
MEMPHIS GROUP VIOLENCE INTERVENTION PROGRAM: OPERATIONALIZING VIOLENCE REDUCTION IN MEMPHIS

EXECUTIVE SUMMARY

GVIP is a proactive, holistic plan to reduce violence in our city. This plan proposes to activate current strategies developed and tracked by the Memphis-Shelby County Crime Commission's "Safe Community Plan", as well as adding complementary elements. **These elements combine several best practice models that have demonstrated success in other cities.**

Cohesion across key stakeholders and strategies is particularly important to ensuring city gun violence prevention. The Mayor's Office will add this capacity through a GVIP Czar and GVIP staff. Their role is to coordinate, develop, and uplift gun violence prevention efforts occurring across the city. This includes inventorying all existing efforts to assess strengths and gaps, bringing together diverse stakeholders to identify common goals and strategies, and ensuring all active approaches are data and community-driven.

While many of these aspects may seem new, the good news is that we know how to do this. We have, or have had in the past, programs that if fully funded, reconstituted and coordinated can become the GVIP in very short order. The plan coordinates these programs with a bent toward activation and resources.

PLAN OUTLINE

Evidence from DoJ and OJJDP (Office of Juvenile Justice and Delinquency Prevention) and numerous experts like David Kennedy (Ceasefire), Thomas Abt (Bleeding Out), and successful programs like Cure Violence, show that two things are needed to successfully reduce gun violence in our community:

1. CHANGING INDIVIDUAL BEHAVIORS
2. CHANGING COLLECTIVE NORMS

Those changes become actionable through five specific program areas:

1. Suppression
2. Intervention
3. Prevention
4. Community Mobilization
5. Organizational Change.

GVIP DRAFT PROGRAM OUTLINE

CHANGING BEHAVIORS

- 1. Suppression:** The laser focus of law enforcement efforts on the small percentage of people who are committing gun violence.
 - a. MSCC Safe Community Law enforcement strategies like the Multi Agency Gang Unit, technology, training, intelligence
 - b. Focused Deterrence – This approach addresses group violence through a targeted effort aimed at chronic offenders. GVIP adds staff capacity necessary to deliver this consistently and at scale.
 - c. Leverage nuisance laws – seize property used in the operation of criminal activity
- 2. Intervention:** a coordinated approach that requires a permanent, full time mix of Violence Interrupters (VI) and Outreach Workers (OW). GVIP will help restart or expand the following programs:
 - a. Street Intervention and Outreach: like existing 901 Better Lives, Opportunities and Communities (B.L.O.C.).
 - b. School based Intervention – Former MCS/SCS GRASSY Program
 - c. Hospital Intervention Program – providing in-hospital intervention to survivors of gun violence in order to reduce retaliations and recidivism

CHANGING NORMS

- 3. Prevention:** galvanizing our community against violence by bringing young people, neighborhood residents, community organizations, and law enforcement together to address the underlying causes of the violence. The GVIP czar will coordinate and resource planned and recurring actions and activities, and will help coordinate responses by the community to acts of violence.
 - a. Community outreach and focus groups – motivating community to help with violence reduction efforts
 - b. Youth Roundtables
 - c. Summer Night Lights, Play your Parks– safe, intentional gatherings where ALL are welcome
 - d. Post Shooting Responses – peaceful vigils, rallies, marches
 - e. Coordination of faith based and community groups – self efficacy to reduce violence
 - f. Safeways – Crime Prevention Through Environmental Design
 - g. Reimagine Neighborhood Watch programs
- 4. Community Mobilization:** Promoting jobs, learning, and opportunities – putting an emphasis on building skills our young people need to be productive
 - a. Early Childhood education (universal needs based Pre-k)
 - b. Expanding Boys and Girls Clubs
 - c. Summer and year-round employment for young people

- d. Second Chance / Offender reentry program
- e. Memphis Public Service Corps – year-round, no barrier to entry employment
- f. Literacy and tutoring support
- g. Work and life skills
- h. Manhood University and WOWS

5. Organizational Change: Transforming policies, practices and systems in our city to reduce youth gun violence.

- a. The czar will work with MSCC to coordinate, propose and advocate legislation beneficial to the goals
- b. Align government, school, hospital and nonprofit staffing, programs and funding to effectively coordinate and deliver the plan

GOVERNANCE

Importantly, this approach will be supported by a logic model that sets goals and outlines activities, outputs and impacts of each action is supported by a data-driven performance review specific to the new elements of Violence Reduction Strategy, and will report out at the MSCC monthly data review.

GETTING STARTED

Key to this effort are staff, funding and legal support. This effort is additive to the other actions we have underway and requires dedicated full-time staff and funding to be effective. As we search for the next Police Director, we should also search for the GVIP Czar, charging them with executing the model, hiring staff, organizing/operating various Violence Intervention/ Outreach worker programs, coordinating efforts of other agencies (scheduling support for Focused Deterrence, for example), and developing a shared client data portal that ensures coordinated action. In the immediate term, it is important to bring on additional partners and secure funding.

GVIP COORDINATION

COMMITTED PARTNERS TO DATE

Mayor Jim Strickland and City of Memphis
 City Councilman Jeff Warren (Council Sponsor)
 DA Amy Weirich
 MPD Director Mike Rallings
 Shelby County Sheriff Floyd Bonner
 Memphis and Shelby Crime Commission Bill Gibbons
 901 BLOC Squad – Delvin Lane

Shelby County Schools Security Chief Gerald Darling (GRASSY program)
 Regional One Health Trauma Surgeon Dr. Peter Fischer
 Le Bonheur Pediatric Trauma Chief and UTHSC Dr. Regan Williams
 Shelby County Health Department Dr. Alisa Haushalter
 CoM Office of Performance Management
 Everytown for Gun Safety – National TA provider
 Assissi Foundation

GVIP TECHNICAL ASSISTANCE AND NATIONAL SUPPORT

Through our partnership with the Everytown for Gun Safety Support Fund, we will have access to recognized evidence-based practitioners:



GVIP

