

**CHAMPAIGN COUNTY COMMUNITY COALITION  
2015 PRIORITIES  
and  
ACCOMPLISHMENTS**

- **Educational Excellence**

- Attendance Improvement
  - Champaign Schools have organized a truancy committee comprised of community stakeholders and coalition partners
- Academic Achievement
  - Pilot of Promise Zones Initiative
- Positive Behavior
- Career Readiness
  - Cradle2Career
- Early Childhood Interventions
  - Cradle2Career

- **Build Community Supports For Youth**

- External/Internal Assets and Positive Identity
  - Trauma and Crisis Response (\$21 ,000)  
Sub-contract with a community provider to develop and infuse a community crisis and trauma response team to support neighborhoods impacted by increased violence and gun related activity.
    - (CU Neighborhood Champions)
  - Champaign County Community Coalition Anti Violence Marketing Campaign Community Engagement (\$25,000)  
Sub-contract with a community provider to develop and implement a community wide anti-violence campaign that promotes safety and no to gun violence. This comprehensive campaign will consist of posters, PSA's, billboards and planned engagement activities.
    - 5 Block parties PSA's local radio, Cease Fire bookmarks, CU Superstars multiple events community wide
    - 100 attendees Family Fun Night (YFPASA)
  - Champaign County Community Coalition Community Engagement Campaign (\$25,000)  
Sub-contract with a community provider to engage non-traditional populations in summer constructive activities. One organization is the Dream Girls Academy project that engages middle school African American girls. There will be a male specific program with focuses on youth with excessive truancy. There will be a plan to inform the community on Access Initiative evaluation data. Support for summer sports league.
    - 60 youth served Dream Girls Academy
    - 75 African American boys served Talks Mentoring Conference

- Champaign County Community Coalition Cultural Competence Training (\$10,000)  
 Sub-contract with national consultants to promote cultural responsive care for severe at risk youth. Consultants will provide community wide training to provider organizations and direct to targeted youth population.
  - 20 staff trained from U of I Special Recreation, Urbana Park District, Champaign Park District
  - 30 participants community training
  - 50 youth served community trainings
- Champaign County Community Coalition Partners and University of Illinois Department of Recreation exposed local youth to non-traditional recreational programs. (\$3,000 plus \$5,000 partner contributions)
  - 140 community youth served
- Champaign County Community Coalition Targeted Male/Female Summer Initiative (\$3,000)  
 Sub Contract with 1<sup>st</sup> String an organized baseball, skills and leadership program. 1<sup>st</sup> String targets at risk youth ages 7-12. Youth engage in constructive leadership and skills development activities.
  - 30 youth served Sox Game
- Midnight Basketball – subcontract with Youth for Christ to expand the number of sites and increase the youth attendance. (\$15,000)
  - 150 youth served
- Summer Youth Employment – subcontract with Champaign County Regional Planning Commission to provide youth employment for 30 at risk youth ages 16 to 18 years and who attend Urbana Public Schools. (\$25,000)
  - 35 youth served
- Academic Enrichment – subcontract with Tap in Leadership Academy to provide academic improvement sessions that focus on improvement in math and reading skills. (\$15,000)
  - 75 youth served
- Leadership Development Training – subcontract with Champaign School District Unit 4 to provide six-weeks (4 hours a day) of enrichment activities designed to promote leadership skills for up to 25 at-risk middle school students. (\$15,000)
  - 18 middle school youth served
- Peer Support Training for Parents and Caregivers and Job Skill Development for Youth – subcontract with Youth and Family Peer Support Alliance to conduct peer training support designed to assist families with children and youth who have behavioral health needs. (\$30,000)
  - 40 families served
- Reading enrichment for youth – subcontract with Freedom Schools to engage youth in an intensive cultural responsive reading program. Freedom Schools is



an evidenced based national program with a local chapter through the Regional Office of Education.

(\$4000)

- 60 youth served
- Anti-Bullying Initiative-subcontract with Life Line – Community based organization to implement anti-bullying initiative/camp for youth ages 7-12. Youth will learn leadership skills and develop campaign to fight against bullying in schools and community. (\$10,000)
- 35 youth served

❖ **More than 880 individuals benefitted from Coalition-sponsored activities**

- **Promote Juvenile Justice Enhancement**
  - Youth Assessment Center (home)
    - 2<sup>nd</sup> Year of Operation.
  - Delinquency Prevention Strategies
  - Explore Juvenile Justice Council
    - State's Attorney has secured a grant to establish.
- **Police-Community Relations**
  - Campus and Community Safety
    - Exploring "Don't Shoot" Program.
  - Neighborhood Policing and Outreach
    - Law Enforcement engaged in numerous community events.
    - Walk As One Event (February 25, 2015 Campus Area)
    - Walk As One Event (June 25, 2015 Booker T. Washington/Douglass Area in Champaign, King School/Park Area in Urbana)
  - Crime Prevention Programs and Activities
    - Anti-violence messaging campaign.
- **Wellness Promotions**
  - Physical
  - Social/Emotional
  - Spiritual
    - Exploring "Racial Taboo" intended to be a catalyst for open, respectful and ongoing conversations between people of different races.
- **Youth/Caregiver Education and Supports**
  - Peer Coaching and Advocacy
  - Support Groups
  - System Navigation and Resource Coordination

- **Convene Neighborhood Meetings Hosted by Neighborhood Groups**
  - Worked with Champaign Neighborhood Services Department and Champaign Urbana Area Project (CUAP) for neighborhood block parties.
  
- **Organize Direct Meetings with Specific Group (prioritize youth)**
  - Convened focus group conversations.
  
- **Promote Effective Parenting, Support Parent Trainings**
  - Established Youth and Family Peer Support Alliance.
  
- **Identify Emergency Support Response Team (community violence)**
  - Organized CU Neighborhood Champions.
  
- **Identify Community Groups for Coalition Partnership**

*Responding to Community Trauma by*  
**Equipping Community Champions  
to Facilitate Healing**

A project of the Champaign County Community Coalition



*"Trauma is a big issue, we need to take a wide view and have a broad impact, where we don't wait for challenges to occur and we don't rely only on professionally driven interventions. This calls for a public health approach where everyone plays a role." Arthur Evans*

**The Plan:**

The Coalition proposes organizing, training, and providing ongoing support for "Neighborhood Champions," those trusted and/or compassionate people within the neighborhoods that have been experiencing increased violence. *Our goals/outcomes:*

- Increased understanding of the nature of and response to trauma.
- More people available to support, provide, and build resiliency in youth and families.
- Identified resources within neighborhoods available to respond when needed.
- More people impacted by trauma receiving support.
- Empowerment through participation in practices that can reduce community violence.

**Implementation:**

The foundation for the training initiative will be UIC's Youth-CAN model, a strength-based approach public health approach recognized by the National Child Trauma Stress Network as a best practice. It also supports individuals in creating individualized action plans. The training provides participants with:

- information about trauma
- the connections between trauma and community violence
- best practices to address community violence such as:
  - Developing safe, stable and nurturing bonds between children and parents/caregivers
  - Developing life skills in children and adolescents (and young adults)
  - Promoting a safe environment in the community
  - Changing rules and expectations in a society (cultural norms) that support violence
  - Identifying, helping, and supporting victims of community violence
  - Practical strategies that anyone can use to help prevent, support, and intervene when someone is impacted by trauma

*UIC will provide support in monitoring plans and will assist with the ongoing evaluation*

**Who Are We Looking For?**

- A champion can be the neighbor who watches out the window, the one who always helps fix things, the crossing guard or home child care provider
- Persons who others trust and/or who is kind, compassionate and empathetic
- Males and females, all ages, a diverse pool (Young Adults, Parents, Grandparents, Business Owners, People in the Faith Community)

*\*They don't have to be identified as leader or be currently involved other leadership activities. The more people identified, the more potential champions trained!*

**Roll Out:**

- Identified persons will be personally invited (by their best means of contact) to a neighborhood introductory meeting. The invitees then choose whether to attend the informational meeting.
- Host an informational meeting, explain the training, and invite participants to attend the training
- Launch the training – 8 hrs. of foundational training.
- Trainers will have at least monthly “check-ins” and support sessions.
- Quarterly “continuing ed” components offered.

**Proposed Timeline: Left to be determined after we engage with participants**

\*Host the informational in November

**OUR ASK:**

- A. Help us identify the “Neighborhood champions” within our targeted areas.
- B. Join the collaboration; all kinds of skills are needed!
- C. ‘Keep Your Doors Open’ – when individuals complete their individual action plans and express an interest in ‘doing more’ we want to encourage them to be involved other community activities (leadership, advocacy, community engagement)

**Your Questions:**

- What else should we consider?
- What else can we share with you?
- What do you want us to be careful of? (language, outreach)

**Thank you for caring for our community.**



## **FOCUSED COMMUNITY CONVERSATIONS – ‘RAW COMMENTS’**

**HELD BETWEEN - 14 JULY 2015- AUGUST 10, 2015**

**AGES: 18=1, 19=1, 20= 3, 22=2,23=2, 25=1**

**GENDER 6 = F/4 =M (6 HAD CHILDREN UNDER 7)**

### **A. THE PROBLEMS THEY SEE CONTRIBUTING TO THE CURRENT COMMUNITY VIOLENCE ARE:**

#### **- DISCONNECTED YOUTH**

- YOUNG ADULTS WHO WEREN'T RAISED OR HAVE STRONG RELATIONSHIPS WITH THEIR PRIMARY CAREGIVERS WHO FELT LIKE 'NO ONE CARED FOR THEM'. "WHY SHOULD THEY CARE FOR OTHERS, WHEN NO ONE CARES FOR THEM?" (COMPLETE DETACHMENT AND NOT CONNECTED TO CONSEQUENCES OR LONG TERM PLANNING/THINKING)
- A PERCEPTION THERE ARE ONGOING TENSIONS BETWEEN PEOPLE THEY SEE AS 'NEW COMERS' VERSUS PEOPLE WHO ARE ORIGINAL FROM CHAMPAIGN-URBANA. THEY BELIEVE THAT 'NEWER' INDIVIDUALS ARE BRINGING NEW NORMS AND VALUES (AND EVEN IF THIS ISN'T REAL THERE IS A PERCEPTION THAT THERE ARE NEW NORMS, NEW FIGHTS FOR POSITIONING, POWER)
- THEY ALSO TALKED ABOUT THE INTERNAL DEFICITS THAT THEY SEE AMONG INDIVIDUALS ENGAGED IN COMMUNITY VIOLENCE:
  - THEY SEEM TO NOT CARE ABOUT THEIR ACTIONS/IMPLICATIONS OF THEIR ACTIONS
  - HAVE LIMITED CAPACITY TO ENGAGE IN LONG TERM PLANNING/ NO 'THINKING BEFORE THEY ACT,'
  - A SENSE OF NIHILISM 'WHAT HAPPENS/HAPPENS.'

#### **- BELIEFS ABOUT MEN/MASCULINITY :**

- LACK OF "FATHERING" - TOO MANY MEN AND YOUNG MEN WHO DON'T/WON'T GROW UP, DEAL WITH CONSEQUENCES, DON'T LIKE RULES AND RESPONSIBILITY - THEY WEREN'T RAISED (TAUGHT THESE LIFE LESSONS AND SKILLS) SO THEY STRUGGLE TO FOLLOW THE RULES ("YOU CAN'T RAISE A MAN")
- POOR ROLE MODELING- YOUNG MEN WHO LOOK UP TO OLDER MEN 'IN THE LIFE' AND THEY DO WHAT THEY'VE SEEN DONE.

#### **- POVERTY, LACK OF ACCESS TO RESOURCES, AND INEQUALITY – JUST COMPOUND FEELINGS THAT THINGS AREN'T FAIR AND RIGHT. (THERE ARE BELIEFS THAT IT DOESN'T MATTER IF YOU TRY TO DO RIGHT BECAUSE THERE IS A BELIEF THAT 'THE CARDS ARE STACKED AGAINST YOU.')**

- THEY WERE ACUTELY AWARE OF THE STORIES OF RACISM AND INJUSTICE (REAL AND IMAGINED) LOCALLY AND NATIONALLY ESPECIALLY STORIES ABOUT POLICE BRUTALITY. (AND THEY KNEW ALL THE TRUTHS AND MYTHS ABOUT THOSE STORIES). WHAT THEY DIDN'T KNOW WHERE THE STATS ABOUT THE NUMBER OF INCIDENTS, THEY WERE OPEN TO HEAR 'THE POLICE PERSPECTIVE' (REALLY OPEN TO HEARING ABOUT THEIR FEARS, CONCERNS, HOW THE ANTI-SNITCH CULTURE INHIBITS INVESTIGATIONS, ETC.)
  - ALL ADMITTED THAT THE NATIONAL STORIES MAKES IT A CHALLENGE TO GET LOCAL YOUTH/YOUNG ADULTS TO TRUST THE POLICE

- THE STORIES ABOUT POLICE INCIDENTS ARE A BIG TRIGGER. (MANY TALKED ABOUT THE CHRONIC STRESS AND PRESSURE ASSOCIATED WITH LIVING IN A RACIST COMMUNITY BEING LIKE A TRIGGER). 'YOU FEEL LIKE SOMEONE IS TRYING TO HOLD YOU DOWN ALL THE TIME' AND YOU REALIZE THAT WHEN YOU HAVE A GUN YOU HAVE POWER OR WHEN YOU'RE PISSED OFF HAVING A GUN MAKES IT EASIER TO SNAP.
- **UNEMPLOYMENT:** THE BIGGEST ISSUE THEY TALKED ABOUT WAS: LACK OF EMPLOYMENT/JOB AND A BIG PERCEPTION THAT THERE ARE NO OPPORTUNITIES FOR YOUNG MEN WHO WERE INVOLVED IN THE CRIMINAL JUSTICE SYSTEM TO GET OUT. SO THEY GET "CAUGHT UP" AND CAN'T GET OUT OF 'THE LIFE.' (AND BECAUSE THEY DON'T HAVE MUCH/DON'T HAVE MANY OPPORTUNITIES THEY CAN BE EASILY TRIGGERED – PISSED OFF, BROUGHT TO ANGER.)
- **LACK OF OPPORTUNITIES FOR REPEAT OFFENDERS** (ESPECIALLY THOSE WITH FELONIES) HAVE LIMITED JOB OPPORTUNITIES – SO THEY'RE MAKING MONEY THE ONLY WAY THAT THEY FEEL LIKE THEY CAN
  - o THEY CITED STORIES OF THE MEN IN THEIR LIVES ' TRYING TO DO THE RIGHT THING/FIND JOBS' AND BEING HUMILIATED OR SHAMED IN THAT PROCESS (INTERVIEWEES HAVING BEEN CONDESCENDING, SHAMING)

**B. THE IMPACT OF COMMUNITY VIOLENCE:**

- ALL HAD MODIFIED THEIR BEHAVIORS- THEY REPORT THEIR FRIENDS AND FAMILY HAVE TOO
- ALL FEEL UNSAFE
- THOSE WITH CHILDREN OR YOUNGER RELATIVES WERE CONCERNED THAT THEIR CHILDREN COULDN'T GO OUT AND PLAY
- NO ONE REPORTED THAT THEIR OLDER FAMILY MEMBERS WERE BEING IMPACTED BY THE VIOLENCE – IT FELT LIKE IT'S IMPACT WAS MOST STRONGLY FELT IN THEIR PEER GROUP
- FOR THOSE WITH ANXIETY ISSUES – THE COMMUNITY VIOLENCE WAS SERVING A TRIGGER MAKING THEM FEEL LESS SAFE AND MORE JUMPY
- THEY CAN'T BE OUTSIDE, DON'T FEEL SAFE OUTSIDE
- (SOME HAVE BEEN MOTIVATED TO TRY TO DO BETTER, FIND BETTER PEERS)

**C. POSSIBLE SOLUTIONS:**

- PREVENTION – REACH PEOPLE YOUNGER – ANYONE WHO HAS HAD A FAMILY DISRUPTION (CHILD WELFARE INVOLVEMENT/ PARENT WITH SUBSTANCE ABUSE ISSUES). NEED INTENSIVE PREVENTION PROGRAMS. (SHOW PEOPLE DIFFERENT OPTIONS – TAKE THEM OUT OF THE COMMUNITY, HELP THEM SEE 'REAL ROLE MODELS', ACHIEVABLE GOALS (PEOPLE FROM THEIR BACKGROUNDS WHO HAVE REAL JOBS)...NOT JUST THE 1% WHO ARE THE SUPERSTARS
- CHILD CARE (WHICH DIDN'T SEEM LIKE A NATURAL FIT' ) UNTIL THEY EXPLAINED. IF FAMILIES DON'T HAVE CHILD CARE, THEY'LL BE MORE PRESSURE ON MEN TO FIND MONEY (TO MAINTAIN RELATIONSHIPS WITH THE WOMEN IN THEIR LIVES). WOMEN WILL BE MORE 'NAGGY AND FRUSTRATED' AND THAT WILL IMPACT MEN, AND THEIR WILL OVERALL BE MORE STRESS BECAUSE OF INCREASED FINANCIAL PRESSURES (THIS NEEDS TO BE UNPACKED)



- FAMILIES NEED HELP WITH BASIC NEEDS 'TAKE THE PRESSURE OFF' – 'IT'S BAD' . HELPING FAMILIES NEED TO BE DONE IN A WAY THAT MAINTAINS PEOPLE'S PRIVACY, NON-SHAMING, AND OCCURS IN THE COMMUNITIES WHERE PEOPLE NEED THE HELP
- INVEST IN ANTI- POVERTY EFFORTS – INCREASE WAGES, JOBS, PROVIDE MORE SUPPORT, TRAINING, OPPORTUNITIES
- INTERNALLY, HELP PEOPLE HAVE BETTER COPING SKILLS- MAYBE A NEW TYPE OF CLASS THAT HELPS PEOPLE BETTER UNDERSTAND HOW/WHY THEY ARE ANGRY (THE SOCIAL. CULTURAL ISSUES)
- HOST FOCUS GROUPS AT THE JAIL TO GET INPUT FROM PEOPLE THERE ABOUT WHAT MIGHT BE HELPFUL/NEEDED
- MAKE SURE THAT THE EMPLOYMENT OPTIONS THAT EXIST FOR MEN ALSO INCLUDE OPPORTUNITIES FOR WOMEN
- EMPLOYMENT OPPORTUNITIES SHOULD INVOLVE THE ENTIRE COMMUNITY AND DESIGNED TO MAKE SURE THAT PEOPLE HAVE EVERYTHING THEY NEED TO GET AND KEEP THE JOB:
  - o I.E. LAUNDROMATS AND DRY CLEANERS COULD DONATE FREE SERVICES FOR PEOPLE GOING FOR AN INTERVIEW
  - o INSTRUCTIONS ON HOW TO COMPLETE AN APPLICATION OR ANSWER INTERVIEW QUESTIONS IF YOU HAVE A FELONY
  - o ASSISTANCE WITH GETTING FELONIES EXPUNGED
- OFFER CLASSES FOR PARENTS WHO ARE INVOLVED WITH THE CRIMINAL JUSTICE SYSTEM PERHAPS WHILE PEOPLE ARE BEING DETAINED. THESE CLASSES SHOULD BE DESIGNED TO HELP THE PARTICIPANTS UNDERSTAND WHAT THEIR ISSUES MIGHT BE AND HOW THEIR ISSUES MIGHT IMPACT THEIR CHILDREN. THESE CLASSES NOT BE 'YOUR TYPICAL PARENTING CLASSES.' THEY SHOULD BE SOLUTION FOCUSED, TEACHING SKILLS AND ALSO TRY TO REACH THE 'HEARTS OF THE PARTICIPANTS.' (YOU WANT THEM TO FEEL). HOWEVER, IT SHOULD ALSO BE CONCRETE AN COVER TOPICS LIKE CHILD SUPPORT, CO-PARENTING, BLENDED FAMILIES; AND DEALING WITH ANGER, STRESS, AND CONFLICT.
- THE WOMEN SUGGESTED MAYBE MANDATORY CO-PARENTING CLASSES FOR COUPLES THAT AREN'T MARRIED BUT HAVE KIDS TOGETHER (FOR ANYONE WITH CHILD WELFARE CONTACT)
- THEY TALKED ABOUT A COUPLE OF POSSIBLE SOCIAL MEDIA CAMPAIGNS – ONE AIMED AT WOMEN – REMINDING THEM THAT THEY CAN HELP MAKE THEIR COMMUNITIES/NEIGHBORHOODS BETTER. (DON'T ACCEPT 'BAD' BEHAVIORS FROM THEIR PARTNERS, EXPECT BETTER, DON'T SETTLE – DO THIS FOR YOU AND FOR YOUR CHILDREN); AND ALSO MESSAGES AIMED AT MEN THAT SUGGEST HANDLING CONFLICT WITH VIOLENCE ISN'T MANLY. (HOWEVER THE MEN INTERVIEWED DIDN'T RESONATE WITH THIS MESSAGE). THEY SUGGESTED SOCIAL MEDIA CAMPAIGNS NEEDED TO BE OFFERED IN MULTIPLE SPACES/PLACES. THEY YOUNG MEN DID LIKE MESSAGES THAT WERE FAMILIAR TO THE TEXTING AND DRIVING CAMPAIGN SOCIAL MEDIA CAMPAIGNS THAT EXIST IN MULTIPLE SPACES/PLACES – ONGOING. (LIKE THE NO TEXTING AND DRIVING). SIMPLE EASY MESSAGE: IT CAN WAIT, IT'S NOT WORTH IT, YOU'RE BETTER THAN THIS, YOU'VE GOT TO MUCH TO LOSE, DON'T BREAK YOUR MOTHER'S HEART? (HOWEVER, THE PEOPLE IN THE CAMPAIGN HAVE TO LOOK LIKE, SOUND LIKE THE TARGET AUDIENCE)
- OFFER CLASSES TO HIGH SCHOOL AND MIDDLE SCHOOL STUDENTS THAT HELP THEM BUILD SKILLS THAT HELP THEM UNDERSTAND CAUSE AND EFFECT/ RISK AND CONSEQUENCES AND SLOW DOWN THEIR DECISION MAKING PROCESSES

THEY EXPRESSED CONCERNS ABOUT INITIATIVES THAT INVOLVE INCREASING POLICING COULD CAUSE CAN CAUSE MORE PROBLEMS. THEY ARE AFRAID THAT IT MIGHT RESULT IN THE INNOCENT 'OR THE NOT REALLY GUILTY' GETTING CAUGHT UP IN THE CROSSFIRE. THEY WERE ALSO FEARED THAT MORE POLICING (WITHOUT A RELATIONSHIP) COULD CREATE MORE COMMUNITY TENSION. )

**UNIQUE COMMENTS FROM THE LADIES SPOKEN WITH:**

AT THE LADIES NIGHT ALL PRESENT SHARED THAT THEY WERE AWARE OF THE ISSUES AROUND COMMUNITY VIOLENCE, FELT LIKE WE WERE IN A CRISIS, AND THAT THEY/ AND THEIR CHILDREN/FAMILIES WERE UNSAFE. THEY WONDERED IF THE POLICE CARED. THEY FELT LIKE MOST OF THE SHOOTINGS WEREN'T TAKEN SERIOUSLY. WHEN THE CHALLENGES OF REPORTING, INVESTIGATING THE SHOOTINGS (WHEN PEOPLE WON'T TALK), AND POINTING OUT THE THINGS THE POLICE HAVE DONE. THEY WERE ABLE TO HEAR THIS...AND THOUGHT MAYBE THERE NEEDED TO BE MORE MESSAGES ABOUT THEIR SUCCESSES AND ACCOMPLISHMENTS IN THE MEDIA. (EVEN USE SOCIAL MEDIA WHICH COULD HELP INCREASE INTEREST IN SPEAKING UP AND POSSIBLY GETTING INVOLVED- IT MIGHT SEEM WORTH IT)

**D. ADDITIONAL SOLUTIONS: WHAT WOULD YOU LIKE TO SEE DONE? WHAT WOULD HELP 'LOOK LIKE'?**

- A. WHERE? IN THE NEIGHBORHOOD MOST AFFECTED BY THE VIOLENCE, NEUTRAL SPOTS, MULTIPLE PLACES (IE CHURCHES, SCHOOLS, PEOPLE'S HOMES)
- B. WHAT WOULD THE HELP LOOK LIKE?
- MORE JOBS SHOULD BE AVAILABLE FOR FELONS – ESPECIALLY FOR THOSE WITH MULTIPLE FELONIES. THESE JOB NEED TO PROVIDE A LIVING WAGE, THEY NOTED THAT THOSE CHARGED WITH NON-VIOLENT SEX CRIMES SHOULD ALSO BE INCLUDED IN THE EMPLOYMENT POOL
  - TALK DIRECTLY TO PEOPLE WHO ARE 'CAUGHT UP' AND GET THEIR OPINION
  - REAL MENTORS – OLDER PEOPLE FROM SIMILAR BACK GROUNDS WHO'VE MADE IT, FOUND JOBS, WHO ARE TAKING CARE OF THEIR FAMILIES WHO WON'T LECTURE BUT MAYBE 'SHOW' YOUNGER GUYS HOW TO 'GET OUT.' (FIND JOBS, GO TO SCHOOL, CHILD SUPPORT). BUT WON'T LECTURE OR FUSS...JUST SHOW THEM HOW TO MAKE DIFFERENT CHOICES AND SHOW THEM OPTIONS
  - CREATE AND OFFER THEM REAL JOBS WITH REAL SIGNIFICANCE...IF SOMEONE IS VIEWED AS A LEADER AMONG THEIR PEERS IT'S HARD TO TAKE A MINIMUM WAGE JOB AND ORDERS FROM SOMEONE ELSE ALL THE TIME.
  - WHEN SOMEONE IS READY TO MAKE A CHANGE, REAL HELP THAT ALLOWS THEM TO CHANGE AND UNDERSTANDS THAT CHANGE IS A PROCESS. THEY NEED THE ABILITY TO CHANGE BUT SPACE TO MAKE SOME MISTAKE.
  - REAL PREVENTION – LEADERSHIP PROGRAMS LIKE THE PEER AMBASSADORS, ACTIVITIES AT SCHOOL, SAFE AND ORGANIZED RECREATIONAL ACTIVITIES

**UNIQUE COMMENTS FROM THE MALES SPOKEN WITH:**

DRUG SELLING ISN'T THE 'REAL ISSUE' – IT'S JUST THE VEHICLE PEOPLE USE TO MAKE MONEY.

HOWEVER THE BIG RECURRENT THEME WAS THAT WHEN YOU FEEL DISCONNECTED IT'S HARD TO THINK ABOUT THE IMPACT OF YOUR BEHAVIORS. LISTED BELOW WERE SOME OF THE MESSAGES)

- THE INDIVIDUALS ENGAGED IN MOST OF THE COMMUNITY VIOLENCE HAVE A 'I DON'T CARE SPIRIT' THEY FEEL DISCONNECTED.
- THEY SAY THINGS LIKE: 'NO ONE EVER CARED FOR ME/SO WHY WOULD I CARE FOR OTHER PEOPLE?
- A LOT OF 'NO ONE CARES FOR ME/WHY SHOULD I CARE FOR ANYONE ELSE?'
- THERE IS A BELIEF THAT MAY OF THOSE INVOLVED HAVE HAD SOME CHILD WELFARE/OR DISRUPTION IN THEIR FAMILIES. (PARENTS WERE INVOLVED WITH DRUGS – USERS/ADDICTS/SELLERS)
- DRUG USE IS A PROBLEM BECAUSE IT IMPACTS FAMILIES AND CREATES GENERATIONAL CHALLENGES, DISRUPTIONS. (MORE SUPPORTS NEED TO BE IN PLACE TO KEEP FAMILIES TOGETHER IF A PARENT IS A SUBSTANCE USER AND TO SUPPORT REAL REUNIFICATION.)