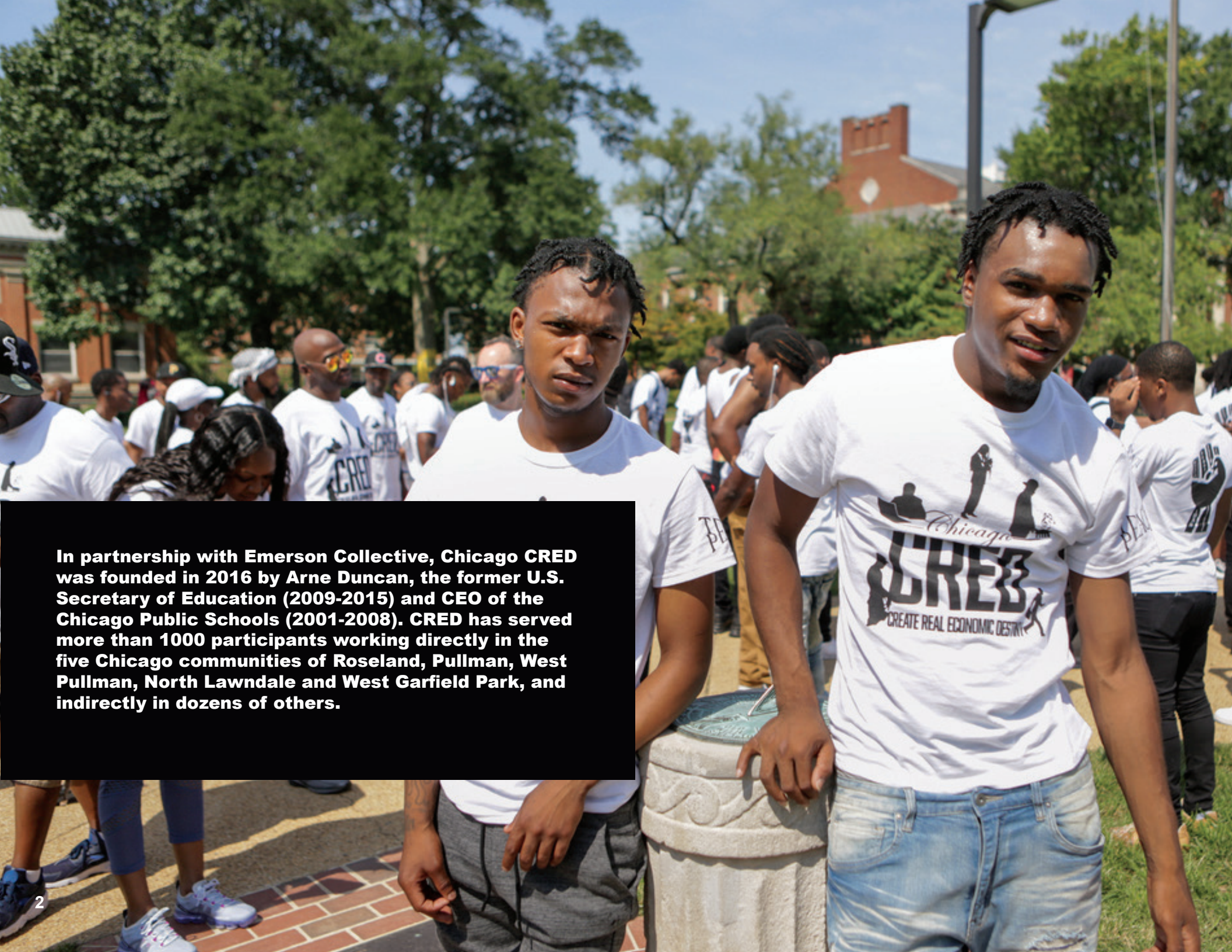




Chicago
CRED
 CREATE REAL ECONOMIC DESTINY

TURN STREET CRED
 INTO REAL CRED,
 TOGETHER
 WE'LL CREATE
 REAL ECONOMIC
 DESTINY

VIOLENCE PREVENTION
THE CHICAGO CRED APPROACH



In partnership with Emerson Collective, Chicago CRED was founded in 2016 by Arne Duncan, the former U.S. Secretary of Education (2009-2015) and CEO of the Chicago Public Schools (2001-2008). CRED has served more than 1000 participants working directly in the five Chicago communities of Roseland, Pullman, West Pullman, North Lawndale and West Garfield Park, and indirectly in dozens of others.

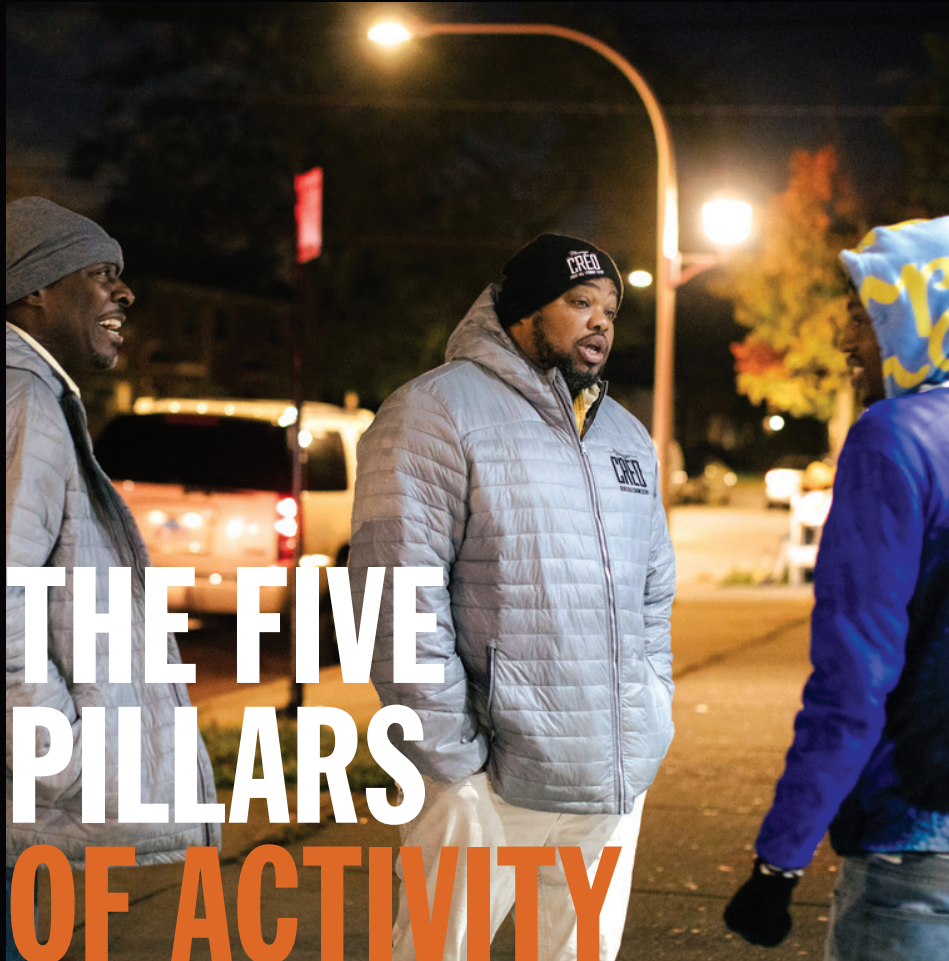


ENGAGING DIRECTLY WITH THOSE MOST AT RISK

Chicago CRED (Create Real Economic Destiny) believes that the way to stop gun violence is by engaging directly with those most at risk of shooting or being shot and giving them an alternative to the street life. Many of those at highest risk have been in and out of the criminal justice system; many have been shot; most have lost loved ones; and all have witnessed levels of violence that would traumatize the most seasoned soldiers. Yet, their courage and willingness to change their lives and help others change gives us hope.

Young People Are The Solution, Not The Problem

The individuals we work with are often seen as the problem but, in our world, they are the only ones who can solve it. They have the experience, relationships, and the incentive to do the difficult, dangerous work of reaching out to family members, friends, and neighbors, and getting them to stop shooting. They have the respect and trust of the people most at risk, who are often beyond the reach of police, schools and social services agencies. In a phrase, they have what we refer to as “LTO,” or “License to Operate”.



THE FIVE PILLARS OF ACTIVITY

Outreach Workers Bring Participants into CRED

Outreach workers are the tip of the spear for violence prevention organizations. They canvass neighborhoods, monitor social media, track shootings, and map conflicts in order to bring individuals at highest risk into CRED. They serve as our HR department, recruiting participants into our program. They work mostly nights and weekends when gun violence surges and intervene when possible before disputes escalate. They negotiate non-aggression agreements among opposing street factions. They also support victims and their families after shootings occur.

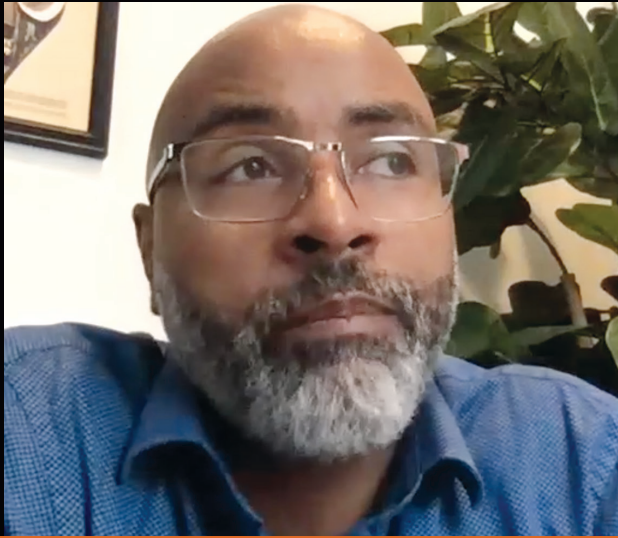
**“Experience is the best teacher.
It just doesn’t have to be your
own experience.”**

—Richard Blackmon, Life Coach



Life Coaches Build Relationships to Guide Participants Through the Program

Life coaches wear a lot of hats: teacher, advisor, advocate, and friend. With caseloads of up to 15 at any one time, they guide participants through CRED’s 18-24 month program, are available around the clock and provide support in moments of crisis. They facilitate group discussions aimed at self-regulation and reflection, and create safe spaces for participants to be vulnerable and share their stories. Many CRED life coaches have had similar life experiences as participants. While most are considerably older than the participants, CRED has also begun developing “peer” coaches who are closer in age to the people they serve.



“People who are healed can help heal their family and community.”

—Dr. Donald Tyler



Education Tutors Guide Participants Back to School

With support from education tutors, hundreds of CRED participants have returned to school and earned on-line high school degrees. Some have gone on to post-secondary education. Education tutors help participants plan their education and stay on track to completion.

“For our participants, a high school diploma is much more than a piece of paper. It’s a source of pride and proof that they can accomplish something they never thought possible.”

—Elaine Henton



Employment and Training Coaches Teach Job Skills

The final stage for our participants is to join the legal economy. Before entering the job market, participants acquire basic job skills, including soft skills like showing up on time and learning to take feedback, and technical skills like carpentry and computer-assisted design. They enroll in certification programs that train them for fields like commercial truck driving and security. Employment coaches also help participants get jobs in a range of fields and continue to support them on the job. At least 40 employers in 17 different job sectors have hired our participants.

Clinicians Help Address Trauma, Self-Regulation

Many CRED participants have experienced massive trauma in their lives, from gun violence, physical and sexual abuse, to hunger and homelessness. CRED’s licensed therapists work directly with young men and women, individually and in groups, to help them process trauma. They teach cognitive behavioral intervention (CBI) to help them understand the relationship between thoughts, feelings, and actions and build self-regulation habits that enable them to live safely and work.



STRATEGIC INITIATIVES

The everyday work of supporting participants consumes most of CRED's time and resources, but we also have several targeted strategies to reduce gun violence and make communities safer.

FLIP (Flatlining Violence Inspires Peace)

The FLIP Program recruits men and a few women who are very close to the streets to put down their guns, and occupy 80-90 of the most violent locations in the city during evenings and weekends. Their presence alone has helped dramatically reduce shootings at these "hot spots." The program began in 2018 with private funding and is now publicly funded and operating year-round in 14 Chicago communities.

North Lawndale Collaborative

Most violence prevention programs show significant impacts with individuals but less so with whole communities. Several organizations and community groups in Chicago are collaborating in one neighborhood, North Lawndale, to take the work to scale. By serving at least half of the approximately 1250 individuals at high risk, "The Collaborative" hopes to reach a tipping point that dramatically reduces gun violence community wide. Initial results are promising.

2020 Vision Campaign

Key influencers, especially in the music community, are helping reduce violence by creating anti-violence videos for CRED's 2020 Vision campaign and posting them on Instagram.

Out of Town Trips

To help participants stay safe during holiday weekends when gun violence often surges, CRED organizes out of town trips to places like Memphis, New Orleans, Atlanta and Washington D.C., exposing participants to historical sites, museums and cultural attractions.

Court Referral

With the support of judges and prosecutors, CRED has begun partnering with the judicial system to provide alternatives to incarceration.

CRED participants have visited historical and cultural sites all across America, including the Martin Luther King memorial in Washington D.C.





**FAMILY, WOMEN,
YOUTH, AND
ALUMNI SERVICES**

Family Case Management

CRED recognizes that, in some cases, the best way to support participants is by working with their families. Family case managers develop individualized family service plans for hundreds of families to link them to health care, housing, employment, and legal services. In emergency situations, case managers help with temporary housing and food.

Women's Program

While gun violence victims and offenders are overwhelmingly male, there has been an up-tick in violence involving women. In 2019, CRED started a program for women, many of whom have children, and some of whom have suffered sexual abuse, as well as gun violence-related trauma. Nearly 100 women have now gone through the program and are on a new path to safer lives for themselves and their families.

Youth Program

At any one time in Chicago, there are an estimated 5000 young people under the age of 18 in the pipeline to the street life. They need help to avoid trouble and stay in school. Some also need the same trauma-related services as older participants. In 2021, CRED started a youth program on the South Side with just seven participants. Today it has grown to more than 40 and plans are underway to open a West Side youth program.

Alumni Program

Typically, participants graduate from CRED after 18-24 months, but continue to receive support through the alumni program.





LESSONS LEARNED TO CONTINUALLY IMPROVE

Violence prevention work is incredibly uplifting, but it can also be humbling. We have evolved by carefully listening to our participants, walking with them and learning from them. A few important lessons:

Participants

- **Hurt people hurt people:** It is vitally important to address trauma, or the violence won't stop.
- **Stipends matter:** Our participants need to eat, pay rent, and care for their families. CRED provides modest stipends, so participants don't have to stay in the illegal economy just to eat and keep a roof overhead.
- **Safety matters:** Participants must feel safe in the program. CRED finds neutral locations, provides safe transportation and, when needed, housing.

Community

- In Chicago, violence is highly concentrated. About 6% of the blocks account for about 60% of the gun violence. Knowing where it is helps you target resources.
- **Partnerships:** No one can do this alone. You need the community, the government, and the business sector engaged and committed.

Organization

- **LTO matters:** The best people to do this work are the ones with the trust and respect of the people involved.
- **Data counts:** Identify key metrics to hold yourself accountable. Publicly share the data.
- **Take care of your people:** Burnout is really common in this field. Make sure staff feel supported, heard, empowered, and respected.





BROADENING OUR IMPACT



Citywide Coordination

CRED outreach teams maintain a professional understanding with the Chicago Police Department while collaborating closely with other public agencies. They meet regularly to identify priority conflicts, coordinate strategy and engage each other on community events.

Research Partner

CRED partners with The Center for Neighborhood Engaged Research & Science (Corners) at Northwestern University's Institute for Policy Research to evaluate our programs, tell us what is working, and help us improve. Northwestern's research shows that participants in our program are about 50% less likely to be shot or rearrested than they would be if not for CRED. Northwestern also helps CRED's outreach workers understand how community networks can both drive violence and foster peace.

Public Policy and Advocacy

Although CRED does not take any public funding, we partner with a variety of community stakeholders to advocate for public investment in violence prevention. Due to our collective advocacy, the total amount of public dollars supporting violence prevention in Chicago has risen from nearly nothing to more than \$100 million annually.

Outcomes

1200 participants served

776 received therapy

374 job placements

78 housing placements

176 earned HS diplomas



GETTING STARTED IN YOUR COMMUNITY

There is no one-size-fits-all approach for creating an effective violence prevention organization. Bearing that in mind, here are a few steps we recommend:

- **Build capacity slowly and steadily:** Start with trusted and respected leaders in the community who can engage with the individuals most at risk. Add professional staff over time to handle budgets, HR, etc. as you grow.
- **Analyze the problem:** Much of Chicago's gun violence is driven by social media. Police ineffectiveness also drives gun violence. Arrest rates for shootings are so low in the neighborhoods we serve that most shooters are walking around free. Many shootings are retaliation for other shootings. The more you know about the problem you are trying to solve, the more likely your solutions will work.
- **Communicate relentlessly:** Community residents are naturally curious, if not suspicious, of organizations doing this kind of work. Spend more time listening than talking. Traumatized people need to be heard and the path to trust is transparency and honesty.



- **Plan for the long term:** Results won't happen overnight. Like policing, violence prevention needs to be a permanent part of the public safety infrastructure.
- **Study other places:** Chicago is way behind New York and Los Angeles with violence prevention. Some cities, such as Denver, CO and Eugene OR, have pioneered new ways to respond to mental health calls. Study the field. Learn from others.

“When I returned to Chicago in 2016, I didn't think the violence could be as bad as it was when I was growing up in the 1970's. But in the communities we serve, it was even worse. I knew we all had to do much more.”

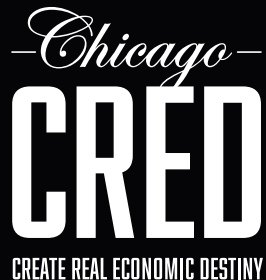
—Arne Duncan, Founder, Chicago CRED



EVERYONE HAS A ROLE TO PLAY IN REDUCING VIOLENCE

With initial support from private foundations and donors, Chicago has steadily built a network of community-based violence prevention organizations serving more than 30 of Chicago's 77 neighborhoods. More partners are joining everyday, including community, business and civic groups, and the public sector at the local, county and state level.

Umbrella Violence Prevention Organizations



Community Partners

- Access Freedom
- Acclivus
- ALSO—Alliance of Local Service Organizations
- Black Men United
- Breakthrough Urban Ministries
- Centers for New Horizons
- Chicago Youth Boxing Club
- Claretian Associates
- Enlace Chicago
- Englewood First Responders
- ECCSC (Ex-Cons for Community and Social Change)
- The Firehouse Community Arts Center
- Heartland Alliance Englewood Outreach
- Heartland Human Care Services
- Institute for Nonviolence Chicago
- I Am Able
- IMAN (Inner-City Muslim Action Network)
- LIVE FREE Chicago
- MAAFA Redemption Project
- New Life Centers
- North Lawndale Community Coordinating Council
- North Lawndale Employment Network
- One Northside
- Precious Blood Ministry of Reconciliation
- Project H.O.O.D.
- Purpose over Pain
- Restorative Project
- Southwest Organizing Project
- St. Sabina Church
- Target Area Development Corp.
- Teamwork Englewood
- Together Chicago
- UCAN
- Youth Peace Center of Roseland

Funding Partners

- The Partnership for Safe and Peaceful Communities (PSPC) is a coalition of more than 50 foundations and donors collectively investing in violence prevention in Chicago.
- Chicago Department of Public Health
- Justice Advisory Council of Cook County
- Illinois Department of Human Services
- Illinois Criminal Justice Information Authority

Evaluation Partners

- University of Chicago Crime Lab
- Corners – Center for Neighborhood Engaged Research and Science (Northwestern University)
- Heartland Alliance Social Impact Research Center

Business Partners

- Dozens of Chicago area employers including Blommer Chocolate, Chicago Cubs, and FedEx are working directly with violence prevention organizations to hire and support participants in our programs.
- Leading civic and business organizations, including the Civic Committee of the Commercial Club and the Chicagoland Chamber of Commerce, are increasingly engaged in finding ways to help make Chicago safer.

CRED CONTACTS

Communications

Jamel Gardner

jamel@chicagocred.com

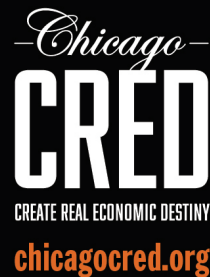
Administration and Finance

Laurie ShoulterKarall

laurie@chicagocred.com

Nancy Chon

nancy@chicagocred.com



 @Chicago.cred

 @ChicagoCRED

 @Chicagocred

 YouTube