SAFE CHARLOTTE "WORKING" FRAMEWORK AND EVALUATION PLAN

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“WORKING” FRAMEWORK

“Working” – A living document that will be responsive to grantee feedback and reported outcomes, and will be updated annually (as needed).

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Problem Being Addressed:

Anticipated Changes (Outcomes)

Community Assets:

Community Needs:

Target Population

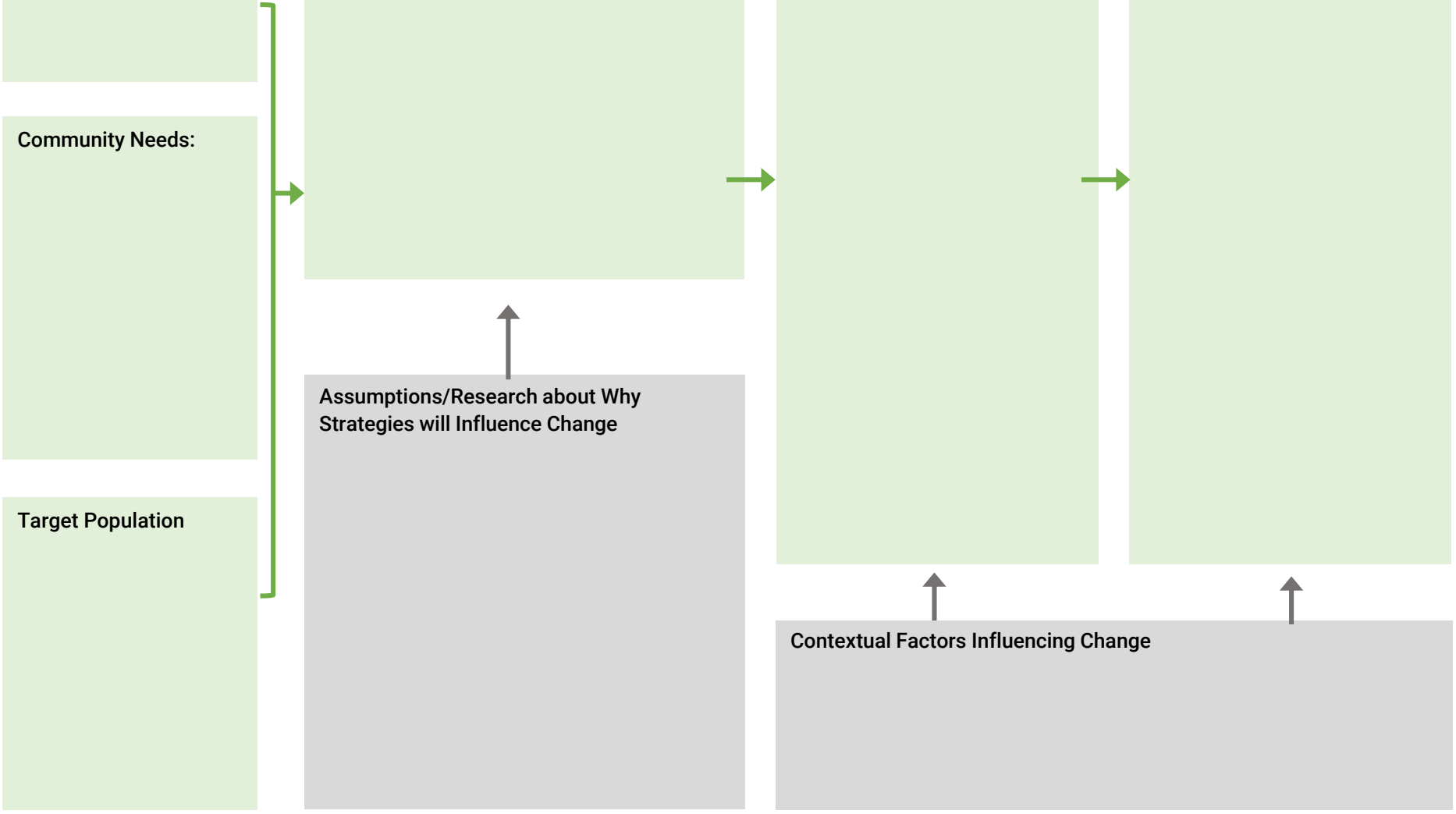
Primary Strategies Adopted to Influence Change

Short-Term

Long-Term

Assumptions/Research about Why Strategies will Influence Change

Contextual Factors Influencing Change



PROBLEM BEING ADDRESSED

The Charlotte community needs and wants more resources, activities, and positive environments in order to reduce violence and promote community safety. Underlying problems related to community safety include:

- Systemic inequities, including but not limited to policing and public safety
- Unequitable access to opportunity, through factors such as employment, housing, transportation, and workforce development

Source: SAFE Charlotte: Safety and Accountability for Everyone. (2020). City of Charlotte.

COMMUNITY ASSETS AND NEEDS

Assets

- Numerous grassroots organizations and individuals *already engaged* in community safety work via JumpStart and United Charlotte Safety Microgrant Program
- Rich history of organizational collaboration
- Approved $1 million from City of Charlotte budget for violence prevention organizations and individuals to grow capacity and effectively track outcomes

Needs

- Reduction in and elimination of homicide rates and gun violence
- Reduction in and elimination of domestic violence and sexual assult
- Reduction in and elimination of health and social inequities
- Improved educational attainment
- Access to living wage employment opportunities

Source: Community Safety Summit: Asset Mapping Results. (2021). City of Charlotte; SAFE Charlotte Community Meeting- January 28th, 2021; SAFE Charlotte Grant Criteria and Program Areas Document- sent to UI February 2, 2021.

TARGET POPULATION

- Youth (13-19 years)
- Parents and children (<13 years)
- Individuals needing access to living-wage employment
- Victims of domestic violence and sexual assault (including child witnesses)

Source: City of Charlotte; SAFE Charlotte Community Meeting- January 28th, 2021.

PRIMARY STRATEGIES ADOPTED TO INFLUENCE CHANGE

Design programming that:

- Engages youth ages 13-19 through activities such as mentorship, conflict mediation, non-school hour programming, transportation to/from programming or services, counseling services, family support/counseling
- Provides employment training (all ages) through activities such as interview and resume building
- Provides child care services (children and parents of children <13 years) including parenting skills classes and activities for children
- Provides supports and services for victims of domestic violence or sexual assault (all ages, including child witnesses)

Best practices identified by community organizations:

- Empowering youth leadership by involving and engaging youth in decision making and input
- Using intergenerational approaches to engage youth and parents
- Building and sustaining cross-organizational collaborations to work towards shared goals
- Acknowledging and addressing individual and community trauma through use of trauma-informed and resiliency approaches.

Source: City of Charlotte; SAFE Charlotte Community Meeting- January 28th, 2021; SAFE Charlotte Grant Criteria and Program Areas Document- sent to UI February 2, 2021.

ASSUMPTIONS/RESEARCH ABOUT WHY STRATEGIES WILL INFLUENCE CHANGE

- Young people are the experts of their own lives and have the knowledge and capacity to identify/develop policies and programs that benefit their wellbeing
- Youth influence and are influenced by peers, families, and communities; programming is most effective when approached holistically.
- Trauma-informed and resiliency approaches provide a pathway for communities to better deal with toxic stress and its impact on health outcomes and overall wellbeing.
- Collaborative efforts allow for services and programs to have a broader, stronger, and more sustainable impact.

Source: City of Charlotte; SAFE Charlotte Community Meeting- January 28th, 2021.
Informed by research literature: Farquhar, S. A., Michael, Y. L., & Wiggins, N. (2005). Building on leadership and social capital to create change in 2 urban communities; Andrews, N. C., Motz, M., & Pepler, D. J. (2020). Developing and testing a readiness tool for interpersonal violence prevention partnerships with community-based projects.

ANTICIPATED SHORT AND LONG TERM CHANGES

Short-Term

Youth Services

- Increase access to and engagement in out-of-school options
- Develop youth leadership skills through shared decision-making
- Improve skill in conflict management
- Develop positive youth-youth and youth-adult relationships

Employment Training

- Improve access to services
- Improve knowledge and job-training skills

Child Care Services

- Improve access to services
- Improve knowledge and parenting skills

Domestic Violence Services

- Improve access to trauma-informed services

All

- Increase collaboration
- Increase organizational capacity

Long-Term

- Modify environmental conditions that contribute to youth violence
- Increase perceptions of neighborhood safety among residents
- Improve educational attainment (including trade schools) of youth and young adults in priority zip codes
- Improve access to living-wage employment for adults in priority zip codes
- Develop and sustain meaningful multiracial youth leadership and advocacy across Charlotte
- Increase coordination between organizations that support children, youth, and parents
- Reduce incidence of violence (perpetration and victimization)
- Increase prevalence of positive and nurturing intergenerational relationships.

Source: Community Safety Summit: Asset Mapping Results. (2021). City of Charlotte; SAFE Charlotte Community Meeting- January 28th, 2021

Informed by research literature: Dhaliwal K. et al. (2020). Radical Inquiry- Liberatory Praxis for Research and Evaluation; Butts, J. A. et al. (2015). Cure violence: a public health model to reduce gun violence; Zimmerman M.A. et al. (2011). Youth empowerment solutions for peaceful communities: Combining theory and practices in a community-level violence prevention curriculum.

CONTEXTUAL FACTORS INFLUENCING CHANGE

- The Coronavirus pandemic on outreach and in-person services
- Organizational history in community
- Political will and investment from community partners
- Appropriate staffing (training, turn-over, community credibility)
- Historical and present day inequities in housing, education, employment, and opportunity

Problem Being Addressed: The Charlotte community needs and wants more resources, activities, and positive environments in order to reduce violence and promote community safety. Underlying problems related to community safety include systemic inequities and unequitable access to opportunity.

Community Assets:
- Engagement in JumpStart and United Charlotte programs
- History of organizational collaboration
- $1 million allocated in City of Charlotte budget

Community Needs:
- Reduce homicide rates and gun violence
- Reduce domestic violence and sexual assault
- Eliminate health and social inequities
- Improve educational attainment
- Access to living wage employment opportunities

Target Population
- Youth (13-19 years)
- Parents and children (<13 years)
- Individuals needing access to living-wage employment
- Victims of domestic violence, dating violence, sexual assault, or stalking

Primary Strategies Adopted to Influence Change

Design programming that:
- Engages youth (13-19) through activities such as mentorship and conflict mediation
- Provides employment training (all ages)
- Provides parent and child care services
- Provides supports and services for victims of domestic violence or sexual assault

Best practices identified by community organizations:
- Empowering youth leadership
- Intergenerational approaches
- Build and sustain cross-organizational collaborations
- Trauma-informed and resiliency approaches

Assumptions/Research about Why Strategies will Influence Change
- Young people are the experts of their own lives and have the knowledge and capacity to identify/develop policies and programs that benefit their wellbeing
- Youth influence and are influenced by peers, families, and communities; programming is most effective when approached holistically
- Trauma-informed and resiliency approaches provide a pathway for communities to better deal with toxic stress and its impact on health outcomes and overall wellbeing
- Collaborative efforts allow for services and programs to have a broader, stronger, and more sustainable impact.

Anticipated Changes (Outcomes)

Short-Term

Youth Services
- Increase access to and engagement in out-of-school options
- Develop youth leadership skills through shared decision-making
- Improve skill in conflict management
- Develop positive youth-youth and youth-adult relationships

Employment Training
- Improve access to services
- Improve knowledge and job-training skills

Child Care Services
- Improve access to services
- Improve knowledge and parenting skills

Domestic Violence Services
- Improve access to trauma-informed services

All
- Increase collaboration
- Increase organizational capacity

Long-Term
- Modify environmental conditions that contribute to youth violence
- Increase perceptions of neighborhood safety among residents
- Improve educational attainment of youth and young adults in priority zip codes
- Improve access to living-wage employment for adults in priority zip codes
- Develop and sustain meaningful multiracial youth leadership and advocacy across Charlotte
- Increase coordination between organizations that support children, youth, and parents
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Contextual Factors Influencing Change
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YEAR 1
EVALUATION PLAN

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YEAR 1 EVALUATION GOALS

- Identify the successes (outcomes evaluation)
- Identify the helpers and barriers to success (process evaluation)
- Use findings to identify best practices
- Use findings to refine “Working” Framework

YEAR 1 DATA COLLECTION INSTRUMENTS

- Participant Data Workbook
- Attendance Tracker
- Quarterly CHAT (Check-In Assessment Tool)
- End-of-Year Reporting Form

OUTCOME EVALUATION (Did the program achieve it's goals?)

DV	ET	CC	Y	**Short-Term Outcome (the change we want to see)**	**Indicators (how the change is measured)**	**Data Collection Tool**
				Increase access and engagement	Number of participants, participant attendance; Qualitative analysis of program successes	Participant Data Workbook; Attendance Tracker; Quarterly CHAT; End-Of-Year Reporting Form
				Improve knowledge or skill	Qualitative analysis of program successes	Quarterly CHAT; End-Of-Year Reporting Form
				Develop youth leadership skills	Qualitative analysis of youth leadership activities	End-of-Year Reporting Form
				Increase collaboration	Organizational network analysis	Quarterly CHAT; End of Year Reporting Form
				Other	Qualitative analysis of program successes	Quarterly CHAT; End-Of-Year Reporting Form

PROCESS EVALUATION (How and why/why not?)

What we want to know	How it will be collected
Which aspects of the program worked well?	Quarterly CHAT; End of Year Reporting Form
What were barriers to program implementation?	Quarterly CHAT; End of Year Reporting Form
What have grantees learned from this process that could help future grantees?	End of Year Reporting Form
Are there ways to improve the grants process?	End of Year Reporting Form