Contra Costa County's Call to Action

PREVENTING INTERPERSONAL VIOLENCE

FEBRUARY 2020

CONTRA COSTA
ALLIANCE
to End Abuse

formerly Zero Tolerance for Domestic Violence

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The Contra Costa Alliance to End Abuse, an initiative of the Contra Costa County Board of Supervisors, affects systems change that reduces interpersonal violence (domestic violence, family violence, sexual violence, elder abuse, child abuse, and human trafficking) by fostering the development and implementation of collaborative, coordinated and integrated services, supports, interventions and prevention activities.

Learn more at contracostaalliance.org.

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EXECUTIVE SUMMARY

This Call to Action was born out of a collective sense of frustration—the frustration that comes from seeing our families, our neighbors and our fellow community members suffering unnecessarily and all too frequently from the pain and trauma caused by interpersonal violence. But this Call to Action is also a reflection of confidence—the confidence that through collective commitment we can realize a vision of a safe and healthy community where violence is not only stopped but prevented from occurring in the first place.

A FRAMING DOCUMENT

This Call to Action is a living document, intended to be used by individual leaders and organizations to guide action in a coordinated and strategic manner to correct the epidemic of interpersonal violence (domestic violence, family violence, sexual violence, elder abuse, child abuse, and human trafficking). By developing a lasting framework that promotes equity, expands and strengthens partnerships, fosters economic opportunities and ensures community connectivity, we are better positioned to understand and address interpersonal violence.

Most importantly, this Call to Action signals a fundamental shift in how interpersonal violence is addressed. For years, the emphasis has been on limited individual interventions. This document marks a reframing of that work, moving from a series of interventions to a holistic public health approach that focuses on prevention and changing those upstream influences that allow and even foster environments for interpersonal violence. This promises to be a more comprehensive and sustainable approach that simultaneously supports individuals impacted by interpersonal violence while doing everything possible to build the supports, environments and systems that will significantly and consistently reduce the factors that lead to interpersonal violence.

To achieve this prevention model, we are committed to operating very differently. Successfully addressing the root causes of interpersonal violence necessitates a shift in where we make fiscal, personnel and partnership investments. It demands that we tackle not only immediate problems but also focus on the long-term implications of this violence prevention work. We know that social systems shape lives. It is our job to play a role in building healthier, more supportive and caring systems that foster safety and resilience.

IN PARTNERSHIP WITH COMMUNITY

This Call to Action originates with intense community engagement work. It represents the hundreds of resident voices that we heard in our listening sessions, focus groups and outreach work. Their input, their stories and their wishes informed each of the goals and strategies in this Call to Action.

Because of their willingness to share their concerns, aspirations and insights, this Call to Action solidifies the role of the community in ongoing analysis of root causes and the search for relevant, realistic and actionable solutions. As a consistent partner in this work, the community will keep these efforts focused on the social and economic inequities (such as the income gap, gender and racial inequalities, and health disparities) as the best means of preventing interpersonal violence. Their voice, their lived experiences, and their very real and personal understanding of this issue form the backbone of this Call to Action. That input ensures that all interpersonal violence prevention efforts are appropriately targeted, responsive to new and emerging realities, and truly representative of the community's needs. Just as the shift to a prevention model reframes our work, the dedication to working in constant and authentic partnership with our communities transforms how we operate and succeed.

WORKABLE STRATEGIES

The goals and strategies outlined in this Call to Action represent workable solutions grounded in the lived experiences of the community, emerging brain science, and best practices garnered from around the nation. Prevention Institute, a national nonprofit, was instrumental in guiding, shaping, and providing evidence-based research to inform this document. Goals and strategies are realistic, transformative and impactful. They were designed specifically to engage multiple sectors in increasing resilience factors and reducing risk factors to transform the eco-system that surrounds acts of interpersonal violence. As such, they address environmental and systemic approaches and policies that can lead to sustainable positive changes in Contra Costa County. In a nutshell, what surrounds us shapes us, our behaviors and our actions.

RECOMMENDATIONS

This Call to Action is intended to promote a greater shared vision for preventing interpersonal violence within the county, and increased capacity and readiness for collaborative action and systems change. The document is part of an ongoing journey of building relationships, understanding and trust, and aligning resources to prevent interpersonal violence and the broader factors that perpetuate it.

Everyone has a role to play in this critical work. Realizing a county free from violence in our homes, schools, workplace and neighborhoods requires leaders and organizations throughout the county to rethink their present approaches to interpersonal violence and embrace the best practices and guiding factors outlined in this document.

With technical support from the Alliance to End Abuse our formal Call to Action for organizations throughout the county over the next 18 months is to:

1. Learn about the "public health prevention frame" as described in this document and commit to partnering with the community on this work
2. Examine what your organization is currently doing to address violence prevention and identify what resources (staffing, funding, time) are being allocated to violence prevention approaches
3. Increase your allocation of resources for violence prevention efforts grounded in a public health frame by 20 percent each year
4. Actively seek out opportunities to align with other organizations to magnify the power of your prevention efforts

BACKGROUND

Contra Costa County has a rich history of efforts to build safety and prevent interpersonal violence.

In 1994, the County Board of Supervisors adopted "Preventing Violence In Contra Costa County," a Countywide Action Plan and Framework for Action, developed by the Contra Costa County Health Services' Prevention Program, and passed by county voters.[i] In 2001, the Contra Costa Board of Supervisors created a countywide public-private partnership to address and prevent interpersonal violence, elder abuse and child abuse, the Alliance to End Abuse (formerly Zero Tolerance for Domestic Violence). This Call to Action builds on these efforts, with a distinct emphasis on prevention. It reflects a commitment to leveraging and aligning existing work and leadership related to violence prevention that is provided by community-based organizations and other nongovernmental entities.

The Call to Action also seeks to align with complementary countywide efforts, such as Envision Contra Costa 2040, the County's new General Plan[ii], and the Envision Health Initiative of Contra Costa Health Services. Initiatives that address diverse topics, such as safety and community health, climate change, and environmental justice, could, if addressed holistically, also reduce violence and trauma in the county. The recent Community Health Needs Assessment, conducted by the three not-for-profit hospital systems in Contra Costa County (Kaiser, John Muir, and Sutter), identified 'Community and Neighborhood Safety' as a priority area. Finally, and of great importance, are lessons learned from the science of Adverse Childhood Experiences (ACEs). Violence in the home and in the lives of children has significant and often severe impact to their health, emotional and social wellbeing over their lifespan.

The Call to Action provides vision and values and identifies goals and strategies to create a unified direction for multiple stakeholders to prevent interpersonal violence. It was co-created with a range of partners and stakeholders, including the Driver Team, the Work Group, and additional partners (see Appendix B).

Because interpersonal violence prevention relies on many concepts and terms that may not be familiar to many readers, a complete glossary of terms is included in the appendices, as well as expanded information that may be of value.

VALUES AND VISION

The Call to Action was developed with the following core values at its foundation: *integrity, compassion, equity, creativity, interdependence,* and *justice.* The Work Group also identified a shared approach for addressing interpersonal violence based on:

- ✓ **All forms of violence are inherently preventable and influenced by a myriad of social and environmental conditions.** Violence exists in a complex eco-system, and education and programmatic efforts alone are insufficient to prevent it. We want to immediately respond to violence in our community, but we also need to call out and transform systems and structures that are leading to this violence. The Call to Action emphasizes policy, systems, and environmental changes needed in order to change the eco-system that surrounds violence.
- ✓ **We are committed to actively working to shift the broader structural inequities that underpin our society.** These include, but are not limited to, racism, sexism, classism, and other forms of oppression particularly where youth, people of color, and immigrant populations have been impacted– all of which have led to historic and present-day trauma. In addition, hate-based violence requires additional focus and study to identify successful prevention strategies.
- ✓ **Prevention focuses on reducing the conditions contributing to interpersonal violence and increasing the conditions contributing to safety.** Prevention of interpersonal violence is a comprehensive process where families, communities, organizations, and systems co-create conditions where people feel safe and can live free from violence, hate, and abuse.
- ✓ **Individuals, families, and communities need to heal the harms from violence that have already occurred or are currently occurring.** Since interpersonal violence fundamentally breaks down trust in families and communities, coming together to heal and create change is a difficult process. Healing can include restorative practices that address the impact of violence in a manner that helps to heal harm, meets human needs, promotes fairness and equity, and strengthens the fabric of the community. And because healing is deeply connected to prevention, it serves as an integral element of this Call to Action.
- ✓ **Men in Contra Costa County need to be engaged in the prevention of violence.** Efforts to reduce violence will be more effective if more men are involved in the planning and implementation of anti-violence work. Research has shown that most men do not commit violence, but men also find it difficult to discuss the societal norms that contribute to violence. Engaging men from every demographic, including those who have committed violence, to craft solutions is essential.

Finally, the Work Group developed the following vision to inspire and guide their work: *Contra Costa County is a diverse and culturally rich community where all people thrive free from violence and the threat of violence. To achieve our vision, we must address the conditions that contribute to violence, and uplift the practices with the greatest potential to prevent it.*

DEFINITIONS

Quantitative data was reviewed by the Work Group to further understand the different types of violence and their impact in Contra Costa County.

Violence is defined by the World Health Organization as "the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation."[iii]

Different forms of violence are interconnected and often share the same underlying contributors. They can all take place under one roof, or in a given community or neighborhood and can happen at the same time or at different stages of life.[iv,v] Understanding the definitions and prevalence of violence—including inequities in prevalence rates—can help us better understand and address violence in all its forms.

A public health approach to violence focuses on preventing violence before it occurs (i.e., primary prevention), while also acknowledging the need for balance of efforts to ameliorate the impact of violence after it has occurred and reduce the likelihood of future violence (i.e., secondary and tertiary prevention strategies).[vi] See Appendix F.

This Call to Action addresses the following forms of violence:

- ✓ Domestic and Intimate Partner Violence
- ✓ Child abuse
- ✓ Elder abuse
- ✓ Sexual assault
- ✓ Human trafficking

Full definitions of these forms of violence are provided in Appendix E.

COMMUNITY INPUT

"Safety is not a service to be provided, but a result of conditions where people feel nurtured and have meaningful and equitable opportunity."
– Call to Action planning participant

The Work Group was committed to ongoing community engagement as a critical element of the Call to Action planning process, to ensure Contra Costa County community residents, including those most impacted by interpersonal violence, had a voice in shaping the Call to Action.

Community member input was gathered through key informant interviews, focus groups, and an online survey (see Appendix C). In addition, community input from previously published reports was reviewed. While each method was tailored to be appropriate to its audiences, generally the input was related to the following questions:

- ✓ What contributes to interpersonal violence?
- ✓ What helps to prevent interpersonal violence?
- ✓ What are the current assets and strategies that are effective that could be expanded to further prevent interpersonal violence?
- ✓ What are critical gaps?
- ✓ What are the greatest priorities to focus on?

The Following Key Themes Emerged from the Community Input Gathering Process:

PRIORITY FORMS OF VIOLENCE

- ✓ Participants in the community survey were most concerned about child abuse and intimate partner violence, followed by human trafficking and school violence/bullying.
- ✓ In a listening campaign led by RYSE in West county, young people were most concerned with gun and gang violence.[vii]

ROOT CAUSES AND SYSTEMIC HARMS

- ✓ A strong theme emerged that community members want greater investment in understanding and addressing the root causes of violence.
- ✓ Community members named the need for the county to address the social and economic inequities created at the system level (such as the income gap, gender and racial inequalities, and health disparities) in efforts to prevent interpersonal violence. This means addressing structural bias, which occurs when institutions such as schools, banks, businesses, or government agencies reinforce biases like racism, prejudice against people with low

incomes, and other types of injustices. It also means that communities and neighborhoods that have faced the greatest inequities over generations will need tailored strategies and deeper investment of resources. This approach is referred to as targeted universalism.[viii]

- ✓ A strong theme emerged, particularly in the Western part of the county, that, as a result of violence by law enforcement and other government agencies, and responses to the violence, distrust exists between county government systems and county residents. A strong desire was expressed for acknowledgement of current and past harms.

COMMUNITY LEADERSHIP:

- ✓ Another strong theme is the desire among community members for greater investment in community leadership and empowerment (e.g. youth engagement, civic participation), and community healing (e.g. making sure school staff and faculty know how to respond to and help those who have been impacted by trauma, promoting family-centered healing and restorative justice practices).
- ✓ There was a call for inclusive and transparent processes that transform (rather than reinforce) inequitable power in decision-making and resource allocation.

CULTURALLY ROOTED, GENDER INCLUSIVE, YOUTH-FOCUSED PREVENTION:

- ✓ There is a call within the county to "...[shift] from a focus on punishment and criminalization to family and community oriented preventative and healing strategies." Such an approach would also involve developing new measures of success beyond crime reduction statistics e.g., indicators of thriving and fairness, as well as effectiveness.[xix]
- ✓ Some of the greatest needs expressed by young people in neighborhoods facing the highest rates of violence include: love, support, listening, opportunities for expression and creativity, hope, guidance, and empowerment.[vii]
- ✓ Culturally-rooted approaches (i.e. interventions that utilize methods that place the culture and social context at the center of the targeted population) that shift community norms (i.e. what a community values, believes, and does) are particularly important in preventing interpersonal violence.
- ✓ There is the desire to move away from talking about interpersonal violence from the perspective that only men are perpetrators, or that all victims are women, and acknowledging violence perpetrated against men and boys and people who identify as trans or neither male nor female or along a gender spectrum.

In addition to eliciting community input, the Work Group also engaged in its own assessment of the community through a review of assets, gaps, opportunities, and threats. See Appendix D for a full presentation of those findings.

GUIDING FACTORS

Effective violence prevention reduces risk factors and strengthens resilience factors.

Risk factors are conditions or characteristics that increase the likelihood that violence will occur and resilience factors are conditions or characteristics that are protective even in the presence of risk factors, thus reducing the likelihood of violence.[x,xi] No one factor alone can be attributed with causing or preventing violence or abuse; it is the accumulation of risk factors without compensatory resilience factors that puts individuals, families and communities at risk.[xii] *Community resilience* is the ability of a community to recover from harm and thrive despite the prevalence of adverse conditions.[xiii] In this Call to Action, the promotion of resilience factors at the relationship, community, and societal levels is emphasized.

A list of risk and resilience factors for interpersonal violence were identified based on existing research. Starting with this list of factors, the Work Group engaged stakeholders and community members to solicit input regarding these factors and ask for additional or missing factors. The input gathered from this process was then collected and analyzed in order to prioritize a final list of risk and protective factors for inclusion in this Call to Action.

The following list shows the resilience or protective factors that have been prioritized, and their corresponding risk factors in parenthesis. The goals and strategies included in the Call to Action are designed specifically to engage multiple sectors in increasing resilience factors and reducing these risk factors to promote safety.

1. **Neighborhood and community trust and connectedness,** including connection to caring adults, family support, and government-community trust (to counter social isolation, lack of government-community trust, and lack of connections to supportive people)
2. **Norms and culture that support gender equity, inclusion, and non-violent problem solving** (to counter harmful gender norms reinforced through cultures over generations)
3. **Educational opportunity, including early education** (to counter inequitable funding and resources for schools, lack of early education opportunities)
4. **Economic opportunity and security** (to counter concentrated neighborhood poverty, income and wealth inequality, limited employment)
5. **Policies and practices to ensure people have access to safe, affordable housing, food, and transportation, and other basic needs**, including coordination of services among community agencies (to counter the inability to meet basic needs, and harmful immigration policies and practices)
6. **Supports to heal trauma** (to counter unaddressed multi-generational trauma, exposure to childhood adversity and community violence)
7. **Positive activities for youth** (to counter the lack of safe activities)

GOALS AND STRATEGIES

As a whole, the goals and strategies are intended to build a comprehensive ecosystem to prevent interpersonal violence.

Over the course of several Work Group meetings and with input from multiple community channels, four goals were developed to build a countywide effective and sustainable infrastructure for interpersonal violence prevention and to reduce prioritized risk factors and increase prioritized protective factors.

The goals were crafted to achieve the following considerations:

- ✓ Reflect and operationalize the County's prevention approach to violence
- ✓ Reduce inequities in rates of interpersonal violence
- ✓ Support effective and sustainable infrastructure for prevention of interpersonal violence
- ✓ Support healing from individual and community trauma
- ✓ Build in a life course perspective, including a focus on early childhood, a key developmental period
- ✓ Create a program that deliberately engages men in the prevention of male violence against women, transgender individuals and gender-nonconforming individuals
- ✓ Build on existing strengths, readiness for action, and emergent opportunities
- ✓ Build support and a shared agenda among broad stakeholders
- ✓ Has the potential to reduce significant risk factors and promote significant protective factors
- ✓ Changes policies, systems, and/or norms to shape the behaviors of large numbers of people
- ✓ Has a high likelihood of achieving outcomes in one to three years to reduce violence and build further hope and buy-in
- ✓ Immediate action can be taken to implement the strategy by building on existing strengths, assets, and readiness for action
- ✓ Leverages emerging resources and political will and could be implemented in the near future
- ✓ Is bold and audacious and would require building political will and securing resources to implement in the more distant future

All the strategies in workplaces, schools, neighborhoods, and other settings included in the goals will be implemented in a manner that is trauma- and healing-informed (See Glossary, Appendix E).

GOAL 1: BUILD AN EFFECTIVE AND SUSTAINABLE INFRASTRUCTURE FOR INTERPERSONAL VIOLENCE PREVENTION

A more robust infrastructure is needed to achieve results in violence prevention. A dedicated team to align a community-driven public health approach to preventing violence is essential. By building infrastructure for coordinating prevention, the county can strategically bolster investments in prevention efforts led by and for youth, people of color and immigrant communities, who experience structural inequities and a greater exposure to violence. It can also increase transparency in decision-making and resource allocation.

Community coalitions, the Alliance to End Abuse, Contra Costa Health Services, and other county entities can play expanded roles in shaping and implementing strategies that integrate and align interpersonal and community violence prevention into initiatives to improve the social determinants of health (see Appendix E).[xviii] Fundamental to a population-based prevention strategy is the willingness to leverage public and organization policy to create safer environments and address the conditions contributing to violence. Prevention of violence is itself, extremely difficult to measure and by building effective infrastructure we can ensure our efforts are effective, evaluated, and remain sustainable.

A significant component of this goal focuses on building the capacity of organizations and aligning the collective will of leaders across sectors and networks in informal and formal systems to create community environments (schools, workplaces, neighborhoods, criminal justice system and services to treat substance misuse) that are conducive to a system approach to violence prevention. This includes addressing the need for trauma healing and resilience building as well as understanding the social, racial and economic inequities that act as contributors to violence.

GOAL 1 STRATEGIES:

1. **Partnership and coalition-building:** Aligning the efforts of government agencies and community partners, emphasizing leadership from communities most impacted, leaders with lived experience, and shift in approach toward collaboration. Engaging new community-based partners, and those with lived experience is key to creating sustainable coalitions and partnerships.
2. **Resource development:** Secure County and/or grant support for a three-year pilot initiative, seeking 2 to 3 full-time employees dedicated to advancing the strategies and partnerships outlined in this Call to Action. This includes a commitment to ongoing fundraising and resource development for prevention work.

> "To make our community safer, walk among the community. Know the community you live and work in. Start with grassroots movements. Be transparent with budgets and adjust it to community needs. Speak to my community. Have forums and truly listen." – *Focus group participant*

3. **Data Gathering and Evaluation Infrastructure:** It will take dedicated efforts to bring together and align the multifaceted disparate pieces of data that more fully inform and track our violence prevention efforts. Many different organizations and partners hold pieces of information regarding incidents of violence, but it is challenging to attain the full picture of how violence affects the community. Similar challenges exist when trying to ascertain the effectiveness of interventions and to evaluate changes in outcomes. Measures to accurately assess whether individuals or a community are building resiliency are not fully developed. To help enhance the data and evaluation infrastructure, the following types of efforts will be undertaken:
   - ✓ Creating partnerships and protocols for data sharing
   - ✓ Creating clear definitions of types of interpersonal violence and of inclusion and exclusion criteria, and enhancing data quality of records of incidents
   - ✓ Gathering and aggregating data to create a more comprehensive awareness of incidence and prevalence
   - ✓ Implementing systems to more rapidly report incidents
   - ✓ Defining resiliency and how to measure it
   - ✓ Defining success and how to measure it
   - ✓ Designing and producing comprehensive data reports
4. **Policy and Best Practice Development:** Identify and create a compendium of best practices, programs and policy options to bring forward to organizational leaders and elected decision makers. These best practices seek to create conditions, in either the public or organizational domains, that are conducive to safety and directly address the environmental contributors to violence.
5. **Communications:** Regularly communicate with community, policy and organizational leaders on priority plans, strategy and progress made to address interpersonal and hate based violence. For year one, develop a suite of communication tools, including messages, fact sheets, presentations, and press releases.
6. **Capacity-building:** Build the capacity of leaders and organizations in informal and formal systems from multiple sectors to engage in community-driven approaches to violence prevention. Conduct educational forums to build a shared understanding and embed practices for racial equity, trauma-healing, and resilience-building, particularly through culturally rooted approaches.

GOAL 2: FOSTER HOLISTIC FAMILY AND EARLY CHILDHOOD DEVELOPMENT AND RESILIENCE

Adverse childhood experiences (ACEs) and other forms of childhood trauma can increase the likelihood of future interpersonal violence while positive early childhood development is protective and promotes safety.[xiii] Support for parents and other caregivers, including grandparents, extended family members, and chosen family members can help to ensure positive early childhood development and prevent childhood trauma—thereby reducing the future risk of multiple forms of violence. This goal also attends to the need for cultural change related to support and engagement of fathers and other male family members in child and family support programs.

GOAL 2 STRATEGIES:

1. **Advocate for policies and system changes to foster holistic family and early childhood development and resilience.** There are numerous opportunities to have a broad impact through evidence-based changes at the policy and system levels, e.g., universal preschool, improving the quality and accessibility of childcare through licensing and accreditation, etc. Policy change campaigns to advocate for policies such as universal preschool can be beneficial in not only making valuable opportunities available to community members, they can also simultaneously help to educate the community and shift norms.

2. **Conduct community engagement and education campaigns and change social norms to support parents and positive parenting.** Community engagement and education campaigns use communication strategies (e.g., framing, messaging and social marketing), a range of communication channels (e.g., mass and social media) and community-based efforts (e.g., town hall meetings, neighborhood screenings and discussions) to reframe the way people think and talk about child abuse, neglect and other forms of interpersonal violence, helping to shift norms, including gender norms, and to encourage community responsibility for prevention. Effective frames highlight a problem and point the audience toward solutions.

3. **Provide preschool enrichment with family engagement to provide quality care and education in early life.** Preschool enrichment with family engagement provides high-quality early education and care to children to build a strong foundation for future learning and healthy development. These programs also provide support and educational opportunities for parents. Inclusive parent and caregiver involvement (i.e., grandparents, fathers, father-figures, LGBTQ+

> "Communication is key to prevent violence. Prevention starts at home. We have to teach children about violence prevention and how to end the cycle. We have to teach them that they do not need to tolerate it and that violence is not a way of living. Also teach them that if someone is causing harm, that it's okay to communicate that to them."
>
> *– Community Circle participant*

families) is emphasized as critical in the child's development and in increasing children's success in school. Programs often begin in infancy or toddlerhood and may continue into early or middle childhood.

4. **Provide early childhood home visitation to enhance parenting skills and promote healthy child development.** Home visitation programs provide information, caregiver support, and training about child health, development, and care to families in their homes. Programs may be delivered by nurses, professionals, or paraprofessionals. The content of programs and point at which programs begin varies depending on the model being utilized. Some programs begin during pregnancy, while others begin after the birth of the child and may continue up through the child entering elementary school. Some programs include components specifically aimed at addressing and preventing intimate partner violence in the home.

GOAL 3: ENCOURAGE COMMUNITY TRUST AND CONNECTEDNESS

Connectedness, including with family, friends, spiritual community, work, school, etc., is a basic human need. Community connectedness is protective and reduces the likelihood of violence by supporting healing and resilience. It can also promote healthy norms and culture through modeling, mentoring, and teaching. Safe, supportive, and healthy social networks (friends, family, colleagues, etc.) can also be a protective factor that address the harmful influence of being surrounded by persons and environments that perpetuate violence, in whatever form.

While violence prevention efforts related to connectedness have often focused on middle and high school settings, there may be opportunities to adapt this type of approach to other contexts, such as college and university settings, workplaces, sports/recreation programs, and neighborhood/community centers. Efforts to promote connectedness are particularly needed for and among specific populations, e.g., disconnected young people, geographically isolated elderly persons, etc. Building a strong and connected social environment can reduce acts of interpersonal violence as well as reduce hate and racially motivated violence.

> "Youth described a multi-tiered solution to a multi-tiered assault on their being and future, with love and support being foundational..." – *The RYSE Center's Listening Campaign*

GOAL 3 STRATEGIES:

1. **School climate improvement with social-emotional learning, healthy sexuality, and healthy relationship skills.** A comprehensive approach is needed to truly change the culture and climate in schools to ensure safety. This includes improving safety in schools to create protective environments that prevent sexual violence and intimate partner violence. These approaches monitor and modify physical and social characteristics of the school environment by addressing areas where students feel less safe, identifying safe spaces and staff support for students, and creating an atmosphere of intolerance for harassment and violence. This includes creating a school environment that enhances safety, promotes healthy relationships and respectful boundaries, and reduces tolerance for violence among students. School personnel can play an important role in reducing rates of violence by creating space for connectedness and trust.[xiv,xv]

2. **Workplace climate improvement with bystander skills training.** Businesses are increasingly recognizing that in order to be successful, they must support employee wellness. Models are emerging of workplace wellness programs that recognize the importance of healthy relationships. Overall, this strategy has the potential to not only support workers, but also to shift community norms. For example, by engaging the business sector in interpersonal violence prevention, this strategy begins to shift norms toward community-wide responsibility for violence prevention, and away from the notion that violence prevention is an individual problem, or a private family matter.[xiv]

3. **Peer-driven leadership development to promote protective social norms, empowerment, and bystander training.** There are many school-based programs aimed at preventing sexual violence, dating violence, and intimate partner violence, while equipping students with social-emotional learning skills, bystander intervention skills, and healthy relationship skills. This strategy prioritizes programs that are peer-driven and develop students' leadership skills. Programs that build confidence, knowledge, and leadership skills in young women can lead to greater outcomes in education, employment, and community engagement, including political participation. Such programming ideally involves young women as leaders in planning, development, and implementation. Additional evidenced-based programs such as *Coaching Boys Into Men* provides high school athletic coaches with the resources they need to promote respectful behavior among their players and help prevent relationship abuse, harassment, and sexual assault. These programs are uniquely poised to positively influence how young men think and behave.[xvi] Bystander intervention helps students take a stand when they see behavior that puts others at risk and take appropriate steps to safely and effectively intervene.[xiv,xv]

4. **Multigenerational community building.** Neighborhood-based efforts can bring multiple generations together in public spaces, fostering strong social networks and connections across age, race, socio-economic classes, and other factors. Communities that intentionally invest in strong networks across generations contribute to improving residents' well-being and strengthen a community's capacity to apply cross-generational strategies and values to a range of community issues.[xvii]

GOAL 4: IMPROVE ECONOMIC OPPORTUNITY AND STABILITY FOR FAMILIES AND COMMUNITY

Economic factors, including inequality and lack of opportunity, can generate trauma and toxic stress, and are significant contributors to violence. This goal improves economic conditions to promote family stability and decrease gender inequality, particularly among families and communities who have been excluded from economic opportunity (such as Black and Latinx communities) and who therefore face greater stressors and risks associated with interpersonal violence.

GOAL 4 STRATEGIES:

1. **Advocate for policies and system changes to strengthen household financial security and ensure that families can meet the basic needs of their children.** This strategy improves the ability of parents and other caregivers to satisfy children's basic needs (e.g. food, shelter, medical care), provide developmentally appropriate care, and reduce parental stress and depression. It may also reduce children's exposure to crowding and contribute to residential and childcare stability. It can also help ensure that women can remain in and contribute substantially to the workforce, which not only improves their economic conditions and promotes family stability, but also decreases gender inequality. There are numerous opportunities to make policy and systems changes to increase household financial security, for example, by facilitating access to: child support that does not result in a reduction in Temporary Assistance for Needy Families (TANF) benefits, tax credits, Supplemental Nutrition Assistance Program (SNAP), assisted housing, and increased access to affordable quality child care through vouchers, subsidies, and other means.[xiv,xv,xviii]
2. **Advocate for state or local paid and job-protected leave policies and system changes to strengthen job stability and income maintenance for parents and other caregivers.** Paid leave (parental, sick, vacation) provides income replacement to workers for life events such as the birth of a child, care of a sick family member, or personal leave to recover from a serious health condition. Job-protected leave is also available in some states to help intimate partner violence survivors attend court hearings, seek medical treatment, or attend counseling. Paid and job-protected leave policies help individuals keep their jobs and maintain income. [xiv]
3. **Promote programs and workplace policies and practices that increase economic opportunity for women and improve gender equity.** This approach addresses economic insecurity, poverty, and power imbalances between women and men in order to empower and support women, girls, trans, and gender non-conforming individuals. The economic security of families depends on access to full and equal labor force participation, including having a comparable salary to men, and income generating options.[xiv,xv]

> "If we prioritize quality family time now, we can learn to overcome our fears when it comes to violence. It starts at home, how we handle problems and issues." – *Focus Group Participant*

4. **Promote comprehensive family-friendly and employee wellness policies at workplaces to support holistic employee wellbeing, work-family balance, and economic security, while shifting community norms.** Employer family-friendly work policies change the context for families by improving the balance between work and family while ensuring economic security. This makes it easier for parents to provide necessary care for children and reduces parental stress. Examples include: livable wages, paid leave, on-site child care, and flexible and consistent schedules. Employee wellness programs that allow individuals to take paid time off for activities such as therapy, exercise and volunteering in their communities mitigates burn out, toxic stress and improves overall health. There is evidence that these workplace policies and practices contribute to the prevention of child abuse and neglect.

5. **Investigate and implement strategies that can reduce the demand for, and profitability of, cheap labor and exploitation.** We know that forced labor accounts for the majority of human trafficking victims globally. It is important to help businesses find and eradicate forced labor and exploitation from their supply chains, as well as educate consumers on the importance of buying fair trade, exploitation-free products. Examples include: Legislation that holds American manufacturers to standards that assure goods brought into the US are not made with forced or exploited labor, better education for industries regarding forced labor practices, and better education for consumers about the potential exploitation involved in the products they are consuming.[xviii]

CONCLUSION

Addressing and overcoming interpersonal violence is a challenge, but one that we are confident we can address in Contra Costa County. The passion of our community organizations, the experiences and successes that we have already realized, and the dedication of government, organizations and individuals to work collectively toward this goal gives us reassurance in our ability to lead the nation in this effort.

By working in partnership with the community and making a deliberate effort to employ upstream public health approaches we can realize this vision of a safe, healthy community where violence is not only stopped, but prevented from occurring.

Our commitment to address the root causes of violence, and build the infrastructure that will allow us to work more collectively toward violence prevention, is key. We have outlined four goals and accompanying strategies that the research, experts, and, most importantly, our community, tell us are essential.

Ultimately success demands that every organization join in this effort and commit to this work. With technical support from the Alliance to End Abuse our formal Call to Action for organizations throughout the county over the next 18 months is to:

1. Learn about the "public health prevention frame" as described in this document and commit to partnering with the community on this work
2. Examine what your organization is currently doing to address violence prevention and identify what resources (staffing, funding, time) are being allocated to violence prevention approaches
3. Increase your allocation of resources for violence prevention efforts grounded in a public health frame by 20 percent each year
4. Actively seek out opportunities to align with other organizations to magnify the power of your prevention efforts

APPENDIX A: SUMMARY OF THE PLANNING PROCESS

The planning process has been part of an ongoing journey of building relationships, understanding, and trust, and taking collaborative action. It included thoughtful dialogue among partners, community members, and stakeholders to assess what contributes to interpersonal violence, what helps to prevent it, what is working in the county, critical needs and gaps, and existing assets.

PLANNING PROCESS OBJECTIVES:

- ✓ Strengthen understanding and capacity for prevention among Work Group members, and additional partners and stakeholders.
- ✓ Ensure the Call to Acton emphasizes prevention of multiple forms of violence through addressing shared risk and protective factors.
- ✓ Uplift practices with the greatest potential to prevent interpersonal violence across the lifespan and reduce inequities, drawing from the best available evidence, including community wisdom.
- ✓ Engage Work Group members and other partners and community members, in a transparent process that engenders and expands multisector collaboration, joint strategies, and outcomes.

Fall 2017:

- ✓ Planning process launched in collaboration with Prevention Institute
- ✓ SWOT analysis of Contra Costa Alliance to End Abuse conducted
- ✓ Community engagement approach developed

Winter 2018:

- ✓ Opportunities and challenges identified
- ✓ Vision and definition of prevention drafted
- ✓ Relevant reports, data, and county plans reviewed
- ✓ Effective prevention strategies from across the country reviewed
- ✓ Risk and resilience factors for Contra Costa County identified
- ✓ Guiding principles for plan developed

Spring 2018:

- ✓ Work group framework established
- ✓ Community engagement launched to solicit input

Summer 2018:

- ✓ Driver Team established
- ✓ Work Group membership established and included community-based organizations and other key influencers

Fall 2018:

- ✓ Prevention approach, vision statement, priority risk and resilience factors, goals and strategies drafted

Winter 2019:

- ✓ Community and stakeholder engagement to solicit input on risk and protective factors and opportunities and needs for prevention
- ✓ Values and approach statement finalized
- ✓ Strategies prioritized

Spring 2019:

- ✓ Additional focus groups and stakeholder circle discussions to gather input
- ✓ In-person stakeholder meeting to gather input on goals and strategies

Summer — Winter 2019:

- ✓ Call to Action refined and finalized
- ✓ Implementation plan developed

APPENDIX B: WORK GROUP MEMBERS

The Call to Action Work Group is a group of leaders, including Contra Costa County community members, representing diverse sectors in the county that share the common goal of promoting safety and reducing interpersonal violence. It is comprised of individuals representing public health, healthcare, education, criminal justice, community-based organizations, community residents, and other sectors that will come together to develop the Call to Action.

The Work Group was co-chaired by Devorah Levine, Assistant Director, Policy and Planning Division at Contra Costa Employment and Human Services Department and Dan Peddycord, Director of Public Health at Contra Costa Health Services. Work Group members participated in planning meetings, shared their understanding of interpersonal violence and violence prevention in Contra Costa County, provided insight and stewardship for the Call to Action planning process, and reviewed and provided feedback on the Call to Action as it was developed.

The efforts of the Work Group were complemented by hundreds of other individuals and organizations who generously provided their support of this effort through their input and perspectives.

A special thanks to the RYSE Center for their ongoing work in advocating for prevention activities rooted in social justice principles and lived experience. Their listening campaign led the way in creating shared values, language and strategies to help people heal. An additional thank you to Prevention Institute, who were instrumental in guiding, shaping, and providing evidence-based research to inform this document.

Work Group members:

- Alexandra Masden,
  Contra Costa Alliance to End Abuse
- Allison Pruitt, Contra Costa County
  Employment and Human Services
- Angeline Musawwir,
  Contra Costa County Public Defender's Office
- Beth Armentano, Contra Costa Health Services
- Cynthia Altamirano,
  Contra Costa Family Justice Center
- Daniel Peddycord, Contra Costa Health Services
- Devorah Levine,
  Contra Costa Alliance to End Abuse
- Donte Blue, Contra Costa County Administrator's
  Office of Reentry and Justice
- Emily Hampshire, Monument Crisis Center
- Emily Justice,
  Contra Costa County Office of Education
- Kathryn Burroughs,
  Contra Costa Alliance to End Abuse
- Laura Pooler, John Muir Health
- Nicole Howell, Ombudsman Services
  of Contra Costa and Solano Counties
- Paul Taylor, Center for Human Development
- Rhonda James,
  STAND! For Families Free of Violence
- Ruth Fernandez, First 5 Contra Costa
- Ruthie Dineen, Easy Bay Center for Arts
- Stephanie Medley, RYSE Center
- Stephanie Merrell, John Muir Health
- Susun Kim, Contra Costa Family Justice Center
- Venus Johnson,
  Contra Costa County District Attorney's Office

APPENDIX C: COMMUNITY SURVEY

The purpose of this survey is to gather ideas on how to make Contra Costa County safer. The information from this survey will help inform a Prevention Blueprint for collaborative action to prevent violence. Thank you for sharing your ideas!

How concerned are you about each of the following forms of violence?

	Not at all concerned	Slightly concerned	Somewhat concerned	Moderately concerned	Extremely concerned
Community violence (violence in the neighborhood)					
School violence and bullying					
Intimate partner violence (e.g. physical, sexual, stalking, intimidation, economic)					
Sexual violence (sexual assault and rape)					
Human trafficking (sex trafficking, labor trafficking, forced prostitution, commercially sexually exploited youth)					
Child abuse (all types of abuse and neglect of a child under the age of 18)					
Elder / dependent abuse (abuse of a person 65 or older or of a dependent adult 18-64)					
Bias-motivated violence (actions based on race, color, class, religion, age, disabilities, sexual orientation, gender or gender identity)					
Structural violence (unjust social structures that cause harm)					
Other (please specify):					

Please select the TOP FIVE factors that in your opinion CONTRIBUTE MOST TO VIOLENCE in Contra Costa County

	Neighborhoods with fewer resources, jobs, or opportunities
	Need for quality education
	Segregated neighborhoods
	Neighbors don't know or trust each other
	Violence is seen as normal or acceptable behavior
	Roles limited by gender bias
	Not enough positive recreational activities
	Violence in media and entertainment
	Weapons are easily available
	Lots of liquor stores in the neighborhood
	Limited access to public transportation
	Dangerous and deteriorating buildings and parks
	Lack of knowledge and skills to solve problems non-violently
	High levels of involvement with drugs or alcohol
	Violence and conflict in families
	Not enough social support or opportunities to develop healthy relationships
	Lack of awareness and access for mental health treatment
	Other (please specify):

Please select the TOP FIVE factors that in your opinion can be STRENGTHENED TO ENSURE SAFETY and prevent violence from happening in the first place in Contra Costa County

	Jobs/economic opportunity
	High quality schools/education
	Coordination of community resources and services
	Opportunities to learn alternatives to violence
	Community support and connection
	Personal involvement or leadership that improves the community
	Spiritual support and leadership from the faith community
	Physical and built environment that promotes safety
	Safe parks and open spaces
	Quality affordable housing
	Places to express art and culture
	Positive relationships and support
	Connection and engagement in school
	Knowledge and skills to solve problems non-violently
	Other (please specify):

If you were a politician or city official, what would you do right now to make your community safer?

Please identify what sector(s) or group(s) you represent

	I am a community member
	I am a youth
	Education
	Faith community
	Business
	Community organization/non-profit
	Justice system
	Housing
	Transportation services
	Economic and workforce development
	Public health
	Public works
	Social services
	Planning and zoning
	News/media
	Government
	Other (please specify):

Please provide the zip code where you live	
Please provide the zip code where you work	

Thank you for sharing your thoughts about how to make Contra Costa safer and prevent violence. If you have any questions or would like more information about this initiative, please contact Kathryn Burroughs at kburroughs@ehsd.cccounty.us or 925-608-4973.

APPENDIX D: THE LANDSCAPE OF SAFETY PROMOTION AND VIOLENCE PREVENTION IN CONTRA COSTA COUNTY

Issues from housing, economic security, racial justice, environmental justice, etc. are inter-related and holistic efforts at the intersection of these issues are needed, rather than recreating the wheel and competing for the same resources.

Strengths:

- ✓ Long standing county commitment to addressing violence
- ✓ A greater understanding of Adverse Childhood Experiences and trauma
- ✓ Experienced community agencies that have been implementing prevention activities and education for years, including STAND! for Families Free of Violence, Community Violence Solutions and the Child Abuse Prevention Council
- ✓ Great work happening in schools, e.g., trauma- and resilience-informed schools, mindful schools, community schools' model, etc.
- ✓ Restorative justice programs that are helping to shift norms related to pursuing violence as a criminal justice issue, e.g., RYSE has a new program on restorative justice diversion across the county and the Contra Costa Family Justice Center has a restorative justice pilot project for interpersonal violence, mostly in West and Central County
- ✓ A successful Nurse Family Partnership program in the county
- ✓ A lot of interest and activity in the county on preschool/early childhood development
- ✓ Family Resources Centers, supported by First Five, that break isolation and connect families to each other and to resources, including culturally responsive supports for positive early childhood development
- ✓ County resources dedicated to violence prevention, e.g., Alliance to End Abuse
- ✓ A Blue Shield of California Foundation grant for two years to develop violence prevention infrastructure and implement priority strategies
- ✓ Evidence base of effective violence prevention strategies
- ✓ Partnerships committed to collaborating to prevent violence

Gaps:

- ✓ Many people, families, and neighborhoods lacking in access to basic needs: food, housing, transportation, childcare, parental support
- ✓ Inadequate funding for community-driven and peer led efforts, and for CBOs and grassroots groups to do the work
- ✓ Not enough pre-employment job training for youth
- ✓ A lack of living wage jobs
- ✓ Underfunded schools

Opportunities:

- ✓ The governor's universal preschool agenda
- ✓ Commitment of Health Department to bolster its anti-violence efforts
- ✓ The Contra Costa Alliance to End Abuse pivoting to prevention (in part facilitated by the Blue Shield of California Foundation grant to develop violence prevention infrastructure and implement priority strategies)
- ✓ Many related countywide initiatives and campaigns in specific regions (e.g., West County addressing racial equity, housing, early childhood, Contra Costa Children's Leadership Council, Stand Together Coco, Youth Justice Initiative wellness room (Antioch), etc.) and, of particular importance, will be integrating countywide efforts with West County efforts
- ✓ Engaging corporations
- ✓ Expanding trauma and resilience training
- ✓ Building violence prevention and resilience promoting efforts into art/movement, recreation, and greening efforts

Threats:

- ✓ High cost of housing and displacement pressures
- ✓ Agencies that are used to the status quo may be risk averse
- ✓ Punitive approaches toward violence are highly valued

APPENDIX E: GLOSSARY OF TERMS

Child abuse: Child abuse and neglect is any act or series of acts of commission or omission by a parent or other caregiver (e.g., clergy, coach, teacher) that results in harm, potential for harm, or threat of harm to a child. Acts of commission are deliberate and intentional and may include physical, sexual, and/or psychological abuse. Acts of omission are the failure to provide for a child's basic physical, emotional, or educational needs or to protect a child from harm or potential harm.

Child maltreatment: An act, intentional or not, that results in harm, the potential for harm, or the threat of harm to a child; the failure to provide for a child's needs or to protect a child from harm or potential harm.[xix]

Community-level: A level of the Social-Ecological Model that focuses on policy and practice strategies to change the community environment in ways to decrease the likelihood of violence and promote safety for entire populations. This includes improvements to the social-cultural, physical/built, and economic environments – for example supporting social connections in neighborhoods or increasing employment and economic opportunities.[xxix]

Community resilience: The ability of a community to recover from and thrive despite the prevalence of adverse conditions. In the context of community-level trauma, this means putting the conditions in place in which the community can heal from trauma and/or be protected against the impact of trauma.[xiii]

Community trauma: Community trauma is not just the aggregate of individuals in a neighborhood who have experienced trauma from exposures to violence. Rather it is the cumulative impact of regular incidents of interpersonal violence, historical and intergenerational violence, and continual exposure to structural violence.[xiii]

Culturally-rooted approaches: Interventions that utilize methods that place the culture and social context at the center of the targeted population. Methods are used such that curricular components evolve from the worldviews, values, beliefs, and behaviors of the population that the program is intended to serve.[xx]

Domestic and intimate partner violence: Domestic violence, or intimate partner violence (IPV), describes physical violence, sexual violence, stalking and psychological aggression (including coercive acts) by a current or former intimate partner. An intimate partner is a person with whom one has a close personal relationship that can be characterized by emotional connectedness, regular contact, ongoing physical contact and/or sexual behavior, identity as a couple, and/or familiarity and knowledge about each other's lives. Examples of intimate partners include current or former spouses, boyfriends or girlfriends, dating partners, or sexual partners. IPV can occur between heterosexual or same-sex couples and does not require sexual intimacy.[xviii]

Elder abuse: Elder abuse is an intentional act, or failure to act, by a caregiver or another person in a relationship involving an expectation of trust that causes or creates a risk of harm to an older adult (defined as someone age 60 or older.) Forms of elder abuse include: physical abuse, sexual abuse or abusive sexual contact, neglect, and financial abuse or exploitation.[xxi]

Healing-informed approaches: aim to heal the impact of trauma in a manner that supports an individual, family, workplace, neighborhood, etc. to move forward in life.

Human trafficking: Human trafficking can take many forms but is generally categorized as either sex trafficking or labor trafficking. Sex trafficking is defined as the use of force, fraud, or coercion to perform a

commercial sex act. Labor trafficking is a form of severe exploitation where individuals are threatened or otherwise compelled into debt bondage or other forced labor for little or no pay. Sex trafficking victimization and perpetration share risks and consequences associated with child maltreatment, intimate partner violence, sexual violence, and gang violence—all major public health problems that professionals across sectors are working to prevent through local, state, and national efforts. Perpetrators of sex trafficking often target and manipulate people who are poor, vulnerable, living in an unsafe situation, or searching for a better life. For example, youth with a history of abuse and neglect or who are homeless are more likely to be exploited.[xxvii] Both sex and labor trafficking happen in Contra Costa County and are not mutually exclusive—a survivor can be subjected to both sex and labor exploitation. In 2016, only 10% of the survivors identified by grant and Coalition grant partners were involved in labor trafficking. However, labor trafficking can be more difficult to identify than sex trafficking, so is this is not necessarily reflective of the true incidence of labor trafficking in Contra Costa County.[xxii]

Intimate partner violence: Physical violence, sexual violence, stalking, and psychological aggression (including coercive tactics) by a current or former intimate partner.[xxiii]

Risk factors: Characteristics or conditions at the individual, family, community or society level that increase the likelihood of violence occurring.[xxiv]

Resilience factors: Characteristics or conditions at the individual, family, community or society level that reduce the likelihood of violence occurring/are protective against violence even when risk factors are present.[xxiv]

Safety: People live free from fear and free from harm.[xxv]

Sexual violence: A sexual act committed against someone without that person's freely given consent. Sexual violence includes: completed or attempted forced penetration of a victim; alcohol or drug-facilitated penetration of a victim; forced acts in which a victim is made to penetrate someone; alcohol or drug-facilitated acts in which a victim is made to penetrate someone; non-physically forced penetration which occurs after a person is pressured to consent or submit to being penetrated; unwanted sexual contact; and noncontact unwanted sexual experiences.[xxvi]

Social determinants of health: Conditions in the environments in which people live, learn, work, play, worship and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks. Conditions (e.g, social, economic and physical) in these various environments and settings (e.g, school, church, workplace and neighborhood) have been referred to as "place". In addition to the more material; attributes of "place," the patterns of social engagement and sense of security and well-being and also affected by where people live.[xxviii]

Social-ecological model: A framework for violence prevention that considers the complex interplay between individual, relationship, community, and societal factors. This model promotes an understanding of the range of factors that put people at risk for violence or protect them from experiencing or perpetrating violence. Besides helping to clarifying these factors, the model also suggests that in order to prevent violence, it is necessary to act across multiple levels of the model at the same time.[xxix]

Structural violence: Economic and social structure, social institutions, relations of power, privilege and inequality and inequity that may harm individuals, families and communities by preventing them from meeting their basic needs.[xiii]

Targeted universalism: A platform to operationalize universal goals, with strategies that specifically target particular groups – especially those experiencing the greatest barriers to achieving those goals.[viii]

Trauma: Both experiences or situations that are emotionally painful and chronic adversity (discrimination, racism, sexism, poverty, oppression).[xiii]

Trauma-informed approaches: Recognize and respond to common responses to trauma and promote restorative (rather than punitive) approaches to trauma.

Violence: Violence is the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community that either results in or has a high likelihood of resulting in injury, death, psychological or emotional harm, mal-development or deprivation.[xxx]

Violence prevention: A comprehensive and multifaceted effort to address the complex and multiple risk factors associated with violence, including, but not limited to, poverty, unemployment, discrimination, substance abuse, educational failure, fragmented families, domestic abuse, internalized shame, and felt powerlessness. Efforts build on resilience in individuals, families and communities. Violence prevention efforts contribute to empowerment, educational and economic progress, and improved life management skills while fostering healthy communities in which people can grow in dignity and safety.[xxxi]

A PUBLIC HEALTH APPROACH TO VIOLENCE

A public health approach to violence focuses on preventing violence before it occurs (i.e., primary prevention), while also acknowledging the need for balance of efforts to ameliorate the impact of violence after it has occurred and reduce the likelihood of future violence (i.e., secondary and tertiary prevention strategies).[vi] It is population-based and works to increase interrelated resilience factors while reducing risks. Driven by data and a growing research base, a public health approach focuses on the implementation and evaluation of strategies to address risk and resilience factors associated with violence.[xviii,xxiv,xxxii] Authentic community engagement and participation from diverse sectors are key components of this approach, and public health can play a central role in convening and facilitating collaboration between community members and multiple sectors.[vi,xxiv] Working across all levels of the Spectrum of Prevention, with a strong emphasis on policy and practice change, strategies aim to build on existing assets to reduce risk factors and bolster resilience factors at the individual, relationship, community, and societal levels.[vi,xxiv,xxxiii,xxxiv] Increasingly, efforts focus on factors in the community environment, including social-cultural, build/physical, educational, and economic factors. A public health approach has served as the foundation of the planning process and informed the development of balanced, comprehensive, and collaborative strategies to prevent violence. Drawing from research based resources such as the CDC Technical Packages for Violence Prevention, the strategies included in the Call to Action address risk and resilience factors for violence by building on community assets and engaging multiple sectors.[xiv,xv,xviii,xxxii]

CONNECTING THE DOTS AMONG MULTIPLE FORMS OF VIOLENCE

Developed by the Centers for Disease Control and Prevention (CDC) and Prevention Institute, Connecting the Dots provides an overview of the links among multiple forms of violence. Exposure to one form of violence increases risk of further victimization and engagement in violent behavior.[xxiv] Since multiple forms of violence share common underlying risk factors and are often experienced together for individuals, families and communities, addressing shared risk and resilience factors is most effective in addressing and preventing violence.[xxiv] Connecting the Dots was used to identify risk and resilience factors across forms of violence, and to ensure that the goals and strategies address these risk and resilience factors.

SAFE (SECTORS ACTING FOR EQUITY): PREVENTING INTIMATE PARTNER VIOLENCE

With generous support from Blue Shield of California Foundation, Prevention Institute developed, A Health Equity and Multisector Approach to Preventing Domestic Violence: Toward Community Environments that Support Safe Relationships in California, a paper that offers research, analysis, and frameworks to understand the factors in the community environment that support safe relationships and a reduction in intimate partner violence (IPV).[xxxv] It identifies opportunities for 13 sectors to engage in IPV prevention and offers a method for multiple sectors to identify joint strengths, strategies, and outcomes. The paper presents an overarching approach to advancing a health equity and multisector approach to DV prevention and identifies broad elements and immediate next steps to move this approach forward.

THE UNITY ROADMAP

The UNITY RoadMap helps cities to understand and map out solutions for effective and sustainable violence prevention.[xxxvi] Key elements delineated in the UNITY RoadMap include: partnerships (high-level leadership, collaboration and staffing, and community engagement), prevention (programs, practices, and policies; communication; and training and capacity building), and strategy (strategic plans, data and evaluation, and funding). The UNITY RoadMap was used to inform: the goals, strategies, and indicators; the data and evaluation framework; and the implementation structure for effectiveness and sustainability, including citywide and neighborhood-based implementation efforts. It was also used to delineate initial plans for communications, resource development, and capacity building. In particular, the UNITY Roadmap affirmed planning participants' understanding of the critical need to reduce silos and foster greater synergy across sectors. The UNITY RoadMap includes information, resources, and examples from a diverse array of cities, and as such, can be used an ongoing resource during implementation and evaluation of the plan.

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