

NATIONAL VIOLENCE REDUCTION STRATEGY BLUEPRINT

Government of Bermuda
Ministry of National Security





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1. Summary and Background

The *Inter-Agency Gang Task Force (IGTF)*, *Inter-Agency Enforcement Team (IGET)*, and *Inter-Agency Community Response (IGCR)* were created to address growing concerns about gang violence and antisocial behavior in Bermuda. These groups coordinated efforts across sectors to reduce youth gang involvement and violence. Over time, IGTF and IGCR ceased to operate.

The Bermuda Government established the *Inter-Agency Gang Taskforce (IGTF)* as a cross-Ministry initiative to address rising gang violence. Launched after the 2010 Speech from the Throne, the IGTF collaborated with US agencies and integrated local services for a coordinated response, prioritizing public safety, proactive prevention, and community engagement. The IGTF employed a three-tier structure to tackle gang violence:

1. **Strategic Level** – Developed policy and fostered partnerships across ministries (Public Safety, Health, Education). Key roles included policy oversight, integrating community mobilization, and expanding funding and program coordination.
2. **Enforcement Level** – Focused on intelligence sharing and coordinated law enforcement, aiming to dismantle gangs through targeted arrests and preventative measures. Key achievements included Operation Nightlight, legislative amendments, and collaboration with Boston’s Operation Ceasefire.
3. **Prevention/Community Engagement Level** – Promoted positive engagement for youth through rehabilitation, community partnerships, and education. Initiatives included “Change By Us” roundtables and youth-focused preventative interventions to reduce gang recruitment.

Key Achievements: The IGTF’s initiatives include legislative advancements, community engagement programs, targeted law enforcement operations, and cross-agency protocols.

- **November 2010:** Government commitment from the Speech from the Throne to address gang violence through a cross-agency approach, marking the formal intent to establish the IGTF.



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- **February 2011:** Formation of the Inter-Agency Gang Enforcement Team (IGET) to enhance collaboration among law enforcement agencies.
- **May 16-20, 2011:** Bermuda delegates attended the US-sponsored International Visitor Leadership Project (IVLP) in New York and Boston to observe best practices in gang interdiction and intervention.
- **June 2011:** Cabinet approval of IGTF structural recommendations and signing of the Memoranda of Understanding (MoU) for inter-agency collaboration.
- **July 2011:** Quarterly IGTF meetings began, focused on legislative reviews and investigating best practices for gang management.
- **October 31, 2011:** Screening of The Interrupters documentary to explore the viability of the Ceasefire model in Bermuda.
- **February 3, 2012:** Announcement of the IGTF Six Point Strategy, setting the foundation for the organization's targeted objectives.
 1. Continue to support the Bermuda Police Service's (BPS) aggressive, targeted prevention and enforcement actions, (Continuous)
 2. Gang mediation – immediately bring leaders together to canvass a wide spectrum of issues, (Developing Team Street Safe)
 3. School interventions – identify, prescribe, intervene, follow-up, (GREAT)
 4. Dedicated case management leading to positive lifestyle change, (New Working Group – BPS has a case management programme that could be the foundation)
 5. Increased support and demands of sports clubs/community clubs – encourage private sector “adopt a club” initiative tying positive programmes to funding; (Cash Back programme – in development) and
 6. Interventions at all levels - using existing agencies/charities in a fee for service model (vs operational grants). (Task with IGCR)



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- **May 2012:** Implementation of Section 110A of the Criminal Code Amendment, enabling police to disperse groups involved in intimidation or harassment.
- **June 2012:** Additional amendments to the Proceeds of Crime Act, expanding police authority to seize property linked to criminal activity and enhancing enforcement tools.
- **June 21, 2012:** Launch of the Respect! Campaign to promote community awareness and deter youth from gang involvement.
- **February 2013:** The Level III (Prevention/Community Engagement) component of IGTF formally initiated, prioritizing youth engagement and rehabilitation.
- **March 2013:** First joint meeting with all IGTF levels, strengthening multi-level coordination.
- **April 30, 2013:** Meeting with David Kennedy to discuss implementing a Bermuda Operation Ceasefire, an evidence-based gang intervention model.
- **May 10, 2013:** Launch of a Gun Bounty initiative in partnership with Crimestoppers Bermuda, aiming to reduce firearm circulation.

Moving Forward: In line with the National Violence Reduction Strategy (NVRs), the *National Violence Reduction Steering Committee (NVRSC)* now replaces the IGTF, expanding its focus to address a broader spectrum of violence in Bermuda. The NVRSC aims to build on the success of previous efforts while adapting to the complexity of current violence-related challenges, creating a more integrated, flexible, and responsive body.

2. Renaming Rationale

The shift from the *Inter-Agency Gang Task Force (IGTF)* to the *National Violence Reduction Steering Committee (NVRSC)* reflects the realization that violence in Bermuda extends beyond gangs and affects many aspects of community life. Although there is still a focus on gun and gang violence, The NVRSC will also oversee a broader set of issues and will be a strategic body leading efforts against gang violence and other forms of interpersonal and community violence.



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This name change symbolizes the NVRSC's wider remit, aligning directly with the NVRS's multifaceted approach. The NVRSC coordinates national efforts in violence reduction, ensures alignment between government ministries, non-profits, and community groups, and effectively allocates resources.

3. Organizational Structure

Level 1: Strategic (National Violence Reduction Steering Committee - NVRSC)

Role: The NVRSC will provide strategic oversight for implementing the NVRS in pursuit of the Strategy's Mission Statement:

"To implement strategies that will reduce violence in Bermuda, particularly gang violence, in collaboration with various agencies, with emphasis on Prevention, Intervention and Integration."

Functions:

- **Policy and Strategy Development:** Provide strategic direction to support meeting the goals and objectives of the NVRS.
- **Strategy Alignment and Monitoring:** Align specific strategies with relevant agencies and set and monitor timelines/milestones for meeting these strategies.
- **Funding and Resource Support:** Help obtain the funding and resources required for implementing the NVRS.
- **Stakeholder Collaboration:** Encourage collaboration among Ministries, Departments, and external stakeholders to discourage duplication and ensure efficiency in implementing the NVRS.
- **Quality Control and Evaluation:** Monitor the quality of the delivery of specific strategies as they are implemented.

NVRSC Leadership Roles:



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- **Chairpersons:** [Minister of National Security]
- **Level Coordinator:** [Senior Policy Analyst – National Security]

NVRSC Steering Committee Members:

- PS Ministry of National Security
- PS Ministry of Education
- PS Ministry of Justice
- PS Ministry of Health
- PS Ministry of Youth, Social Development and Seniors
- Commissioner of Police
- Senior Policy Analyst – Ministry of National Security

Meetings: The Steering Group will meet bi-monthly, commencing on XX Month, 2024.

Level 2: Enforcement (Inter-Agency Enforcement Team - IGET)

Role: The primary role of the IGET is to serve as a multi-agency prevention tool that brings together Police, Corrections, Probation, Education, Child and Family Services, and other partners. It will identify at-risk individuals, share intelligence, and support early intervention plans to prevent young people from entering cycles of violence..

Functions:

- **Information Sharing and Coordination:** Facilitate and coordinate the sharing of information between key law enforcement agencies to ensure a unified response.



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IGET Leadership Roles:

- **Chairperson:** [Rotating IGET members]
- **Level Coordinator:** [Policy and Project Coordinator, Ministry of National Security]

IGET Enforcement Partners:

- Bermuda Police Service
- Department of Court Services
- Department of Corrections
- Department of Child and Family Services
- Department of Immigration
- Ministry of Legal Affairs
- Ministry of Education
- Ministry of Health
- H.M Customs
- Department of Public Prosecutions
- Mirrors Programme

Tasking & Coordinating

This refers to the police intelligence effort of examining all available community intelligence generated by all participating agencies, to determine:

1. The offenders that are creating the greatest harm in the community.
2. The victims that are the most at risk.



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3. The type of crime that is posing the greatest risk in the community.
4. The locations in Bermuda where the most crime is being committed (hotspots).

From this, IGET sets the tactical options, and each agency determines how they can best assist the effort against people, places or crimes.

Results to date

- Formal and informal networks formed
- Confidential intelligence shared
- Richer picture of intelligence around prominent gang nominals
- Formalised intelligence protocols with, HM Corrections and Court Services
- Operation Nightlight – Offender Management
- Education workshops delivered
- Gang legislation workshops attended
- Influenced Government re gang legislation
- Overall figures are improving
- Significant arrests and convictions

Previous Challenges Identified



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- Information Sharing Protocols between agencies
- Provide a Performance Framework
- Mediation and transformation of gang members
- Stemming the importation of firearms
- Firearms Gun Bounty/Amnesty
- Proceeds of Crime (Community Pay back scheme)
- Protecting witnesses (Video links, relocation)
- Legislation – Inferences From Silence – Special Measures
- Must not focus on enforcement, responding to and looking for headlines

Meetings

IGET meets monthly.

Level 3: Prevention/Community Engagement (Inter-Agency Community Response - IGCR)
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Role: The primary role of the IGCR is to strengthen prevention and community resilience by working directly with neighbourhoods, community organisations, faith groups, families, community leaders, and the private sector. Operating at the grassroots level, it will lead a community mapping exercise to identify needs and resources, build stronger relationships with partners, and revitalise



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Neighbourhood and Parish Watch programmes to empower residents in safety efforts while fostering trust and accountability between the community and the state.

Functions:

- **Community Engagement:** Facilitate meaningful engagement with community stakeholders, including neighborhood watch groups, youth centers, faith organizations, NGOs, and residents. Organize quarterly roundtables and forums to co-develop solutions and build public trust.
- **Partnership Development:** Formalize and manage partnerships between government agencies and community groups to align services, strengthen referrals, and avoid duplication.
- **Knowledge-Sharing:** Host training sessions and capacity-building workshops for community-based organizations, educators, and volunteers. Topics include trauma-informed care, conflict mediation, and early identification of violence risk.
- **Monitoring and Reporting:** Maintain regular reporting to the National Violence Reduction Steering Committee (NVRSC) on progress, challenges, and community feedback. Share data and evaluation findings to inform decision-making.

IGCR Leadership Roles:

(Under development)

- **Chairperson:** [Community organization representative]
- **Spokesperson:** [Previously the Senator for Public Safety and the Minister for Community and Cultural Development in conjunction with relevant Cabinet Ministers]
- **Level Coordinator:** [Previously Policy and Project Coordinator, Ministry of Public Safety]]



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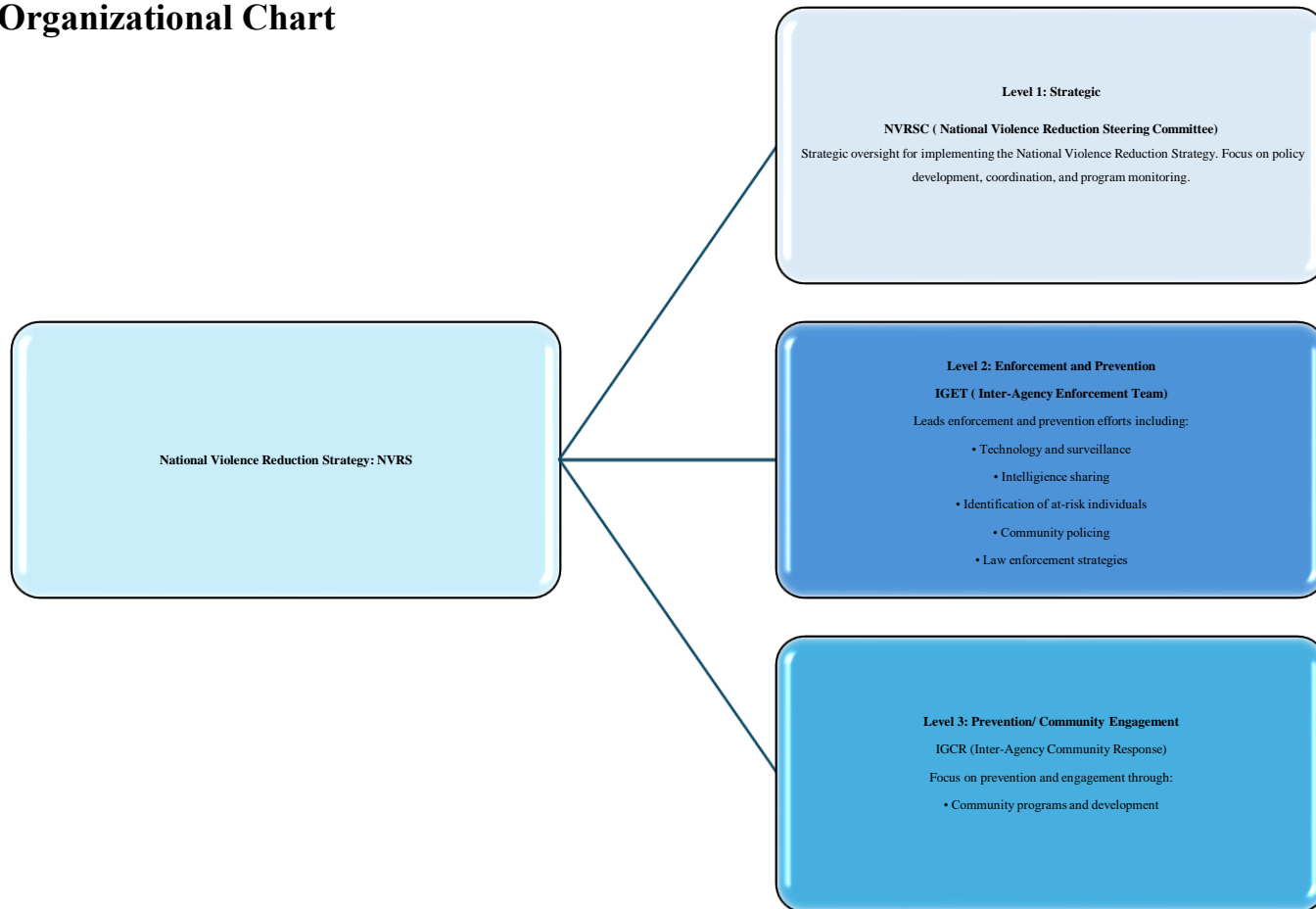
4. Conclusion

Establishing the *National Violence Reduction Steering Committee (NVRSC)* replaces the outdated IGTF with a broader and more responsive framework while repurposing the IGET and IGCR under the National Violence Reduction Strategy (NVRs). Together, these agencies will provide a robust and coordinated approach to reducing violence in Bermuda. By leveraging existing structures and enhancing collaboration, the NVRSC, IGET, and IGCR will work in tandem to address the complex nature of violence through a comprehensive focus on prevention, enforcement, and community engagement. Through these collective efforts, Bermuda will be better equipped to create safer, more resilient communities and promote long-term social cohesion.



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6. NVRS Organizational Chart





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Pre-Implementation Plan

Timeline:

Lead Agency: Ministry of National Security

Supporting Agencies: National Violence Reduction Steering Committee (NVRSC), Interagency Gang Enforcement Team (IGET), Interagency Gang Crisis Response (IGCR), relevant government ministries, and community organizations.

1. Establishing Foundations

Objective: Build the organizational infrastructure, secure essential funding, and establish key partnerships to ensure a strong foundation for the full implementation of the NVRSC.

1.1 Formation of the NVRSC, IGET, and IGCR Teams

- **Timeframe:**
- **Responsible:** Ministry of National Security
- **Key Actions:**
 - Appoint leadership and core members for NVRSC, IGET, and IGCR, ensuring a diverse and experienced team to drive the strategy.



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- Define each entity's roles, responsibilities, and reporting structures, establishing clear lines of communication and accountability.
- Set up formal communication channels and procedures to enable ongoing team coordination.
- Develop and agree upon each entity's Terms of Reference (ToR), clarifying the scope, objectives, and operational parameters of the NVRSC, IGET, and IGCR.
- Organize an initial strategy meeting to align leadership on the NVRS goals, priorities, and deliverables.

1.2 Secure Funding and Resources

- **Phase 1 Funding Timeframe:**
- **Responsible:** MONS HQ
- **Key Actions:**
 - Deliver Pre-Approved Initiatives: Execute the initiatives developed with the additional \$500,000 in funding. These initiatives align with key areas of the overall strategy, including prevention, job training and development, access to higher education, access to mental health services, targeted youth intervention programs, and a social media campaign.
 - Develop a resource mobilization plan to ensure the sustainability and scalability of the NVRS initiatives.
- **Phase 2 Funding Timeframe:**
- **Responsible:** NVRSC (Strategic Level)
- **Key Actions:**
 - Allocate initial resources to critical areas, such as the setup of administrative structures, recruitment of personnel, and acquisition of necessary tools and technologies for violence reduction programs.
 - Develop a resource mobilization plan to ensure the sustainability and scalability of the NVRS initiatives.



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1.3 Stakeholder Engagement and Partnership Building

- **Timeframe:** September 2024 forward
 - **Responsible:** NVRSC, IGCR
 - **Key Actions:**
 - Conduct stakeholder workshops with government agencies, NGOs, private sector representatives, and community leaders to establish shared objectives and roles within the NVRSC.
 - Formalize partnership agreements through Memoranda of Understanding (MOUs) or service agreements, ensuring each partner is committed to delivering specific parts of the strategy.
 - Engage key community groups and grassroots organizations in dialogue, ensuring their input on the NVRSC programs, particularly those aimed at rehabilitation and early intervention.
 - Develop a comprehensive communication strategy that ensures transparency, builds trust among stakeholders, and keeps the public informed about the NVRSC progress and upcoming initiatives.
 - Initiate community outreach programs to engage with affected communities, ensuring their voices are incorporated in the planning and tailoring of programs to their specific needs.
 - Identify and cultivate international partnerships with violence reduction experts, institutions, or similar national initiatives to exchange knowledge and resources.
 - Conduct a thorough assessment of existing Gang Violence Reduction Team (GVRT) programs, identifying gaps, challenges, and successes to inform NVRSC planning and resource allocation.
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1.4 Development of Operational Plans for Strategy-Wide Programs

- **Timeframe:**



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- **Responsible:** NVRSC
 - **Key Actions:**
 - Draft detailed operational plans for strategy-wide initiatives according to short-, medium-, and long-term goals.
 - Development of SMART goals for each of the NVRS Goals and Objectives.
 - Identification and allocation of SMART Goals to responsible agency.
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1.5 Establish Monitoring and Coordination Structures

- **Responsible:** NVRSC
 - **Key Actions:**
 - Set up a Monitoring and Evaluation (M&E) framework to track the progress of pre-implementation activities, ensuring readiness for full NVRS deployment.
 - Appoint an internal coordination team to manage day-to-day pre-implementation activities, reporting directly to the NVRSC leadership.
 - Ensure that the M&E framework identifies key performance indicators (KPIs) for assessing the success of foundational activities, including the establishment of teams, partnerships, and early funding.
 - Prepare for the launch of public-facing reporting mechanisms, such as monthly progress updates, public briefings, and stakeholder check-ins.
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Outcomes of Pre-Implementation Phase

By the end of the pre-implementation phase the following key foundations will be established:



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- Leadership and core teams (NVRSC, IGET, IGCR) appointed and operational.
- Clear communication channels and coordination structures between all teams.
- Funds allocated to support the delivery of short-term goals.
- Formalized partnerships and community engagement structures.
- Operational plans for early intervention and prevention programs ready for launch.
- Monitoring systems in place to evaluate progress and adjust strategies as needed.



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Strategy Implementation Plan

TABLE 1: **SHORT-TERM (0-6 MONTHS)**

TABLE 2: **MEDIUM-TERM (6 MONTHS-2 YEARS)**

TABLE 3: **LONG-TERM (2+ YEARS)**



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Table 1: Short-Term Tasks (0-6 months)

No.	Strategy/Task	Related Goal	Steps
1	Identify and Review Existing Programs for At-Risk Youth	Goal 1: Enhance Early Intervention	Audit existing programs, analyze program structures, identify gaps, and review effectiveness.
2	Implement Post-High School Career Planning and Workshops	Goal 1: Enhance Early Intervention	Develop workshops, provide career planning, and secure partnerships with local businesses.
3	Strengthen Outreach Efforts in Schools	Goal 1: Enhance Early Intervention	Establish mentorship programs involving professionals and community role models.
4	Equip At-Risk Youth and Adults with Mediation Skills	Goal 3: Facilitate Conflict Resolution and De-escalation	Organize workshops focusing on mediation, de-escalation, and practical exercises for at-risk groups.
5	Expand Existing Vocational Training Initiatives	Goal 2: Strengthen Community Resilience	Review current initiatives, increase staffing, and secure funding for vocational training.
6	Create Special Pathways for At-Risk Youth and Adults	Goal 2: Strengthen Community Resilience	Partner with the Department of Workforce Development to create tailored vocational pathways.
7	Provide Job Readiness and Financial Literacy Training	Goal 2: Strengthen Community Resilience	Develop training programs, partner with financial institutions, and offer employment connections.



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No.	Strategy/Task	Related Goal	Steps
8	Deploy Additional Law Enforcement Resources	Goal 5: Strengthen Enforcement Measures	Assess gang activity areas, recruit officers, and establish regular patrols in these regions.
9	Develop Specific Enforcement Tactics	Goal 5: Strengthen Enforcement Measures	Collaborate with law enforcement experts to design tactics for disrupting gang-related activities.
10	Foster Collaboration with Community Leaders and Residents	Goal 5: Strengthen Enforcement Measures	Organize forums and develop anonymous reporting mechanisms for residents.
11	Improve Communication and Effectiveness of IGET	Goal 6: Improved Collaboration	Assess current communication channels, streamline processes, and enhance collaboration efforts.
12	Develop Cross-Sector Training Programs	Goal 6: Improved Collaboration	Design cross-sector training, conduct training sessions, and evaluate program effectiveness.
13	Develop Joint Intervention Programs	Goal 6: Improved Collaboration	Form working groups, launch pilot programs, and monitor program effectiveness in targeted areas.
14	Create Platforms for Data and Information Sharing	Goal 6: Improved Collaboration	Develop a secure platform for data sharing among stakeholders.



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No.	Strategy/Task	Related Goal	Steps
15	Allocate Budget for Crisis Response Counseling	Goal 3: Facilitate Conflict Resolution and De-escalation	Secure funding for trauma counseling and establish referral protocols for crisis response teams.



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Table 2: Medium-Term Tasks (6 months-2 years)

No.	Strategy/Task	Related Goal	Steps
1	Implement Early Education and Social Skills Programs	Goal 1: Enhance Early Intervention	Develop and pilot a social skills curriculum focusing on conflict resolution and emotional regulation.
2	Establish Partnerships with Youth Centers	Goal 1: Enhance Early Intervention	Identify local youth centers, formalize partnerships, and coordinate programs with school hours.
3	Provide Training for Community Leaders	Goal 1: Enhance Early Intervention	Develop and deliver training programs for community leaders, teachers, and sports coaches.
4	Facilitate Support Groups for Fathers	Goal 2: Strengthen Community Resilience	Partner with therapists to focus on mental health, emotional regulation, and trauma recovery for fathers.
5	Offer Life Skills Training	Goal 2: Strengthen Community Resilience	Develop and integrate life skills training into mental health and rehabilitation services.



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No.	Strategy/Task	Related Goal	Steps
6	Expand Negotiation Teams	Goal 3: Facilitate Conflict Resolution and De-escalation	Assess team needs, increase funding, and provide advanced training for negotiators.
7	Conduct Mediation Workshops with Community Partners	Goal 3: Facilitate Conflict Resolution and De-escalation	Organize mediation workshops and develop training for conflict resolution and mediation skills.
8	Implement Restorative Justice Programs	Goal 5: Strengthen Enforcement Measures	Develop programs focused on rehabilitating offenders and addressing the harm caused by criminal behavior.
9	Provide Specialized Training for Law Enforcement	Goal 5: Strengthen Enforcement Measures	Develop and implement training on de-escalation, community policing, and gang crime investigation.
10	Utilize Advanced Technology for Surveillance	Goal 5: Strengthen Enforcement Measures	Invest in surveillance technology and develop integrated systems for tracking gang activities.
11	Launch Community Engagement Initiatives	Goal 6: Improved Collaboration	Organize town halls and workshops to foster trust and collaboration between law enforcement and community members.



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No.	Strategy/Task	Related Goal	Steps
12	Advocate for Policies Supporting Collaboration	Goal 7: Policy Advocacy for Violence Reduction	Work with policymakers to develop policies promoting collaboration between law enforcement and social services.
13	Launch Public Educational Campaigns	Goal 8: Improved Public Awareness	Create digital materials, videos, and infographics to explain violence prevention strategies.



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Table 3: Long-Term Tasks (2+ years)

No.	Strategy/Task	Related Goal	Steps
1	Expand Peer and Adult Mentorship Opportunities	Goal 1: Enhance Early Intervention	Recruit and train diverse mentors and launch mentorship initiatives in schools and youth centers.
2	Establish Safe Houses for Individuals Leaving Gangs	Goal 4: Promote Reintegration and Restoration	Partner with organizations to provide shelter and vocational training for gang members transitioning out.
3	Provide Specialized Support for Parolees with Gang Involvement	Goal 4: Promote Reintegration and Restoration	Develop trauma counseling and reintegration programs for parolees with gang involvement.
4	Foster Sustainable Partnerships and Trust	Goal 3: Facilitate Conflict Resolution and De-escalation	Develop and sustain relationships between law enforcement, community organizations, and leaders.
5	Advocate for Expanding Access to Rehabilitation Programs	Goal 7: Policy Advocacy for Violence Reduction	Draft bills to expand access to rehabilitation programs and promote these policies to stakeholders.



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No.	Strategy/Task	Related Goal	Steps
6	Support Prisoner Parole Treatment and Recovery	Goal 4: Promote Reintegration and Restoration	Collaborate with corrections, courts, and community organizations to strengthen reentry programs.
7	Provide Ongoing Support for Relocated Individuals	Goal 4: Promote Reintegration and Restoration	Ensure continued access to job placement and community support services for relocated individuals.
8	Implement Advanced De-escalation Training for Law Enforcement	Goal 5: Strengthen Enforcement Measures	Assess current de-escalation training programs and implement advanced training in collaboration with law enforcement.
9	Advocate for Legislative Support for Rehabilitation Policies	Goal 7: Policy Advocacy for Violence Reduction	Collaborate with experts to design policies focused on mental health, vocational training, and reintegration for at-risk individuals.



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Goal 1 - Enhance Early Intervention and Community-Based Initiatives for Violence Prevention

Objective: Develop and implement a comprehensive approach to early intervention and community-based initiatives to address violence among at-risk individuals and communities in Bermuda.

Strategy 1: Further Implement Targeted Prevention Programs for Identified Youth

Task 1.1: Identify and Review Existing Programs for At-Risk Youth Across Different Sectors

- **Subtask 1.1.1:** Audit and review existing programs in government, private, community, sports, and schools.
 - **Steps:**
 1. Collect data on current programs (objectives, target demographics, outcomes).
 2. Review other government departments in analysis.
 3. Analyze program structures, resources, and delivery methods.
 4. Identify gaps and challenges in current offerings.
 - **Timeline:**
- **Subtask 1.1.2:** Assess the effectiveness and challenges of existing programs.
 - **Steps:**



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1. Develop criteria for program effectiveness (participation rates, outcomes).
 2. Evaluate challenges like staffing, funding, and community engagement.
 3. Create a report detailing the performance of each program.
 4. Provide recommendations for improvement or expansion.
- **Timeline:**

Task 1.2: Implement Early Education and Social Skills Programs in Primary and Middle Schools

- **Subtask 1.2.1:** Develop curriculum focused on conflict resolution, empathy, emotional regulation, communication, and problem-solving skills.
 - **Steps:**
 1. Assemble an education team of curriculum developers and child psychologists.
 2. Draft a curriculum focused on social skills development.
 3. Pilot the curriculum in 3 selected schools.
 4. Gather feedback and refine the curriculum.
 - **Timeline:**

Task 1.3: Partner with Youth Centers and Afterschool Programs to Create Safe Spaces



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- **Subtask 1.3.1:** Establish partnerships with local youth centers and afterschool programs.
 - **Steps:**
 1. Identify existing youth centers and afterschool programs.
 2. Formalize partnership agreements.
 3. Coordinate program schedules with school hours.
 - **Timeline:**
 - **Subtask 1.3.2:** Offer a variety of after-school activities (sports, arts, clubs) to engage students positively and reduce idle time. **(Medium-Term)**
 - **Steps:**
 1. Develop an activity schedule covering diverse interests.
 2. Train program facilitators in youth engagement.
 - **Timeline:**
-

Task 1.4: Enhance Targeted Vocational and Career Training Opportunities in High Schools

- **Subtask 1.4.1:** Collaborate with high schools to identify at-risk students for vocational training.
 - **Steps:**
 1. Set up referral systems for teachers, counselors, and social workers to identify at-risk students.



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2. Partner with vocational training providers.
 3. Schedule career planning sessions for students.
- **Timeline:**
 - **Subtask 1.4.2:** Offer post-high school career planning and vocational workshops.
 - **Steps:**
 1. Develop training workshops with input from industry leaders.
 2. Provide post-high school planning services (resume building, interview skills).
 3. Secure partnerships with local businesses for internships and apprenticeships.
 - **Timeline:**
-

Strategy 4: Provide Training for Community Leaders

Task 4.1: Identify and Train Community Leaders, Teachers, Sports Coaches, and Youth Workers

- **Subtask 4.1.1:** Develop training programs focused on recognizing early signs of gang involvement.
 - **Steps:**
 1. Design curriculum with experts in gang prevention and intervention.
 2. Conduct training workshops for community leaders.



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3. Offer continuous professional development.
- **Timeline:**

Strategy 5: Increase School Outreach

Task 5.1: Strengthen Outreach Efforts Within Schools

- **Subtask 5.1.1:** Establish mentorship programs involving professionals and community role models.
 - **Steps:**
 1. Partner with private sector organizations for mentorship.
 2. Organize school-based mentorship programs for at-risk students.
 3. Monitor progress and adjust mentorship approaches as needed.
 - **Timeline:**

Strategy 6: Expand Peer and Adult Mentorship Opportunities

Task 6.1: Collaborate with Agencies Offering Mentorship Programs

- **Subtask 6.1.1:** Recruit and train mentors from diverse backgrounds.
 - **Steps:**



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1. Create a recruitment campaign targeting professionals.
 2. Design a training program for new mentors.
 3. Launch mentorship initiatives in schools and youth centers.
- **Timeline:**
-

Strategy 7: Provide Parent Training

Task 7.1: Partner with Existing Parent Training Groups

- **Subtask 7.1.1:** Expand parent training and support programs.
 - **Steps:**
 1. Identify and partner with existing parent training initiatives.
 2. Develop new training modules focused on violence prevention and youth development.
 3. Launch parenting workshops in collaboration with schools.
 - **Timeline:**
-

Strategy 8: Further Support Structured Programs in Sports Clubs

Task 8.1: Develop Structured Activities in Sports Clubs



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- **Subtask 8.1.1:** Create programs where older members or successful individuals mentor younger members.
 - **Steps:**
 1. Develop a mentorship framework within sports clubs.
 2. Train older club members on how to mentor younger participants.
 3. Highlight success stories and positive role models.
 - **Timeline:**



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Goal 2 - Strengthen Community Resilience and Support Systems for Gang Prevention and Rehabilitation

Objective: To enhance community resilience and support systems to effectively prevent gang involvement and provide rehabilitation opportunities for at-risk individuals.

Strategy 1: Target Counseling and Mental Health Services

Task 1.1: Identify Existing Counseling and Mental Health Services

- **Steps:**

1. Conduct an audit of existing counseling and mental health services for at-risk adults and youth, particularly in the criminal justice system, transitional housing, and support programs for adult males.
2. Evaluate the accessibility and coverage of these services.
3. Identify gaps and areas for improvement.
4. Establish partnerships with private and public mental health providers.
5. Coordinate resources to ensure that services are available for both youth and adults in managing stressors and conflicts.
6. Provide regular evaluations to measure the effectiveness of these collaborations.

- **Timeline:**



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Strategy 2: Adult Alternative Programs

Task 2.1: Identify Existing Alternative Programs

- **Steps:**
 1. Compile a list of existing alternative programs for adults focusing on diversion from gang involvement.
 2. Evaluate the scope and success of these programs.
 3. Identify gaps and areas for improvement.
 - **Timeline:**
-

Strategy 4: Expand Vocational Training and Apprenticeship Programs

Task 4.1: Expand Existing Initiatives

- **Steps:**
 1. Review current initiatives like the Gang Violence Reduction Team Redemption Initiative.
 2. Increase staffing and resources to expand their reach.
 3. Expand training opportunities.
- **Timeline:**



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Task 4.2: Create Special Pathways for At-Risk Youth and Adults

- **Steps:**
 1. Partner with the Department of Workforce Development to create tailored pathways for youth and adults at risk of gang involvement.
 2. Offer career counseling and planning services.
 3. Implement vocational training and apprenticeship programs.
- **Timeline:**

Task 4.3: Provide Job Readiness and Financial Literacy Training

- **Steps:**
 1. Design a comprehensive job readiness training program (resume building, interview skills).
 2. Partner with financial institutions to provide training on budgeting, saving, and financial management.
 3. Offer connections to employment and educational opportunities.
- **Timeline:**

Strategy 5: Creating and Implementing Fathers' Support Groups



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Task 5.1: Facilitate Support Groups for Fathers

- **Steps:**

1. Partner with licensed therapists or counselors to facilitate support groups.
2. Focus groups on mental health, emotional regulation, and trauma recovery.
3. Provide strategies for managing anger and stress and improving emotional health.

Task 5.2: Conduct Workshops on Parenting and Family Dynamics

- **Steps:**

1. Develop workshops on parenting skills, child development, and communication techniques.
2. Organize regular workshops to provide continued support for fathers.
3. Provide additional sessions on conflict resolution and positive family dynamics.

Task 5.3: Create Support Groups for Fathers Dealing with Substance Abuse

- **Steps:**

1. Facilitate groups focusing on rehabilitation programs for substance abuse.
2. Provide ongoing recovery support, including financial literacy training.
3. Offer legal advice and recreational activities to build community.

- **Timeline:**



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Goal 3 - Facilitate Conflict Resolution and De-escalation through Negotiation

Objective: To reduce gang-related violence and promote peaceful conflict resolution through effective negotiation strategies and interventions.

Strategy 1: Establish Negotiation Teams

Task 1.1: Partner with Specialized Outreach Worker Teams

- **Steps:**
 1. Identify and collaborate with existing specialized outreach teams that include trained negotiators and community leaders.
 2. Establish formal partnerships between outreach teams and community organizations.
 3. Create clear protocols for handling gang-related conflicts and de-escalation processes.

- **Timeline:**

Task 1.2: Support and Enhance Negotiation Teams

- **Steps:**
 1. Assess the funding and capacity needs of negotiation teams.



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2. Provide additional training for negotiators on conflict resolution and de-escalation techniques.
3. Monitor and evaluate the outcomes of team interventions to measure their effectiveness in resolving gang-related conflicts.

- **Timeline:**

Strategy 2: Conduct Mediation, Restorative, Conflict Resolution Workshops, Training, and Programs

Task 2.1: Organize Mediation Workshops with Community Partners

- **Steps:**

1. Partner with community organizations, schools, clubs, and conflict resolution experts to organize mediation workshops.
2. Develop a comprehensive training curriculum for conflict resolution and mediation skills.
3. Coordinate workshop logistics, including location, schedule, and target participants.

- **Timeline:**

Task 2.2: Equip At-Risk Youth and Adults with Mediation Skills

- **Steps:**

1. Focus workshops on equipping at-risk youth and adults with mediation and de-escalation strategies.
2. Include practical exercises and role-playing scenarios to simulate real-life situations.
3. Tailor workshops to meet the specific needs of different groups (students, parents, law enforcement, etc.).



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- **Timeline:**

Strategy 3: Strengthen Community Engagement

Task 3.1: Implement Neighborhood Watch in Vulnerable Areas

- **Steps:**
 1. Identify vulnerable areas where neighborhood watch programs are needed.
 2. Collaborate with local law enforcement and community members to implement neighborhood watch programs.
 3. Provide training and resources for volunteers participating in the neighborhood watch.

- **Timeline:**

Task 3.2: Facilitate Dialogue Between Stakeholders

- **Steps:**
 1. Organize regular dialogues between law enforcement, community organizations, and gang-affiliated groups to address grievances.
 2. Establish conflict resolution protocols that foster peaceful collaboration.
 3. Monitor the effectiveness of these dialogues in reducing tensions and preventing violence.

- **Timeline:**

Task 3.3: Foster Sustainable Partnerships and Trust



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- **Steps:**

1. Provide resources and support for partnerships between law enforcement, community organizations, and local leaders.
2. Develop and launch initiatives that promote mutual understanding and trust between these groups.
3. Offer continuous engagement opportunities to strengthen relationships and prevent future conflicts.

- **Timeline:**

Strategy 4: Coordinated Crisis Response Team

Task 4.1: Expand the Capacity of the Coordinated Crisis Response Team

- **Steps:**

1. Assess the current capacity of the Coordinated Crisis Response team and identify areas for expansion.
2. Recruit additional crisis response personnel to increase the team's size and effectiveness.
3. Provide specialized training for new members on trauma-informed care and crisis intervention.

- **Timeline:**

Task 4.2: Allocate Budget for Counseling Services

- **Steps:**



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1. Secure dedicated funding to provide trauma counseling services for communities affected by violence.
2. Develop partnerships with mental health providers to offer comprehensive support.
3. Establish protocols for crisis response teams to refer affected individuals to counseling services.

- **Timeline:**



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Goal 4 - Promote Reintegration and Restoration

Objective: To facilitate the successful reintegration and restoration of individuals currently and formerly incarcerated, providing them with opportunities for personal growth, rehabilitation, and community re-engagement.

Strategy 1: Enhance Inmate Treatment Recovery Programs

Task 1.1: Collaborate with the Department of Corrections

- **Steps:**

1. Initiate discussions with the Department of Corrections to assess the current availability of substance abuse treatment, mental health services, and rehabilitative programs in correctional facilities.
2. Identify gaps in services and areas for improvement.
3. Develop a joint action plan to enhance these services, focusing on addressing gang-related trauma and addiction.

- **Timeline:**



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Task 1.2: Partner with Private Mental Health Service Providers

- **Steps:**

1. Identify private mental health providers who can offer specialized services to incarcerated individuals with a history of gang involvement.
2. Formalize partnerships to expand the availability and quality of mental health services in correctional facilities.
3. Develop a process for regular mental health assessments and therapy sessions for inmates.

- **Timeline:**

Task 1.3: Provide Financial Assistance for Program Expansion

- **Steps:**

1. Secure funding to support the expansion of substance abuse and mental health programs in correctional facilities.
2. Allocate funds to cover additional staff, materials, and operational costs for program delivery.
3. Regularly assess program outcomes and adjust funding as needed.

- **Timeline:**

Strategy 2: Provide Vocational Educational Training and Apprenticeships



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Task 2.1: Partner with Workforce Development and Vocational Programs

- **Steps:**

1. Collaborate with the Department of Workforce Development and vocational education programs to create tailored training opportunities for former gang members.
2. Design apprenticeship programs that align with the interests and skillsets of participants.
3. Offer industry-specific training in sectors with high demand for workers (e.g., construction, hospitality, IT).

- **Timeline:**

Task 2.2: Collaborate with Financial Assistance Programs

- **Steps:**

1. Partner with financial assistance programs to ensure that participants can access funding for their education and training expenses.
2. Offer financial counseling to participants to help them manage educational costs and other related expenses.
3. Track the outcomes of participants who receive financial assistance to assess the impact on their employment opportunities.

- **Timeline:**



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Task 2.3: Ensure Alignment with Industry Needs

- **Steps:**

1. Work closely with industry leaders to identify current job market demands.
2. Tailor vocational programs to provide participants with the skills needed for sustainable employment.
3. Create feedback loops with employers to ensure program participants meet industry expectations.

- **Timeline:**

Strategy 3: Support Prisoner Parole Treatment and Recovery

Task 3.1: Strengthen Reentry Programs

- **Steps:**

1. Establish collaboration between Court Services, Department of Corrections, and community organizations to develop or strengthen comprehensive reentry programs.
2. Include life skills training, employment preparation, and community support as part of the reentry plan.
3. Monitor progress and provide ongoing support to reduce recidivism.

- **Timeline:**



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Task 3.2: Provide Financial Assistance for Transitional Housing and Services

- **Steps:**

1. Work with financial assistance programs to help parolees access funding for transitional housing, employment assistance, and counseling services.
2. Develop partnerships with housing providers and social services to offer comprehensive support.
3. Monitor the use of financial assistance to ensure effective use and positive outcomes.

- **Timeline:**

Task 3.3: Offer Specialized Support for Individuals with a History of Gang Involvement

- **Steps:**

1. Develop specialized services that address the unique needs of individuals with gang involvement, including trauma counseling and reintegration programs.
2. Partner with mental health providers, vocational trainers, and community organizations to offer tailored support.
3. Track outcomes to measure the success of reintegration efforts.



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- **Timeline:**

Strategy 4: Provide Safe Houses

Task 4.1: Establish Safe Houses in Partnership with Community Organizations

- **Steps:**

1. Identify community organizations willing to partner in providing temporary shelter and support to individuals leaving gang involvement.
2. Provide residents with access to counseling services, vocational training, and job placement assistance.

- **Timeline:**

Strategy 5: Facilitate Relocation

Task 5.1: Offer Relocation Assistance

- **Steps:**

1. Partner with financial assistance programs and community organizations to provide relocation support to individuals seeking to distance themselves from gang environments.
2. Work with housing authorities to find new, safer living arrangements for participants.

- **Timeline**



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Task 5.2: Provide Ongoing Support for Relocated Individuals

- **Steps:**
 1. Provide follow-up to ensure the relocation is successful and participants remain on positive pathways.
 2. Track the long-term outcomes of relocated individuals to assess the impact of the program.
- **Timeline:**



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Goal 5 - Strengthen Enforcement Measures

Objective: Enhance law enforcement strategies targeting gang activities and youth involvement in gang violence through increased police presence, targeted enforcement strategies, and fostering collaboration with community members to gather intelligence and disrupt gang operations.

Strategy 1: Increase Police Presence

Task 1.1: Deploy Additional Law Enforcement Resources

- **Steps:**
 1. Conduct a needs assessment to determine key areas of gang activity and violence.
 2. Recruit and deploy additional law enforcement officers to these areas with a focus on deterrence.
 3. Establish regular patrols and community engagement programs to increase police visibility and deter gang activity.
 - **Timeline:**
-

Strategy 2: Targeted Enforcement Strategies

Task 2.1: Develop Specific Enforcement Tactics



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Steps:

1. Collaborate with local and international law enforcement experts to design specific tactics to confront and disrupt gang-related activities.
2. Focus on key areas such as drug trafficking, illegal firearms possession, and other criminal behaviors associated with gangs.
3. Implement coordinated enforcement operations targeting known gang members and their activities.
4. Regularly evaluate the effectiveness of these enforcement tactics and adjust as needed.

- **Timeline:**

Strategy 3: Collaboration with Community Members

Task 3.1: Foster Collaboration with Community Leaders, Residents, and Organizations

- **Steps:**

1. Organize community forums to build trust between law enforcement and residents, and encourage information sharing.
2. Establish local community liaison officers to work directly with community leaders and organizations.
3. Develop mechanisms for residents to anonymously report gang-related activities (e.g., hotlines, apps).
4. Build long-term partnerships with community organizations to co-create solutions to gang-related issues.

- **Timeline:**



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Strategy 4: Intelligence Gathering and Analysis

Task 4.1: Utilize Advanced Data Collection and Intelligence Analysis

- **Steps:**
 1. Invest in modern data collection methods, such as surveillance technology and crime analytics software, to gather intelligence on gang activities.
 2. Develop a team of analysts to study patterns of criminal behavior and identify emerging gang-related threats.
 3. Share intelligence with local and regional law enforcement agencies to enhance collaboration and response.
 4. Use predictive analytics to proactively target high-risk areas and prevent gang-related crimes.
 - **Timeline:**
-

Strategy 5: Restorative Justice Initiatives

Task 5.1: Implement Restorative Justice Programs

- **Steps:**



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1. Develop restorative justice programs that focus on rehabilitating offenders and addressing the harm caused by criminal behavior.
2. Collaborate with community leaders, victims, and offenders to facilitate restorative justice processes.
3. Train law enforcement and justice professionals in restorative justice practices to ensure proper implementation.
4. Monitor and evaluate the impact of restorative justice programs on reducing recidivism and gang re-engagement.

- **Timeline:**

Strategy 6: Enhanced Training for Law Enforcement

Task 6.1: Provide Specialized Training for Law Enforcement Officers

- **Steps:**

1. Develop training programs that focus on de-escalation techniques, cultural competency, and community-oriented policing.
2. Provide training on the latest gang-related crime investigation methods, including intelligence gathering and surveillance.
3. Conduct regular workshops and simulation exercises to improve law enforcement officers' skills in gang-related enforcement and community engagement.
4. Evaluate the effectiveness of the training programs and make improvements based on feedback.



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- **Timeline:**

Strategy 7: Technology and Surveillance Systems

Task 7.1: Utilize Advanced Technology and Surveillance Systems

- **Steps:**

1. Invest in advanced surveillance systems, such as cameras, drones, and facial recognition software, to monitor gang activities while respecting privacy rights.
2. Develop an integrated surveillance system that allows law enforcement to track and investigate gang-related activities in real-time.
3. Use analytical tools to process data from surveillance systems and provide actionable intelligence to law enforcement.
4. Ensure that the use of surveillance technology complies with legal and ethical standards, safeguarding individual privacy and civil liberties.

- **Timeline:**



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Goal 6 - Improved Collaboration

Objective: Enhance coordination and communication between stakeholders to develop comprehensive strategies and interventions for violence reduction and community safety.

Strategy 1: Enhance the Interagency Enforcement Team (IGET) and Cross-Sector Training

Task 1.1: Improve Communication and Effectiveness of IGET

- **Steps:**

1. Conduct an assessment of the current communication channels and effectiveness of IGET.
2. Identify gaps in communication and coordination among representatives from schools, community programs, government departments, and charities.
3. Develop and implement a plan to streamline communication and improve real-time information sharing.
4. Schedule regular IGET meetings to enhance collaboration and alignment on violence reduction strategies.

- **Timeline:**

Task 1.2: Develop Cross-Sector Training Programs

- **Steps:**



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1. Collaborate with experts from various sectors (education, law enforcement, community organizations) to design cross-sector training programs.
2. Identify best practices for violence prevention, intervention, and community safety.
3. Conduct cross-sector training sessions to improve understanding and collaboration among stakeholders.
4. Evaluate the effectiveness of the training programs and adjust as needed.

- **Timeline:**

Strategy 2: Implement Joint Intervention Programs and Facilitate Information Sharing

Task 2.1: Develop Joint Intervention Programs

- **Steps:**

1. Form a working group with representatives from law enforcement, education, healthcare, and community services to design joint intervention programs.
2. Identify areas where joint interventions can be most effective (e.g., schools, vulnerable neighborhoods).
3. Launch pilot programs to test joint interventions in targeted areas.
4. Monitor and assess the effectiveness of these programs, using feedback to refine and expand them.

- **Timeline:**

Task 2.2: Create Platforms for Data and Information Sharing



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- **Steps:**

1. Develop a secure, user-friendly platform for stakeholders to share data, research findings, and intervention strategies.
2. Ensure that the platform adheres to privacy and data security regulations.
3. Train stakeholders on how to use the platform to share information efficiently and collaborate in real-time.
4. Monitor platform usage and update it regularly to meet stakeholder needs.

- **Timeline:**

Strategy 3: Establish Multi-Agency Response Teams and Foster Community Engagement Initiatives

Task 3.2: Launch Community Engagement Initiatives

- **Steps:**

1. Design and implement community engagement initiatives aimed at fostering trust, communication, and collaboration between law enforcement, social services, and community members.
2. Organize town halls, workshops, and forums to encourage dialogue and transparency.
3. Provide platforms for community members to voice concerns and collaborate on violence reduction strategies.
4. Measure the success of engagement initiatives through surveys and community feedback.

- **Timeline:**



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Strategy 4: Advocate for Policy Alignment

Task 4.1: Advocate for Policies Supporting Collaboration

- **Steps:**

1. Work with legal advisors and policymakers to draft policies promoting collaboration between stakeholders (law enforcement, education, social services, and community organizations).
2. Organize meetings with policymakers to present the benefits of collaborative approaches to violence reduction.
3. Advocate for the allocation of funding and resources to support these collaborative initiatives.
4. Track progress and ensure that the policies are effectively implemented.

- **Timeline:**

Task 4.2: Engage Policymakers to Prioritize Funding

- **Steps:**

1. Develop a comprehensive proposal that outlines the need for increased funding and resources for collaborative violence reduction initiatives.
2. Present the proposal to key government officials, donors, and private sector leaders.
3. Advocate for the inclusion of collaborative initiatives in the national budget and seek commitments from private sector donors.
4. Monitor the allocation of funds to ensure they are used to support the identified initiatives.



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- **Timeline:**



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Goal 7 - Policy Advocacy for Violence Reduction

Objective: To advocate for the development and implementation of policies that support collaboration among stakeholders and prioritize funding and resources for collaborative initiatives aimed at reducing violence.

Strategy 1: Advocate for Policy Alignment

Task 1.1: Advocate for Policies Supporting Collaboration (Medium Term)

- **Steps:**

1. Work with legal advisors and policymakers to draft policies that promote collaboration between various stakeholders (law enforcement, education, social services, community organizations).
2. Organize meetings with policymakers to present the benefits of collaborative approaches to violence reduction.
3. Advocate for the allocation of funding and resources to support these collaborative initiatives.
4. Track progress and ensure that the policies are effectively implemented.

- **Timeline:**

Task 1.2: Coordinate and Prioritize Funding for Violence Reduction Initiatives

- **Steps:**



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1. Develop a comprehensive proposal detailing the funding and resources required to advance collaborative violence reduction initiatives.
2. Share the proposal with key government officials, donors, and private sector leaders.
3. Incorporate these initiatives into the national budget process and formalize commitments from private sector partners.
4. Monitor the allocation of funds to ensure they are used to support the identified initiatives.

- **Timeline:**

Strategy 2: Inmate Information Incentive

Task 2.1: Advocate for Policies Incentivizing Inmates to Provide Information

- **Steps:**

1. Work with legal experts and policymakers to draft policies that incentivize inmates to share information related to violence prevention, crime reduction, and community safety.
2. Present these proposed policies to correctional authorities, legislators, and law enforcement agencies to garner support.
3. Advocate for these policies at stakeholder meetings and through public campaigns.

- **Timeline:**

Task 2.2: Propose Initiatives Offering Benefits or Reduced Sentences



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- **Steps:**

1. Develop initiatives offering reduced sentences or other benefits in exchange for cooperation with law enforcement.
2. Collaborate with correctional facility leadership to determine how incentives can be implemented while maintaining safety and security.
3. Advance legislation that supports these initiatives.

- **Timeline:**

Task 2.3: Collaborate with Correctional Facilities and Legal Experts

- **Steps:**

1. Engage correctional facilities, legal experts, and law enforcement agencies to design effective and ethical incentive structures for inmates.
2. Pilot the incentive program in select correctional facilities and gather feedback from staff and inmates.
3. Adjust the incentive structures based on the feedback and scale the program.

- **Timeline:**

Strategy 3: Community Policing Initiatives



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Task 3.1: Advocate for Increased Funding for Community Policing

- **Steps:**

1. Develop a comprehensive funding proposal advocating for increased support for community policing initiatives.
2. Present the funding proposal to government agencies and private sector donors, emphasizing the importance of building trust between law enforcement and communities.
3. Lobby for the inclusion of community policing funding in national budgets.

- **Timeline:**

Task 3.2: Further Law Enforcement on De-Escalation Training

- **Steps:**

1. Assess any current programs related to de-escalation training.
2. Develop specialized training programs focused on de-escalation techniques and collaborative problem-solving for law enforcement officers.
3. Collaborate with law enforcement agencies to integrate this training into their regular training curriculum.
4. Monitor the effectiveness of the training programs and gather feedback from participants for continuous improvement.

- **Timeline:**

Strategy 4: Legislative Support for Rehabilitation Programs



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Task 5.1: Advocate for Expanding Access to Rehabilitation Programs

- **Steps:**

1. Work with legislators and legal advisors to draft bills expanding access to rehabilitation programs for incarcerated individuals and parolees at risk of violence.
2. Engage community leaders, rehabilitation experts, and organizations to advocate for the passage of these bills.
3. Conduct outreach to inform the public and stakeholders about the benefits of expanded rehabilitation programs.

- **Timeline:**

Task 5.2: Collaborate with Experts to Design Comprehensive Rehabilitation Policies (Long-term)

- **Steps:**

1. Partner with rehabilitation experts and organizations to design policies that address the root causes of violence and focus on reintegration into society.
2. Ensure that the policies include mental health support, vocational training, and social services for individuals at risk of violence.

- **Timeline:**



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Goal 8 - Improved Public Awareness Campaign

Objective: Increase dissemination and accessibility of information regarding violence prevention measures, resources, and support services through targeted public awareness campaigns and educational initiatives.

Strategy 1: Develop Educational Materials

Task 1.1: Create Digital and Informative Materials

- **Steps:**

1. Collaborate with experts in violence prevention to develop content for educational materials (digital brochures, videos, infographics).
2. Create user-friendly materials explaining violence prevention strategies, warning signs of violence, and how to access available support services.
3. Ensure that materials are inclusive and available in multiple formats (PDF, videos, websites) to reach a broader audience.
4. Disseminate materials via online platforms, local community centers, and schools.

- **Timeline:**

Strategy 2: Implement Media Campaigns



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Task 2.1: Launch Targeted Media Campaigns Green

- **Steps:**

1. Develop a comprehensive media strategy that includes TV, radio, social media, and print to raise awareness about violence prevention initiatives and available resources.
2. Identify key messages and calls to action (e.g., reporting violence, accessing services) for each media platform.
3. Produce high-quality content tailored to different audiences, including youth, parents, and community leaders.
4. Monitor the reach and effectiveness of the campaigns through engagement metrics (views, shares, calls to hotlines).

- **Timeline:**

Strategy 3: Partner with Influential Figures

Task 3.1: Collaborate with Community Leaders, Community Clubs, Youth Programs, Sports Clubs, and Influencers (Short Term)

- **Steps:**

1. Identify influential figures, including community leaders and social media influencers, who can help promote violence prevention messages.
2. Partner with local clubs, programs, schools, sports programs to tell their story.
3. Develop partnerships with these individuals to engage them in the public awareness campaign through endorsements, public appearances, and social media campaigns.



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4. Provide influencers with the necessary resources and talking points to ensure consistent messaging.
5. Track the reach and impact of influencer engagement using social media analytics and community feedback.

- **Timeline:**

Strategy 4: Organize Public Events and Workshops

Task 4.1: Host Public Events, Workshops, and Seminars Steps:

1. Collaborate with local community centers, schools, and NGOs to organize public events that educate the community on violence prevention, conflict resolution, and available support services.
2. Develop interactive workshops that provide practical skills on violence prevention and conflict resolution for community members.
3. Promote events through media campaigns, community networks, and influencers to maximize attendance.
4. Gather feedback from attendees to improve future events and workshops.

- **Timeline:**
