

# UChicago Community Safety Leadership Academies

Untapped Potential: A Case Study in Leadership  
Development



**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.

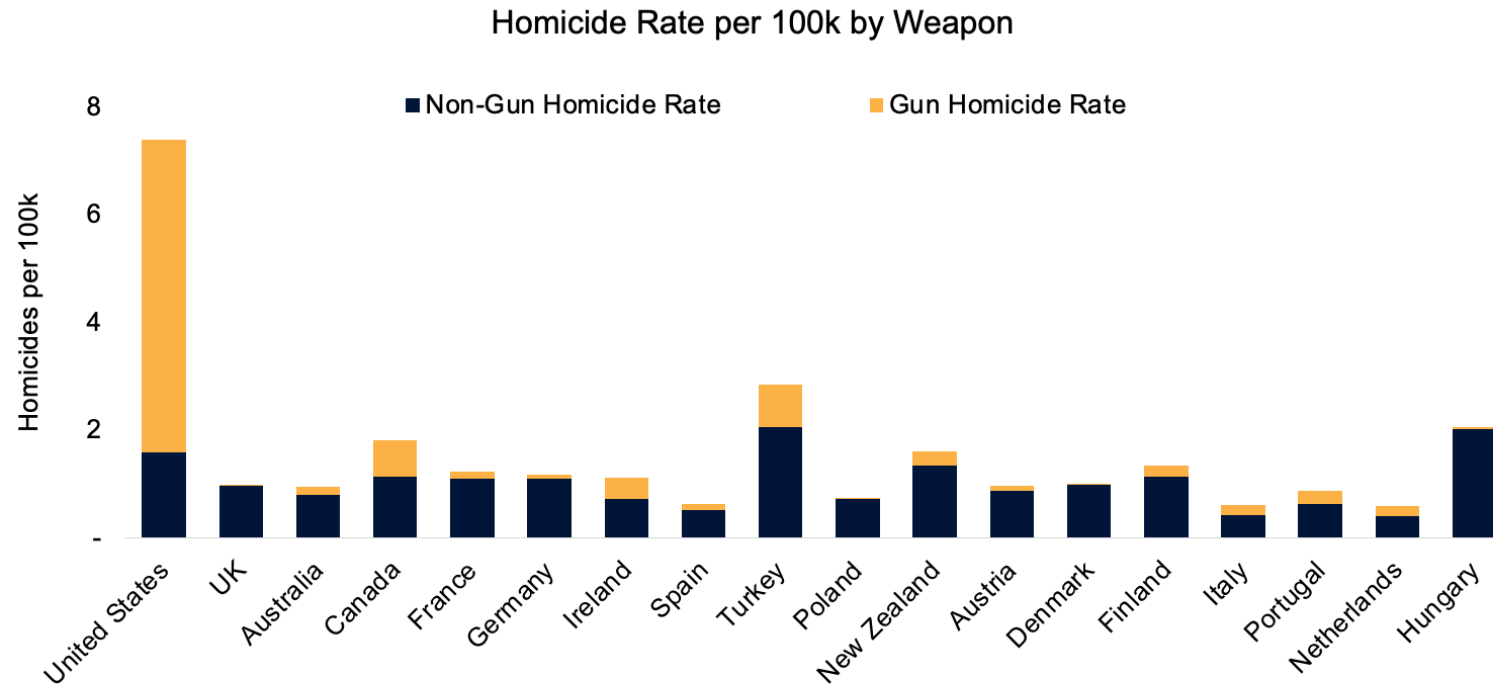
Office for Victims of Crime  
**OVC**



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

# Origins of the CSLA

## The Why: America's Gun Violence Epidemic



# The Policing Leadership Academy (PLA)

- The PLA aims to improve police effectiveness in preventing violent crime, managing their employees, and building relationships with the communities they serve by providing comprehensive management training to captains and commanders.
- The PLA aims to train district captains (patrol commanders who oversee geographic areas) with high rates of gun violence and other violent crime across the country.
- The PLA is being run as a randomized controlled trial with a robust qualitative research component; it is the most rigorously evaluated program of its kind.



# The PLA Curriculum

- The PLA uses a modern, results-focused curriculum designed that is taught by a diverse group of practitioners, professors, and subject matter experts with various experiences and backgrounds.
- The program includes 5 modules taught over 5 months; students will be in person in Chicago for one week each month, with asynchronous work taking place during the off weeks.

Week 1	Transformational, Inclusive, and Ethical Leadership
Week 2	Strategic Thinking
Week 3	Violence Reduction: The Role of Creating Healthy and Resilient Communities
Week 4	Risk Management, Forward Thinking, and Ethical Decision-Making
Week 5	It's Not Just About the Numbers: Trust, Measures of Effectiveness, and Constitutional Policing AND Capstone Presentations



# Current Cohort: Participating Localities

The second cohort is composed of **35 police leaders** representing **32 U.S. localities** and three international (*Toronto, Canada; Garda Síochána, Ireland; London, United Kingdom*)



- Domestic
- International



## CVIPI

Community Based Violence Intervention and Prevention Initiative

# The Community Violence Intervention Leadership Academy (CVILA)

- Sister program of Policing Leadership Academy (part of CSLA)
- Racial equity, anti-oppressive educational lens
- 6-month rigorous **executive leadership** and **management** certificate program
- Students attend in-person class 1 week per month
- 3 months of immersive learning blended with expert instruction to break down siloes



# The Community Violence Intervention Leadership Academy (CVILA)

- Combines the expertise of higher education experts and community leaders
- Access to executive coaches and mentors for personal and organizational development
- Capstone project to translate learning into organizational change
- Networking opportunities and collaborative work to break down silos



**CVIPI**

Community Based Violence Intervention  
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# The CVILA Curriculum: Sample Module

## Module 4: Community Violence Intervention Strategies (Immersive Lab)

Date: December 11-15, 2023

Host: UCAN Chicago

### Learning Objectives

#### CVI leaders will be able to...

- Define community violence intervention.
- Describe how various CVI strategies work together to create a CVI ecosystem (HVIPs, street outreach, school, GVRS, survivors, etc)
- Identify the differences between "at risk" and "high risk" individuals and groups.
- Describe/demonstrate how evidence is discussed and utilized in CVI programs
- Understand the importance of the following:
  - Community needs assessments
  - Landscape analysis to create a program plan
  - Logic models
  - Evaluation plan for a CVI program/organization



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# The CVILA Curriculum: Sample Module

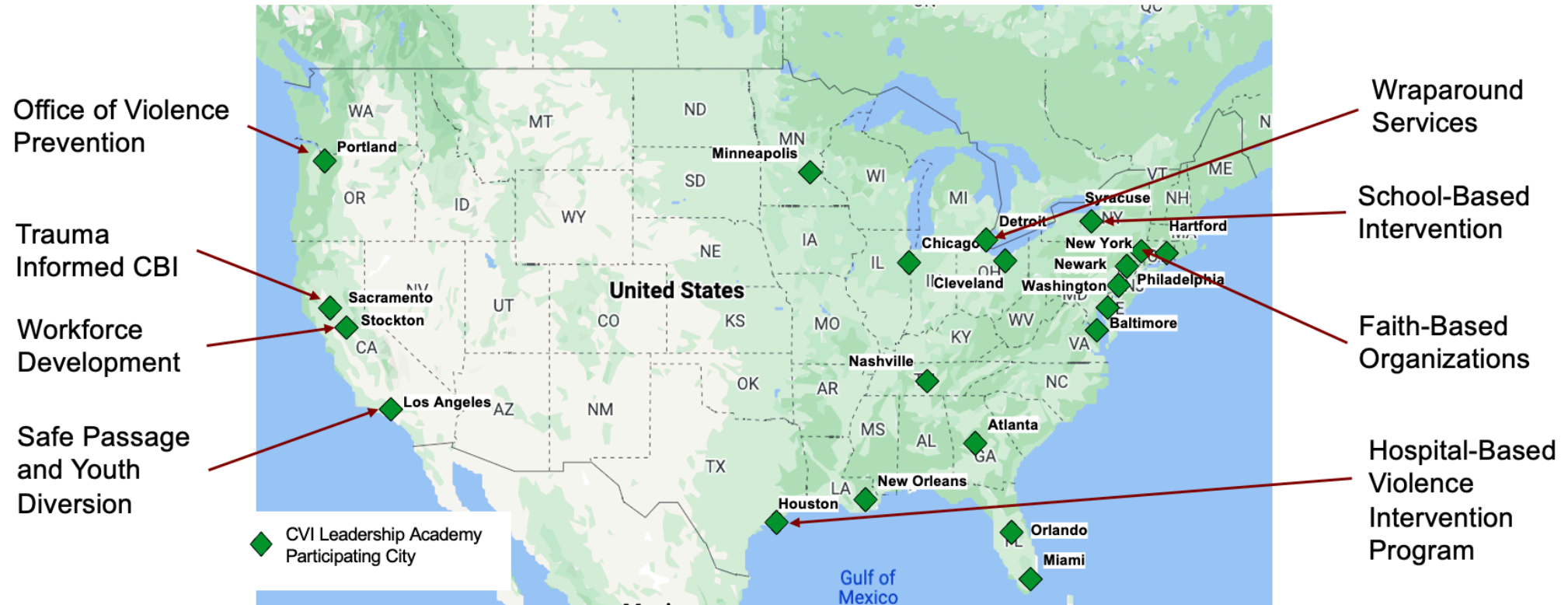
## Afternoon Field Experiences

Date	Topic	Field Experience	Presenters/Panelists
M (12/11)	<i>The Public Health Approach to Violence Reduction</i>	Site Visit: UChicago Med. Trauma Center – Trauma & Violence Recovery Program (VRP)	Kim Miller - Director of Trauma Recovery & Resilience, UChicago Med.
		Panel Discussion: The role of grassroots organizations in addressing public health crisis	Organizations: UChicago Med.; UCAN Community Advisory Council
Tu (12/12)	<i>Identifying &amp; Understanding Community Needs</i>	Presentation: Community Needs Assessments (NLOD)	TBD
		Presentation: Utilizing the NLOD for community response	Jalon Arthur – Director of Strategic Initiatives, CRED Kathy Cullick – Project Manager (NLC), CRED
		Presentation: Firearm Prevention	Kiwana Bell – Assistant Secretary, IDHS OFVP
		Presentation: Community Needs ID & Understanding	North Lawndale Community Coordinating Council
W (12/13)	<i>CVI Principles, Strategies and Current Models</i>	Panel: Cross-Agency Collaboration and Integrated CVI Community Strategy	Organizations: Advocate Hospital; READI Chicago; CP4P IDHS; Lawndale Christian Legal Center (LCLC) Kanu Iheukumere – Chief Policy Officer, Metropolitan Family Services
		Presentation: Intersections between Violence Prevention Models (VPM)	Franklin Cosey-Gay – Director of VRP, UChicago Med. Jayeti Newbold – Director of Strategic Initiatives, READI Chicago at Heartland Alliance
		Presentation: Safe Passage – Supporting children traveling to and from school & B2OF	Toni Copeland & Greg Santos – Director of Student Supports and Violence Prevention, CPS
		Presentation: Workforce/Youth Development – Funding	Stephanie Harris – Trustee, UChicago Med. Mark Sanders – Dep. Commissioner, Chicago DFSS Erica Davis – Program Director, CDPH
Th (12/14)	<i>Evaluation &amp; the CVI Evidence Base</i>	Demonstration: Data and Assessment (KPIs) in VP	Tina Ruiz – VP of Quality Improvement, UCAN
		Gender-based Violence	Hillary Douin – Director of Domestic Violence, YWCA Evanston/Northshore



# CVILA Inaugural Cohort

31 leaders from 21 cities leading organizations that serve **black and brown communities**



# Capstones: CVILA

- Rasheedat Fetuga (Nashville)
  - **GID University:** A transformative workforce development program that equips North Nashville youth most at risk for gun violence involvement with the skills and knowledge they need to lead changes in public safety, gun violence prevention and community transformation.
- DeAngelo Harris (Philadelphia)
  - **Voices of Power:** An approach that advances public education and discourse around CVI that includes a syndicated telecommunication strategy via radio with leaders in the field.



# Capstones: PLA

- Captain Joe Green (Philadelphia)
  - **Tactical Community Engagement:** fostering a safer Southwest District through positive interaction and relationship building.
- Sergeant Jesse Puffer (Fort McDowell)
  - **Wellness Court:** Support for people who “graduate” from drug court through continuous case management and self-help groups.

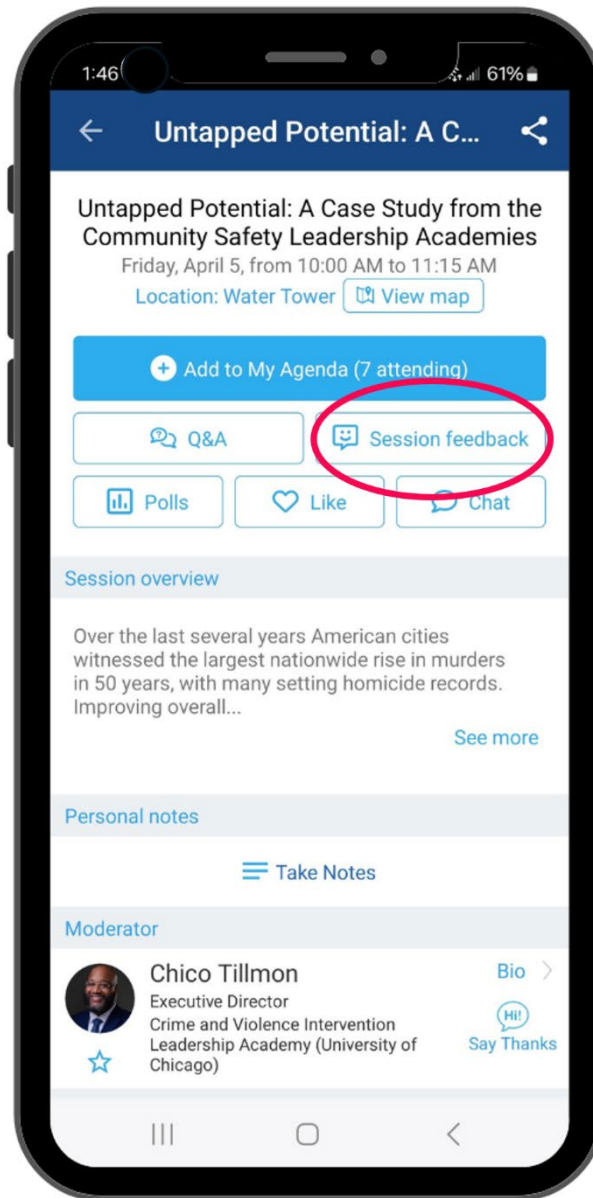


# Closing

- CVILA Executive Director Dr. Chico Tillmon, [ctillmon@uchicago.edu](mailto:ctillmon@uchicago.edu)
- PLA Executive Director Meredith Stricker, [mstricker@uchicago.edu](mailto:mstricker@uchicago.edu)

Resources:





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