Lack of employment
- Medical conditions
- Unaddressed Trauma

# Description of Services to be Provided

- Determine the client's needs and interest
- Identify a positive mentoring relationship (may begin during or after commitment to DJJ)
- Initiate counseling for the unresolved trauma and family dysfunction with parental consent
- Find viable housing;
- Gain the support of caring family member
- Determine incentives for participation;
- Restorative justice with victims

# Assisting Organizations

Human Services

Court Services Unit

Office of Youth and Young Adult Opportunities

Hampton – Newport News Community Services Board

Hampton City Schools



# Gaps in Services

- Temporary housing
- Mentors
- Established community connection
- Reliable trusted support system





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# Case Study #2

# Situation / Background

- Young person dies leaving behind: a mother, 2 siblings, and a child
- The victim was murdered as a result of a dispute between a family member and his friend regarding a robbery
- Family has a criminal history and may have the potential to incite violence
- Police contacted a credible messenger (violence interrupter) after the homicide to instill community calm and to deescalate potential retaliatory efforts



# Potential Causes

Based on life, criminal, and social histories the following deficits may act as contributing factors to violence:

- Family Dysfunction
- Poverty
- Community Tensions
- Unaddressed Trauma

# Description of Services to be Provided

Determined family's needs and supports

Determined incentives for trauma-informed counseling participation

Assisted child & surviving mother with healthy family services

Assisted siblings in gaining meaningful employment



# Assisting Organizations

Human Services

Office of Youth and Young Adult Opportunities

Hampton Police Division

Hampton City Schools

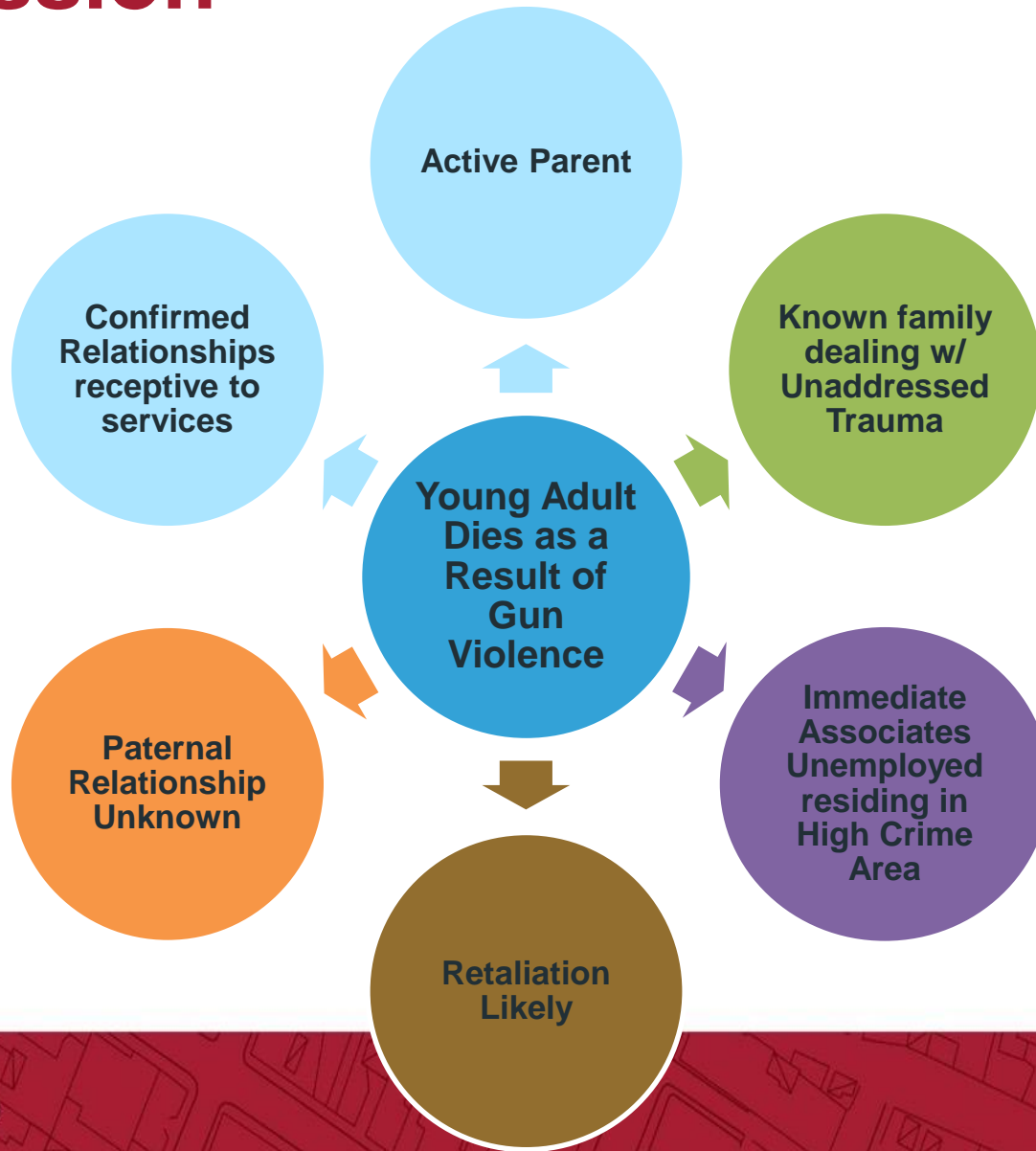
Commonwealth Attorneys Victim Service Unit

US Army





# Case Management Resource Discussion





# What we Learned – Case Management Resource Discussion

- Establishing trust and relationships is key
- To be effective we must reach people where they are
- Some of our approaches will be innovative and non-traditional
- We have a lot of resources at our disposal
- We will have to engage stakeholders to fill gaps
- A “one-size fits all” approach will not work

**Resource Scenario Survey:** Illustrates an overview of identified resources to determine councils consensus of deploying services and various activities.



**Green Dot: Completely comfortable with offering**



**Yellow Dot: Not Completely comfortable, but okay with funding other entities to support**



**Red Dot: Not Comfortable – need to seek an alternative way to support**

# Resource Scenario Survey

Education	Out-of- school time activities	Employment	Family Support	Mental Heal	Alternatives to incarceration
Economic Assistance for Vocational Courses	Economic assistance or scholarships for individuals to participate in prosocial events and/or programs	Economic assistance to purchase work related protective gear, clothing, materials	Economic Assistance for Burial Services	Economic Assistance for Counseling	Temporary Assistance for Housing
Economic Assistance for GED Courses	Incentives for participation in mentorship programs	Economic Assistance for training & registration fees	Incentives for Participation in Counseling	Economic Assistance for Substance Abuse Services	Food Vouchers
Incentives for participation in technical training	Economic Assistance for community group field trips	Economic Assistance for Obtaining identification	Incentives for Participation in Family/ Parenting Sessions	Economic Assistance for Psychiatric Care	Clothing Vouchers
Incentives for participation in conflict resolution courses		Economic Assistance for Pre-employment Screenings : drug testing, tattoo removal, background checks, fingerprinting	Economic Assistance for Temporary relocation for persons who do not qualify for Human services or Commonwealth Programs	City Space for families to utilize for memorial services & gatherings	Transportation Vouchers or Passes

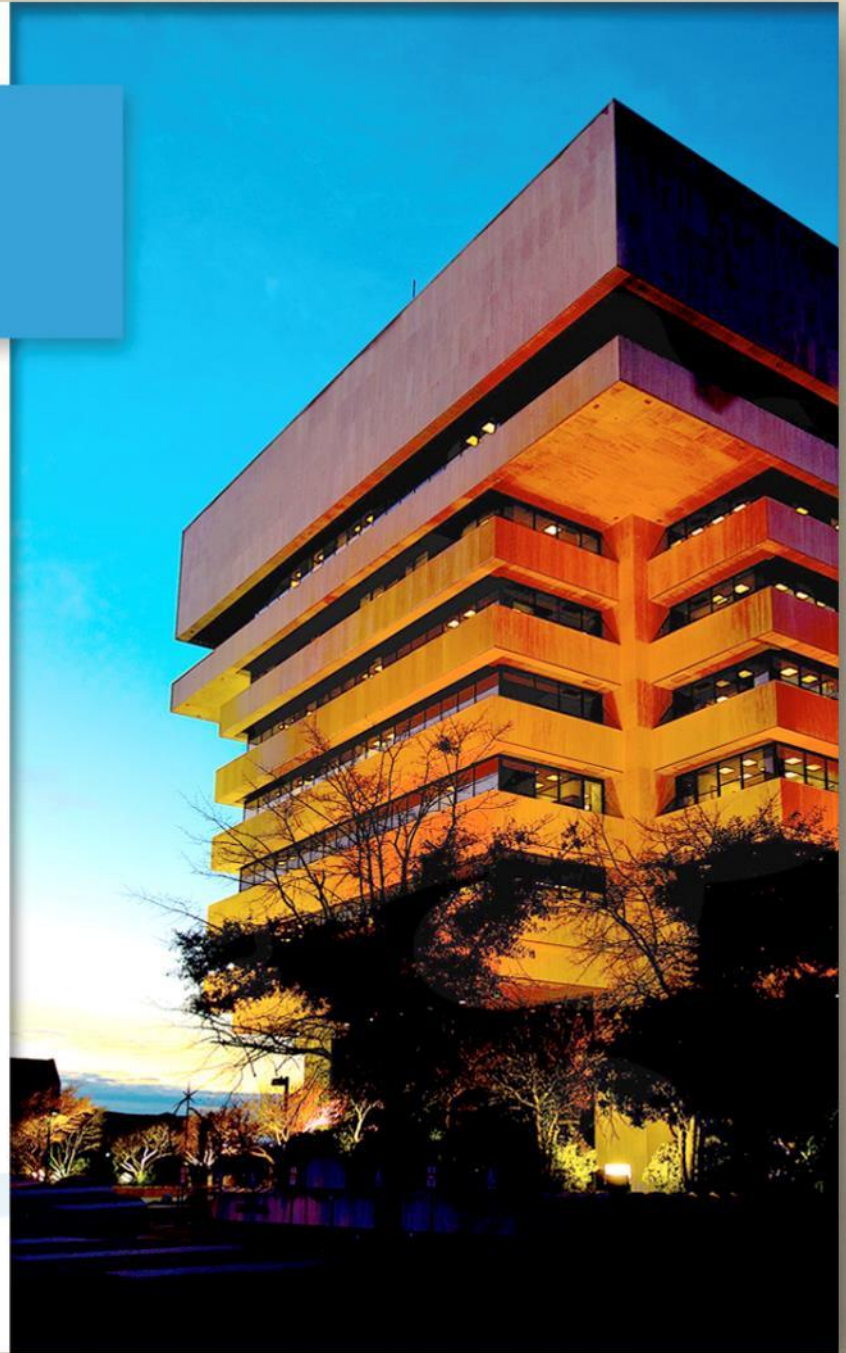
# Questions

Any questions about our process or efforts?



# HAMPTON VA

## Office of Youth and Young Adult Opportunities Update



# Discussion Points

- Department Mission
- Revisit October 2021 Safe and Clean Update
- Team Composition
- Position Descriptions
- Programs
- Outcomes
- Hampton United Focus Areas
- Scorecard Review and Recommendations
- Case Management Resource Discussion
- Department Grant Funding Sources





# Department Mission

The Office of Youth and Young Adult Opportunities ensures that Hampton creates better outcomes for youth and young adults. We strive to provide meaningful alternatives to violence, drugs, and gang participation while addressing unresolved trauma and supporting returning citizens.

We accomplish this goal by working collaboratively with support agencies and grassroots organizations to provide:

- Transformative mentoring
- Peer & family engagement
- Emotional & social support
- Restorative & re-entry services
- Workforce readiness & development
- Neighborhood-based programs
- Crisis intervention & more



# October 2021 Safe and Clean Recommendations

- Deploy Community Assessment on Perceptions of Crime and Safety
  - Report findings in February 2022
  - Determined unsupervised youth, drugs and mental health wellbeing seen as core contributors to crime
  - Large gap between knowing of and using community resources
- Evaluate Department Structure and Needs
  - Restructure and Reclassify Job Descriptions & Working Titles
  - Hire Full Time Credible Messenger
- Execute Programs
  - Operationalize new and existing grant opportunities
  - Activate the former Youth Connect Program now known as Opportunity Connect
  - Increase participation and diversified the composition of Summer Youth Employment
  - Implement and coordinate pro-social events and programs





# October 2021 Safe and Clean Recommendations

- Implement goals and objectives for the Hampton United (HU) Initiative
  - Establish relationships with support agencies to obtain data necessary to drive intervention, prevention, reentry and awareness efforts
  - Update the Hampton United Roadmap Scorecard to reflect 2019-2021 metrics
- Identify an (HU) area Entry Point
  - Case Management
  - Increase pro-social out-of-school time activities



# Team Composition



- 6 Full Time Positions
- 7 Part Time Positions
- 128 Youth Positions



# Position Descriptions

## Community Engagement Supervisor – formally known as a Senior Family Services Supervisor

- Oversees the Violence Reduction Roadmap, develops implements and evaluates a variety of youth violence prevention programs and supervises the Community Engagement Specialist.

## Community Engagement Specialist – formally known as a Senior Family Services Specialist

- Works to create strong relationships between community groups to promote resources and services, manages the city's resource guide, and represents the department as active member of committees and boards.
- Hosts community conversations and youth townhalls and supports coordination of Hampton City Schools Mentorship Program.

## Credible Messengers/Violence Interrupters

- Provides direct intervention with individuals in crisis situation to reduce violence and create community calm while establishing relationships with vulnerable individuals impacted by or participating in violent activities to connect to services. (proposed – funding to non-profits)



# Position Descriptions

## Senior Family Services Coordinator – formally known as a Violence Prevention Coordinator

- Develops and coordinates service plans to connect individuals and their associates to resources and services, programs, annual conferences and manages the work of the outreach support workers.

## Outreach Support Workers – formally known as credible messengers

- Responsible for supporting and hosting community events, creates messages shared with the public to raise awareness, develops social network maps to visualize relationships or connections between vulnerable, people, groups and organization, chronicles critical incidents impacting local and regional communities.
- Becomes acquainted with and supports key individuals in the community on a regular and routine basis.

## Summer Youth Employees & College Interns

- Individuals age 16-24 who work in private and public sector for 10 weeks to earn paid workforce experience and mentorship through the office of youth and young adults.
- College students who help to program and support the summer youth employment and annual conference.



# Purpose of Positions

## Grant Projects and Grant Coordinator

- Research, analyze and evaluate administrative, operational and organizational procedures, programs, goals and objectives to achieve maximum utilization of resources.
- Manage all aspects of the department budget, grant programs and office procurement processes.
- Prepare written and oral reports, proposals and presents funding recommendations and department update reports.

## Senior Family Service Specialist

- Performs a broad spectrum of senior level clerical, technical and administrative duties in support of the Office of Youth and Young Adult Opportunities.
- Supports a variety of special projects as required.

## Director

- Performs managerial work-leading the operations of the Office of Youth and Young Adult Opportunities in planning and implementing a broad-based community-wide violence reduction plan.
- Administers intervention, prevention, reentry and awareness services to meet the needs of a diverse community dealing with complex challenges.



# Programs



## Grants

•The grants are  
purposed to  
fund grassroots,  
community-  
based  
organizations;  
and  
neighborhood  
groups aiming  
to create  
positive  
activities,  
services, and  
programs in the  
areas of  
Awareness,  
Prevention,  
Intervention,  
and Reentry.



## Summer Youth Employment

•A 10-week  
professional  
skill-building  
program for  
Hampton Youth  
and Young  
Adults ages 16-  
24 where  
individuals earn  
money, set  
career goals,  
and participate  
in  
transformative  
training.



## Opportunity Connect

•Linking  
Hampton  
Families and  
Communities to  
empowering  
resources and  
services.  
Specific goals  
include  
mitigating  
trauma,  
repressing  
needless loss of  
life, community  
building and  
empowerment,  
family  
assistance, and  
supporting  
individuals  
transitioning  
from  
incarceration.



## Events & Program

•Engaging young  
people to  
provide positive  
activities —  
sports,  
mentoring,  
expression,  
training.





Office of Youth and Young Adult Opportunities Outcomes (October 2021 – September 2022)



Grants

**\$1,139,633<sup>A</sup>**  
**\$44,066.99<sup>M</sup>**



Opportunity Connect

**1,118+**  
Participants

**\$36,958**  
Funding

Junior Commonwealth Program

Healing Hampton Garden

Economic Assistance & Counseling Services

Deestroying Head Tap Showdown @ Gosnolds Hope Park

Community Basketball Hampton Hoops, 50 Strong Y.H. Thomas, Virginia Peninsula



Programs & Events

Mayor's Teen Town Hall **48** Participants

Hampton Community Assessment **197** Individual Respondents

Implemented Credible Messenger Training

**3** Residents Connected to Counseling

Facilitated Youth Voice Session CNU Hampton Roads Social Justice Conference

National Crime Victims Right & Youth Violence Week Partnership

Bloomberg Harvard City Leadership Initiative Collaboration Track Partnership

**4** Community Clothing Drives & Professional Tutorials

**4** Saturday Kickback Partnership

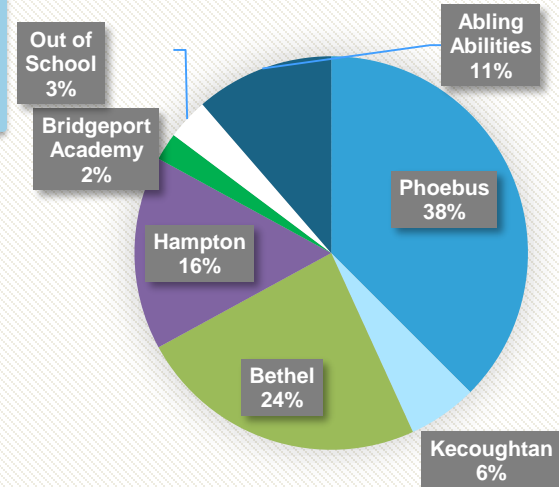


SYEP

**82** Participants

**52** Host Sites

African American	74 %
Other Races	26%
Male	54%
Female	46%





# Department Focus Areas

- Community Building and Empowerment
- Education
- Out of School Time Activities
- Employment
- Mental Health
- Family Support
- Community Policing
- Police Data & Youth Violence Reduction\*
- Policy
- Public Health
- Alternatives to Incarceration and Reentry Support



# Community Building and Empowerment

Measure of progress	18-2019	19-2020	20-2021	21-2022	Change from 2019 to 2022	%change
Decrease in violent incidents in schools (assaults, threats, fights in school data)	1115	n/a - school closed in March of 2020	n/a - hybrid learning model	1,171	56	5.00%
Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change	
Increase in the number community-based events and gatherings	192	119	237	45	23%	
Increase in the percentage of voluntary or proactive contacts with city governments	3,998	3305	3059	-939	- 23.49%	
Decrease in the number of property maintenance violations (city data)	7454	8229	5614	-1840	-24.68%	
Increase in percentage adults saying they feel safe in their neighborhoods	N/A	The Citizen Satisfaction survey is traditionally conducted every 2 years, by an outside company contracted by Marketing and Outreach; however, with many city facilities closed for the pandemic, there was no 2020 survey. The next set of data will be available no later than December 2022				
Increase in percentage of students saying they feel safe in their schools	85.0%	According to HCS Survey Platform Change with new survey questions May need to discuss how to present the data				



# Education

Measure of progress	18-2019	19-2020	20-2021	21-2022	Change from 2019 to 2022	%change
Increase in percentage of kindergarten students successful on the fall literacy screening	87.4%	86%	n/a - hybrid learning model	73.8%	-13.6%	-15.6%
Increase in the percentage of third grade students reading on grade level	66%	NO SOL	n/a - hybrid learning & testing model	65.0%	-1.0%	-1.5%
Decrease in chronic absenteeism (defined as missing $\geq$ 10% of instructional days)	13.1%	Not calculated due to school closure in March	10.1% Reflection of hybrid learning model	19.1%	6.0%	45.8%
Increase in the high school graduation and completion rate	95.6%	96.10%	96.9%	Can provide this information after the state publishes at the end of September	1.3% Change from 2019 to 2021	1.4%

Resource: Hampton City Schools



# Out of School Time Activities

Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change
Decrease in incidents involving juveniles between the hours of 3 and 9 p.m. during the weekends (sat-sun) (17 years of age and under)	183	149	163	-20.0%	<b>-10.9%</b>
Decrease in incidents involving juveniles between the hours of 3 and 9 p.m. during the weekends (sat-sun) (11-17 years of age)	8	15	8	0.0%	0.0%
Increase in percentage of students engaged in structured (positive) out of school time activities					



# Employment

Measure of progress	18-2019	19-2020	20-2021	21-2022	Change from 2019 to 2022	%change
Increase in number of students earning industry certifications	1358	1,963	1,867	2287	929	68.40%
Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change	
Increase the number of businesses in Hampton	8806	9022	8946	140	1.60%	
Measure of progress	18-2019	19-2020	20-2021	As of July 2022	Change from 2019 to 2022	%change
Hampton Unemployment Rates	3.95%	6.10%	7.1%	4.1%	3.2%	33.0%
Increase in percentage of students with summer employment or internships						



# Mental Health

Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change
NEW* Increase in participation in prevention services and programs	1,599	1,591	1,224	-375	-23.45%
Increase in participation (assessment and/or treatment) in mental health support for young people referred for services	2,023	2,154	2,050	27	1.3%



# Family Support

Measure of progress	2019	2020	2021	Change from 2019 to 2021	% change
Increase in families accessing needed assistance (participation in assistance programs DHS)	71,192	74,811	79,804	8,612	12.1%
Increase in voluntary participation in parenting programs	5,471	1,585	1,178	-4,293	-78.5%
Increase in voluntary participation in parenting programs	42.0%	71%	25.0%	-17.0%	-40.5%

Resource: Hampton Human Service and Healthy Families





# Community Policing

Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change
Increase in positive community perception of police department	N/A	The Citizen Satisfaction survey is traditionally conducted every 2 years, by an outside company contracted by Marketing and Outreach; however, with many city facilities closed for the pandemic, there was no 2020 survey. The next set of data will be available no later than December 2022			
<b>Increase in suspicious calls for service</b> (Abandoned vehicle, assaults, vandalisms, disorderly conduct, domestic assault, domestic problem, disabled vehicle, illegal dumping, fight, nuisance, and threatening)	8,338	7,052	7,101	-1,237	-14.8%
<b>Increase in reporting of suspicious activity and/or minor crimes</b> (numbers reflect calls for service for suspicious persons, vehicles or packages)	18,682	19,773	20,667	1,985	10.6%



# Police Data & Youth Violence Reduction

Measure of progress	2019	2020	2021	Change from 2019 to 2021	%change
Suspicious Activity PD Incidents	512	567	672	160	<b>31.2%</b>
Minor Crime Charges PD	3030	3,038	3,288	258	<b>8.5%</b>
Juveniles Murder, Robbery, Aggravated Assault Offenses (17 and under)	46	33	14	-32	<b>-69.5%</b>
Young adults Murder, Robbery, Aggravated Assault Offenses (18 -24)	56	51	53	3	-5.4%
(25 and older) Murder, Robbery, Aggravated Assault Offenses	107	113	102	- 5	- 4.7%



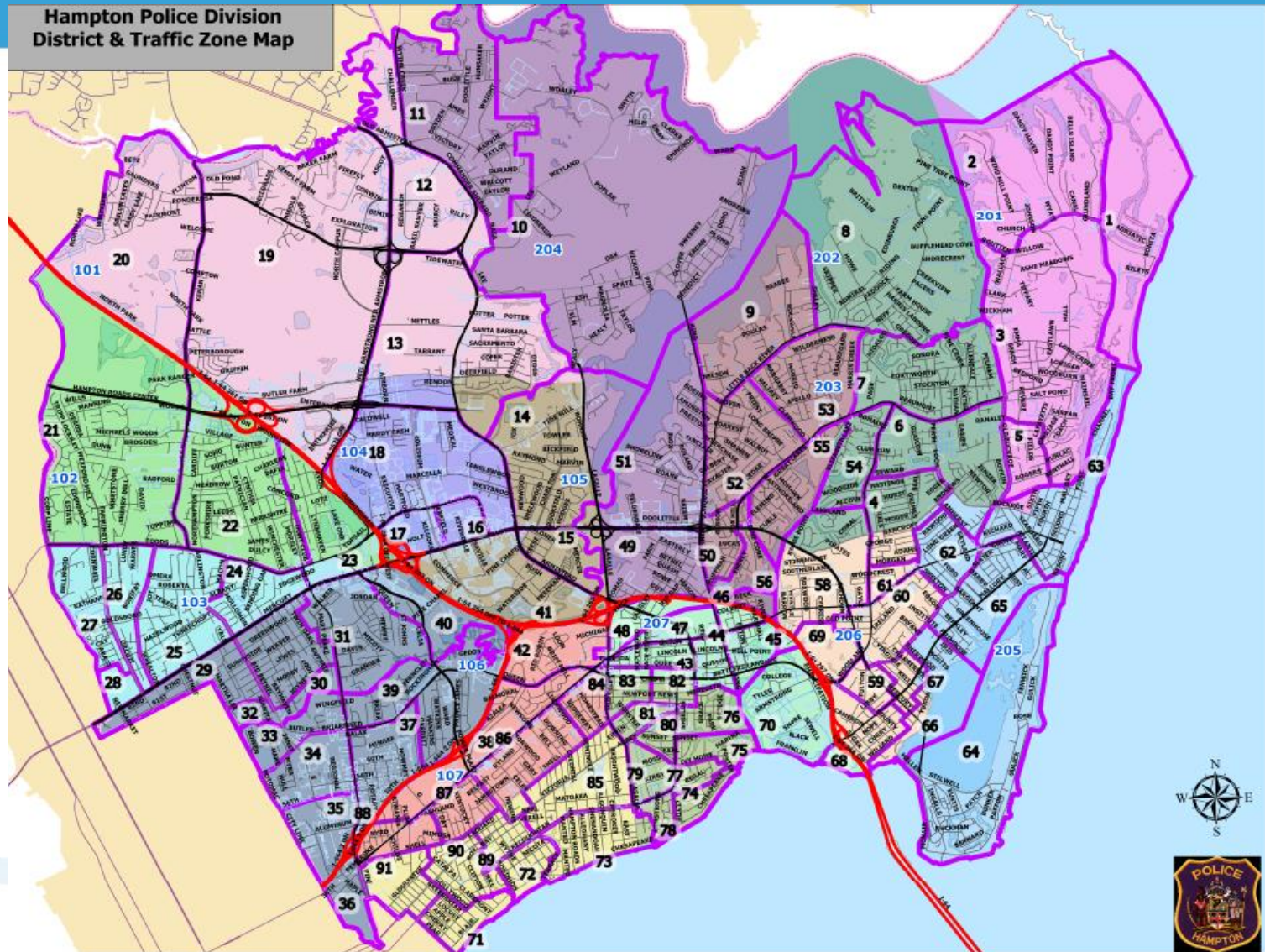
# CONT'D Police Data & Youth Violence Reduction

Measure of progress NEW	2021		2022 YTD Jan 1 - Sep 8 2022	
	African American ALL	White All	African American ALL	White All
Percent of Firearm related Injuries or Death Demographics	91.89%	6.75%	91.66%	6.66%
	AA Males	White Males	AA Males	White Males
	81%	6.75%	80%	5%
Measure of progress	YTD Jan 1 - Sep 8 2022		2022 % percentage	
Number of persons on HPD Vulnerability list - likely of shooting or being shot	32			
Reduce number of persons on HPD Vulnerability List- likely of shooting or being shot (17 and under)	5		15.63%	
Reduce number of persons on HPD Vulnerability List- likely of shooting or being shot (18-25)	19		59.37%	
Reduce number of persons on HPD Vulnerability List- likely of shooting or being shot (26 and older)	8		25%	
JANUARY 1-AUGUST 30: 2020, 2021 & 2022				
Three year data for Firearm related violent crime based on Traffic Zones	Traffic Zone 6			
	Traffic Zone 18			
	Traffic Zone 60			
	Traffic Zone 85			
	Traffic Zone 86			



# Traffic Zone Map

Hampton Police Division  
District & Traffic Zone Map





# Policy

Measure of progress

2023

- Create a committee of community partners managed by the Family Services Supervisor to focus on evidence-based strategies that address the gaps in the strategic focus areas.

**Outcome:** To measure programs funded by or activated through the office of Youth and Young Adult Opportunities to:

- Increase the percentage of programs that follow best practices found in research
- Increase in the rate of "opportunity" youth participating in available programs (define criteria and description of opportunity youth)
- Increase in rate of programs providing outcome data regularly



# Public Health

Measure of progress

2023

- Partner with educators, medical groups, public health partners and marketing individuals to capture and share youth violence data to educate and engage citizens.
- Measure the number of participants in grant funded programs.

**Outcome:** To measure awareness campaigns funded or created by the office of Youth and Young Adult Opportunities to:

- Increase community awareness of factors contributing to youth violence (Based on number of events and participants)
- Increase in community participation in youth violence prevention activities



# Alternatives to Incarceration and Reentry Support

Measure of progress

2023

- Work to identify a source for the data and initial needs

## Outcomes:

- Decrease in recidivism for those returning from incarceration
- Decrease in the incarceration of juveniles who pose little or no risk to the community





# Recommendations Based on Data

## Community Building and Empowerment

- Partner with organizations to facilitate conflict resolution courses and activities.
- Encourage community members to host & apply for special events for awareness gatherings.
- Solicit participation in the climate survey.

## Education

- Partner with Hampton Libraries and other organizations to develop programs and initiatives designed to increase reading literacy for kindergartners and third grade students.
- Suggest an implementation study to determine the primary causes of chronic absenteeism.



# Recommendations Based on Data

## Out of School Time Activities

- The number of juvenile victims between the hours of 3 pm – 9 pm on the weekends have significantly decreased. We will work with partners to increase prosocial activities during the week.
- The number of juveniles arrested during the hours of 3 pm – 9 pm during the weekends remain consistent. The office will continue to work with partners to reduce crime on the weekends and during the week.
- Based on recent data we will begin to track crime during the summer and non-summer months.

## Employment

- Covid impacted the number of businesses registered in Hampton. We will continue to monitor the numbers to determine stabilization.
- Work to identify a source for comprehensive intern information.
- Changing the Youth Employment metric to information from the Summer Youth Employment Program.



# Recommendations Based on Data

## **Mental Health**

- Encourage attendance by incentivizing participation in mental health services and prevention programs.

## **Family Support**

- The office will create a resource guide to support the navigation of wrap around services and incentivize participation in parenting classes to increase voluntary interactions.

## **Alternatives to Incarceration and Reentry Support**

- Work to identify a source for the data and initial needs.



# Recommendations Based on Data

## Police Data and Youth Violence Reduction

- Continue to monitor the number of persons on HPD Vulnerability list and the number of incidents and gang activity through case management and social network tracing.
- Case management goals include:
  - Understanding family dynamics
  - Linking individuals to community resources and services
  - Reducing the loss of life
  - Reduce community trauma
  - Increase trust in government
  - Make Hampton an even better place to live, work, play and invest.



# GRANT FUNDING



# Grants & Council Funding

- American Rescue Plan (ARPA) \$2.4 M
- Breaking the Cycle of Poverty and Violence \$800K
- Virginia Gun Violence Intervention Program \$500 K
- Attorney General's Office ARPA GVIP Grant \$300K – MOU at Hampton Police Discretion



# ARPA Council Appropriation

## **Council allocated \$2,435,000.00**

- Funding additional grassroots, community-based organizations, and neighborhood groups aiming to create positive activities, services, and programs in the areas of Awareness, Prevention, Intervention, and Re-entry for Hampton Youth and Young Adults through 2025.
- As of September 2022 the office appropriated \$1,139,633 million to:
  - Hampton Roads Police Athletic Lead
  - Marching Elites
  - Center for Child and Family Services

## **ARPA Cycle II under review**

**1,295,367.00** remains to disburse in following grant review cycles.





# Breaking the Cycle of Poverty

## Department of Criminal Justice issued \$800,000.00

- Allocated from a special legislation meeting as a one-time grant to fund and employment program for court involved youth facing barriers to employment, expand services for those participating in or at risk of participating in gun violence, and provide counseling and mental health services for those exposed to violence.
  - Credible Messengers \$195,000 (3 part-time positions)
- As of September 2022 the office spent \$21,810 to support two credible messenger services and economic support to individuals exposed to violence.

**\$778,190.24** remains to expand existing programs and services before December 31, 2024.



# Gun Violence Intervention Program Grant

## Department of Criminal Justice issued \$500,000.00

- Allocated from Virginia Gun Violence Intervention Program to hire additional support staff, offer community based events, mental health services, training and marketing.
  - Personal \$69,972 (Family Service Specialist)
  - Credible Messengers \$195,000 (3 part-time positions)
  - Mental Health Counseling Contractual Service \$120,000
  - Parenting/Family Sessions \$16,000
  - Support for Community Based Organizations \$21,000
  - Consultation and Training \$ 45,000
  - Awareness and Marketing \$6,628
  - Experiential Travel \$25,200

As of September 2022 the office spent \$23,251.94 in credible messenger salaries, training hosted by Credible Messenger Youth and Family Services LLC. and community building events.

Team will attend Cities United Convening in Baltimore.

**\$476,748.00** remains to continue efforts until June 30, 2023.



# Attorney General GVIP

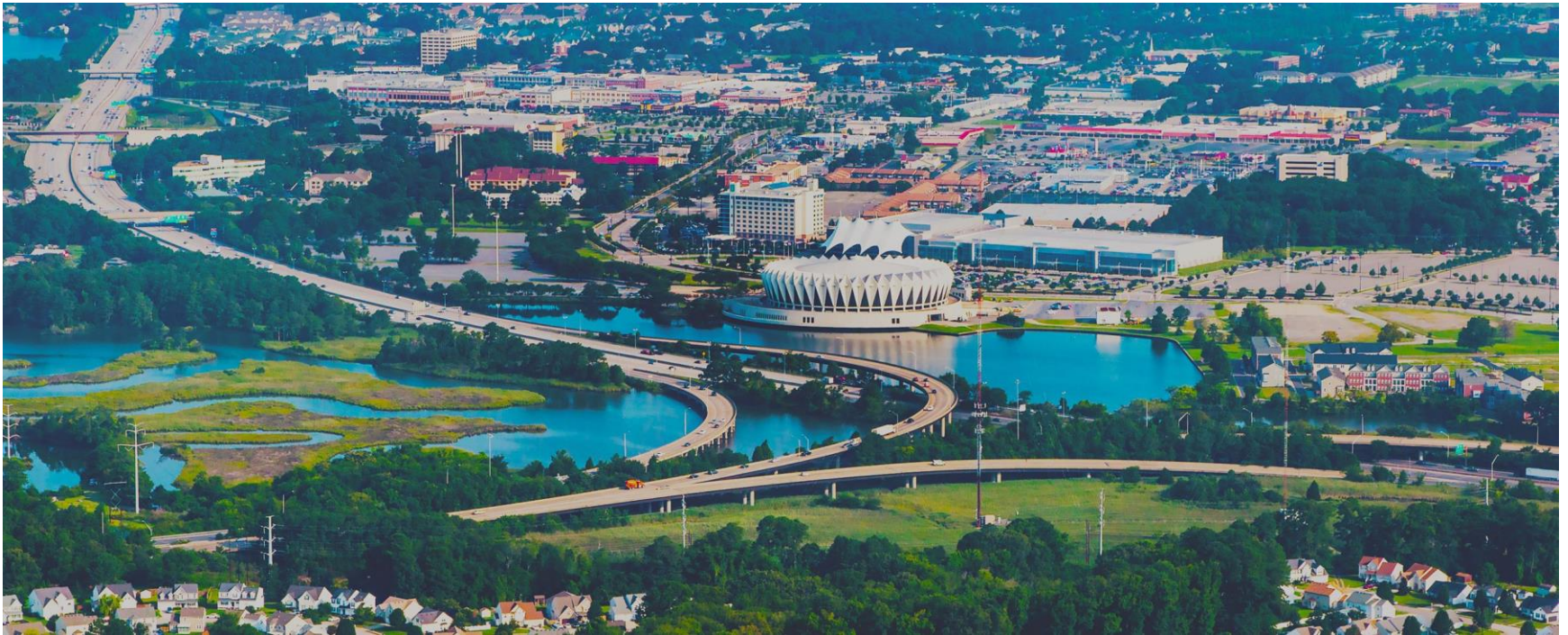
## Attorney Generals Office issued \$300K

- Allocated from Virginia Gun Violence Intervention Program to Hampton PD.
- Proposed budget
  - Enhanced Patrols \$90,000
  - Lighting \$55,000
  - Mental Health Counseling Contractual Service \$7,500
  - Prosocial Community Events \$139,200
  - Quality Events & Experiential Learning \$8,300

**\$300,000** remains to continue efforts until June 30, 2024.



# Out-of-School Time Activities





# Parks & Recreation



46,338  
meals served

Over 16,850 participants assisted through the USDA Summer Feeding program for persons ages 5-18

1,035

participants for Council After  
hour Programs

Kickback Saturdays – Fastbreak Basketball –  
Rec N Roll

783 Participants enrolled for “Open  
Recreation” through RECONNECT

250 Participants in the United Youth  
Football League

1875 Participants in the  
Commonwealth Clash Football  
Jamboree

## Partnership Programs

Kiwanis Kids Fishing Clinic

Youth Sailing of Virginia

Youth and Young Adult  
Opportunities

Community Night Non-Profit

Boys & Girls Club

105  
Attendees

210  
Attendees

68  
Attendees

50  
Attendees

30  
Attendees

12  
Attendees

10  
Attendees

Summer  
Adventure  
Camp

Summer  
Fun Camp

Teen life  
Unplugged

All-City  
Basketball  
Camp

Therapeutic  
Recreation

Summer  
Stem

Jr. Rangers  
Camp

# Parks & Recreation

**CAMP HAMPTON**  
**We're off to a ...**  
👉🎧🥋🏀☀️  
**Great Start!!**



**POW!**  
**KABAM!**  
**POW!**  
**POW!**

**Superheroes Day!!!**



# Parks & Recreation



Fun was had by  
**All!**





# Parks & Recreation

**What a Visit!!!!**



# Health Families



- 263 Home Service Screenings
- 704 Connected to Home Services
- 48 Healthy Start Graduates
- 494 Connected to Early Intervention

Prenatal & Pre K  
Healthy Start  
Infant & Toddler Connection

- 15 SPCA Fieldtrip participants
- 525 Playgroup attendees (218 Adults & 307 Children)
- 138 Fathering the Future Scavenger Hunt (58 Adults & 80 Children)

Playgroups

- 3,924 Children received books in school from the Mayor's Book Club
- 175 Books provided to a community-based literacy program
- 49 Participants in Family Stem Discover (19 Adults & 30 Children)
- 310 Al's Pals Children participants
- 473 Healthy Community Action Team Student participants

Elementary

- 10 Participants in Parenting Ed-Keeping the Peace
- 25 Participants & 18 Youth Commissioners in The World Changers Civic Engagement

School age program assisted with Summer Youth Employment and recruited Youth Aides

Middle School & High School

- Vended at two Community Events in partnership with the Office of Youth & Young Opportunities
- Participated in a City Employment Fair for information sharing purposes
- Attended Forrest Elementary School Carnival to increase awareness & community engagement
- Provided Father's Day cards to color w/crayons at the Juneteenth Festival at Darling Stadium
- Shared information & activities at Youth Fest 2022 sponsored by (H.A.T.C.H.)
- Participated in Phoebus High Schools back to school event as a vendor

Community Events



# Healthy Families





# Healthy Families



# Libraries



The Friends of the Library provided **\$8,700** for subscription services, programming, and displays.

This funding covered: Beanstack, our online tracking subscription for reading programs, dozens of unique library programs, and decor within the libraries.



Babies, children, and teens across Hampton read thousands of books, participated in dozens of programs, and earned thousands of reading incentives.

Some of our unique offerings:

Baby Shark Play Day	Pirate Day
Community Day	Rampart Readers
Cookie Challenge	Runway Rules
Dungeons & Dragons	Sea Explorers
Escape Detention	Sea Stories
Mariner's Museum Activity	Shark Week
Mermaid Day	Teen Movie Day
Mermaid Week	Ukulele Lessons
Murder Mystery	Video Game Day

Some of the popular programs offered at Main Library, Northampton Branch Library, Phoebus Branch Library, and Willow Oaks Branch Library.



Hampton Public Library, Youth Opportunities 2022 (June 1 - September 1)