

Supporting CVI Infrastructure: Recognizing and Responding to the Needs of the CVI Workforce

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CVIPI
Community Based Violence Intervention
and Prevention Initiative

OJJDP Office of Juvenile Justice
and Delinquency Prevention

NIJ National Institute
of Justice
STRENGTHEN SCIENCE. ADVANCE JUSTICE.

Office for Victims of Crime
OVC



BJA
Bureau of Justice Assistance
U.S. Department of Justice

Workshop Overview

This session explores strategies to build a healthy, sustainable CVIPI workforce. Attendees will learn directly from Dr. Marvia Jones and Rashid Junaid how they started a CVIPI program, recruited their employees, and initiated programs to support their professional development and holistic wellness. Dr. Jones and Mr. Junaid's strategies will be contextualized within research conducted by Dr. Bocanegra and Dr. Buggs discussing implementation challenges related to CVIPI practice and opportunities for CVIPI programs and organizations to develop trauma-responsive workforce support measures.



Workshop Overview

Learning Objectives:

1. Understand how to maintain an effective CVI workforce;
2. Identify research that makes recommendations for bolstering support for CVI professionals;
3. Describe how to diagnose CVI workforce challenge; and
4. Leverage CVI resources to enhance support for CVI professionals.



Workshop Overview

- This session explores strategies to build a healthy, sustainable CVIPI workforce.
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- Dr. Jones and Mr. Junaid's strategies will be contextualized within research conducted by Dr. Bocanegra and Dr. Buggs.
- This will include discussing implementation challenges related to CVIPI practice and opportunities for CVIPI programs and organizations to develop trauma-responsive workforce support measures.



What does worker wellness entail?

- Trust in leadership and team
- Compensation/benefits/staffing
- Training and tangible supports to do the job
- Continuous acknowledgement and addressing of past and current trauma exposure



*“There is no perfect science to this.
We're making mistakes every single day.”*

Trust and team building



75% of full-time CVI workers reported making between \$30,000 and \$50,000 per year.

86% of workers have occasional or frequent worries about losing their jobs due to a lack of funding.

Compensation and benefits



1/3 of workers reported not receiving adequate training for their role.

93% of respondents indicated that there were not enough CVI workers doing violence intervention work.

Almost half of respondents reported they had seen many coworkers leave the field.

Training and tangible supports
for safety and health



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Over 90% of workers experience residual, vicarious, and ongoing trauma.

53% of respondents agreed that the trauma of people they helped at work had some effect on them, with 56% of respondents reporting that within the last 30 days, they had been less productive at work due to sleep loss.

83% of respondents scored 13 or higher on the K6; average score was 17.

Trauma and psychological distress



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Addressing worker wellness

- Prioritize physical and mental safety of all personnel
- Ensure sufficient training and team-building time prior to and after implementation
- Normalize mental health care, vulnerability, and healing
- Establish communication and procedural policies that reflect trust, transparency, and consistency



Addressing worker wellness

- Offer leadership trainings and professional networking opportunities
- Plan team-building activities and have regular relationship-building check-ins
- Celebrate your CVI personnel and cultivate an environment of support and appreciation



Supporting the frontline through community healing:

Advancing science on violence intervention outreach and trauma exposure

UCDAVIS
HEALTH | Violence Prevention
Research Program

UIC UNIVERSITY OF
ILLINOIS CHICAGO
Jane Addams College
of Social Work

GIFFORDS CENTER FOR
VIOLENCE INTERVENTION

LISC



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Recommendations

- 1) Commit to long-term, multi-year funding and political strategy led by public health entities to address violence and trauma
- 2) Establish a common understanding of Community Violence Intervention work across all stakeholders
- 3) Prioritize strategies that are focused on the population at highest risk of violence involvement
- 4) Authentically democratize community violence reduction planning and implementation efforts



Recommendations -2

- 5) Fund CVI work in a capacity that is commensurate with the magnitude of the issue relative to KC and establish an Office of Violence Prevention
- 6) Restore and expand street outreach efforts
- 7) Prioritize and fund CVI and trauma recovery worker wellness
- 8) Increase funding for community-based behavioral health care
- 9) Fund innovation and research to develop community-centric models of trauma recovery



Recommendations - 3

- 10) Increase capacity of public health organizations to effectively engage populations with co-occurring mental illness, substance use issues, and criminal legal involvement
- 11) Require collaboration across partner organizations and accountability checks
- 12) Incentivize sharing of data
- 13) Expand evaluation of violence reduction initiatives to account for community perspectives



*Kansas City, MO
Health Department*

Aim4Peace Violence Prevention Program



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History

- **Began in 2008**
- **Public health approach to reduce shootings and homicides and reverse the violence epidemic in Kansas City, MO**
- **A4P focuses on neighborhood factors.**



Hospital Team

- Responds to gunshot and violence-related trauma incidents at 2 trauma centers
- Case management of survivors of violence
- Intervene in conflicts and aim to prevent further violence
- Work with family members of survivors of violence to promote hope and healing



Street Team



- **Mediates Conflicts**
- **Canvas high-risk areas (Santa Fe & Oak Park)**
- **Manages a case load of high-risk individuals**
- **Responds to non-fatal shootings and homicides**
- **Hosts outreach events**
- **Collaborates with hospital team to prevent retaliatory events**



How Are Epidemics Reversed?

The Cure Violence / Aim4Peace Model to Stop Shootings and Killings



Worker Wellness Challenges



- **Burnout**
- **Frontline Trauma**
- **Hazardous Situations**
- **Unstable funding**
- **Need for larger teams/more staff**
- **Challenging political environment**



Supporting Worker Wellness



- **Trauma Informed Care Workshops (monthly)**
 - **Compassion without Fatigue**
 - **Trauma Informed Supervision**
 - **Building Resilient Trauma Informed Cultures**
- **Group Therapy Sessions (quarterly)**
 - **Compassion Fatigue Assessment**
 - **Trauma Stewardship**
- **Individual Therapy Sessions (weekly/as needed)**



Supporting Worker Wellness



- **Team Building (monthly)**
 - **Kansas City Zoo**
 - **Maya Civilization Exhibit**
 - **Topgolf**
 - **Bingo**
 - **Documentaries**
- **Mental Health Days (monthly)**
- **Increased starting pay w/ full benefits**
- **Hazard Pay (as needed)**



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Worker Testimonials

- *“I really appreciate the commitment that leadership has shown regarding making sure that the entire team is trauma-informed. That was not a priority in my previous workplaces. Learning that trauma-informed care starts with making sure that everyone is taking care of themselves first has improved worker wellness and led to more meaningful interactions internally and externally. This in combination with the other practices that have been implemented like mental health days, places the value of the person over the work. If we are well, we can do great work.”*

A4P Admin Worker



Worker Testimonials

- *“Working with A4P has provided the most supportive environment than any other previous employer I have worked with. Having colleagues that really care and listen to how you are really doing has been invaluable. The opportunity to take a mental health day when needed or lean on professional support allows this work to be sustainable.” – **A4P Hospital Responder***
- *“Mental health days give us a time to reset our mind. The work we do traumatizes us. We don’t know the danger we put ourselves in [mentally and emotionally] and having that opportunity to reset is important and appreciated. And to have a strong team it’s important to spend time with our team members outside of mediating conflicts and responding to homicides and shootings. It is in these times that we become family, and the family environment is the true essence of why we love working here.” – **A4P Violence Prevention Manager***



Thank You

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