



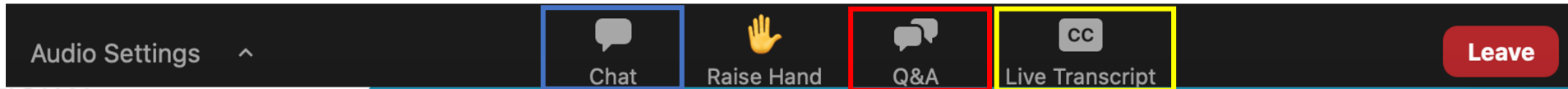
NATIONAL
MENTORING
RESOURCE CENTER
A Program of **OJJDP**

The Role of Mentoring in Addressing the Effects of Community Violence

September 1, 2022

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions in the **Q&A** panel
- Type comments in the **Chat** box
- Live captions available in the panel by clicking on the “**CC**” at the bottom of the screen
- Respond to polls
- Who is with us today?
 - Type in the Chat to introduce yourself!
 - For all participants to see your message, change to “All panelists and attendees” in the Chat



Good to Know...

One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording

Please help us out by answering survey questions at the end of the webinar.

These materials will also be posted on the OJJDP NMRC website, at www.nationalmentoringresourcecenter.org



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Agenda

- Introductions & Meeting All of You
- UChicago Crime Lab, READI Chicago, Choose to Change: *Sharing Key Insights*
- Mentoring Recommendations from UPMC Children's Hospital of Pittsburgh's ET3 Program
- A Conversation & Panel Discussion: *The Role of Mentoring in Addressing the Effects of Community Violence*
- Answering Key Questions



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National Mentoring Resource Center & Office of Juvenile Justice and Delinquency Prevention

- This project is funded through a cooperative agreement from the Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs, & the U.S. Department of Justice.
- The NMRC builds on OJJDP's history, leadership, and investments in quality youth mentoring



National Mentoring Resource Center Overview

Key Components:

- National Mentoring Resource Center Website
 - Great Practitioner Focused Blog
 - Grantee Dedicated Part of Site
 - Numerous Research Vetted Resources
 - Evidence Reviews on Programs, Models, and Populations
- Research Board
- Training and Technical Assistance!
 - No-Cost Assistance For Your Youth Mentoring Program



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About MENTOR

- Unifying champion for mentoring
- Thought and practice leader
- 4th *Elements of Effective Practice for Mentoring™*
- 24 state and local Affiliates



MENTOR



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Who's in the room?

Answer the poll!

What is your role in mentoring?



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Who's in the room?

Answer the poll!

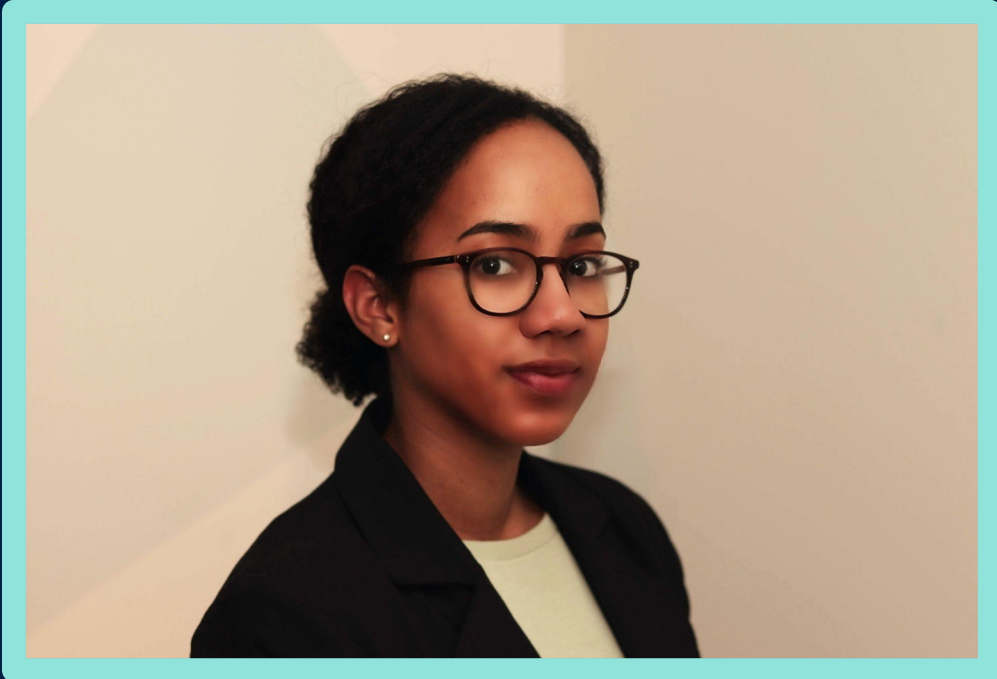
Are the youth you mentor currently impacted by community violence?



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KIM SMITH

Director of Programs
at the University of Chicago
Crime & Education Labs

Introduction & Framing

OUR APPROACH

We partner with the public sector and non-profit organizations to:



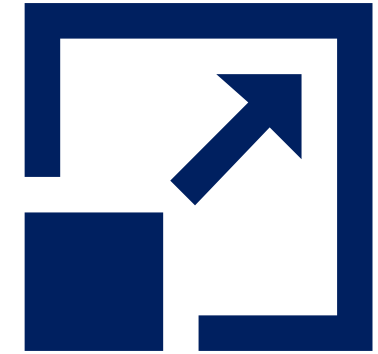
IDENTIFY

promising solutions to urban challenges



RESEARCH AND EVALUATE

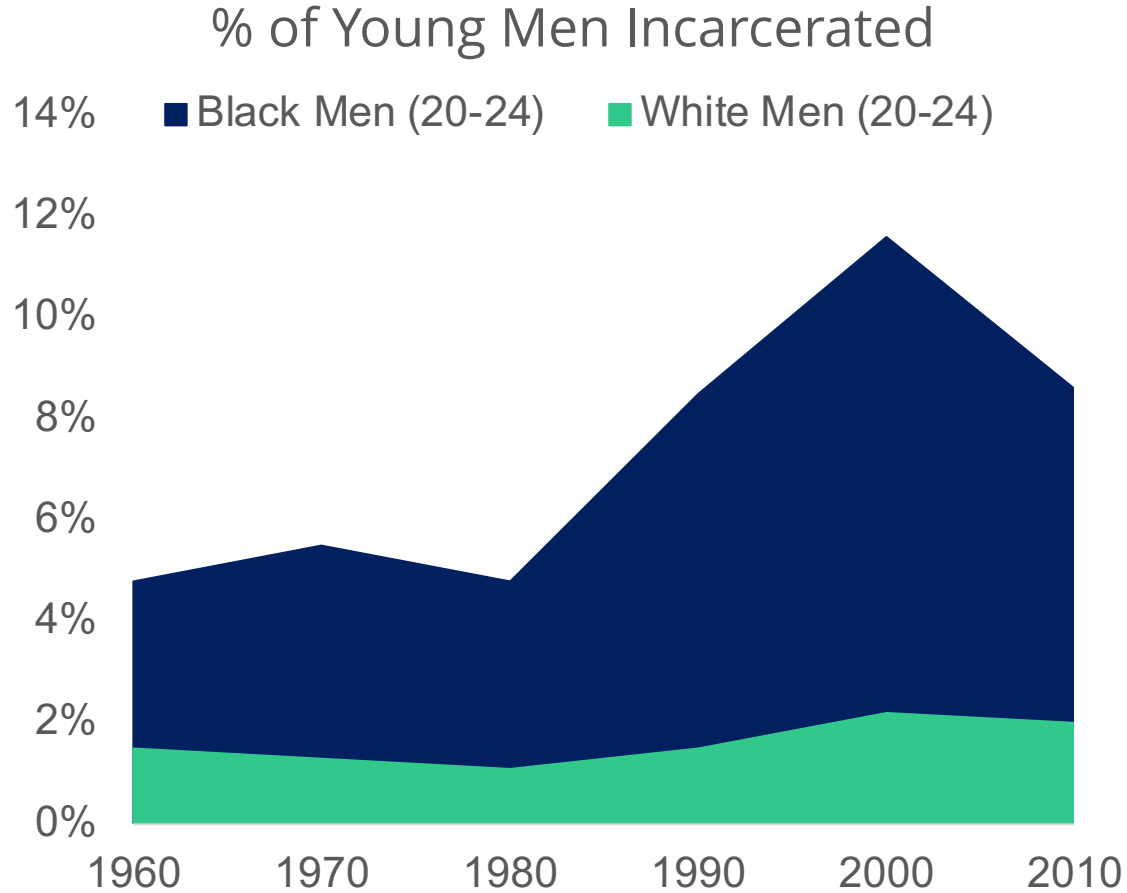
the most promising urban policies and programs



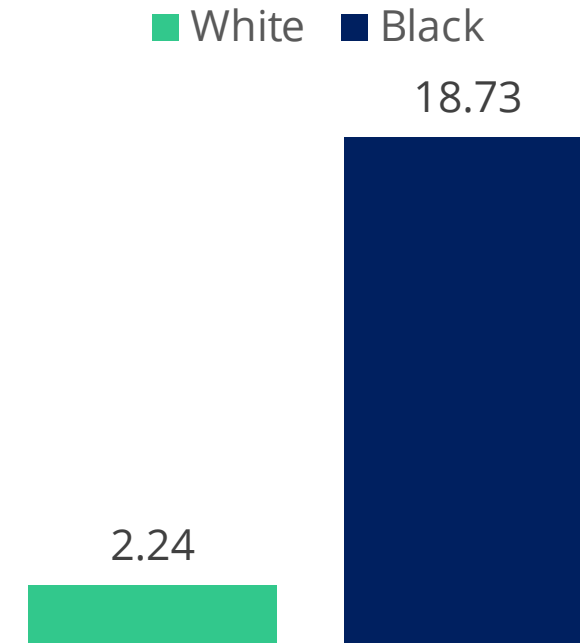
SCALE UP

the most effective and cost-efficient policies and programs

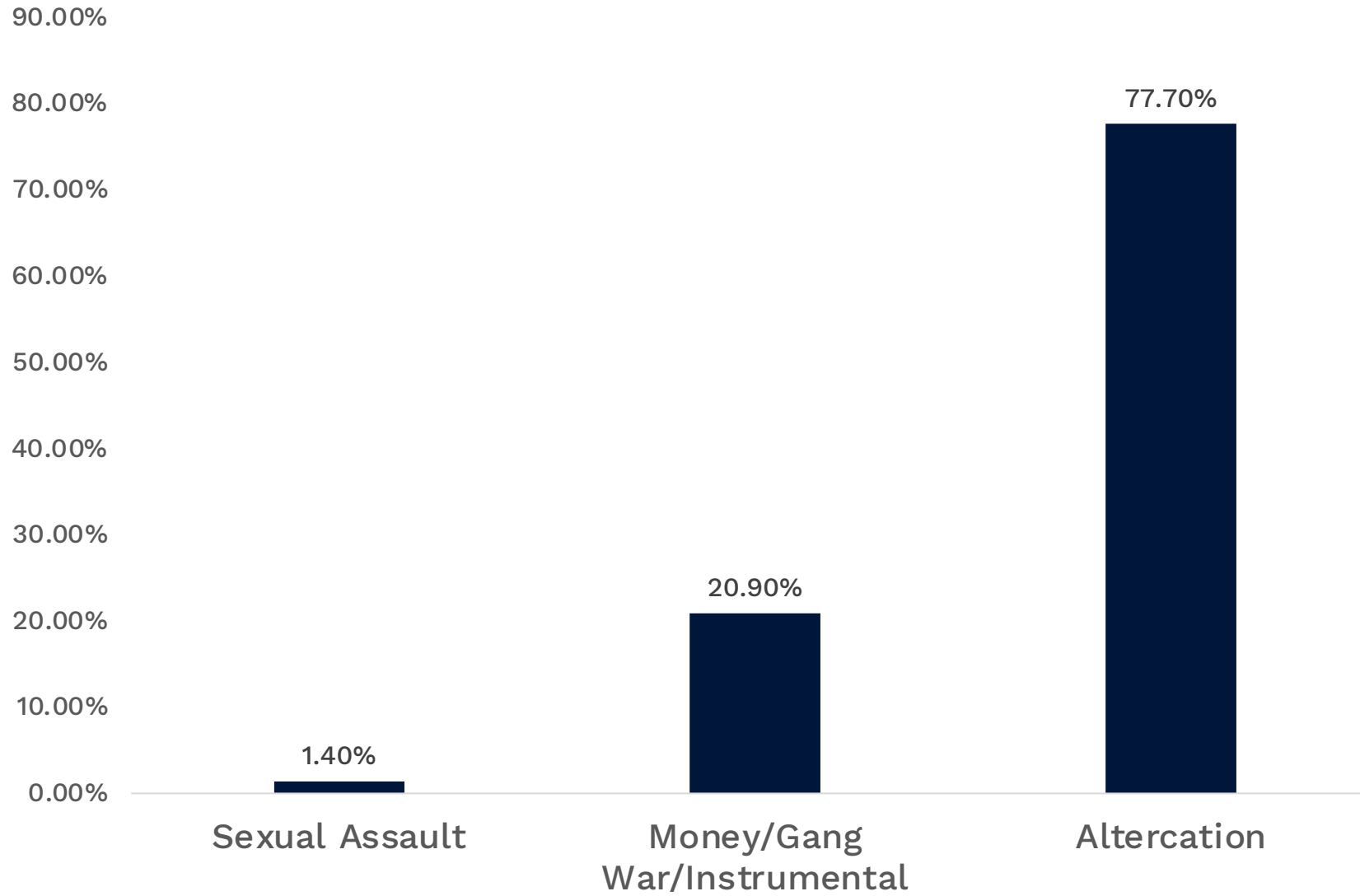
Incarceration has been the dominant policy response—And Black men carry the dual burden of incarceration and gun violence victimization



Gun Homicide Rate per 100,000 (2019)



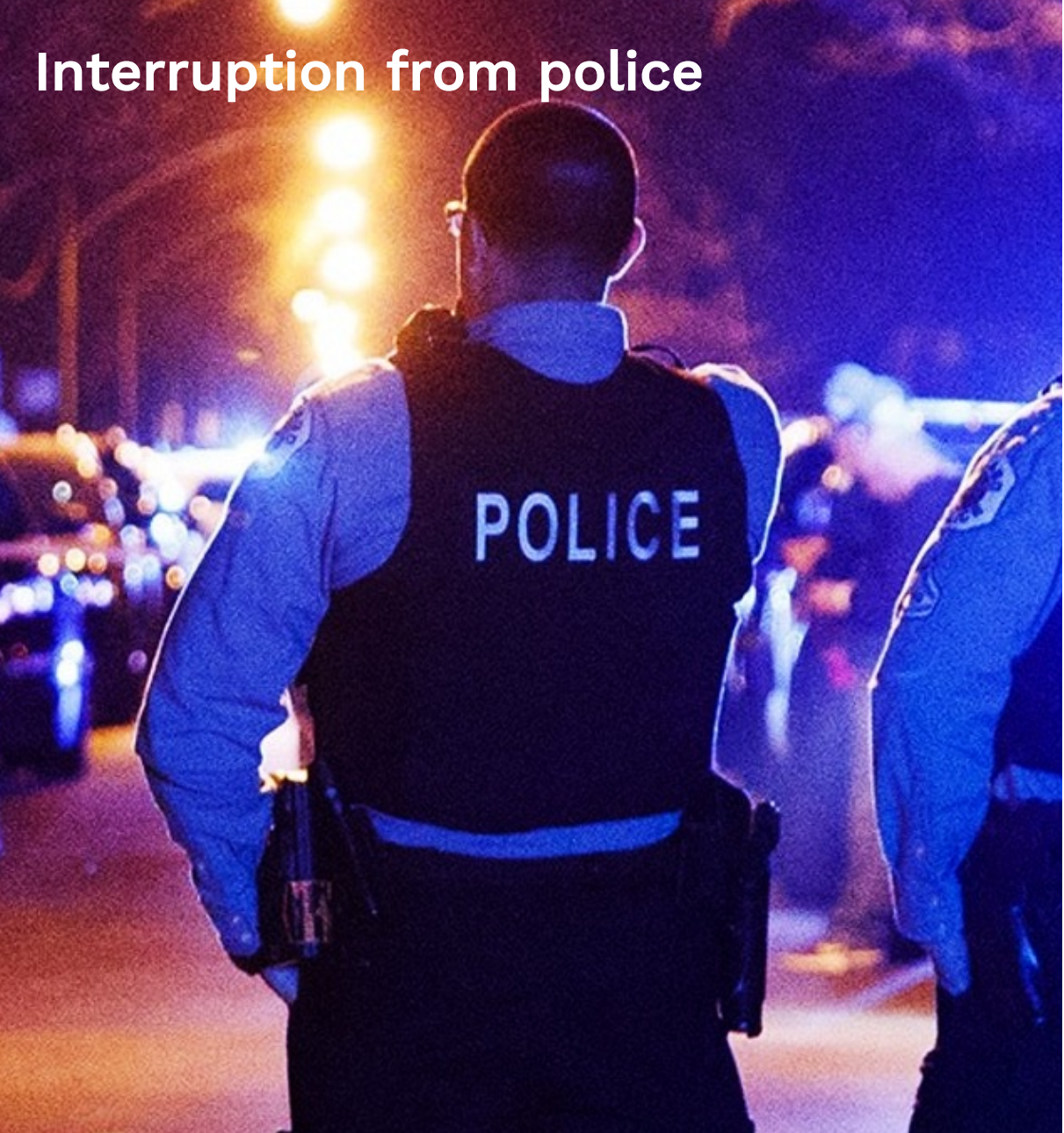
Motives for Chicago Homicides, 1965-1995



Source: Block and Block, ICPSR

“If I let you kids redo just 10 minutes of your lives, none of you would be here.”

Interruption from police



Interruption from CVI





DR. CHICO TILLMON

Executive Director

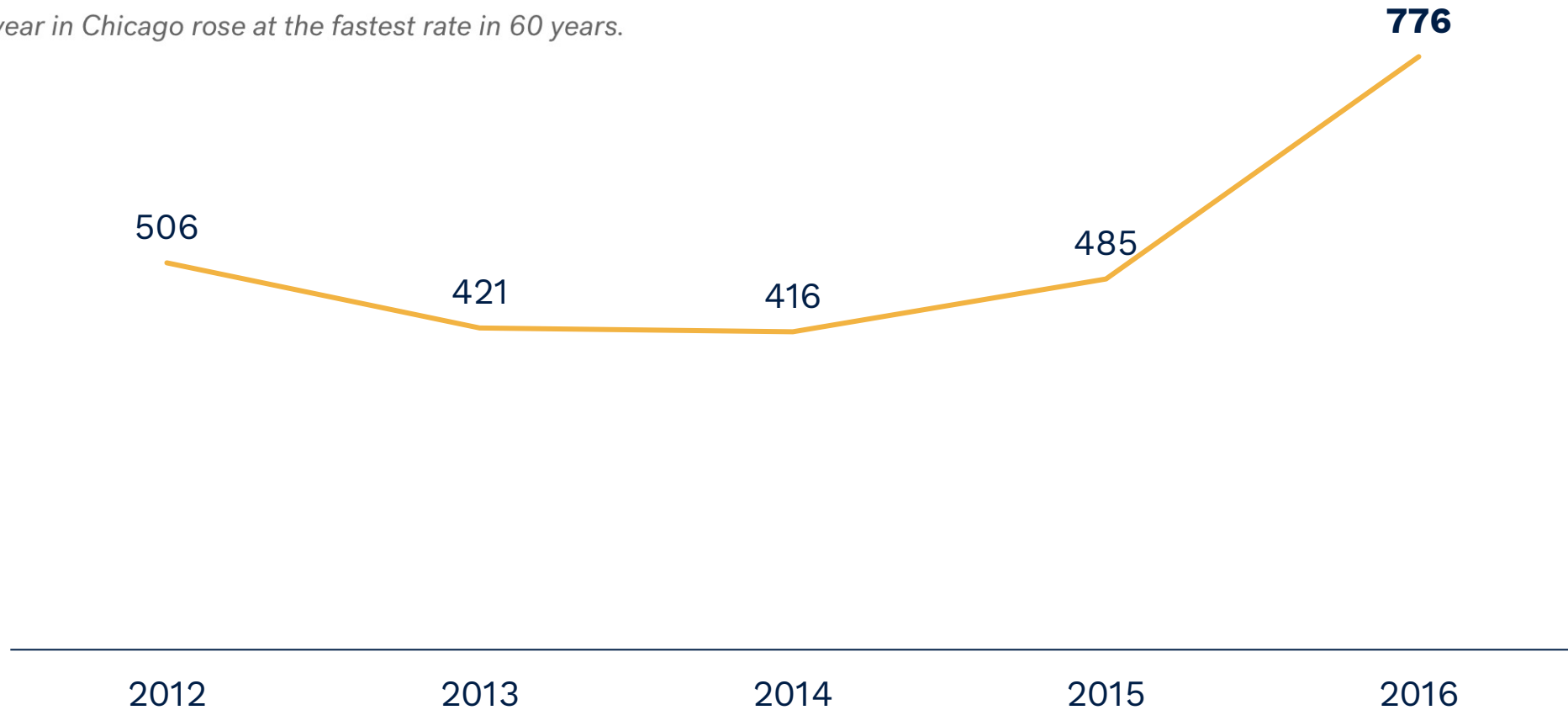
READI at Heartland Alliance

Who We Are

2016 homicide spike motivated READI Chicago

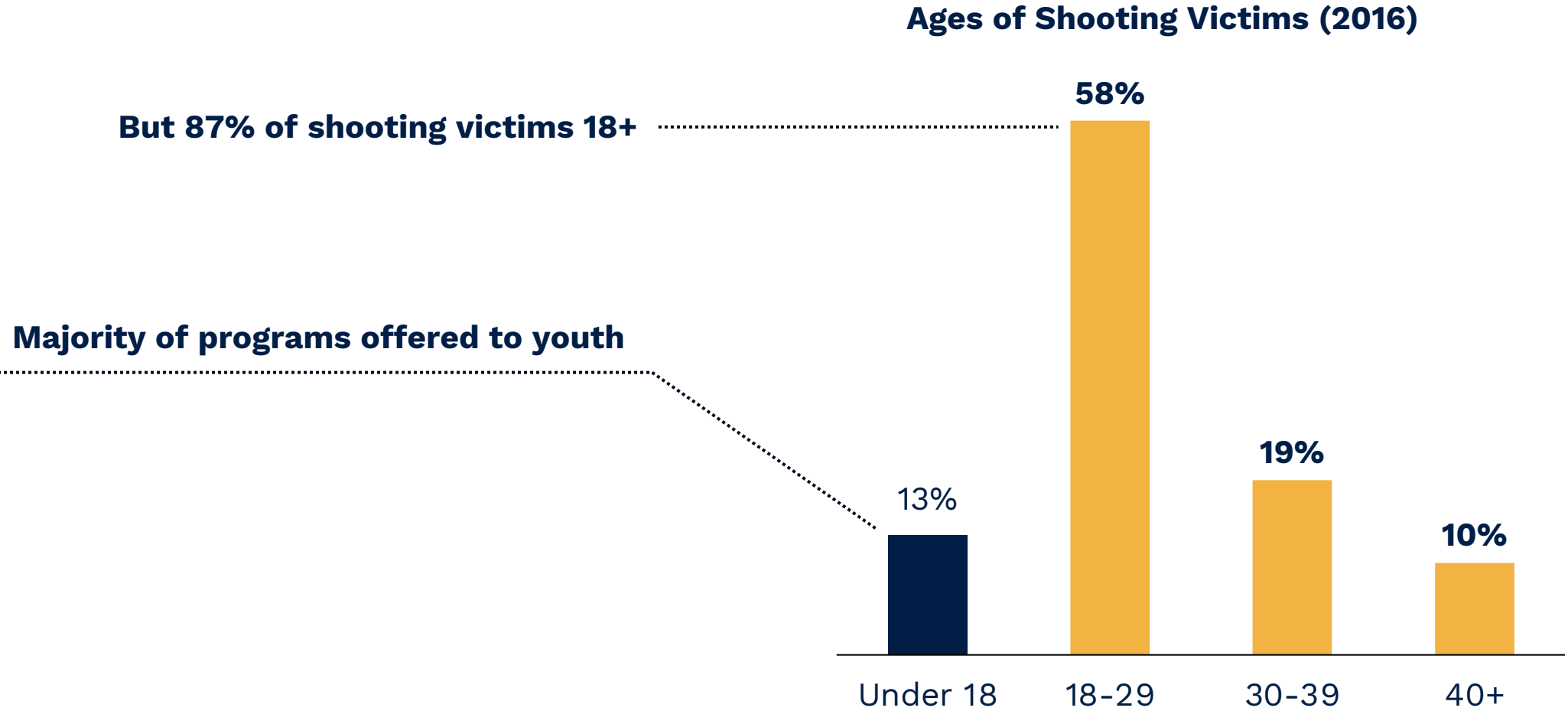
Chicago's 'Out of Control' Violence Produces 762 Homicides in 2016

Homicides last year in Chicago rose at the fastest rate in 60 years.



Source: CPD records

Service gap for the majority of shooting victims

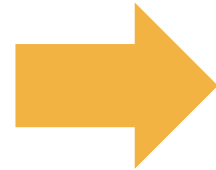


Source: CPD records

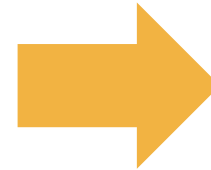
Research partnership formed prior to READI



**Collaborative
discussions between
researchers and
Heartland Alliance**



Review of evidence



**CBI+
JOBS**

Basic program model

How study participants experienced READI Chicago



Randomization and recruitment

Once an individual is in the treatment group, outreach staff use their networks and public information to locate participants.



47 days of outreach engagement

For a median of 47 days, participants and outreach work together to address barriers such as safety, transportation, and paperwork.



18 months of CBI, jobs, and services

READI operates Monday-Friday with CBI or professional development in the mornings followed by work crews and coaching.



6 months of follow-up support

After a participant works for 18 months, he can access support from READI through his transition to unsubsidized employment.

Photo credit: *New York Times*, Heartland Alliance, *Chicago Sun Times*



Three referral pathways to READI



Community Referrals

Participants identified based on partner community outreach organizations' experience and expertise



Risk Assessment Referrals

Individuals referred by the Service Provision Risk Assessment to be at the highest risk of future gun violence involvement



Reentry Referrals

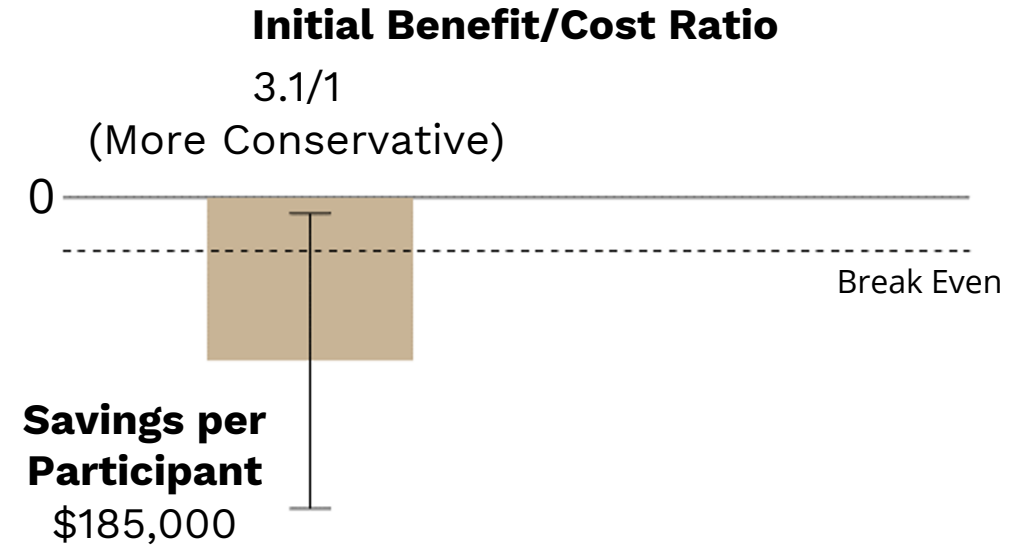
Previously-incarcerated individuals who are reentering their communities from prison or jail

Photo credit: Heartland Alliance

Initial estimates of READI's benefit/cost ratio

Using more conservative estimates of crime costs

Type of Crime <i>Select examples</i>	Crime Cost Estimate
	More Conservative
Homicide	\$5,910,000
Sexual Assault	\$180,000
Armed Robbery	\$60,000
Robbery	\$30,000
Aggravated Assault	\$70,000



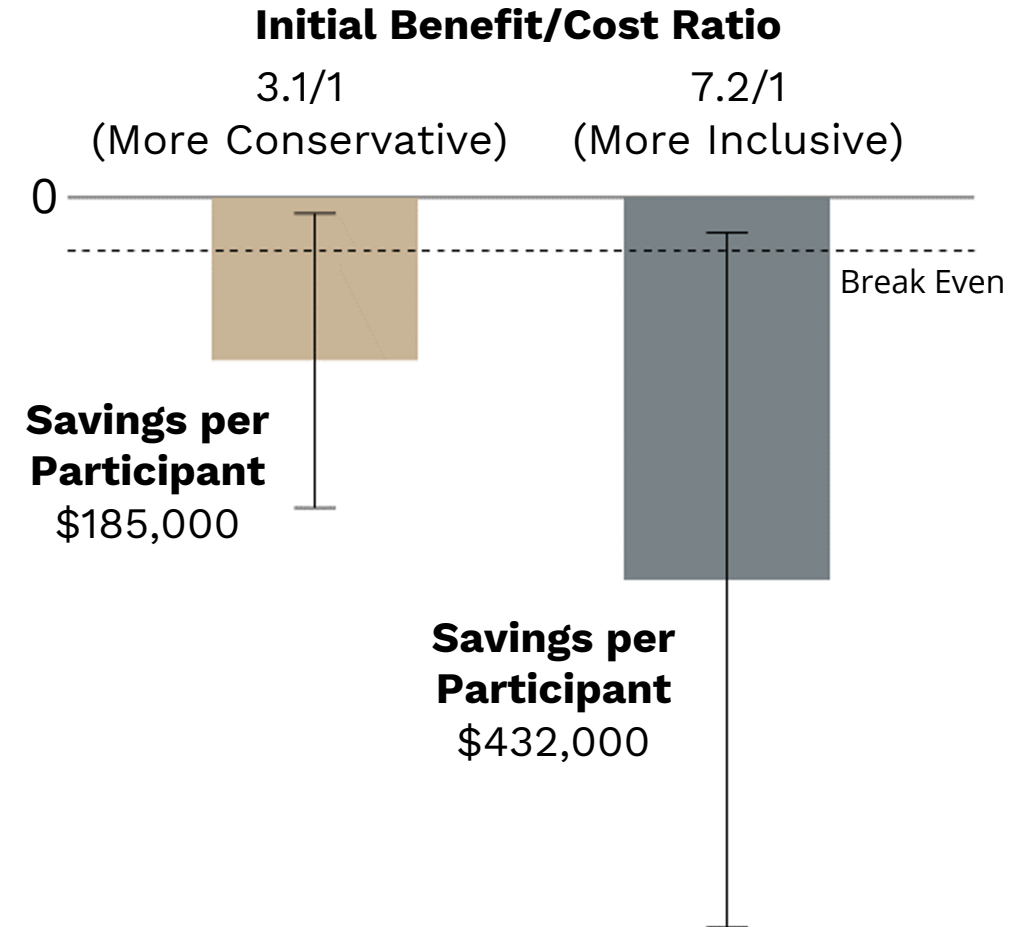
Source: Cohen & Piquero (2008) | Cost estimates in 2017 dollars

Initial estimates of READI's benefit/cost ratio

Using more inclusive estimates of crime costs

Type of Crime <i>Select examples</i>	Crime Cost Estimate	
	More Conservative	More Inclusive
Homicide	\$5,910,000	\$13,950,000
Sexual Assault	\$180,000	\$340,000
Armed Robbery	\$60,000	\$330,000
Robbery	\$30,000	\$50,000
Aggravated Assault	\$70,000	\$100,000

Source: Cohen & Piquero (2008) | Cost estimates in 2017 dollars





David Williams

Executive Vice President West Region

Choose to Change

Who We Are

A Homegrown Solution to Decreasing Youth Violence

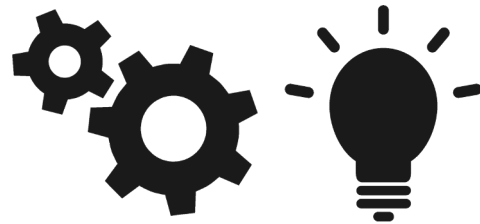
2015 Design Competition

Crowdsource



Labs and foundations crowdsourced promising solutions to gun violence from every corner of the urban landscape.

Design



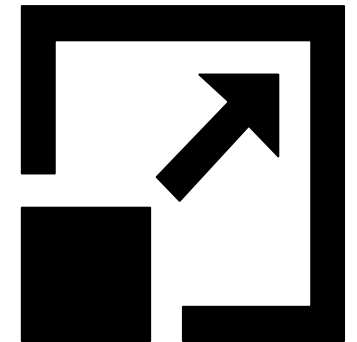
Children's Home & Aid and Youth Advocate Programs developed the C2C program by combining the strengths of each organization.

Assess



Subject matter experts selected the ideas with the greatest potential to improve lives at scale. Of almost 200 entries, three winners were recognized.

Partner



The Crime Lab and Education Lab partnered with winners to rigorously evaluate and help scale the most cost-efficient and effective programs.

Choose to Change The Model



Wraparound Support



Trauma-informed Therapy



Relentless Engagement:
Advocates do not give up on participants, especially those who are difficult to engage



Applied Learning:
Advocates attend group therapy and help youth identify contexts where CBT skills can apply



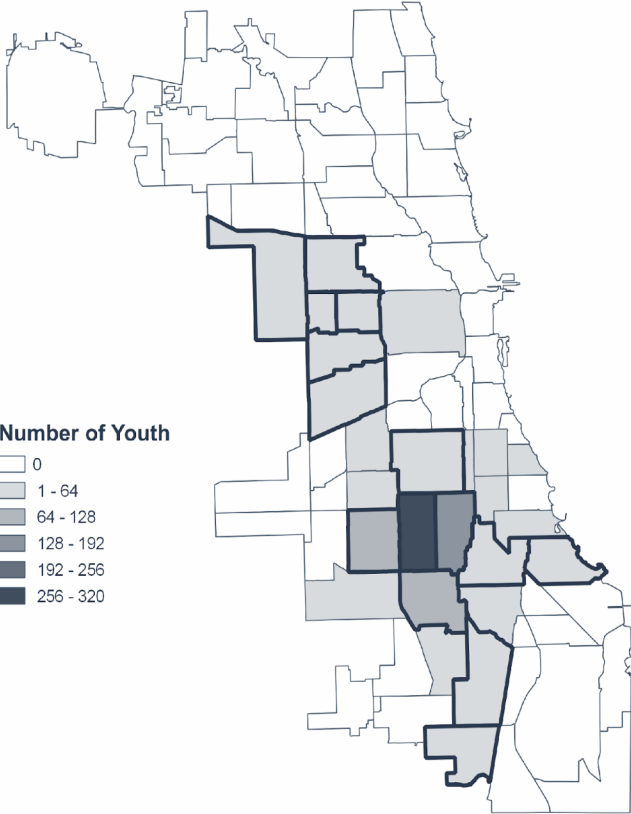
Decision-Making:
Participants learn tools to disrupt negative thoughts, resolve conflict, and build self-efficacy











Strong Relationships:
C2C staff bring lived experience and compassion in order to build life-long relationships

C2C serves youth who are justice-involved or disconnecting from school

C2C Meets the Need – where C2C youth live*
 Community Areas with highest levels of violence outlined



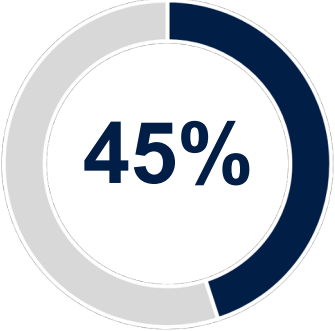
 21% homeless or housing unstable	 37% have a prior arrest	 24% have an Individualized Education Plan	 95% Black
 30% of school days in prior school year missed	 22% not enrolled in school at some point during the prior school year	 41% are female	 16 average age

On average, C2C participants have experienced high levels of trauma exposure at the start of the program

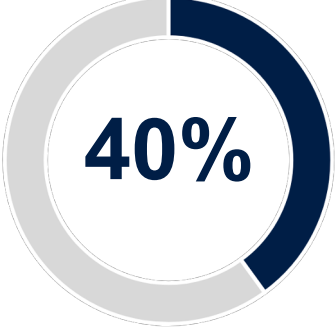
On average, C2C youth have experienced **at least seven** traumatic events*



have been **told** about someone's killing or injury



have been **hurt or injured** themselves



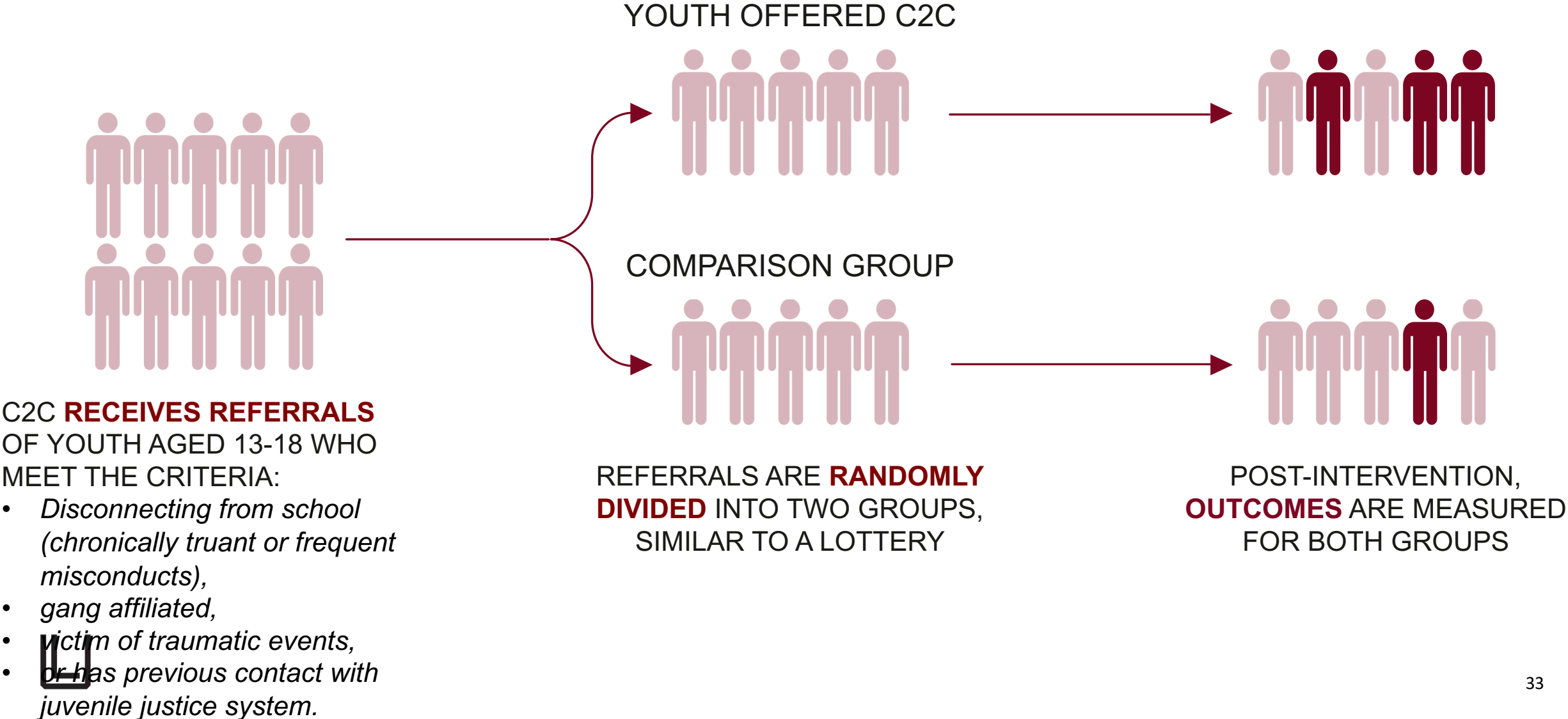
have **seen or heard** someone being badly hurt



have **seen someone dead or dying** or had **watched or heard** someone being killed

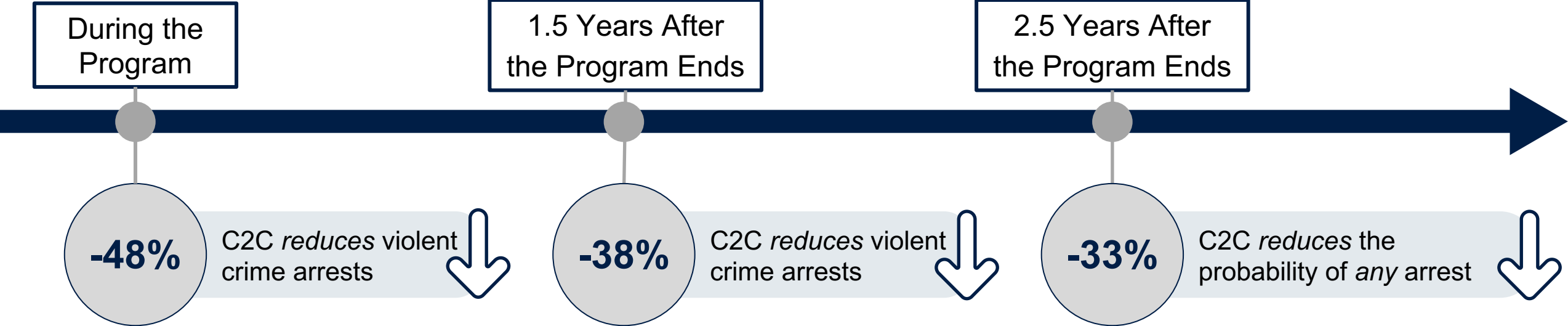
*Based on Children's Home and Aid data from a Trauma History Checklist completed by 60% of the C2C participants from the RCT.

C2C was evaluated through a randomized controlled trial



C2C keeps youth safe in the immediate and longer term

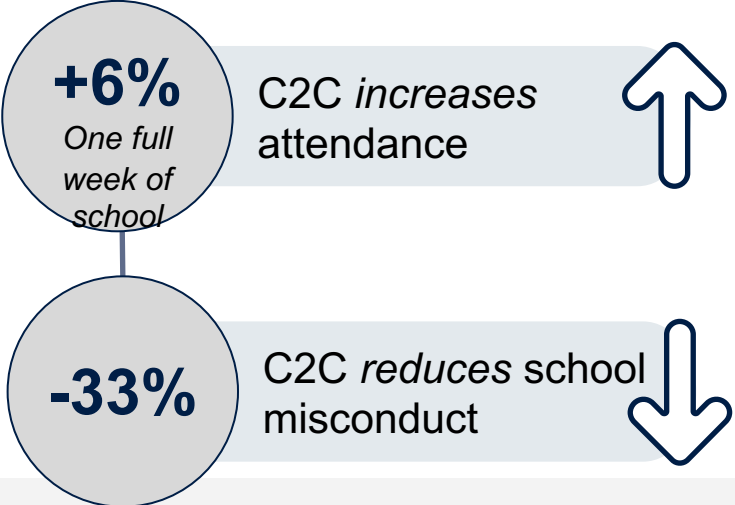
Justice System Outcomes



C2C increases youth's attachment to school

Educational Outcomes

6 Months After
the Program Ends





The C2C Program leaves a lasting impact

“Influence, intelligence, experience. **He’d been there done that, he’d been my age before.** But I hadn’t ever been his age, and I’m trying to get there.” – C2C Alum

“I learned how to walk away and not act on everything and **make a permanent decision on a temporary situation.**” – C2C Alum

Empowering Teens to Thrive: ET3

Addressing Mental Health with Mentorship

Sarah London LSW & Alison Culyba, MD, MPH, PhD

University of Pittsburgh Children's Hospital

Center for Adolescent and Young Adult Health



SARAH LONDON

Social Worker and Violence
Prevention Specialist of the
Empowering Teens to Thrive
program

UPMC Children's Hospital of
Pittsburgh



ALISON CULYBA

Director of the Empowering Teens
to Thrive HVIP

UPMC Children's Hospital of
Pittsburgh

ET³

Empowering Teens to Thrive

Promoting safety, resilience, and well-being



**Center for Adolescent
and Young Adult Health (CAYAH)**

Violence Prevention Initiative
Graduate School of Public Health

We support youth who have been hurt and seek care in the UPMC Children's Hospital of Pittsburgh emergency room or hospital. We provide education and counseling, and link youth and families to support in their own neighborhoods.

Medical follow up
Victim's assistance
Emotional support for traumatic stress
Brief trauma-focused counseling
Referrals to community-based services:
School support
Legal advocacy
Food & housing resources
Connecting with community
Community-based 1-on-1 mentoring

Mentorship and Mental Health Support

- BOTH Mentorship and Mental Health Support aim to:
 - provide emotional support
 - enable people to feel comfortable and in control
 - are 1 on 1 and tailored to the needs of the individual
 - empower the people we get to work with through setting goals

What does it look like when a mentee is experiencing a mental health challenge?

Anxiety

- Not able to control overthinking or worry thoughts
- Irritability
- Having difficulty falling asleep or staying asleep
- Difficulty concentrating due to worry thoughts

Depression

- Low mood
- Low motivation
- Less interest in activities they used to enjoy
- Sleep concerns (i.e. sleeping too much, too little, or inconsistent sleep)
- Feeling helpless, hopeless, or worthless
- Possible thoughts of suicidal ideation or passive death wish (not caring what happens to them)

Grief

- Symptoms of depression or/and anxiety
- Waves of anger and sadness triggered by remembered person who has died
- Feeling guilty of last interaction with person who has died
- Possible increase of substance use

Trauma

- Difficulty trusting others
- Fighting with others
- Having difficulty in school
- Feeling sad, angry, fearful, or anxious about traumatic event
- Difficulty sleeping or concentrating
- Experiencing nightmares or flashbacks

Strategies for addressing mental health in the moment that everyone deserves to know

Grounding Techniques:

- 5,4,3,2,1- focuses on senses; 5 things you can see, 4 things you can hear, 3 things you can feel, 2 things you can smell, 1 thing you can taste
- 4-4-4 - focuses on breathing; breathe in for 4, hold for 4, breathe out for 4
- Focus on Your Feet- person feels how their feet feel in their shoes, on the ground, wiggle toes, or count steps. Person will hopefully drop their shoulders from being tense in the moment and be able to focus on something other than thoughts of worry or panic.

Manage feelings of grief after recent death or after a traumatic event:

- Make sure person is getting basic needs of hydration, nourishment, and sleep
- Remind that healing is not linear and everyone has their own definition of acceptance
- Assist person in seeking formal help if they are ready

Our Mentors use the following to reinforce the mental health of their mentees:

1

Engage mentees
in Motivational
Interviewing

2

Use a Healing
Centered
Engagement
Approach

3

Build rapport
with the mentee
and their
support system

1. Motivational Interviewing

Gives the mentee control.

Uses a supportive approach vs judgmental to build confidence.

Allows for mentees to create their own reason to change a behavior based on what is important to them.

Role models effective communication skills.

Teaches problem solving as barriers are addressed throughout the change process.

MI Skills

OARS

- Open Ended Questions
- Affirmations
- Reflects
- Summary

Elicit, Provide, Elicit

- Elicit what your mentee is already thinking about the topic or behavior they want to change.
- Ask permission to provide your idea
- Elicit what your mentee thinks about the idea shared

Everyone has some degree of trauma in their lives.

A person's trauma does not define who they are as we focus on one's strengths.

Our goal is to empower people to heal.

Moves away from thinking people are broken and focuses on how we can support them in their healing process.

Allows you to use the young person's strengths when you're addressing "what's at risk".

Young person feels more in control of who they share their information with as disclosure of their trauma is not the key.

2. Healing Centered Engagement

How our Mentors use a Healing Centered Engagement Approach



Offering resources and support to the mentee without requiring their story to be told.



Using phrases like “you deserve the best support for what you are going through” or “everyone deserves to know who to ask for help when they need it”



Engaging in warm referrals:

Offering to call a resource with the mentee

Going with your mentee to an appointment, activity, or event

Introducing them directly to the person who is going to provide them with the next step of support



Offering to help them problem solve and navigate their reality regardless of what they have been through

Build Rapport with Support System

- A mentee is only as strong as their support system.
 - Our mentors often engage mentees' parents/guardians so the whole system feels more supported.
 - When an issue arises or the parents/guardians are not sure where to turn the mentor can be the point person to help them navigate this to ease the pressure and not feel alone.
 - This encourages the mentee to feel safe and secure.



KEONA BLANKENSHIP

Mentor with the Empowering
Teens to Thrive program

UPMC Children's Hospital of
Pittsburgh



LAUREESE HARPER

Mentor with the Empowering
Teens to Thrive program

UPMC Children's Hospital of
Pittsburgh

3. ET3 Mentors Build Rapport with the Whole Support System

- A mentee is only as strong as their support system.
 - Our mentors often engage the parents/guardians/caregivers of our mentees so the whole system is supported.
 - When the parents/guardians are not sure where to turn, the mentor can help them navigate any issues with the support of our team so they don't feel alone.
 - This encourages the mentee to feel safe and secure.



References

- [Grief and Bereavement \(health.wa.gov.au\)](http://health.wa.gov.au)
- [How to cope with traumatic events | JED \(jedfoundation.org\)](http://jedfoundation.org)
- [Understanding Grief | JED \(jedfoundation.org\)](http://jedfoundation.org)
- [How to Deal with Grief and Loss | JED \(jedfoundation.org\)](http://jedfoundation.org)
- Ginsburg, Kenneth R., and Sara B. Kinsman. *Reaching Teens Strength-Based Communication Strategies to Build Resilience and Support Healthy Adolescent Development*. American Academy of Pediatrics, 2014.
- [Chapter 3—Motivational Interviewing as a Counseling Style - Enhancing Motivation for Change in Substance Abuse Treatment - NCBI Bookshelf \(nih.gov\)](http://ncbi.nlm.nih.gov/pmc/books/ncbi122495/chapter/ncbi122495_ch3/)

A Conversation With Our Panelists



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Answering Key Questions from Our Audience



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Community Violence Intervention and Prevention Initiative (CVIPI)

CVIPI Implementation Checklist

The Department of Justice Office of Justice Programs has created a **CVIPI Implementation Checklist** to ensure jurisdictions have access to the expertise to address community violence that involves children, youth, young adults, and adults, both as the individuals responsible for perpetrating this violence and those who are victims of it.

- Includes definition, essential elements, and guiding principles of CVIPI.
- Provides a step by step process to support CVIPI efforts.
- Glossary of key terms related to CVIPI.
- Additional supporting materials will be released on a regular basis.



For more information:

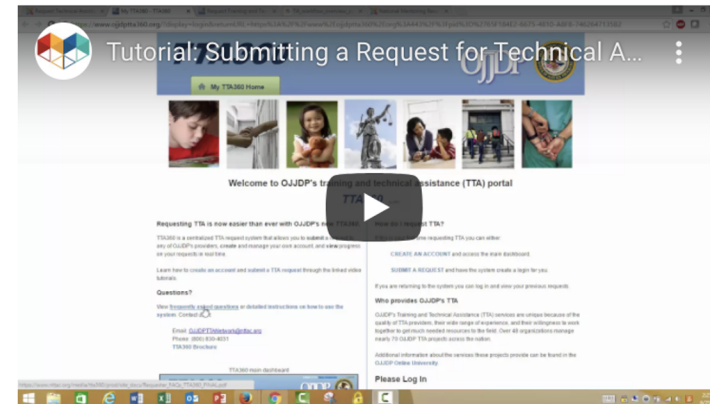
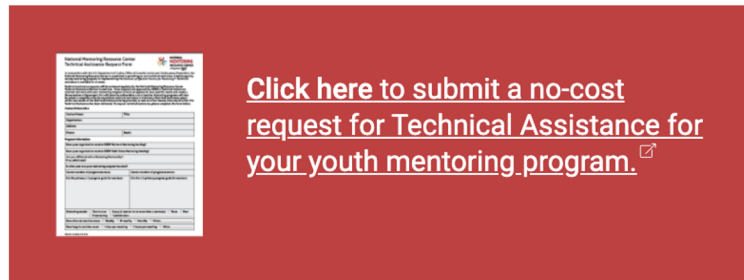
- [CVIPI Implementation Checklist](#)
- [OJJDP Youth Violence Intervention Initiative](#)
- [LISC Safety & Justice – Trauma Informed Community Violence Intervention Resources](#)

LISC

Request No-Cost Help for your Youth Mentoring Program

Request no-cost help for your youth mentoring program

The National Mentoring Resource Center provides no-cost technical assistance to youth mentoring programs around their individual needs and the improved implementation of specific mentoring practices. Requests are now submitted through OJJDP's centralized technical assistance site, TTA360.



Thank you!



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Disclaimer

**Office of Juvenile Justice and
Delinquency Prevention**

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