



SYNC Safety Learning Lab #1

March 26, 2024

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REGGIE MOORE

Reggie Moore has over two decades of experience in non-profit, public health, government and community leadership. He possesses expertise in community engagement, public health, nonprofit management, program development and evaluation, strategic planning, staff coaching and support, and more. He is the Founder and Executive Director of two organizations: the Center for Youth Engagement and Urban Underground.



Reggie Moore
Consultant

A Public Health Approach to Violence Prevention



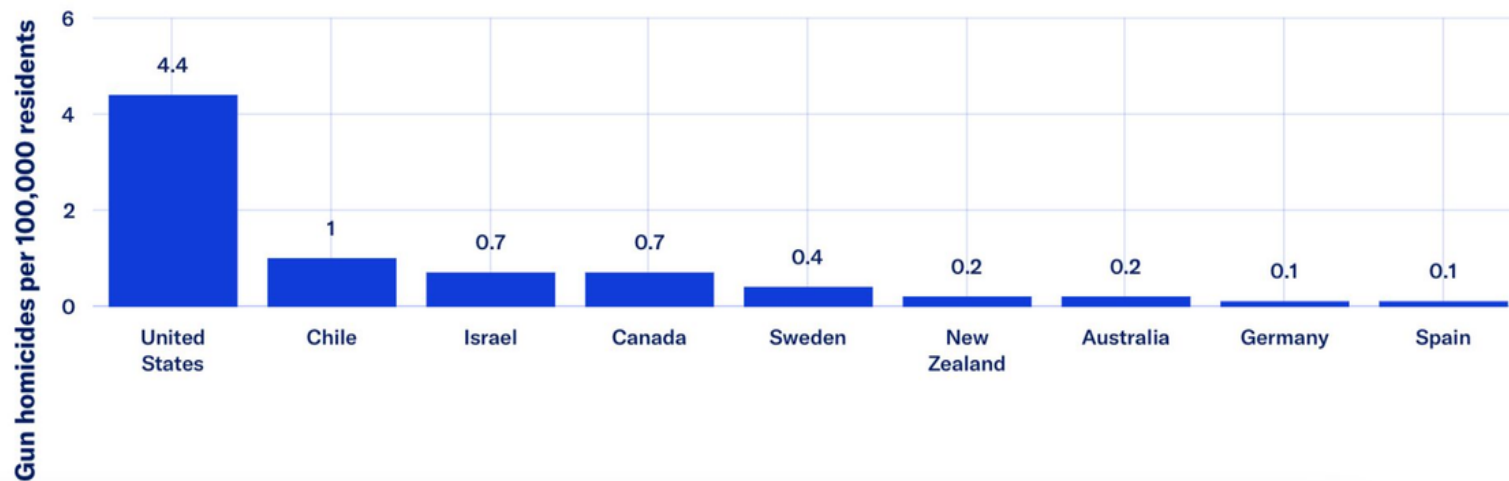
Violence



The intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation.



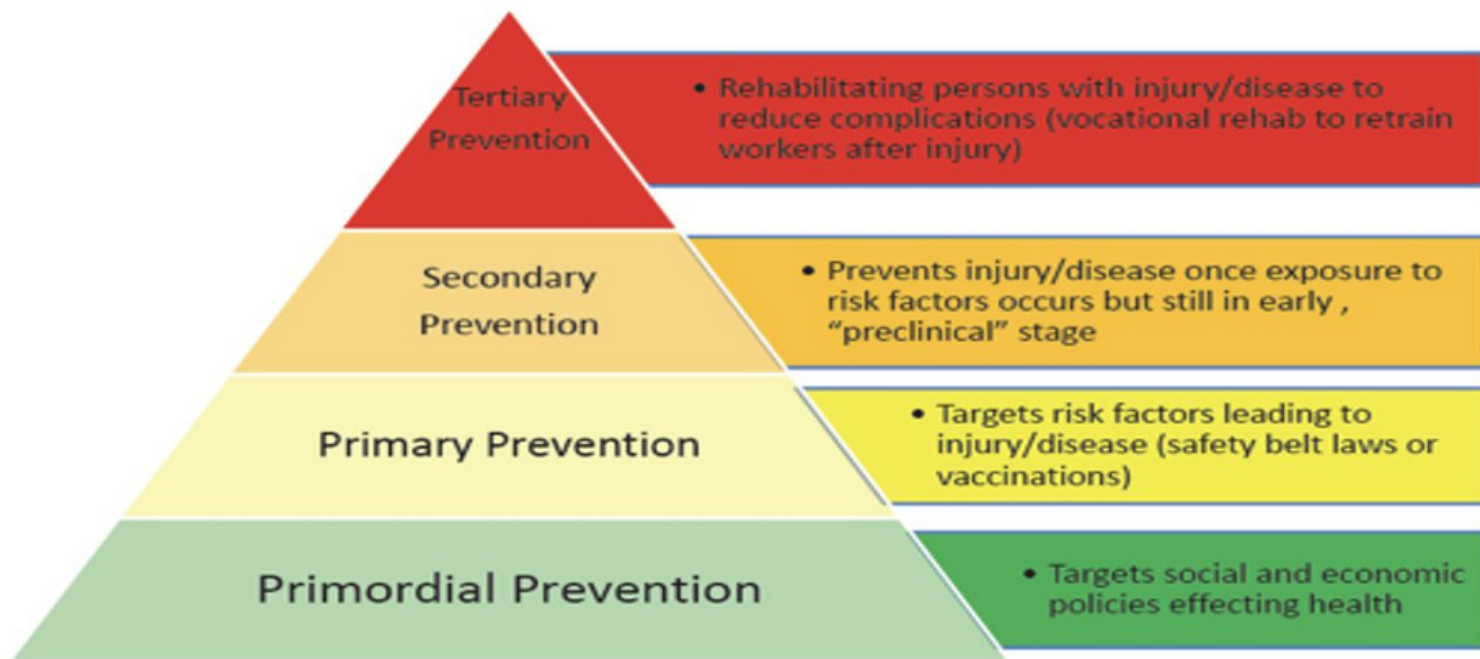
The US gun homicide rate is 26 times that of other high-income countries.



IMPACT OF VIOLENCE ON HEALTH

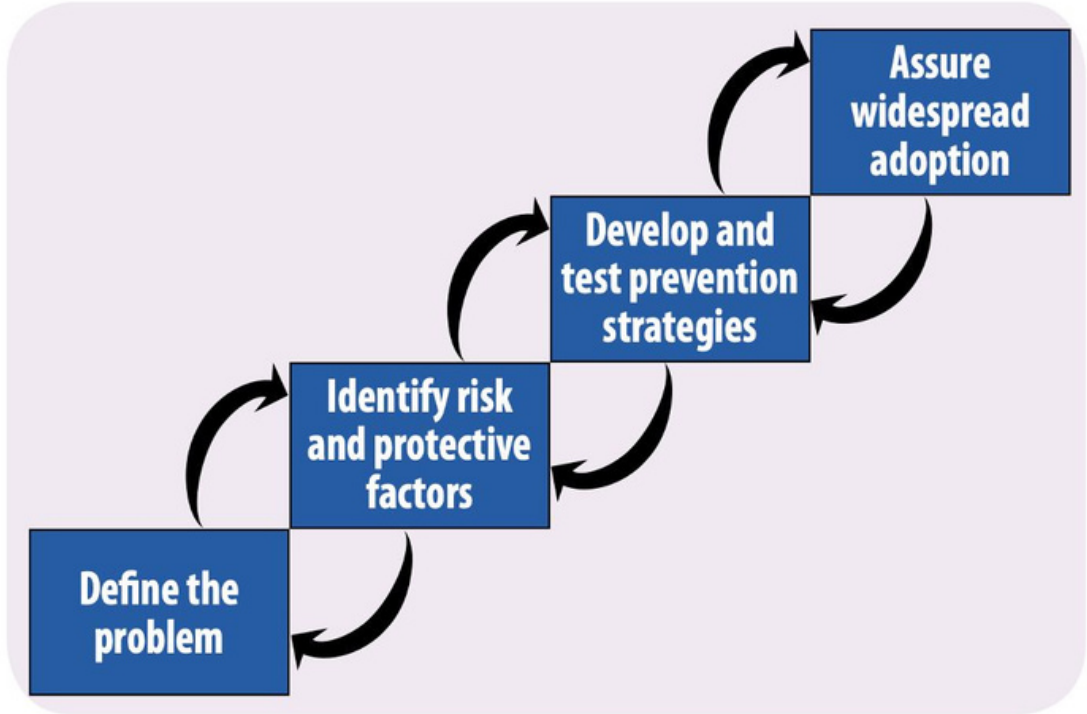


Levels of Violence Prevention

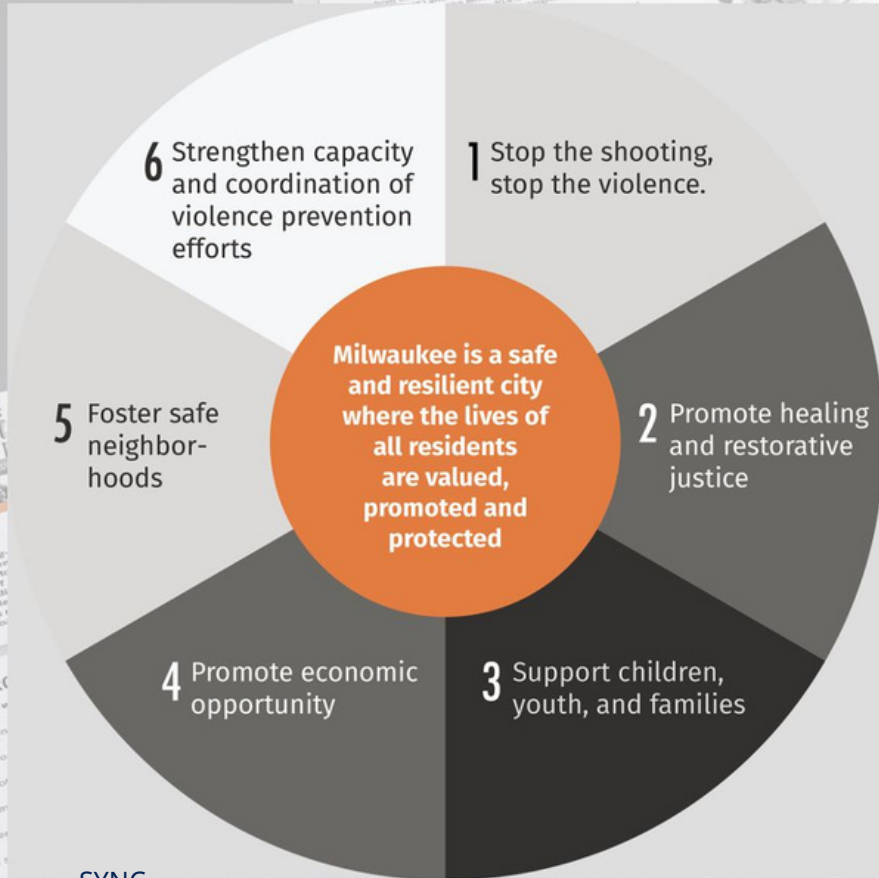


Public Health Approach

A four-step process that is rooted in the scientific method. It can be applied to violence and other health problems that impact populations.



A MILWAUKEE CASE STUDY

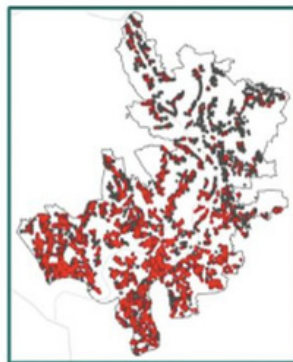


Define the Problem

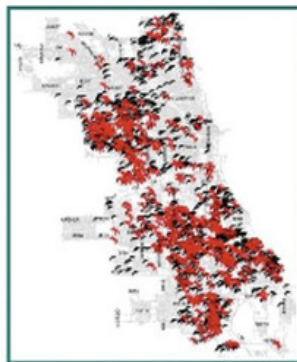


The first step is to understand the “who,” “what,” “when,” “where,” and “how” associated with it. Grasping the magnitude of the problem involves analyzing data such as the number of violence-related behaviors, injuries, and deaths. Data can demonstrate how frequently violence occurs, where it occurs, trends, and who the victims and perpetrators are. These data can be obtained from medical examiner files, vital records, hospital charts, law enforcement data, registries, population-based surveys, and other sources.

Cholera



Violence



Identify Risk and Protective Factors



It's not enough to know the magnitude of a public health problem. It is important to understand what factors protect people or put them at risk for experiencing or perpetrating violence. Risk factors do not cause violence. The presence of a risk factor does not mean that a person will always experience violence. Victims are never responsible for the harm inflicted upon them.

- Risk Factor – Characteristic that increases the likelihood of a person becoming a victim or perpetrator of violence.
- Protective Factor – Characteristic that decreases the likelihood of a person becoming a victim or perpetrator of violence or provides a buffer against risk.

TABLE 1: RISK AND RESILIENCE FACTORS ADDRESSED BY EACH GOAL

The following table summarizes the risk and resilience factors addressed by each goal:

Risk Factors

	Goal 1	Goal 2	Goal 3	Goal 4	Goal 5	Goal 6
Limited employment and economic opportunities			●	●	●	
Lack of access to resources	●	●	●		●	
Segregation					●	
Disconnectedness among residents and institutions		●			●	●
Limited community-government trust	●					●
Lack of housing					●	
Neighborhood disinvestment				●	●	
Harmful norms creating a culture of fear and hopelessness	●	●	●		●	
Adverse childhood experiences and other experiences of trauma		●	●			
Harmful norms around masculinity and femininity			●	●		
High alcohol outlet density					●	
Availability of illegal guns	●					

Resilience Factors

Strong neighborhood centers and neighborhood-based initiatives			●		●	
Community-building and healing capabilities of organizations		●				●
Local investment			●	●	●	●
Engagement in positive activities			●	●		
Collective efficacy		●			●	
Strong schools and teachers			●			
Access to resources	●	●	●		●	
Family connection and relationships with other caring adults			●			
Community connectedness	●				●	●
Arts, culture, and faith		●			●	



Develop and Test Prevention Strategies

Findings from the research literature and data from needs assessments, community surveys, stakeholder interviews, and focus groups are useful for designing prevention strategies.

Using these data and findings is known as an evidence-based approach to program planning. Once prevention strategies are developed or existing strategies are identified, they are then evaluated rigorously to determine their effectiveness.



GOAL #1: STOP THE SHOOTING STOP THE VIOLENCE

We must prevent gun violence, including homicides and non-fatal shootings, through strategic, timely, and coordinated efforts among residents and first responders. Timely data regarding the factors and location of violence is essential to identify hotspots of violent activity in the city and inform prevention efforts. Focused interventions must be implemented pre-incident, during an incident, and immediately following an incident to reduce the likelihood of continued violence. Individual and community support post-incident is critical to reduce the impact of violence among those directly impacted through physical or emotional trauma. These interventions are critical for preventing retaliatory violence, and decreasing the likelihood of future incidents. Illegal gun possession increases the likelihood

and lethality of violence and the Blueprint calls for the reduction of illegal access to guns for multiple forms of violence, including domestic violence, armed robbery, and suicide. Training for first responders and other providers (e.g., educators, mental health providers, law enforcement, etc.) to reduce implicit bias⁴³ and micro-aggressions⁴⁴ reduce the likelihood and lethality of systemic violence. This goal will leverage evidence-based street outreach strategies by training members of the community to anticipate where violence may occur and intervene before it erupts. It will also leverage and expand proven hospital-based intervention programs. Further, this goal includes strategies to prevent domestic violence through improved lethality assessment and safety planning.

GOAL #1: STOP THE SHOOTING, STOP THE VIOLENCE

Recommended Strategies

1. Use of timely, comprehensive data to prioritize prevention efforts

- a. Enhance local capacity to access, analyze, and utilize violence-related data from a variety of sources, including local emergency departments, emergency medical services, law enforcement, trauma centers, and the Milwaukee County Medical Examiner.
- b. Conduct regular reviews of incidents of violence in coordination with public health, hospital, law enforcement, and community partners.

2. Reduce incidence of violence through proactive prevention efforts

- a. Utilize evidence-based outreach and violence interruption strategies to mediate conflicts, prevent retaliation and other potentially violent situations, and connect individuals to community supports⁵⁸. These strategies include violence interruption and focused deterrence in neighborhoods and schools.
- b. Improve lethality assessment and safety planning measures to prevent domestic violence homicides and suicide.^{59, 60}
- c. Continue Milwaukee Police Department training in the areas of crisis intervention, fair and impartial policing, and procedural justice.
- d. Expand implicit bias and micro-aggression reduction and de-escalation training to include first responders, mental health providers, community health workers, and other partners.
- e. Offer localized and culturally responsive crisis intervention support and referral services to prevent suicide and suicidal behavior.⁶¹

3. Respond to immediate individual and community needs post-incident

- a. Expand support services for survivors of violence through hospital-community partnerships and hospital-based violence intervention programs.⁶²
- b. Expand post-incident trauma healing supports, including community events and critical incident debriefing for victims, witnesses, and first responders connecting them to appropriate community supports.

4. Decrease illegal gun availability

- a. Conduct dialogue and education to promote evidence-informed policies related to gun ownership and possession.

5. Promote violence prevention as a way of life

- a. Support and promote individual capacity for conflict prevention, de-escalation and proactive bystander practices in schools and neighborhoods.

Promote Widespread Adoption

The strategies shown to be effective in Step 3 are then implemented and adopted more broadly. Communities are encouraged to implement strategies based on the best available evidence and to continuously assess whether the strategy is a good fit with the community context and achieving its goal of preventing violence. Dissemination techniques to promote widespread adoption include training, networking, technical assistance, and evaluation.



MOTOR VEHICLE CRASHES

	FACTORS			
PHASES	Host/ Driver or Passenger	Vehicle/Vector <i>(objects that transmit kinetic energy)</i>	Physical Environment	Social Environment <i>(Traffic Safety Culture)</i>
Pre-Event (Before the crash occurs)	➤ Driver vision ➤ Alcohol Impairment ➤ Driver experience/ ability ➤ Driver knowledge ➤ Restraint/ helmet choice ➤ Driver rested and attentive	➤ Maintenance of brakes and tires ➤ Speed of travel ➤ Load characteristics ➤ Anti-lock braking system (ABS) ➤ Electronic stability control (ESC)	➤ Adequate roadway markings ➤ Divided highways ➤ Roadway lighting ➤ Intersection configuration ➤ Road curvature ➤ Adequate shoulders and rumble strips	➤ Public / community attitudes on drinking and driving ➤ Impaired driving laws ➤ Graduated licensing laws ➤ Speed limits ➤ Enforcement and adjudication of traffic laws ➤ Support for injury prevention programs
Event (During the crash)	➤ Spread out energy in time and space with seat belt/ airbag use ➤ Child restraint use	➤ Vehicle size ➤ Crashworthiness of vehicle- crash space, crush resistance, safety rating	➤ Guard rails, median barriers ➤ Presence of fixed objects near roadway ➤ Roadside embankments	➤ Adequate seat belt and child seat laws ➤ Motorcycle helmet laws
Post-Event (After the crash)	➤ Crash victim's overall health ➤ Age of victim	➤ Gas tanks designed to minimize fires ➤ On-Star or other automated crash notification and GPS locator	➤ Availability of effective EMS systems and staffing ➤ Effective incident site management ➤ Distance to quality trauma care ➤ Rehabilitation programs available	➤ Policies and funding supporting emergency and medical response systems ➤ Public support for trauma care and rehabilitation ➤ EMS training ➤ Resources and programs for psychological recovery from trauma

POLL QUESTION 1



Do you (or have you in the past) work with your local public health department?

POLL QUESTION 2



Do you partner with public entities (city, county, state, tribal) in your community?

POLL QUESTION 3



**Do you receive any resources
(i.e staffing, funding) from
the public health department
or public entities in your
community?**



Prevention Institute (PI) is a national nonprofit that promotes health, safety, and wellbeing through thriving, equitable communities.

PI has supported various communities in developing strategies and plans to prevent violence and worked nationally to define, advance, and evolve a public health approach to community safety.



Ruben Cantu
Director



Lisa Fujie Parks
Associate Program Director



Community Safety Realized





Up front, In the thick, In the aftermath

Up Front

Strategies that create the conditions that people need to be safe.

For example, voting rights, living wages, and equitable community investment, help to ensure that institutions and systems are just and equitable.

In the Thick

Strategies that influence risk and protective factors for people who may be at increased risk for violence perpetration and/or victimization.

For example, programs that provide high-touch, personalized opportunities to young men involved in firearm offense.

In the Aftermath

Strategies that include culturally-rooted healing practices and community-driven restorative justice that help individuals, families, and communities heal from the multiple traumatic effects of violence.

Pathway to Violence



**Start
here**



Legacies of structural racism and other inequities from the country's founding through today

Pathway to Violence



Redlining and inequitable government investment in racially and economically segregated neighborhoods

Pathway to Violence



Concentrated
disadvantage
and
underfunded
schools

Pathway to Violence



Economic
stress, low
educational
achievement

Pathway to Violence



Community violence and racial inequities resulting in injury, trauma, and death

Pathway to Safety



Dismantling the legacies
of structural racism from
the country's founding
through today and
building health equity
and racial justice

SYNC

Pathway to Safety



Equitable investment
by financial institutions
and government in
neighborhoods, with
anti-displacement
protections

Pathway to Safety



Equitable economic
opportunity, residential
stability,
government-community
trust

Pathway to Safety



Economic
security,
social capital

Pathway to Safety



Increased safety and healing and decreased racial inequities in injury, trauma, and death

Is the majority of your work... up front, in the thick, in the aftermath?

Up Front

Strategies that create the conditions that people need to be safe.

For example, voting rights, living wages, and equitable community investment, help to ensure that institutions and systems are just and equitable.

In the Thick

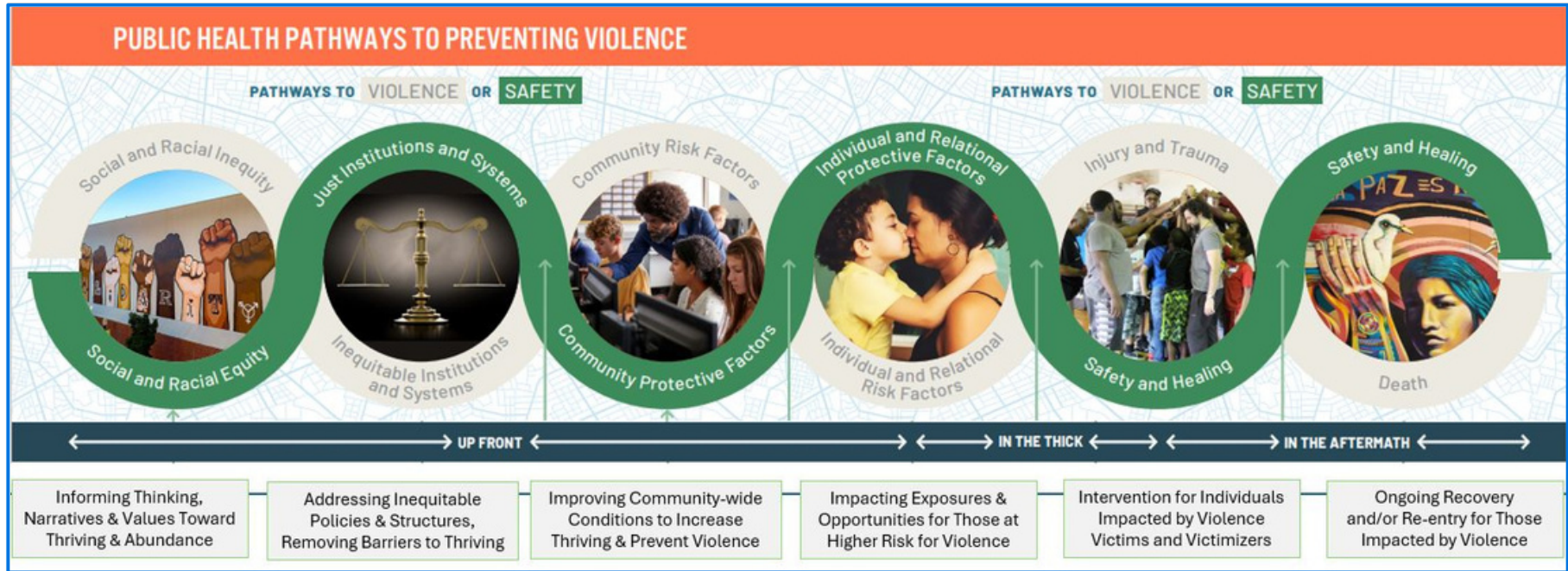
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In the Aftermath

Strategies that include culturally-rooted healing practices and community-driven restorative justice that help individuals, families, and communities heal from the multiple traumatic effects of violence.

Is the majority of your work... up front, in the thick, in the aftermath





**Where is most of your work
concentrated along the
pathways to safety?**



SAMPLE STRATEGIES

Social and racial equity policies

Voting rights/voter enfranchisement

Tax reform

Policies to decriminalize substance misuse, mental illness, and poverty

Living wages

Universal income

PATHWAY TO SAFETY



SAMPLE STRATEGIES

Equitable community investment

Fair lending

Racial and gender justice training

Resident engagement and neighborhood action planning

Policies to reduce over-reliance on the criminal legal system

Gun restrictions



SAMPLE STRATEGIES

Quality education with a positive school climate

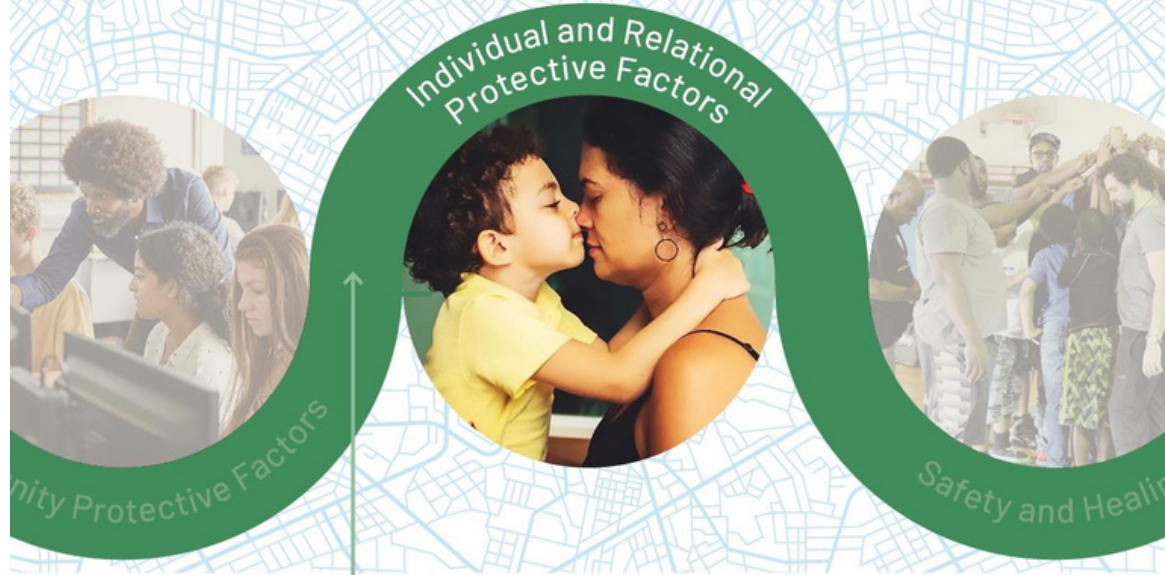
Safe parks and green spaces with equitable and accessible programming

Greening vacant lots

Affordable housing and anti-displacement strategies

Built environment design strategies

PATHWAY TO SAFETY



SAMPLE STRATEGIES

Street outreach and violence interruption

Social-emotional learning

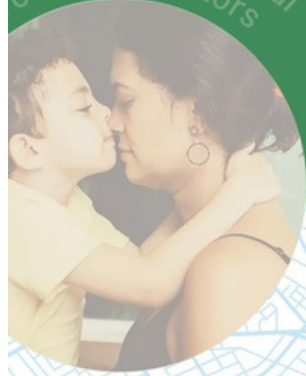
Early childhood education and family supports

Positive youth development

Youth Employment

PATHWAY TO SAFETY

Individual and Relational
Protective Factors



Safety and Healing

Safety and Healing



SAMPLE STRATEGIES

Hospital-based violence intervention

Peacemaker fellowships

Emergency medical and mental health mobile crisis care

Gun safety practices

Restraining orders

PATHWAY TO SAFETY



SAMPLE STRATEGIES

Culturally rooted healing practices

Restorative justice

Mental health and trauma-recovery services

Community-led re-entry supports



Racial Justice Principles



Art by: Mia Saine



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Racism is a system of structuring opportunity and one looks (which is what we call ‘race’), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of the whole society through the waste of human resources.

– Camara Phyllis Jones, MD, MPH, PhD



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Racial Justice

- Racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for everyone.
- When there is racial justice, all people can achieve their full potential regardless of their race or perceived race.
- We will achieve racial justice when systems and institutions no longer generate advantages or disadvantages based on racism and when heritage and phenotype no longer serve as a predictor of health, safety, and other outcomes.



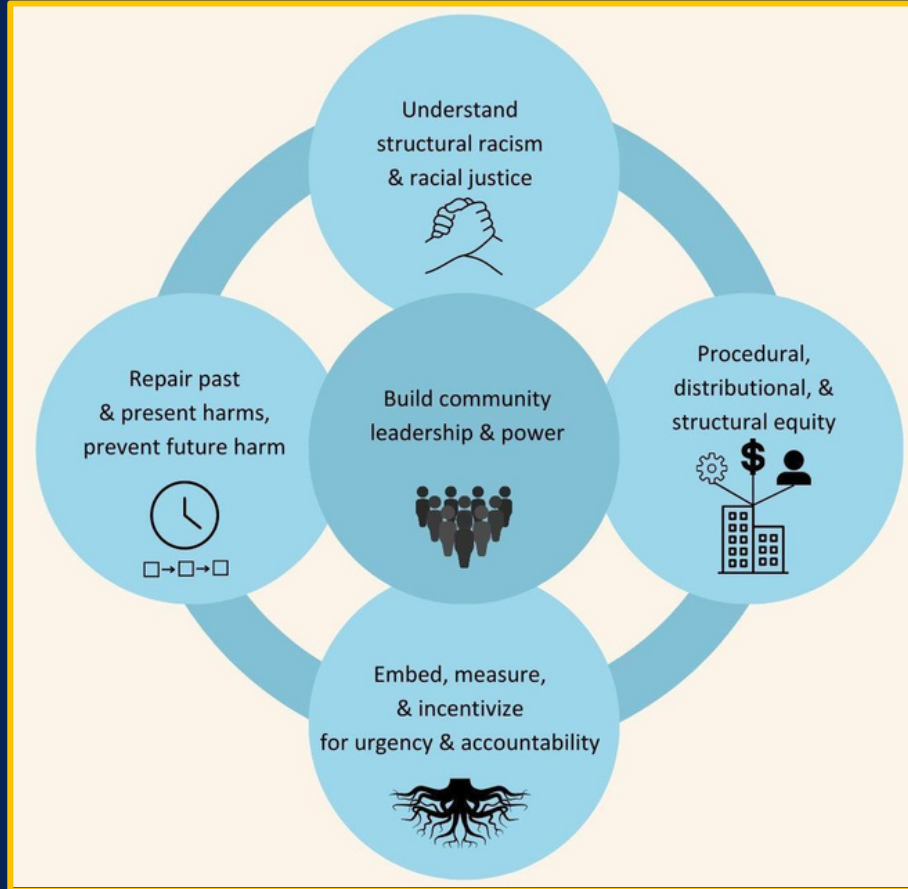


**Structural racism is a
determinant of violence.**

**Racial justice is a
determinant of safety.**



Racial Justice Principles



I. Racial justice builds the leadership & power of people with life experience of structural racism

- ▶ Center the leadership & solutions of people most impacted by structural racism and violence
- ▶ Build collective power of people most impacted



2. Racial justice requires building shared understanding, even in the face of resistance.

- ▶ **Promote truth-telling & the understanding that racism is a false ideology**
- ▶ **Embrace tension, conflict, and pain in service of transformational growth**

Understand
structural racism
& racial justice



3. Racial justice addresses past and current harm and prevents future harm.

► Past

Acknowledge and address historic injustices

Present

- Rebalance power; address current inequitable structures, policies, and practices

Future

- Sustain progress and avoid disruptions to attempt to maintain the status quo.



4. Racial justice promotes procedural, distributional, and structural equity.

▶ **Procedural**

Transparent, fair, and inclusive processes that equalize power in decision-making

▶ **Distributional**

Justice in distribution of resources, benefits, opportunities, and burdens

▶ **Structural**

New structures, policies, representation and norms



5. Racial justice is embedded, measured, and incentivized for urgency and accountability

► Multiple forms of evidence

Value experiential, contextual, and research-based evidence

► Continuous equity improvement cycle

Justice in distribution of resources, benefits, opportunities, and burdens

► Choice points and “weight lifting”

- Decision-making opportunities that influence outcomes

- Build capacity to take on heavier and heavier “lifts” that can increase racial justice



Embed, measure,
& incentivize
for urgency & accountability

