

Greater Bronzeville Community Action Plan



BRIGHT STAR
COMMUNITY OUTREACH

Strengthening hope and saving lives

“Say nothing about violence, until you do something about violence”

- Pastor Chris Harris

CHICAGO
CENTER *for*
YOUTH
VIOLENCE
PREVENTION



SCHOOL OF
SOCIAL SERVICE
ADMINISTRATION



Letter to Readers

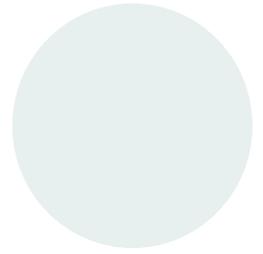
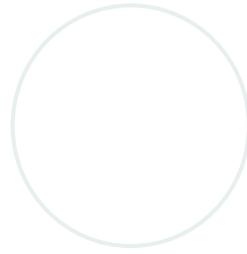
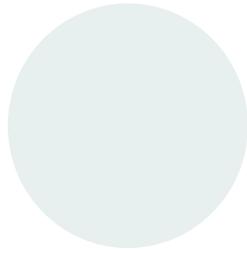
Violence remains one of the leading causes of death in the U.S., creating lasting scars among victims and communities. A recent study of high-burden Chicago neighborhoods by the Chicago Center for Youth Violence Prevention (CCYVP), based at the University of Chicago's School of Social Service Administration, uncovered sobering facts: among 15- and 17-year-olds, nearly all had been exposed to some form of violence. Thirty-two percent had a close friend or family member murdered. Eighteen percent – nearly 1 child in 5 – had witnessed a shooting that resulted in death.

These statistics, while alarming, do not begin to measure the full impact of community violence. Violence hurts a wide circle – victims, families, witnesses, and perpetrators. The physical and emotional consequences can last a lifetime, cause deep pain, and trigger other serious problems, including depression, post-traumatic stress disorder (PTSD), aggression and violence, substance abuse, suicide, and poor academic achievement, among other disorders.

Community violence is often described as an “epidemic.” Like most diseases, it is contagious and easily spread. But it is also **preventable**. We know there is no single answer that will prevent violence. Many programs target individuals, but most of them do little to drive down violence in communities. We believe the nature of violence requires a coordinated and comprehensive effort, combining interventions and strategies across systems and sectors.

The enclosed community action plan, led by Bright Star Community Outreach and University colleagues, reflects this multi-pronged approach. It gathers data and perspectives from concerned partners, including schools, social service agencies, faith community leaders, business, law enforcement, and political officials. All are committed stakeholders who want to reduce violence, strengthen and support youth, families, and the community, and reclaim Bronzeville as one of the most vibrant, culturally rich, and welcoming destinations in the city.





Central to this work has been a strong partnership with community residents and university researchers. Together, we came to the table to find solutions. We brought unique skills, insights, and expertise and a commitment to build a strong collaborative relationship. This meant being present in the community – showing up, listening, and respecting each other. Together, we created an action plan – crafted not to the community and not for the community, but rather **with** the community.



We want to thank the countless number of people invested in this process: the youth and adults who answered surveys, our dedicated staff and volunteers, community collaborators and stakeholders, our funders, and the numerous planning committees and workgroups.

To all who participated in this Community Action Plan: Your commitment has been invaluable. We are better together. And together we will make the Greater Bronzeville community stronger, with more connections and engaged residents and stakeholders.

Pastor Chris Harris, CEO
Bright Star Community Outreach

Deborah Gorman-Smith, Interim Dean
University of Chicago
School of Social Service Administration
Director, Chicago Center for Youth Violence Prevention



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Overview: Bronzeville Community

In the early 20th century, Bronzeville was known as the "Black Metropolis," one of the nation's most significant landmarks of African-American urban history. Between 1910 and 1920, during the peak of the "Great Migration," the population of the area increased dramatically when thousands of African-Americans fled the oppression of the south and immigrated to Chicago in search of industrial jobs. By 1950, Bronzeville was the center of Black Chicago and, along with Harlem, NY, the economic and cultural capital of Black America. It was one of the most economically integrated, culturally rich, and socially exciting communities in the United States. It also served as a key gateway for African Americans immigrating from the South seeking opportunities in broader America and for Americans of all backgrounds seeking the best of black culture and community.



With the Civil Rights movement and the dismantling of segregation beginning in the 1950s, many African American families left Bronzeville, which had become overcrowded. As a result, Bronzeville's population declined by more than 75 percent between 1950 and 2000 and much of the community's economic base was lost. The initiative outlined here is one part of the community's efforts to address the social and economic problems in the community as a result of the impact of the loss of this economic base and loss of social, health, and educational services and opportunities.

Led by Bright Star Community Outreach (BSCO) and the Chicago Center for Youth Violence Prevention at the University of Chicago's School of Social Service Administration, in collaboration with community partners (residents, educators, business leaders, community-based agencies, faith leaders), this community action plan outlines a set of priorities and recommended evidence-based strategies to be implemented, with the goal of reducing violence and strengthening and supporting youth, families and the community.



Our Community Partners

Bright Star Community Outreach (BSCO) is the convener of a number of workgroups, networks, and partners, all working toward the goal of addressing trauma associated with and reducing violence in the Greater Bronzeville community. Some of these partners include:

- 29 Eleven Consulting
- 3rd Ward Alderman's Office
- 4th Ward Alderman's Office
- Adler University
- Ariel Elementary Community Academy
- Be the Healing Project
- Beulah Shoemith Elementary School
- Bret Harte Elementary School
- Bronzeville Community Action Council
- Carter G Woodson South Elementary School
- Charles Kozminski Elementary Community Academy
- Chicago Center for Youth Violence Prevention, School of Social Service Administration, University of Chicago
- Chicago Police Department
- Chicago Public Schools
- Crispus Attucks Elementary School
- Daniel Hale Williams Prep School of Medicine
- Department of Family and Community Engagement, Chicago Public Schools
- Dr. Martin Luther King Jr College Prep HS
- Dyett High School
- Edward Beasley Elementary Magnet Academic Center
- Emmett Louis Till Math and Science Academy
- Ida B Wells Preparatory Elementary Academy
- Irvin C Mollison Elementary School
- James R Doolittle Jr Elementary School
- John B Drake Elementary School
- John Fiske Elementary School
- John J Pershing Elementary Humanities Magnet
- Komed Holman Health
- Ladies of Virtue
- Ludwig Van Beethoven Elementary School
- Love, Unity, & Values (LUV) Institute
- New Community Covenant Church
- New Hope Covenant Church
- Northwestern University Medicine
- Parent to Parent Connections
- Paul Laurence Dunbar Career Academy High School
- The Community Builders (TCB)
- United Way and the Greater Bronzeville Neighborhood Network
- University of Chicago Medicine
- University of Chicago Medicine Center for Community Health and Vitality
- University of Chicago's School of Social Service Administration
- Woodlawn Community Elementary School



Community Action Plan: Partners in Action



BRIGHT STAR
COMMUNITY OUTREACH

Strengthening hope and saving lives

Bright Star Community Outreach (BSCO)
convenes workgroups and networks with the goal of reducing
violence and strengthening community.

**Violence Prevention
through Positive
Youth, Family, and
Community
Development**

**Trauma-Informed
Care**
Faith-led Support and
Counseling (The
Urban Resilience
Network Center)

Education
Bronzeville
Community Action
Council (BCAC)

**Workforce
Development**
Greater Bronzeville
Neighborhood
Network (GBNN)

Community-Wide Efforts in Four Areas:

- **Violence Prevention through Positive Youth, Family, and Community Development:** Implement evidence-based programs and support existing programs to strengthen positive youth development and support parents, families, and the community.
- **Trauma-Informed Care:** Faith-led post-trauma counseling services (with support from University of Chicago Medicine and Northwestern Medicine) at the TURN Center.
- **Education:** BCAC Strategic Plan to support and strengthen all schools and education within the Greater Bronzeville Community.
- **Workforce Development:** GBNN focuses on workforce development across the life-course for the residents of Bronzeville .

Greater Bronzeville Communities that Care (CTC) Operating System

Chicago Center for Youth Violence Prevention at University of Chicago's School of Social Service Administration and Northwestern University will provide violence prevention programming support and evaluation/technical support

Bronzeville Communities that Care

In an effort to address the issue of violence and the impact of trauma in our community, BSCO has convened partners in the Greater Bronzeville Community to develop a set of initiatives to both meet the needs of families, friends and those impacted by violence, as well as put effective prevention programs in place — to develop a comprehensive and coordinated community violence prevention strategy.

Toward this goal, BSCO has been using an evidence-based, prevention planning system, called the Communities that Care (CTC) model. Greater Bronzeville’s CTC model provides a structure for engaging community stakeholders to partner in defining the problem, identifying solutions, and working together to implement these solutions to reduce violence and promote healthy development for children, youth and families living in the community.

Our Community Action Plan

BSCO and partners have worked on implementing the phases of the CTC model (see Figure 1) to develop this community action plan. This planning has occurred through multiple workgroups, and included collecting data from over 1,500 youth and 400 adult residents, examining publically available administrative data, and identifying existing resources in the Greater Bronzeville community. These data have been used to inform the development of goals and strategies related to violence prevention efforts. Much of this work includes a specific focus on youth, family, and community programming.



Figure 1. The Communities that Care process is divided into five phases.

In addition to these violence prevention efforts, BSCO is leading efforts in trauma-informed care, including a faith-led effort to provide services to those in our community impacted by violence. Community efforts in education, through the Bronzeville Community Action Council (BCAC), and workforce development, through the Greater Bronzeville Neighborhood Network (GBNN), are also on-going and included in this larger community action plan.



By engaging community residents, faith leaders, community-based organizations, schools, police, academics and elected officials toward a set of common goals to build on existing strengths and bring in additional resources, community efforts to reduce poverty and violence, support youth and families, and increase economic development, can be realized.

The Greater Bronzeville Community Action Plan describes the results of the work completed to date in the Greater Bronzeville Communities that Care effort. The Communities that Care (CTC) operating system, referred to as TURN (The Urban Resilience Network) model, helps community members work together to efficiently and effectively promote positive youth development. This Community Action Plan includes a data-driven and community-led summary of the Bronzeville community, detailing priority risk and protective factors, highlighting resources and resource gaps, and recommending tested and effective programs to be implemented.

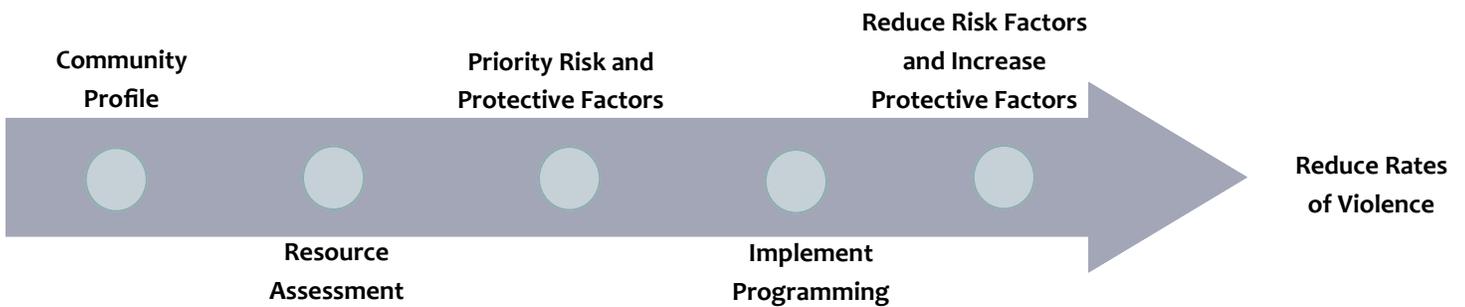


Figure 2. TURN Model process with an overall goal of reducing rates of violence in the Greater Bronzeville community.

Community Action Plan Writing Process

The Greater Bronzeville Community Action Plan was drafted after several community-led workgroups collected data, reviewed the community profile and the resource assessment, and prioritized seven domains as priorities for community planning. Next, a series of community action planning workshops, which took place from April to June 2017, identified goals and outcomes for the action plan and recommended programming for positive youth, family and community development.

The other sections of this Community Action Plan, encompassing areas of trauma-informed care, education, and workforce development are also included in this unified Community Action Plan. Together, these four components of the Action Plan provide a comprehensive strategy intended to strengthen and support the Greater Bronzeville community.



Our Guiding Principles

Equity and Justice

We acknowledge the enduring impact of racial oppression in Bronzeville and other communities of color. Systemic racism continues to maintain inequities present in our communities, and we are committed to first seeking justice and equity for all children and families in Bronzeville.

Human Needs

We acknowledge that all Bronzeville residents deserve to have their basic needs met; including safe housing, food, clothing, and access to quality healthcare, education and employment.

Healing

We believe that relationships are at the core of thriving communities, and we will work to heal and restore broken relationships between the people and institutions in and around Bronzeville.

Community Engagement and Collaboration

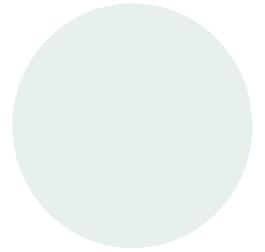
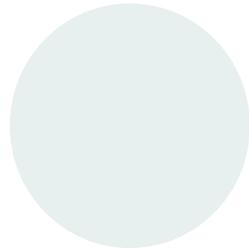
We commit to work with all willing community members in the planning and implementation of initiatives that directly impact them. We will strive to empower youth to become more actively involved in building community through fostering virtues and cultural diversity, and teaching leadership and life skills.

Accessibility

We commit to leverage our existing and future resources to support the vision of the community plan, and the development of programs that will be available/accessible to the entire Bronzeville community.

Innovation

We will intentionally challenge ourselves to stay relevant and think creatively about new ways to meet the evolving needs of all of our youth and families. For example, we will explore innovative ways of using technology to connect youth and families within the community to resources and services.



Adult Responsibility

We recognize that adults in our community have a responsibility to lead: to support and mentor youth, serve as role models through our behavior and actions, and to work together to change the community context for youth in terms of what's possible for them.

Support and Connect with Families

We recognize the critical role of family in child and youth development, the stressors placed on families, and the need to support the entire family system in outreach and programs.

Schools as a Connection Point

Youth spend a great deal of time at school. Administrators, teachers and staff should be leveraged to help connect youth with services, programs and other opportunities.

Collaboration across Agencies and Service Sectors

We will continue to build and strengthen collaborations across agencies and service sectors, and to hold one another accountable for delivering high-quality services.

Policy Connections

We will connect with policy makers, businesses, and stakeholders in areas of housing, education, workforce, transportation and law enforcement, to collectively work toward reducing violence and strengthening community.

Care for Providers

We recognize the impact of this work on those providing the services is needed. We will work to add programs and provide support to “heal the healers.”

Communication and Marketing

We will continue to provide opportunities or networking and communication across service providers, organizations, schools and other community agencies. Our intent is to ensure that all are aware of the services and resources available in the community.

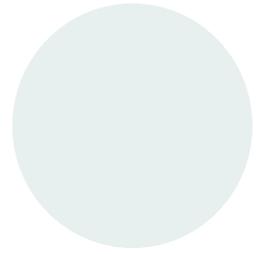
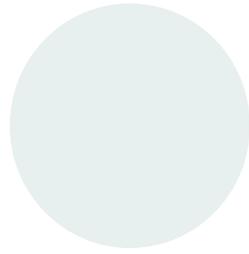


Becoming a Unified Community

Bronzeville has a rich history and a legacy of strong community identity. It was once considered among the most economically integrated, culturally rich, and socially exciting communities in the United States. Structural and political inequities contributed to the loss of the community's economic base between the 1950's and 2000, resulting in the loss of social, health, and educational services and opportunities. Through this, as seen by data collected through the neighborhood survey, residents continue to feel a strong sense of connection to the community, view this as a good place to raise families and consider the community a place where people look out for one another.

Building from this strength of community connection and support, we strive to become a more unified, engaged, and active community — committed to reducing violence and supporting healthy youth, family and community development. Bridging all of the work outlined here, we will bring the community together through workshops and public events, to continue to connect, support and build toward a safe and vibrant community for all.





Community Events

“Be the Healing” Community Training

Among the many opportunities to come together as a community, Bronzeville Partners including Bright Star Community Outreach, Bronzeville Community Action Council, Chicago Bahá’í Community, Chicago Police Department, Illinois Institute of Technology, University of Chicago’s School of Social Service Administration, and 29Eleven Consulting have sponsored ***Be the Healing***, a training focused on the mental health aspect of communities suffering violence, the structural inequities that keep the cycle going and, most importantly, the restorative methods that can contribute to violence prevention in Bronzeville, Chicago and elsewhere.

Dr. Joy DeGruy, internationally renowned researcher, educator, and author, has led two day-long sessions where hundreds of community leaders and change makers in Chicago were trained. Future opportunities to participate are being planned.

Community Participation for Networking and Connectivity

Please see pages 14-15 of this Community Action Plan for the three events BSCO and the Chicago Center for Youth Violence Prevention (CCYVP) at the University of Chicago’s School of Social Service Administration has hosted to date. BSCO and CCYVP will continue to host quarterly community events and meetings to enhance networking, and foster connections between agencies, organizations, schools and individuals.

Support and Care for Healers and Providers

Opportunities for self-care will be offered through the TURN Center (please see pgs. 42-43). Working with children and adults can lead to exacerbation of previous traumatic experiences, secondary trauma, stress, and other mental health concerns. Addressing the needs of our healers and service providers is essential.

Section I:

Violence Prevention through Positive Youth, Family and Community Development

This section details the data-driven processes that have informed the Community Action Plan focused on violence prevention through positive youth, family and community development. This includes the development of a community profile (using publically available data, and survey data from youth and adult residents), a resource assessment, and prioritized domains to strengthen to achieve our goal of reducing violence.

This plan is the outcome of work conducted by community residents and stakeholders from multiple organizations in the Greater Bronzeville Community, with key leadership from the **Governance Workgroup**, and with technical assistance and support from the Chicago Center for Youth Violence Prevention at the University of Chicago’s School of Social Service Administration.

Governance Workgroup

Chair: Pastor David Swanson, *New Community Covenant Church*

- Nichole Carter, *Bright Star Community Outreach and Greater Bronzeville Neighborhood Network*
- Rodney Carter, *Bright Star Community Outreach*
- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Pastor Chris Harris, *Bright Star Community Outreach*
- Walidah Tureaud, *University of Chicago Medicine*
- Juan Villamar, *Northwestern University*
- Natalie Watson, *University of Chicago Medicine Center for Community Health and Vitality*

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ADMINISTRATION



Bronzeville CTC Community Board

Lead: Pastor Chris Harris, *Bright Star Community Outreach*

- Rodney Carter, *Bright Star Community Outreach*
- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Carl Hurdlik, *Department of Family & Community Engagement, Chicago Public Schools*
- Tikia Kidd, *Parent to Parent Connections*
- Sharnia Lashley, *Northwestern University*
- Pastor Michael Neal, *Glorious Light Church*
- Danielle Robinson, *Bright Star Community Outreach*
- Pastor David Swanson, *New Community Covenant Church*
- Shameka Tate, *Komed Holman Health*
- Juan Villamar, *Northwestern University*
- Natalie Watson, *University of Chicago Medicine Center for Community Health and Vitality*

Risk and Protective Factor Workgroup

Lead: Sharnia Lashley, *Northwestern University*

- Alicia Bunton, *Bright Star Community Outreach*
- Rodney Carter, *Bright Star Community Outreach*
- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Carl Hurdlik, *Department of Family & Community Engagement, Chicago Public Schools*
- Danielle Robinson, *Bright Star Community Outreach*
- Michael Schoeny, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Falessa Square, *Chicago Police Department*
- Shameka Tate, *Komed Holman Health*
- Natalie Watson, *University of Chicago Medicine Center for Community Health and Vitality*

Resource Assessment Workgroup

Lead: Natalie Watson, *University of Chicago Medicine Center for Community Health and Vitality*

- Markeyta Boone, *New Community Covenant Church*
- Nichole Carter, *Bright Star Community Outreach and Greater Bronzeville Neighborhood Network*
- Rodney Carter, *Bright Star Community Outreach*

- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Emily Foltz, *New Community Covenant Church*
- Carl Hurdlik, *Department of Family & Community Engagement, Chicago Public Schools*
- Tikia Kidd, *Parent to Parent Connections*
- Juan Villamar, *Northwestern University*

Community Action Plan Workgroup

Lead: Rodney Carter, *Bright Star Community Outreach*

- Jhmira Alexander, *29 Eleven Consulting*
- Jasmine Bankhead, *Bright Star Community Outreach*
- Inger Burnett-Zeigler, *Northwestern University*
- Nichole Carter, *Bright Star Community Outreach and Greater Bronzeville Neighborhood Network*
- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Rachel Garthe, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Deborah Gorman-Smith, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Pastor Chris Harris, *Bright Star Community Outreach*
- Khari Humphries, *The Community Builders*
- Raushanah Jackson, *New Community Covenant Church*
- William Jackson, *New Community Covenant Church*
- Cyndee Langley, *Bright Star Community Outreach*
- Sharnia Lashley, *Northwestern University*
- Marion Malcome, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Beulah McLoyd, *Dyett High School*
- Ruth Robinson, *Bright Star Community Outreach*
- Shameka Tate, *Komed Holman Health*
- Syda Taylor, *Bronzeville Community Action Council*
- Jamila Trimuel, *Ladies of Virtue*
- Juan Villamar, *Northwestern University*
- Bethany Ward, *Adler University*
- Cosette Yisrael, *Love, Unity & Values (LUV) Institute*

Community Profile: Public Data

Community Data Assessment of Public Data

In March 2016, the data assessment workgroup began the process of gathering public data to develop a community profile. With the goal of violence reduction, data on crime and violence, as well as indicators of economic development, were obtained.

A full report can be found:

- www.brightstarcommunityoutreach.com/community-outreach/
- <https://ssascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>

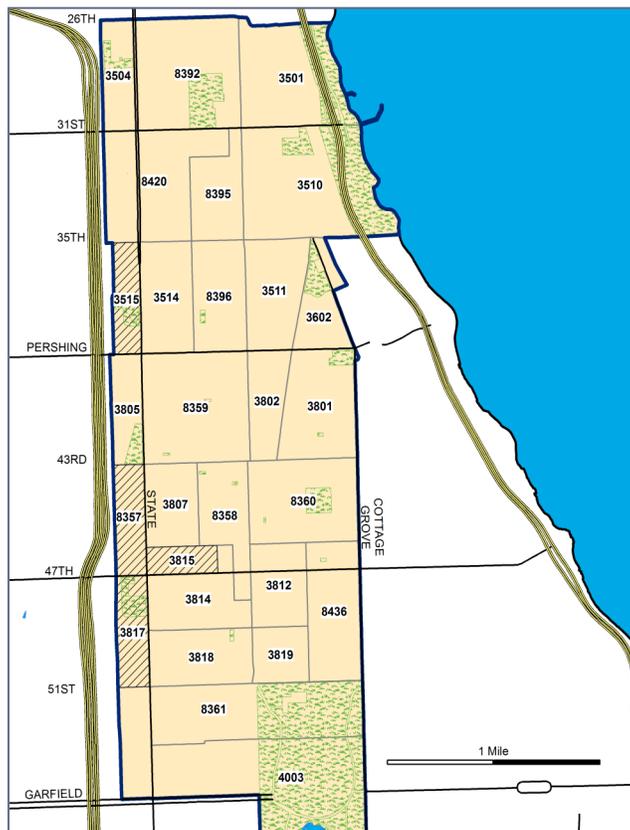
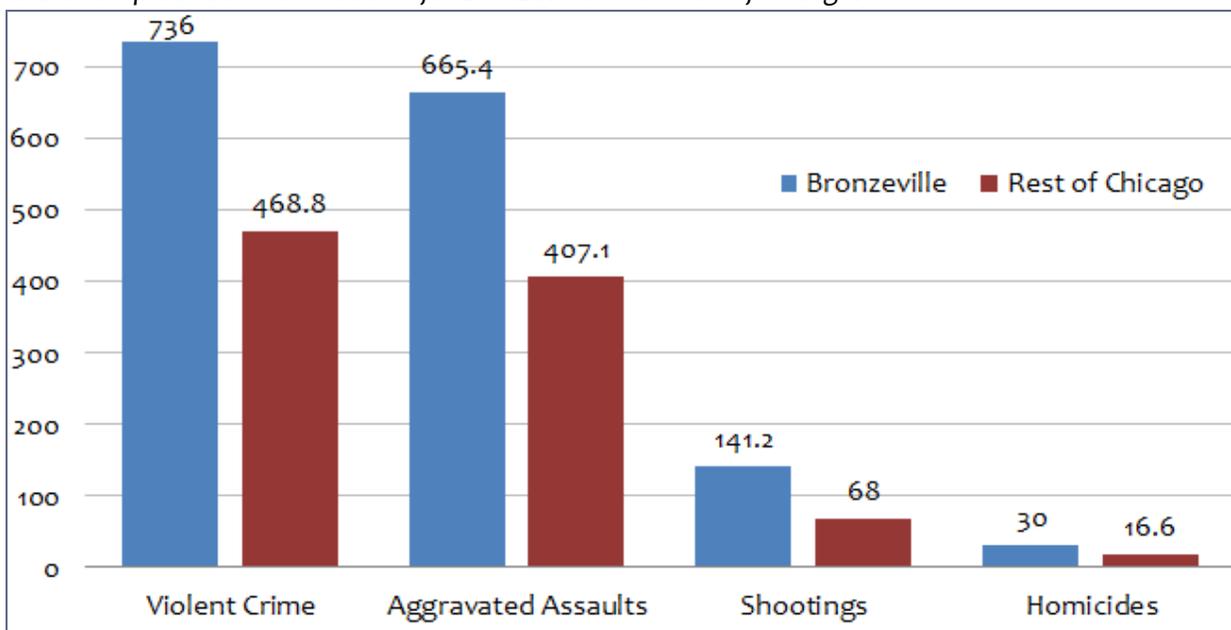


Figure 3. Bronzeville Census Tracts

Public Data: Crime

Figure 4. Table represents rates of criminal incidents per 100,000 residents using 2015 crime data. The table compares criminal incidents for Bronzeville to the rest of Chicago.



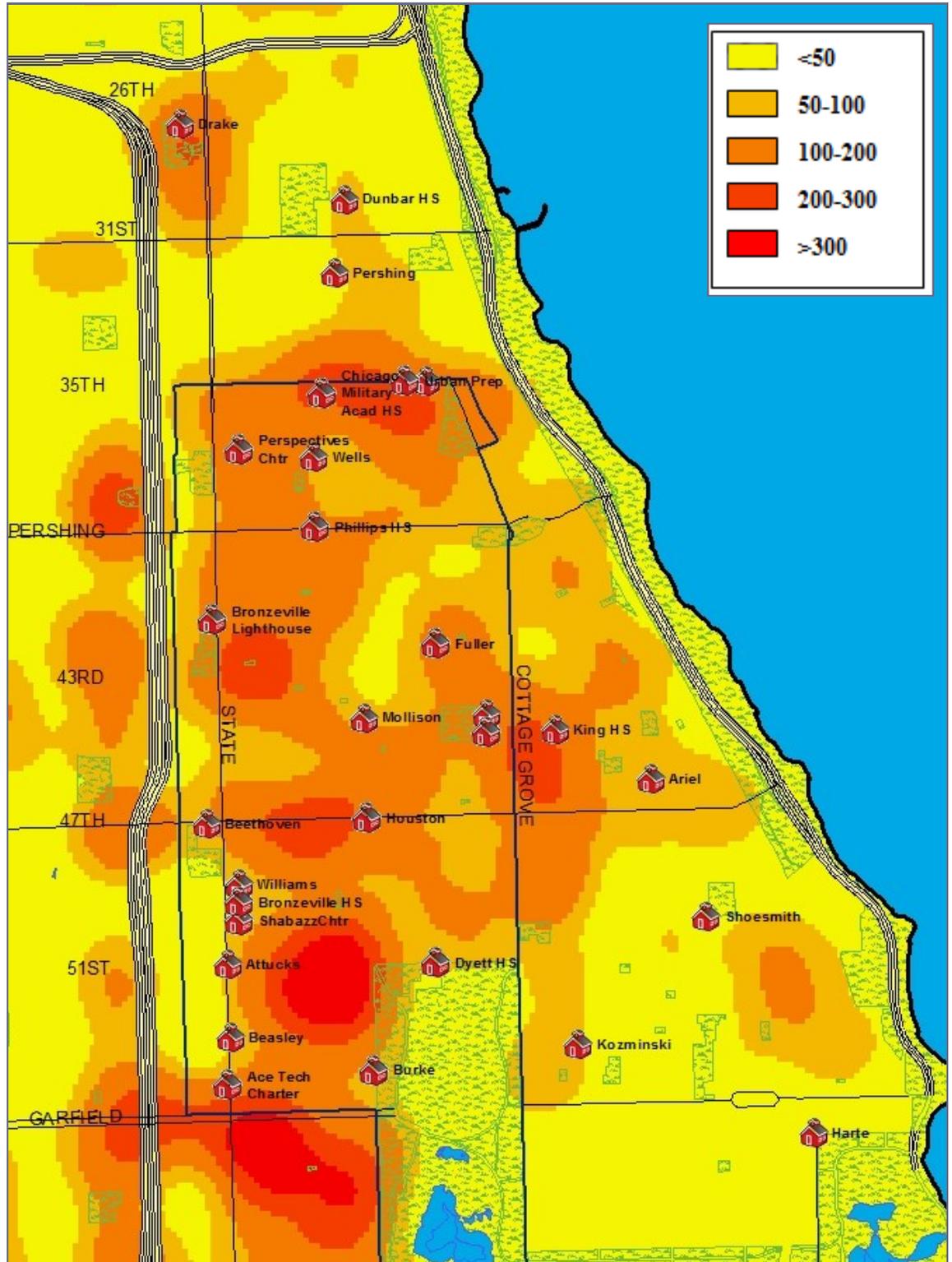


Figure 5.
Violent crime
density incidents
per square mile,
using 2015 data.

Public Data: Community Stability

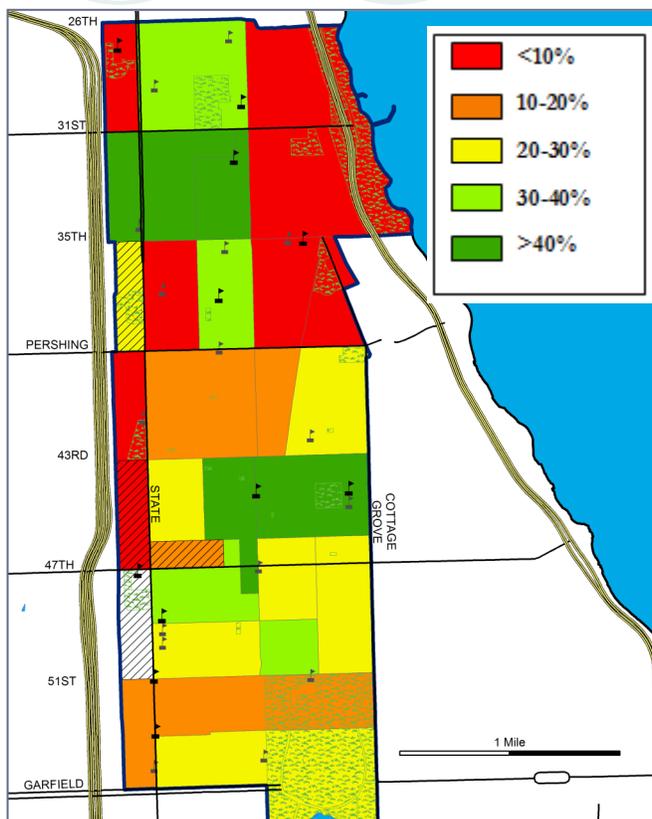
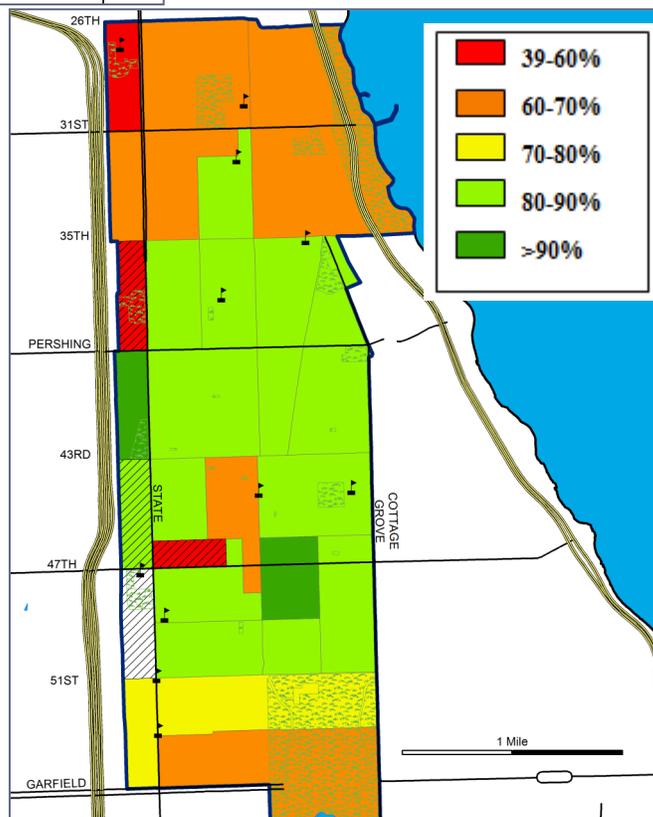


Figure 6. Percent of Owner-Occupied Homes, using 2015 Census Data

Figure 7. Percent who Lived in Same House at Least 1 Year, using 2015 Census Data



Public Data: Employment and Income

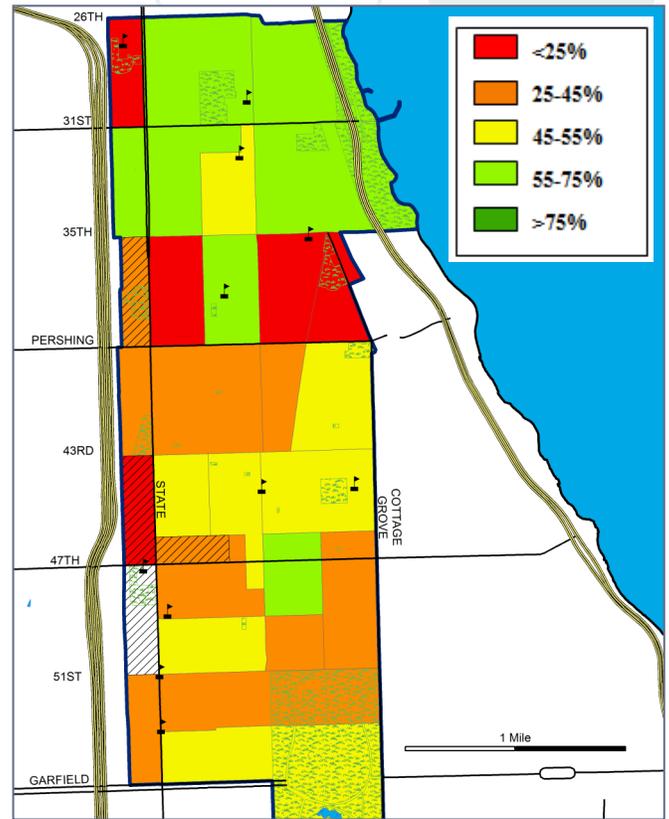
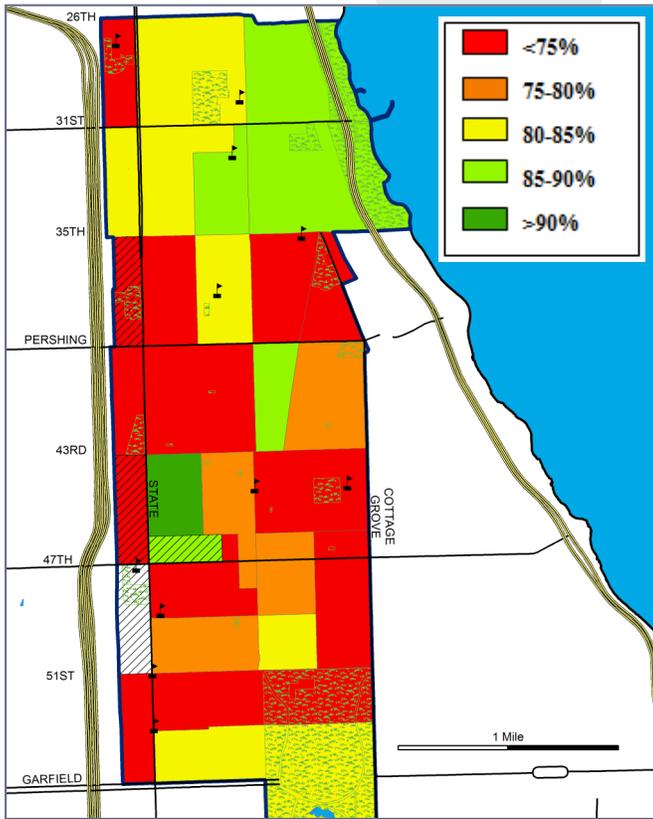
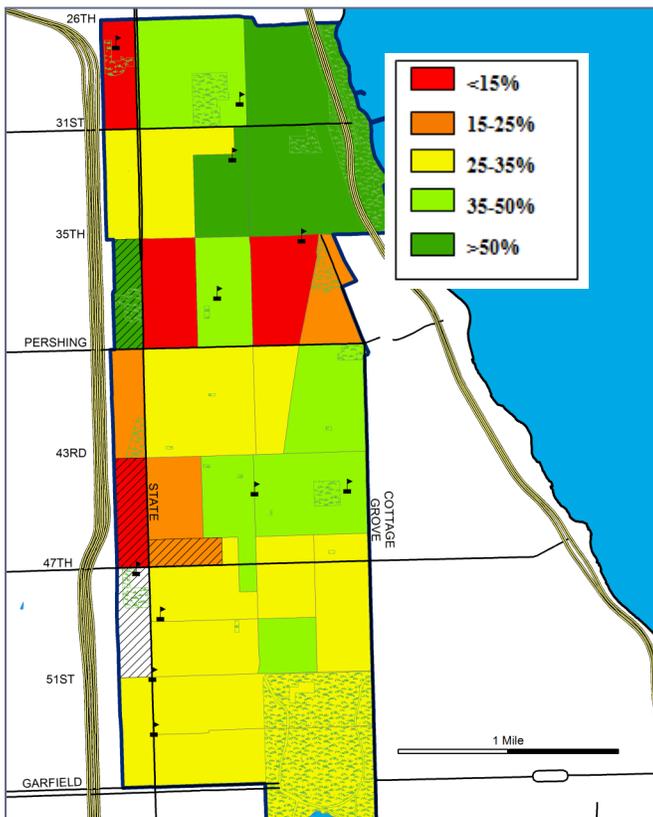


Figure 8. Percent Employed, using 2015 Census Data

Figure 9. Percent of Income Greater than Twice the Poverty Rate, using 2015 Census Data



Public Data: Education

Figure 10. Percent with a College Degree (age 25 or older), using 2015 Census Data

Community Profile: Youth Survey

In addition to examining public data on the Bronzeville community, a survey was administered to youth. The CTC Youth Survey assessed student mental health and problem behaviors. The survey also measured factors shown to be underlying causes of student health and development (i.e., risk and protective factors). 19 schools in the Greater Bronzeville community participated in the Youth Survey. 1538 youth (72% of eligible students) in the sixth, eighth, tenth and twelfth grades completed the survey.

A full report can be found:

- www.brightstarcommunityoutreach.com/community-outreach/
- <https://ssascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>



Demographics	
Gender	
Male	42%
Female	58%
Ethnicity	
Hispanic	5%
Race	
African American/Black	85%
Native American	2%
Multiracial/Biracial	10%
Other	2%
How long have you lived in this community?	
Less than one year	10%
1-2 years	17%
3-4 years	14%
4-5 years	11%
6 or more years	48%

Figure 11. Schools that participated in the CTC Youth Survey.

Table 1. Demographic information of youth who participated in the CTC Youth Survey.

	6 th Grade	8 th Grade	10 th Grade	12 th Grade	Average
Youth Behavior Outcome					
“Attacked someone with the intention to harm”	25.40%	30.00%	20.10%	15.10%	23%
Risk Factors					
Community Disorganization	69.10%	61.10%	76.50%	80.90%	72%
Low Neighborhood Attachment	65.10%	54.90%	67.00%	69.70%	64%
Poor Family Management	43.80%	39.50%	49.00%	45.00%	45%
Early Problem Behavior	50.50%	55.30%	58.30%	49.00%	53%
Protective Factors					
Community Recognition for Prosocial Involvement	41.50%	37.10%	41.90%	49.60%	43%
Community Opportunities for Prosocial Involvement	34.30%	32.20%	26.20%	28.80%	30%
Family Attachment	55.80%	48.70%	36.20%	47.10%	47%

Table 2. Select behavior outcome, risk factors and protective factors from the CTC Youth Survey. The arrows illustrate that we want to decrease the problem behavior and risk factors, and increase the protective factors.

What did students say about their community?

- Students said their community could be doing more to engage youth in positive ways and strengthen their connection to community.
- Students reported fewer opportunities for prosocial involvement in the community than in school.

Depression and Concerns about Safety

- Roughly 1 in 3 students reported clinical levels of depressive symptomatology.
- 64% of youth said they felt worried for the safety of their friends.
- 67% of youth said that they felt worried for the safety of family members.

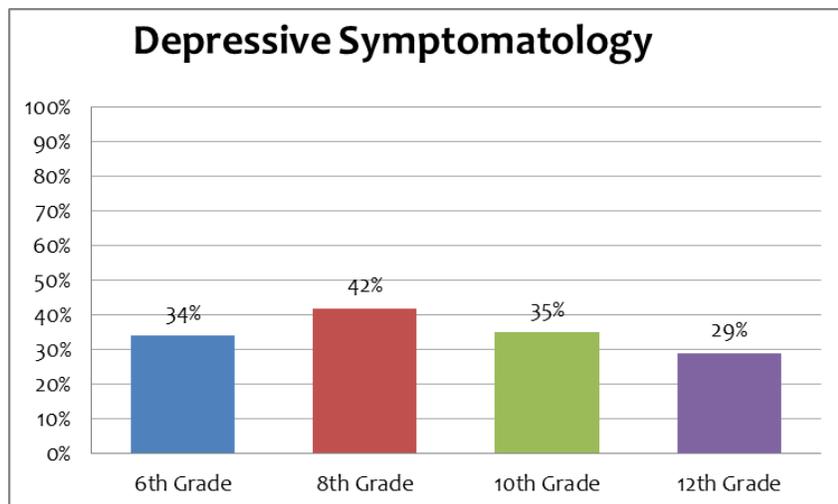


Figure 12. Percentage of students who reported clinical levels of depressive symptomatology.

Community Profile: Adult Resident Survey

Adult Resident Survey

A total of 400 surveys were collected from a random sample of adult residents in the Bronzeville community (representing 20 census tracts) reporting on perceptions of neighborhood support and connection, the extent to which neighbors look out for others’ children, attitudes and norms around violence, and community resources. Adults also mapped their sense of safety and available community resources. Surveys were collected to represent adults ages 18-39 and 40+.

A full report can be found:

- www.brightstarcommunityoutreach.com/community-outreach/
- <https://sascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>

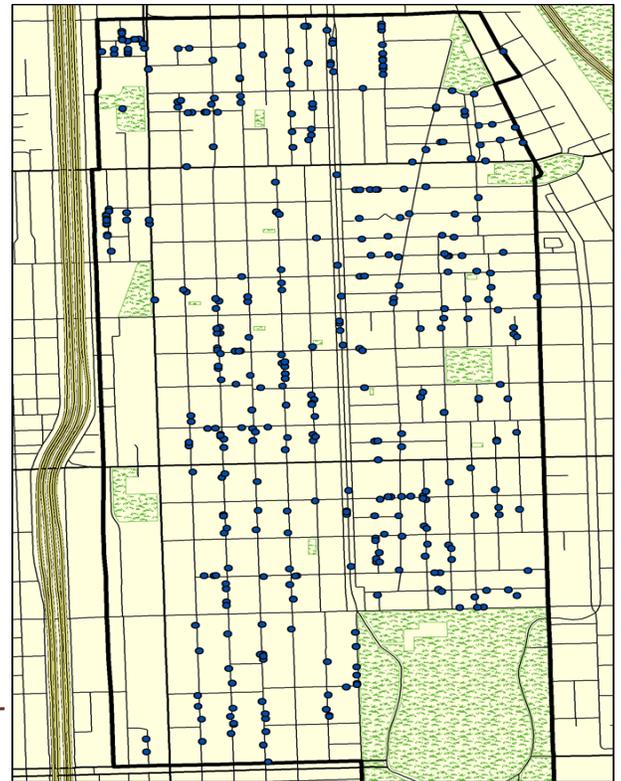
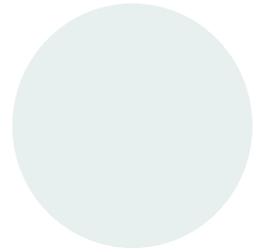
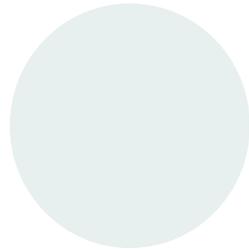


Figure 13. Dots represent surveyed addresses in the Resident Survey.

Demographics	
Gender	
Male	41%
Female	59%
Ethnicity	
Hispanic	3%
Race	
African American/Black	93%
Multiracial/Biracial	2%
Other	5%

Table 3. Demographic information of the adult residents who participate in the Adult Resident Survey.



Adults had been living in Bronzeville anywhere from 1 to 70 years (average of 12.5 years), and 38% of adults grew up in Bronzeville.

- 77% of adults completed high school or a higher level of education
- Annual household income varied:
 - 27% reported a household income of less than \$10,000
 - 26% reported a household income of more than \$50,000

Adults also indicated if they knew of services or resources in the Bronzeville community:

- 31% of adults knew of violence prevention services
- 17% knew of trauma-related services

Community Connection items	Agree or Strongly Agree	
	Ages 18-39	Ages 40+
People in this neighborhood are willing to help their neighbors.	63%	81%
People in this neighborhood look out for one another.	66%	80%
This neighborhood is a good neighborhood for families.	63%	76%

Table 4. This table represents resident perceptions of community connection by age group.

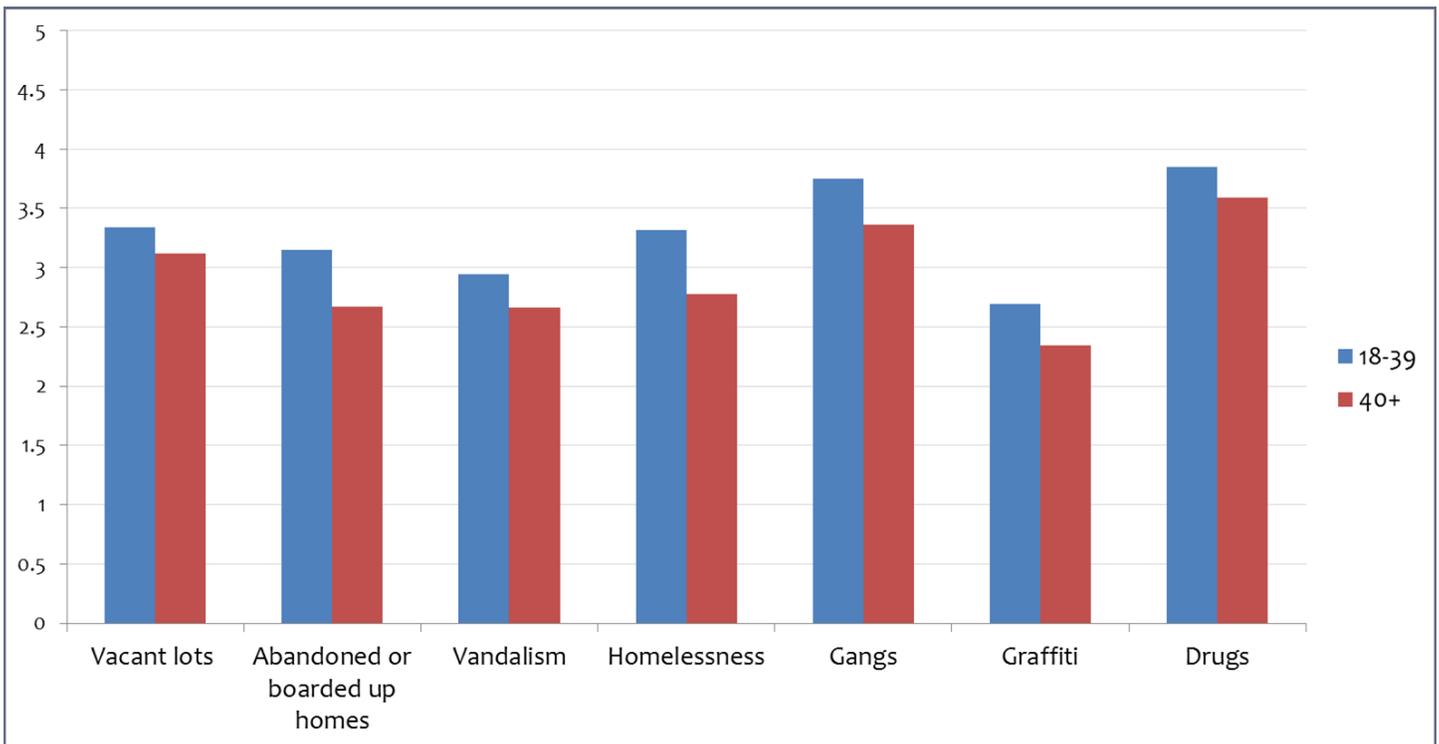
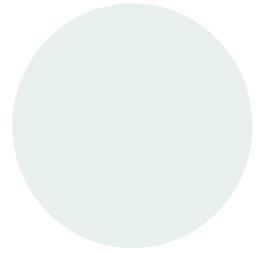
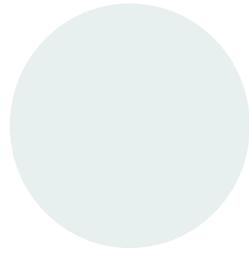


Figure 14. This figure represents perceptions of neighborhood problems by age group.

Prioritized Domains to Strengthen

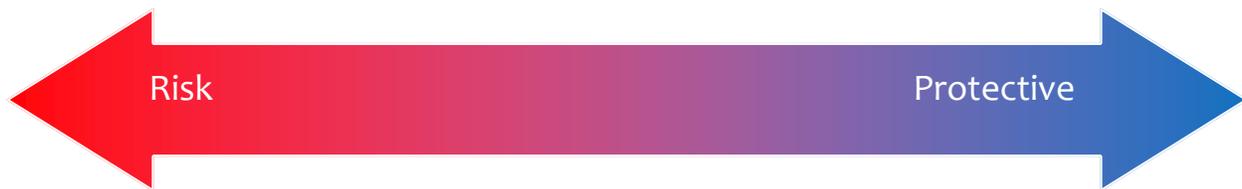
From the various Greater Bronzeville Communities that Care workgroups in review of public data, the youth and adult surveys, the resource assessment, and feedback from community meetings, seven risk and protective factors were prioritized:

1. **Community Engagement:** The extent to which residents support each other and encourage positive community values and beliefs. Examples include keeping an eye out on the neighborhood (e.g. youth, neighbors, property), interest in working to support or improve the community, or likelihood that community members would intervene if seeing a problem.
2. **Community Connection:** The extent to which residents feel emotionally connected to their community or feel they can turn to neighbors for support. For example, having a sense belonging to or pride in their community including neighbors, organizations or other aspects of the community.
3. **Peer Relationships:** Youth (ages 8-18) are influenced by attitudes, beliefs and behaviors of their peers. Youth peer groups, and the extent to which peers who are engaged in positive behaviors (e.g., school achievement, productive after-school programs, sports, caring for siblings) versus problem behaviors (e.g., substance use, aggression, fighting, crime, violence) influence youth behavior.
4. **Positive Early Development Childhood Experiences:** Children who avoid harmful or problem behaviors (e.g. behavior problems in school, drugs, crime) are more likely to avoid struggling with those behaviors as they get older.
5. **Community Opportunities for Recognition:** Community members have knowledge of available resources that provide opportunities for youth to actively be involved, create bonds, develop skills and be recognized for those skills.
6. **Family Support and Engagement:** Extent to which families provide guidance, consistency, and support toward reaching developmental, academic, and behavioral goals for their children. Examples include effective communication, strong parent-child bond, rules with fair and consistent consequences, parental involvement in child's education, and building supportive networks within the community.
7. **Job Training and Workforce Development:** Extent to which all youth and adults, including disconnected and formerly justice-involved youth and residents, are connected to workforce training, career development, and employment opportunities.



Why focus on risk and protective factors?

To promote positive development and prevent violent behaviors, it is necessary to address the factors that influence both health and development. Research has found that many of the same risk and protective factors are related to multiple outcomes. For example, factors that put youth at risk for behavior problems are often the same factors that put youth at risk for using illegal substances or becoming involved in delinquent or criminal behavior. By reducing risk factors and increasing protective factors, we can move individuals on the spectrum towards fewer problematic behaviors.



Problem Behaviors

Prosocial Behaviors

For example, let's look at our first prioritized risk and protective factor, community engagement. If we think of our prioritized factors on a risk/protective spectrum, a community may be on the "risk" end of the spectrum with low levels of engagement. That community may want to think of ways to move toward the "protective" end of the spectrum, enhancing community engagement. **For all seven of our prioritized factors, we want to enhance and strengthen these areas to move them on the spectrum towards the protective end, moving individuals away from problem behaviors.**



Resource Assessment

One of the steps in the process of creating this action plan was to identify agencies in the Greater Bronzeville area that provide programs to youth. Once agencies were identified, the resource assessment workgroup conducted interviews to gather more information about the nature of the programming within each agency. 28 agencies participated in interviews, with each answering questions related to:

- History of the agency
- Programs offered and descriptions of the programs
- Target population and number of youth served
- Implementation strengths and barriers (e.g., staffing, referrals, goals, evaluation)
- Evaluation tools (e.g., design and logic model, manual, process and fidelity measures, participant outcome measures)

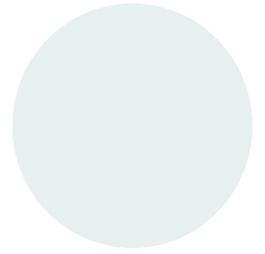
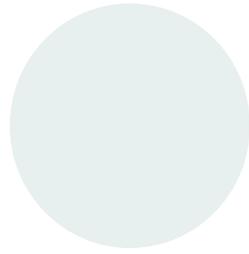
A Resource Guide was created from the data collected. **A full guide can be found:**

- www.brightstarcommunityoutreach.com/community-outreach/
- <https://ssascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>

It is not an exhaustive list of youth programming resources in the Greater Bronzeville area, and we look forward to engaging with other agencies to continue adding to this comprehensive list of youth programming resources. In other words, this is a living document, and we will continue to update the guide. **As shown on Page 23, there are a variety of youth programs in Bronzeville, serving thousands of youth.**

As stated in our guiding principles, we need to continue connecting the resources and programs within the Bronzeville community, while also holding each other accountable. *As one attendee of a Bronzeville Builders Brunch stated:*

“We need to find a way to be accountable to each other: a program to program. If we refer youth to a program, and they come back, and they're like, ‘Ooh that wasn't worth nothing.’ Or ‘I didn't get what I needed.’ Now our recommendation is diminished as a result of that program's poor performance, and the kid's trust in other organizations and even new opportunities could be affected. So there needs to be some level of accountability that supersedes and exceeds egos. If we can have that, that's what real leadership is!”



Types and Numbers of Existing Youth Programs in Bronzeville

- Academic Support and College Readiness (7)
- After-School Programs (11)
- Apprenticeships (5)
- Art (7)
- Early Childhood (2)
- Family Programs (7)
- Female-identified Youth (4)
- Health and Wellness (5)
- High-Risk Youth (5)
- Male-identified Youth (2)
- Mental Health (5)
- Mentoring (9)
- Recreation and Sports (5)
- Science, Technology, Engineering, Mathematics (STEM) and Science, Technology, Engineering, Arts, Mathematics (STEAM) programs (4)
- Summer Programs (12)
- Vocational Skills (7)
- Youth Leadership (3)
- Youth Workforce Development (13)



Goal: Reduce Youth and Community Violence

In order to achieve our goal of reducing youth and community violence in the Greater Bronzeville community, we propose two pathways to achieve this goal:

Based on the Community Profile:

Gaps in Youth Programming

- Community engagement
- Family engagement
- High-risk youth
- Early childhood

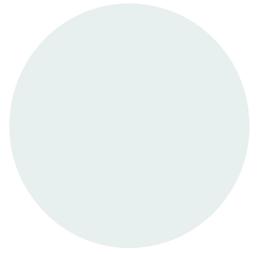
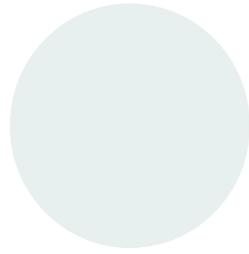
Prioritized Domains

- Community engagement
- Community connection
- Community opportunities for recognition
- Family support and engagement
- Peer relationships
- Positive early development childhood experiences
- Job training and workforce development

Support Bronzeville's
Existing Programs

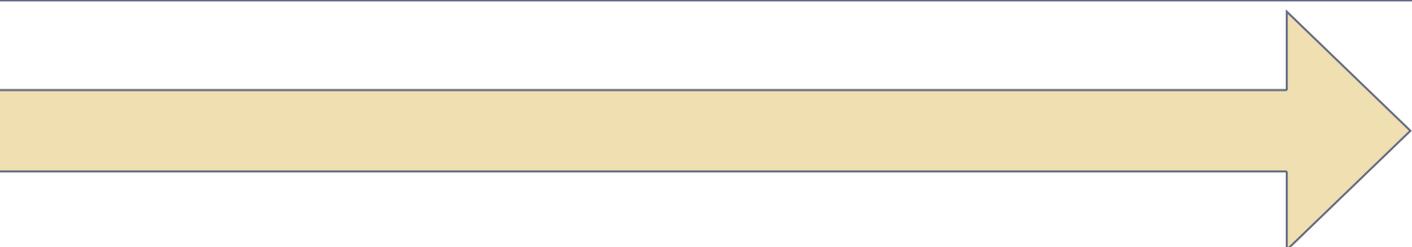
Implement New Programs
to Fill Identified Gaps

Greater Bronzeville Communities that Care (CTC) Process



“Money follows metrics, dollars follow data, and expansion follows evaluation”

- Pastor Chris Harris

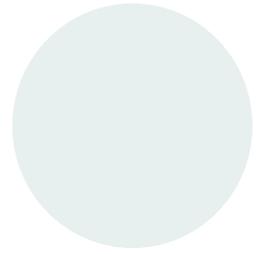
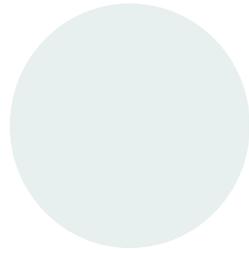


Supporting Bronzeville’s Existing Programs

“Money follows metrics, dollars follow data, and expansion follows evaluation.” As Pastor Harris describes, we will support Bronzeville’s existing programs by providing technical support to continue to build the evidence base for effective violence prevention programming. Through rigorous evaluation, providers can determine whether a program is having the intended effects.

The Chicago Center for Youth Violence Prevention (CCYVP) at the University of Chicago’s School of Social Service Administration will offer a series of program evaluation and technical support workshops to offer resources and support to schools and agencies within the Greater Bronzeville community.





Technical Support Topics

I. Program design

- Program manualization/curriculum
- Conceptual models
- Logic models
- Developing partnerships with research teams and offices at city, state and federal levels

II. Program delivery

- Program implementation
- Data management
- Logistics of delivery
- Implementation strategies and outcomes

III. Program Outcomes

- Outcome evaluations
- Metrics of success
- Data management and organization

IV. Program Evidence

- Carrying out the evaluation
- Obtaining evidence of program outcomes
- Using program evidence

V. Strong Evidence/Rigorous Evaluation

- Randomized Control Trials
- Research designs
- Using evidence

CHICAGO
CENTER *for*
YOUTH
VIOLENCE
PREVENTION



SCHOOL OF
SOCIAL SERVICE
ADMINISTRATION

Recommended Programming to Fill Identified Gaps

To begin to fill some of the identified gaps in youth programming and address our prioritized risk and protective factors, several recommendations for programming are made:

Youth Empowerment Solutions (YES)

YES helps youth become leaders, strengthen community engagement, and develop partnerships with youth, adults and community leaders. YES includes projects that increase opportunities for adults and youth to change social and physical environments to help reduce community violence.

Risk and Protective Factors addressed:

- Community engagement, connection, opportunities for prosocial involvement
- Peer relationships

Gaps in programming addressed:

- Community engagement



Clean and Green

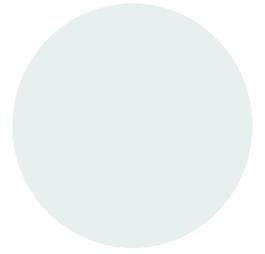
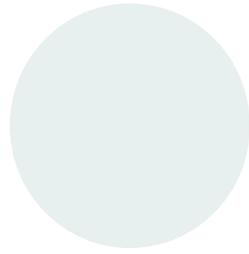
Clean and Green programs reinvest in and rebuild deteriorating neighborhood spaces by engaging neighborhood organizations and residents to reclaim and improve these spaces. Through this process, youth and residents strengthen community ties, find empowerment, and increase social connection, ultimately decreasing violence.

Risk and Protective Factors addressed:

- Community engagement, connection, opportunities for prosocial involvement

Gaps in programming addressed:

- Community engagement



Restorative Justice Programs

Restorative Justice programs focus on the rehabilitation of offenders through reconciliation (e.g., mediation, peace circles, peer juries) with victims and the community. Victims and offenders involved in a conflict or crime reach a collaborative decision that delivers justice. These programs may reduce recidivism, create conditions in which students and adults can reach their academic goals, and prevent future offenses and conflicts. Ultimately, these programs may lead to a transformation of individuals, relationships, and communities.

Risk and Protective Factors addressed:

- Community engagement and opportunities for prosocial involvement
- Peer relationships

Gaps in programming addressed:

- High-risk youth

MST Services: Multisystemic Therapy

Multi-systemic Therapy (MST) is a program intended for adolescents that have problems with anti-social behavior and delinquency. MST includes family and community-based treatment services, particularly targeting juvenile offenders and high-risk youth. The goal is to empower parents and their teens to cope with various pressures and problems, targeting risk and protective factors at the individual, relational and community level.

Risk and Protective Factors addressed:

- Family support and engagement
- Peer relationships

Gaps in programming addressed:

- High-risk youth
- Family-based programming



Recommended Programming to Fill Identified Gaps

GREAT Schools and Families

The GREAT Schools and Families program is designed to reduce violence by promoting youth's academic and social competence, and improving parental skills, support and involvement with schools. GREAT delivers multiple-family groups and activities to strengthen youth and family protective factors.

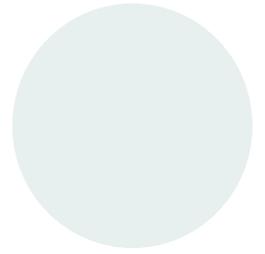
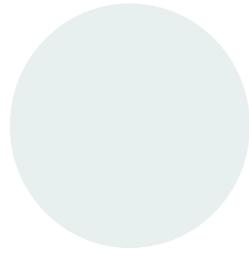
Risk and Protective Factors addressed:

- Family support and engagement
- Peer relationships

Gaps in programming addressed:

- Family-based programming





Programs also are recommended to fostering positive early development childhood experiences among families with children in elementary and preschool during a second stage of program implementation. Supporting parents and young children early in development is key to a healthy start.

Schools and Families Educating Children (SAFE)

SAFE is a family-focused, school-based preventive intervention designed to aid children and families in the transition to school by increasing children’s reading achievement, encouraging parental involvement in education, and improving parenting practices and family relationships. SAFE fosters increased child social competence, parent involvement in school, child prosocial behaviors and decreased aggression.

Risk and Protective Factors addressed:

- Family support and engagement
- Positive early development childhood experiences

Gaps in programming addressed:

- Family-based programming
- Early childhood programming

ParentCorps

ParentCorps is built upon the foundation that the development of social, emotional, and behavioral regulation skills during the pre-kindergarten years are essential to children's later academic achievement and general success. ParentCorps brings together children, families, and educators by creating strong child-parent-teacher relationships. ParentCorps gives children the social, emotional, and behavioral skills that they need to thrive in the classroom and in the community as they grow, and helps parents and schools to actively support this success.

Risk and Protective Factors addressed:

- Positive early development childhood experiences
- Family support and engagement

Gaps in programming addressed:

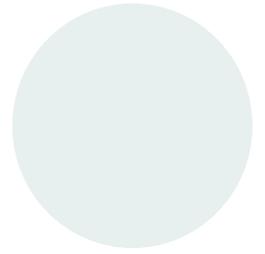
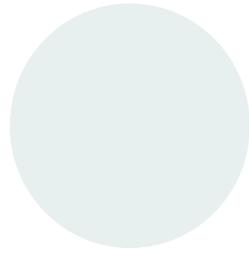
- Family-based programming
- Early childhood programming



Program Outcomes for Youth

Domain and Gap: Community Engagement		
Program	Outcome	How We Will Measure It
YES	Enhance leadership behaviors	Youth Survey
	Increase community/civic engagement	Youth Survey # Registered Voters
	Increase knowledge of community opportunities	Youth and Adult Survey
	Increase participation in community events and projects	Attendance at Community events (e.g., Alderman Town Meetings, BCAC, etc.)
Clean and Green	Increase participation in community Clean and Green projects	Attendance at Community Greening Projects
	Increase knowledge of community opportunities	Youth and Adult Survey
Restorative Justice	Increase opportunities for peer justice/input	Youth and Adult Survey Attendance at Events





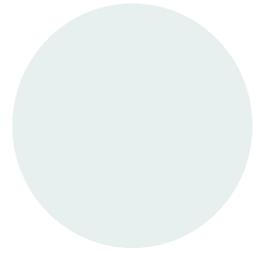
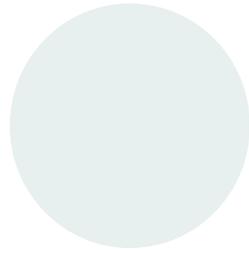
Domain: Community Connection		
Program	Outcome	How We Will Measure It
YES Clean and Green	Increase youth awareness, pride and connection to Bronzeville	Youth Survey
	Enhance knowledge of community resources and services	Youth and Adult Surveys
	Social media campaign to display positive images of Bronzeville to increase awareness of community resources	# People Reached via Social Media Posts
	Increase youth and adult awareness of community services and projects	Youth and Adult Surveys
	Increase levels of community connection	Youth and Adult Surveys

Domain: Community Opportunities for Prosocial Involvement		
Program	Outcome	How We Will Measure It
YES	Increase awareness of community events and resources	Youth and Adult Surveys
	Increase involvement in intergenerational partnerships between youth and community networks/organizations (e.g., BCAC, GBNN, TURN Center, etc.)	Youth Surveys Interviews with Networks and Partners
Clean and Green	Increase opportunities for prosocial involvement in greening projects	Attendance at Projects Youth and Adult Surveys
Restorative Justice	Increase community, school and youth input in solving conflicts	Youth and Adult Surveys Attendance at Events

Program Outcomes for Youth, continued

Domain: Peer Relationships		
Programs	Outcome	How We Will Measure It
YES	Enhance prosocial peer relationships	Youth Survey
	Decrease levels of peer violence	Youth Survey
	Decrease peer and friend antisocial behavior and involvement	Youth Survey
GREAT	Enhance prosocial peer relationships	Youth Survey
	Decrease levels of peer violence	Youth Survey
	Decrease peer and friend antisocial behavior and involvement	Youth Survey
Restorative Justice	Reduce school suspensions and improve conflict resolution skills	Youth and Teacher Surveys
MST	Decrease associations with deviant peers	Youth Survey





Domain and Gap: Family Support and Engagement

Program	Outcome	How We Will Measure It
GREAT	Increase quality of parent-child interactions	Parent and Youth Surveys
	Increase parent involvement in school	Parent and Teacher Surveys
MST	Strengthen family relationships and parenting practices	Parent and Youth Surveys
	Increase quality of parent-child interactions	Parent and Youth Surveys
	Strengthen family relationships and parenting practices	Parent and Youth Surveys

Gap: High-Risk Individuals

Program	Outcome	How We Will Measure It
Restorative Justice	Decrease delinquent and criminal behavior	Youth Survey and Administrative Data
MST	Decrease delinquent and criminal behavior	Youth Survey and Administrative Data
	Decrease substance use and abuse	Youth Surveys
	Decrease negative mental health symptoms	Youth Surveys

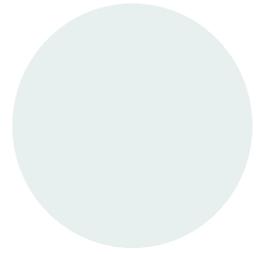
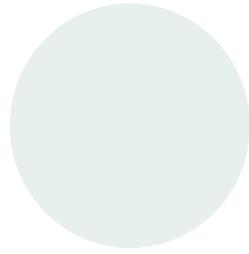
Program Outcomes: Early Childhood

Positive Early Development Childhood Experiences

Program	Outcome	How We Will Measure It
SAFE Parent Corps	Decrease child aggression and hyperactivity	Parent and Teacher Surveys
	Increase child social competence and prosocial behaviors	Parent and Teacher Surveys
	Increase child academic functioning and reading scores	Parent and Teacher Surveys
	Increase child engagement in positive social interactions	Parent and Teacher Surveys
	Increase effective communication of emotions and responses to stress	Parent and Teacher Surveys
	Enhance behavioral/physical self-control in academic and social settings	Parent and Teacher Surveys
	Improve academic performance: reading, writing, math	Parent and Teacher Surveys
	Increase the quality and frequency of teacher-child interactions	Parent and Teacher Surveys

Family Support and Engagement

Program	Outcome	How We Will Measure It
SAFE ParentCorps	Increase quality of parent-child interactions	Parent Surveys
	Increase parent involvement in school	Parent and Teacher Surveys
	Strengthen family relationships and parenting practices	Parent Surveys
	Increase the quality and frequency of parent-child interactions	Parent and Teacher Surveys
	Increase the quality and frequency of parent-teacher and parent-school interactions	Parent and Teacher Surveys
	Strengthen family attachment & management	Parent and Teacher Surveys



Overall Program Outcomes

By implementing evidence-based programs to fill existing gaps in service and supporting and expanding existing programs in Bronzeville, we intend to decrease risk and increase protective factors, with the overall goal of reducing violence in the Bronzeville Community.

Main Outcome: Violence	
Outcome	How we will measure it
Decrease community violence	Rates of crime and violence
Decrease youth violence	Youth Survey



Violence Prevention through Positive Youth, Family and Community Development:

Community Participation

To date, BSCO and CCYVP have hosted three community events to inform the Greater Bronzeville Communities That Care process. **Quarterly community events and meetings to enhance networking, and foster connections between agencies, organizations, schools and individuals are planned.**

“A New Chapter: An Assessment of the Bronzeville Community”

September 20, 2016 at King College Prep High School

- Communities that Care: using an evidence-based process
- Youth survey data
- Plans: post-trauma counseling, adult resident neighborhood survey

“Builder’s Brunch I: Communities that Care Prevention Planning System”

March 18, 2017 at Arts & Recreation Center at Ellis Park

- Communities that Care updates: youth survey data, adult resident neighborhood survey data, prioritized risk and protective factors, resource assessment
- Plans: form Community Action Plan workgroup and Community Board

“Builder’s Brunch II: Greater Bronzeville Community Action Plan Draft”

July 15, 2017 at University of Chicago’s School of Social Service Administration

- First draft of the Greater Bronzeville Community Action Plan presented for community feedback
- Plans: finalize Community Action plan with feedback incorporated





Community Presentations

“A New Chapter: An Assessment of the Bronzeville Community”

Sept. 20, 2016

King College Prep High School

Builder’s Brunch I: Bronzeville “Communities that Care Prevention Planning System”

March 18, 2017

Arts & Recreation Center at Ellis Park

Builder’s Brunch II: “Greater Bronzeville Community Action Plan Draft”

July 15, 2017

School of Social Service Administration

You can access presentation materials for the three events here:

<https://ssascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>

“A New Chapter: An Assessment of the Bronzeville Community”

https://ssascholars.uchicago.edu/sites/default/files/chicago-center-youth-violence-prevention/files/a_new_chapter.pdf

“Builder’s Brunch I: Communities that Care Prevention Planning System”

https://ssascholars.uchicago.edu/sites/default/files/chicago-center-youth-violence-prevention/files/builders_brunch_i.pdf

“Builder’s Brunch II: Greater Bronzeville Community Action Plan Draft”

https://ssascholars.uchicago.edu/sites/default/files/chicago-center-youth-violence-prevention/files/builders_brunch_ii.pdf

Part II: Trauma-Informed Care

With generous funding from the University of Chicago Medicine and Northwestern Memorial Healthcare, BSCO has engaged faith leaders from communities throughout Chicago to provide post-trauma counseling to youth, parents, families, and residents impacted by violence. Faith leaders in communities of high crime are often the first to be called in times of crisis, especially in the aftermath of a violent event. Institutions of faith remain the bedrock of many communities, and the trust afforded is invaluable in influencing individuals and families to seek help and healing needed to work through the psychological trauma of violence.

BSCO is working with and through the powerful network of faith leaders and mental health professionals trained to provide cognitive-behavioral therapy focused on trauma using the NATAL model from Israel. This group also provides an essential connection to new evidence-based violence prevention programs and services offered through BSCO and other community partners.

Services are open to people of all beliefs and will only incorporate faith when requested. Services include:

- **Helpline advocates** help people who are in distress with long-term emotional support and act as a bridge between at-risk individuals and mental health or other emergency services through the helpline. The advocates offer supportive counseling through the helpline to help people who are experiencing stressful or overwhelming situations. Once a client has initiated services the person will be able to receive a weekly phone call from a helpline advocate providing him/her with ongoing emotional support. If a caller is interested in face to face services with a licensed clinician, the helpline advocate can assist in this process. They also refer clients to mental health professionals, case management, and other services as needed.
- **Ambassadors** focus on increasing mental health awareness within the community. They do this through partnerships with agencies and organizations in the healthcare, education, first responder, business, and faith community sectors. Ambassadors present material on mental health awareness, vicarious trauma, self-care, and others. Additionally, they help to raise awareness in the community about services offered.

Faith Leaders represent the following communities:

- Auburn Gresham
- Austin
- Bridgeport
- Bronzeville
- Calumet City
- East Garfield Park
- Englewood
- Englewood/ Gage Park
- Grand Boulevard
- Humboldt Park
- Humboldt Park/West Town
- Hyde Park
- Maywood
- Morgan Park
- New City
- North Lawndale
- Oakland
- Ravenswood
- Roseland
- South Austin
- South Holland
- South Lawndale
- South Shore
- South Shore/Stony Island Park
- Washington Heights
- Washington Park
- West Englewood
- West Garfield Park
- West Pullman
- West Pullman/Maple Park
- William Hall, Chatham
- Woodlawn

**As of July 5, 2017, Bright Star Community Outreach has officially launched the
TURN Center Helpline:**

Trauma Counseling by faith leaders and mental health professionals

Toll-free number is 833-TURN-123

Or visit BrightStarCommunityOutreach.com

To ensure the success of the individuals in this program, TURN currently measures its effectiveness through the following metrics:

- Number of individuals that report a reduction of symptoms
- Number of individuals that successfully complete the program
- Number of individuals that are report an increase in knowledge about Mental



Part III: Education Strategic Plan: Bronzeville Community Action Council

The Bronzeville Community Action Council (BCAC) promotes collective action and responsibility to secure quality education and resources for children and educators from early childhood through high school. The BCAC is committed to the success of all children within all schools in Bronzeville.

BCAC meetings are held on the second Monday of every month at Chicago Urban League, located at 4510 S Michigan Avenue, from 6pm-8pm. This year, the aim of the BCAC was to get feedback from key members of the Bronzeville school community on the following six pillars:

- Educator Enrichment
- Institutional Cohesion
- Marketing & Branding
- Resources
- Youth Engagement
- Community Engagement

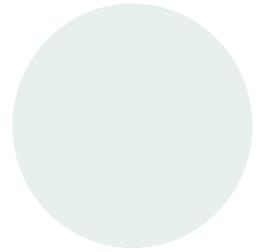
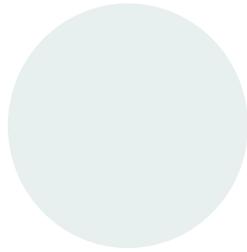


This feedback is being used to inform the development of an education focused strategic plan for all schools in Bronzeville. Stakeholder meetings were held during February with the following groups:

- **January, February, and March:** Bronzeville Principals
- **April and May:** Local School Council members, PAC members, and parents.
- **July:** Elementary, High School, and College Students

On June 10th, the BCAC used its monthly meeting to hold a student recognition ceremony to celebrate all of the valedictorians, salutatorians, and most improved students from all Bronzeville schools. Recognition certificates and gifts were provided to the students and their families.

The BCAC will continue the feedback sessions on August 14th with community youth, and will conclude the feedback sessions in September with community business owners and elected officials. Again, the aim is to use feedback from Bronzeville stakeholders to create a strategic plan to make Bronzeville schools stronger.



Bronzeville Community Action Council

Chair: Pastor Chris Harris, *Bright Star Community Outreach*

Secretary: Syda Taylor

- 3rd Ward Alderman's office
- 4th Ward Alderman's office
- Jessica Biggs, *Burke Elementary*
- Lawrence Blakley (*VP External Affairs*), *De LaSalle High School*
- Jarred Brown, *U of C Woodson Elementary*
- Octavio Casas, *Chicago Military High School*
- Isaac Castelaz, *National Teachers Academy*
- Hireshem Clark, *Mollison Elementary*
- Franklin Cosey-Gay, *SSA's Chicago Center for Youth Violence Prevention*
- Doolittle Elementary
- Safurat Giwa, *Pershing Magnet*
- Sydney Golliday, *Drake Elementary*
- Relanda Hobbs, *Robinson Elementary*
- Gail King, *Reavis Elementary*
- Tamara Littlejohn, *Woodson Elementary*
- Marilyn McCottrell, *Fuller Elementary*
- Beulah McLoyd, *Dyett High School*
- Gerald Morrow, *Dunbar High School*
- David Narain, *King High School*
- Jullanar Naselli, *Daniel Hales Williams*
- Pastor Michael Neal, *Glorious Light Church*
- Perspectives Math & Science High School
- Felicia Sanders, *Network 9 Chief*
- Vanesa Scott-Thompson, *Young Women's Leadership*
- Betty Smith, *Beethoven Elementary*
- Matthew Sullivan, *Phillips High School*
- Conrad Timbers-Ausar, *Urban Prep High School*
- Yashika Tippet-Eggleston, *Marine Military Academy*
- Jeffrey White, *Wells Elementary*



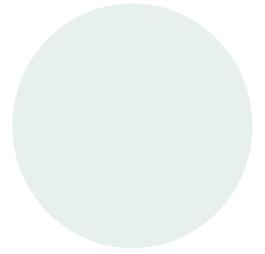
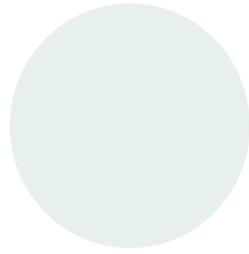
Part IV: Workforce Development Plan: Greater Bronzeville Neighborhood Network

The Greater Bronzeville Neighborhood Network (GBNN) represents a group of local partner organizations that work cooperatively toward the **primary goal of reducing poverty and violence by enhancing employment and career opportunities**. GBNN aims to provide household sustaining jobs to 5,000 Greater Bronzeville residents, ages 16-55, by 2027. The immediate GBNN objective is to provide employment and placement services for 1,500 adult and youth residents in the Greater Bronzeville Community over the next 3 years, July 1, 2017 – June 30, 2020.



GBNN will:

- Use **social media and community outreach** and recruitment to connect with unemployed and under-employed adults and youth striving to enhance their family income, employment, and career opportunities.
- Research and implement a sector analysis strategy to **identify employer job openings and types of available work** in order to help community members to identify the best opportunities for employment and to maximize their earning potential.
- Help GBNN employment service provider partners to increase their capacities and improve their abilities to successfully engage and deliver **job training** to community members through services focusing on interviewing, resume writing, dressing for success, professional communication, customer service, career counseling, and tips for getting and keeping a job.
- Create an **employment pipeline** to develop and maintain lasting relationships with employers who will commit to at least interviewing, if not hiring, qualified GBNN applicants. These employers will, when possible, participate in GBNN **hiring fairs** in order to provide community members with convenient access to the greatest possible number of employment opportunities.
- Mobilize GBNN resources, members, and stakeholders to **provide comprehensive wrap-around services** created to support community members at every phase of process of seeking and obtaining gainful employment. These services include childcare, tutoring, trauma care, mentoring, digital literacy, and homelessness aid.
- Develop and implement a strategy to **evaluate the impact** of GBNN's workforce development programs, in order to assure community members and employers that GBNN is using the most effective and practical approaches to providing opportunities for employment and financial independence to the Greater Bronzeville Community.
- In upcoming years, the GBNN will consider how it can address re-entry program goals and employment opportunities for formerly incarcerated individuals.



Greater Bronzeville Neighborhood Network

Chair: Nichole Carter, *Bright Star Community Outreach*

- Patricia Abrams, *The Renaissance Collaborative*
- Virnette Adams, *Americorp*
- Jose Alvarado, *In Roads*
- Ciana Ashton, *After School Matters*
- Jeff Beckham, *Black Box Creative*
- David Byrd, *Community Resident*
- Iona Calhoun-Battiste, *United Way*
- Rodney Carter, *Bright Star Community Outreach*
- Patrick Colbert, *Chicago Urban League*
- Franklin Cosey-Gay, *Chicago Center for Youth Violence Prevention at the University of Chicago School of Social Service Administration*
- Lynette Frazier, *Cara Program*
- Edwin Galletti, *Centers for New Horizons*
- Walter L Gillespie, *Center of Higher Development*
- Christa Hamilton, *Centers for New Horizons*
- Pastor Chris Harris, *Bright Star Community Outreach*
- Khari Humphries, *The Community Builders*
- Andre Kellum
- Keith Lewis
- Rhonda McFarland, *Quad Communities Development Corporation*
- Jenille Reid-Jackson, *In Roads/College Links*
- Jameika Sampson, *Mercy Hospital*
- La Monica Scott, *In Roads*
- Shavion Scott, *Quad Communities Development Corporation*
- Ayom Siengo, *United Way*
- Sheldon Smith, *The Dovetail Project*
- Jamila Trimuel, *Ladies of Virtue*
- Wendy Walker Williams, *South East Chicago Commission*
- Andrew Wells, *Chicago Urban League*
- Bob Wordlaw
- Cosette Yisrael, *LUV Institute*



What's Next? How can you become involved?

As the Greater Bronzeville Community Action Plan details, there are four areas of focus, all working toward a unified goal of reducing violence and increasing community engagement and strength.

To become involved, please contact any of the people listed below:

1) Violence prevention through positive youth, family and community development

Launch programs to address our prioritized domains (e.g., community engagement, family support, etc.) and gaps (e.g., high-risk youth, etc.) (see pages... for more information on these programs)

Contact Franklin Cosey-Gay at the Chicago Center for Youth Violence Prevention at the School of Social Service Administration, University of Chicago (fgay@uchicago.edu) for more information.

2) Trauma-informed care

TURN Center to provide post-trauma counseling and services (pages..)

Contact Rodney Carter at the TURN Center within Bright Star Community Outreach (rodney@brightstarcommunityoutreach.com) for more information.

3) Education

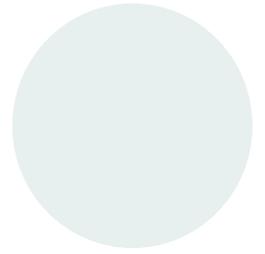
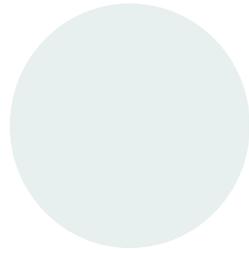
Development of a strategic plan focused on making schools better in Bronzeville.

Contact Syda Taylor at the Bronzeville Community Action Council (syda.segovia@gmail.com) for more information.

4) Workforce development

Development of a workforce development plan focusing on bringing sustaining jobs to 5,000 Greater Bronzeville residents, ages 16-55, by 2027.

Contact Nichole Carter at the Greater Bronzeville Neighborhood Network (nichole@brightstarcommunityoutreach.com)



From the community engagement events held in Bronzeville, a few topics emerged that we could use technical support and resources in order to add to and strengthen this plan even more:

- **Housing and Transportation**

“We talked about affordable housing, and we didn't see that in the plan ... and there were all these services but what about transportation resources to get to the resources?”

—*Bronzeville Builders Brunch II attendee*

- **Technology**

- **Creation of Smartphone Apps to Communicate and Market Resources and Events**

“It's great that it's (The Bronzeville Youth Programming Resource Guide) there, and it's available, but it can be maybe overwhelming for people who are new and don't really know what they're looking for. So how can we make, like utilize technology and develop an app hopefully later on so that it's right in the palm of your hands.”

— *Bronzeville Builders Brunch II attendee*

- **Program Development on Prosocial Uses of Social Media**

“We sort of relinquished the technology to them (the youth) so we've relinquished the future to them and if all they can do is go online and use YouTube to see rap videos than they're not using the technology to understand what's possible for them.”

- *Bronzeville Builders Brunch II attendee*

Let us know if you would like to be involved in the Action part of the Community Action Plan! We look forward to working with you!

Contact:

Franklin Cosey-Gay (fgay@uchicago.edu)

Rodney Carter (rodney@brightstarcommunityoutreach.com)

Syda Taylor (syda.segovia@gmail.com)

Nichole Carter (nichole@brightstarcommunityoutreach.com)



Find our pages on Facebook for news and updates!

“Chicago Center for Youth Violence Prevention”

“Bright Star Community Outreach”

“Bronzeville Community Action Council”

Contact Information for
Bright Star Community Outreach

P: (773) 373-5220

F: (312) 982-2566

info@brightstarcommunityoureach.com

Bright Star Community Outreach

Over the course of our proud nine-year history, Bright Star Community Outreach has made significant contributions to the renewal of Chicago's most vulnerable communities as a 501C3 nonprofit organization. Driven by our hope for change in this city and the families that call it home, Bright Star's presence has been marked by effective programming, social development, and advocacy; particularly in the 3rd and 4th ward of Chicago's south side.

Led by founder and CEO, Pastor Chris Harris, Sr., who grew up in the Bronzeville neighborhood where we are currently located, our strategy includes developing impactful community development initiatives aimed at facing our largest societal challenges: violence in our communities, poor economic opportunities, inadequate mental health services, homelessness, child safety, and drug abuse. These efforts are designed to strengthen local families and communities, as well as leverage our key partnerships with organizations and businesses that share our passion for seeing renewal in Chicago.

See more at:

<https://www.brightstarcommunityoureach.com/>

<https://ssascholars.uchicago.edu/chicago-center-youth-violence-prevention/partner-community>



BRIGHT STAR
COMMUNITY OUTREACH

Strengthening hope and saving lives

CHICAGO
CENTER *for*
YOUTH
VIOLENCE
PREVENTION



SCHOOL OF
SOCIAL SERVICE
ADMINISTRATION