LOUISVILLE'S BLUEPRINT FOR SAFE AND HEALTHY NEIGHBOROODS

PHASE II

January 2015

SAFE AND HEALTHY NEIGHBORHOODS

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Dear Citizens:

I am proud to present the Phase II Blueprint of our Safe and Healthy Neighborhoods Initiative – *One Love Louisville*: *Be the One to Make a Difference*. The campaign is an all hands on deck action plan, calling on every one of us to take an active role to make Louisville a city of safe neighborhoods, where all citizens feel secure, supported and prepared for lifelong success.

We have spent the last two years looking at local crime data, reviewing other cities' plans, identifying promising and best practices and engaging citizens from diverse backgrounds to develop this Phase II Blueprint including the *One Love Louisville*: *Be the One to Make a Difference* Action Plan. I believe that by implementing the 13 goals and 42 initiatives outlined in this action plan, we will see an overall reduction in violent crime across our city – thereby creating the safe and healthy neighborhoods we all desire.

Since the beginning of my administration in 2011, I have been committed to identifying resources to reduce violence in our city, with the ultimate goal of reducing violent deaths caused by homicide, suicide or overdose. I am thankful for those who have stepped up to help us reach our goals, but we need others from all sectors to make the same commitment.

Even though Louisville is ranked as the fourth safest city by the FBI when compared to our seventeen peer cities with populations between 500,000 and 800,000, we still experience an average of 263 violent deaths; 56 homicides, 86 suicides and 121 overdose – this is unacceptable. The Phase II Blueprint lays out action steps that we can all take to help prevent violence in our city. This is not an overnight fix - it will take time, commitment and targeted resources to see the reductions we all desire.

As we move into Phase II of the Safe and Healthy Neighborhoods initiative, I am excited that Louisville was selected to be a part of the National Forum on Youth Violence Prevention. This is a network of communities and federal agencies that work together, share information and build local capacity to prevent and reduce youth violence.

In light of the national and local conversations taking place around police accountability and police relationships with minority communities, I want to reiterate my commitment to build relationships, encourage dialogue and ensure transparency with all governmental policy. We will have body cameras on officers in one of our eight divisions by mid-2015 and the other seven in 2016. Please review goal 12 to see other efforts we will work on to create better relationships between LMPD and community members.

I want to thank the Safe and Healthy Neighborhoods team and everyone involved in developing the Phase II Blueprint– and I encourage each of you to *Be the One to Make a Difference!* This is a community plan and with the help of every resident we will succeed!

Sincerely,

Greg Fischer

Mayor

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OFFICE FOR
SAFE AND HEALTHY
NEIGHBORHOODS

Greetings!

I am thankful to live and work in a city that is taking a holistic approach to reducing violence. When we started this work two and a half years ago due to a violent event that heightened awareness of the need to focus on creating safe and healthy neighborhoods, Mayor Fischer made it very clear that it was not going to be an overnight fix. It continues to be an all hands on deck approach to create the city we all want and desire.

We are excited to rollout Phase II of the Blueprint for Safe and Healthy Neighborhoods which includes the *One Love Louisville – Be the One to Make a Difference* Action Plan. The Phase II Blueprint is a comprehensive overview of Louisville's journey toward safe and healthy neighborhoods. Over 150 of our fellow citizens spent six months developing the 13 goals and 42 initiatives that are outlined in the second half of this blueprint. They were tasked with creating goals and initiatives that would help us reduce homicides, suicides and overdoses, create better outcomes for those most impacted by these violent deaths and engage community members from all backgrounds.

Like the Mayor, I am very proud of the work outlined in the Phase II Blueprint of our Safe and Healthy Neighborhoods Initiative – *One Love Louisville*: *Be the One to Make a Difference* – it builds off the work of the Violence Prevention Workgroup report and Phase I of the Blueprint and gives us room to adjust as the community and data changes.

As we kickoff the *One Love Louisville* campaign – I would like to highlight three of the many ongoing community initiatives that are geared at reducing violence and helping citizens feel secure, supported and prepared for lifelong success:

1. Zones of Hope: A place based initiative designed to reduce the number of violent death experienced by young black men and boys, increase their educational and employment outcomes and change the narrative of black men and boys – focused in five initial neighborhoods: Russell, Parkland, California, Newburg and Shawnee
2. Right Turn and Right Turn 2.0: Career-Focused Transition Initiative of KentuckianaWorks and the Kentucky Youth Career Center. It uses a three-phase career development model to promote the successful transition of Right Turn youth to employment, continued learning opportunities and independent living.
3. National Forum on Youth Violence: As a youth violence prevention site, Louisville becomes part of a network of communities and federal agencies who work together to develop comprehensive solutions towards youth violence prevention. Cities in the forum receive technical assistance, fund development, data and information to assist in reducing youth violence throughout their cities.

More initiatives are outline on page 7 of this blueprint. I look forward to working with each of you as we continue to make Louisville the safest city in the nation.

Sincerely,

Anthony Smith

Director for Safe and Healthy Neighborhoods

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EXECUTIVE SUMMARY

Situation
As the result of homicide, suicide and overdose, there have been 1,477 deaths in Louisville from January 2009 through September 2014.[1] This total includes 319 homicides, 488 suicides and 670 overdoses. Also during this time period, there were 12,197 aggravated assaults and 1,267 gunshot injuries.[2] These deaths and injuries help illustrate the need for a comprehensive and targeted community plan aimed at reducing violence throughout Louisville.

Towards a Solution: Community Planning
Mayor Fischer created the Violence Prevention Work Group (VPWG) in June 2012 to take a hard look at violence in our community, identify the root causes and develop holistic strategies with long-term impacts. He chose more than 30 citizens to serve on the VPWG, co-chaired by Dr. Blain Hudson and Dr. LaQuandra Nesbitt. This group was comprised of neighborhood residents, corporate, community, faith-based and government partners. After much discourse, research and review the VPWG found that in order to increase positive outcomes and decrease violence in Louisville, the solution would have to be collective. In agreement with the systems theory[3], the VPWG pinpointed five areas of engagement that impact and/or inform each other. The following five Core Areas of Engagement illustrate the scope of the Office for Safe and Healthy Neighborhoods (OSHN):

- Community Building
- Education
- Employment and Economic Development
- Health and Social Wellness
- Juvenile and Criminal Justice

Once the areas of engagement were pinpointed, the VPWG began creating short-term and long-term recommendations to decrease violence and increase positive outcomes. The VPWG released a report outlining forty-two recommendations that served as the foundation for the Phase I Blueprint for Safe and Healthy Neighborhoods. The primary recommendation was for the Mayor to hire someone to help the city move forward on the 42 recommendations which was accomplished and the OSHN was created.

In October 2013, the OSHN released the *Phase I Blueprint for Safe and Healthy Neighborhoods: Moving Louisville to Action*. The Phase I Blueprint illustrated the beginnings of the OSHN and provided the framework for how the office would move forward. It developed the governance structure, including the Mayor's Advisory Committee and the 11 workgroups designed to address specific aspects of the work.

[1] LMPD Crime Information Center-data subject to change based on investigative findings and subsequent reclassification of crimes
[2] LMPD Crime Information Center- data subject to change based on investigative findings and subsequent reclassification of crimes
[3] Bertalanffy, von, L. (1968). General systems theory. New York: Braziller.

EXECUTIVE SUMMARY

Many accomplishments have resulted from the Phase I Blueprint, including the formation of the 11 work groups; these work groups generated goals and initiatives to increase positive outcomes and reduce community violence over 24 months. Figure 3 highlights several other accomplishments made by the OSHN since its beginning in December 2012.

Community Building

- Received a $226, 400 grant from the James Graham Brown Foundation for the "Zones of Hope" initiative which supports the Black Male Achievement initiative in Parkland, California, Russell, Shawnee and Newburg
- Received $40,000 from anonymous local foundation to provide conflict resolution training to community center staff, youth and families
- Increased youth development funding by $800, 000 to support youth development which increased staff and program capacity
- Mayor's Faith Forum: used to engage the faith community in crisis response work.
- Metro Mentors: new policy that allows every Metro employee two hours a week to mentor
- Ten community work groups were convened to develop SMART goals and initiatives to combat violence
- Received $20,000 from Homeland Security to build capacity of Neighborhood Watches

Education

- JCPS created the Equity Scorecard and the Boys of Color Resolution
- Participated in the revisions made to the JCPS Code of Conduct
- College and Career Corners are under development at all Metro Community Centers
- Created an intervention for children exposed to violence by convening partnership between LMPD, JCPS and Metro
- LMPD secured Community Oriented Policing Services funding to deploy five additional School Resource Officer in JCPS & working with LMPD to ensure equity
- Louisville Metro Free Public Library issued the 1,000 books before kindergarten challenge

Employment and Economic

- KentuckianaWorks SummerWorks expanded outreach efforts to targeted youth and employed a total of 2,180 youth
- Received $2.25 million for the Right Turn program to connect 500 youth (ages 16-19 years) to educational and employment opportunities and to an adult mentor
- Louisville Metro Dept. of Public Health & Wellness employed 25 youth in the Healing Future Fellows program summer 2014
- Metro Parks employed a total of 82 youth during summer of 2014

Health and Wellness

- Kentucky Crisis Response Team has been deployed to connect community members impacted by homicide to resources that will assist in minimizing the impact of a traumatic event
- Developed partnership between University Hospital, Health Department and Mayor's Office to implement a hospital-based intervention program for shooting and stabbing victims
- Released the Healthy Louisville 2020 report which reinforces violence as a public health issue
- Provided Psychological First Aid training to 60 community members

Juvenile and Criminal Justice

- Expanded support for Restorative Justice Louisville by $100,000
- Received Right Turn grant for adult mentorship, juvenile record expungement and resources for youth involved in the criminal system
- Convenes monthly meetings with incarcerated males ages 18 – 26 to discuss community problems and potential solutions
- Staff was reassigned to oversee a pilot program for citizens returning from custody
- LMPD created Real Time Crime Center
- LMPD enhanced camera system, adding additional cameras
- Received a $300,000 Project Safe Neighborhood Grant for two years to address violent crime in the Parkland neighborhood
- Youth Detention Services started an evening reporting center to provide more intensive supervision for at risk youth
- Council passed resolution to support HB 70 (restoration of voters' rights for ex-felons) signed by Mayor Fischer
- Partnership with Human Relations Commission and HR to work with Council on Ban the Box

Figure 3: Safe and Healthy Neighborhoods Highlights

EXECUTIVE SUMMARY

Introduction of Phase II Blueprint and One Love Louisville Action Plan

Vision: Louisville will be a city of safe neighborhoods, where all citizens feel safe, secure and fully prepared for lifelong success.

Primary Objective: Reduce the number of violent deaths experienced by young adults and decrease the number of youth exposed to violence.

Desired Outcomes:

- More Youth Connected to a Caring Adult
- Increase Opportunities for Returning Citizens
- Decrease in Shootings
- Decrease in Homicides
- Decrease in Suicides
- Decrease in Overdoses
- Increase in High School and College Graduation Rates

Desired Impacts:

- Reduction in Youth Violence
- More Resilient, Empowered Youth
- Fewer Youth Exposed to Violence
- Higher Employment Among Youth and Young Adults
- Better Educated Young People

Defining Violence: Phase I Blueprint for Safe and Healthy Neighborhoods: Moving Louisville to Action borrowed from the World Health Organization's[4] definition of violence and defined violent crime as aggravated assaults, drug overdoses, gun injuries, homicides and suicides. Phase II continues to use this definition of violence. However, Phase II also highlights the need for the prevention of homicides, suicides and overdoses. These three areas of violence are emphasized because they are preventable and have long term and widespread impacts on individuals, families and communities. Focusing on these three forms of violence should lead to an overall reduction of all violent crimes across the city.

The current document, *Phase II Blueprint for Safe and Healthy Neighborhoods: One Love Louisville-Be the One to Make a Difference* outlines the history, methods and strategies of the OSHN. It also presents the *One Love Louisville Action Plan* and campaign. This campaign focuses on engaging all of Louisville's residents by illustrating everyone's role in creating a city of safe and healthy neighborhoods. The action plan presents 13 goals and 42 initiatives that outline the work of the OSHN and community partners from January 2015 throughout January 2017.

Table 1 outlines the 13 goals that are listed in the action plan (no order of priority).

[4] Krug EG et al., (2002), eds. World report on violence and health. Geneva, World Health Organization.

EXECUTIVE SUMMARY

Introduction of Phase II Action Plan Goals (No Order of Priority)

COMMUNITY BUILDING			
GOAL	**SUPPORTING WORK GROUP**	**LMG STRATEGIC PLAN IMPACT**	**PIER Tactic**
Goal 1: See high levels of civic participation reflected evenly throughout Louisville Metro	Civic and Community Engagement	• Advance Inclusion and Diversity (15) • Promote Volunteerism and Giving (21)	P
Goal 2: Map the leadership landscape in Louisville Metro in order to identify community connectors, pinpoint gaps in services and create better marketing of existing leadership development opportunities	Civic and Community Engagement	• Reduce Crime (3) • Advance Inclusion and Diversity (15)	P
Goal 3: Increase community engagement and awareness of violence prevention efforts throughout Louisville Metro	Public Relations, Marketing	• Reduce Crime (3) • Plan for the Future (17)	P,I,E, R
Goal 4: Create a faith-based violence reduction system in Louisville Metro	Faith Based Engagement	• Reduce Crime (3) • Make More Services Available Online (4)	P, I, R
EDUCATION			
Goal 5: Assess current community programs to identify effective strategies and gaps in services to increase effective programs	Program Development	• Increase College Graduation Rates (8)	P
Goal 6: Provide resources and tools for parents and guardians to help their children succeed academically, socially and emotionally	Parental Engagement	• Increase College Graduation Rates (8) • Plan for the Future (17)	P, I
EMPLOYMENT AND ECONOMIC DEVELOPMENT			
Goal 7: Build an infrastructure to promote business connections	Economic Development	• Reduce Crime (3) • Create More Jobs (7)	P
Goal 8: Develop strategies to connect job seekers to entry level opportunities and entry level opportunities to job seekers	Economic Development	• Plan for the Future (17) • Create More Jobs (7)	P, I, R
HEALTH AND SOCIAL WELLNESS			
Goal 9: Adopt, support and promote a Louisville Metro wide strategy for suicide prevention	Suicide Prevention	• Help Our Citizens Get Healthy (13)	P, I
Goal 10: Decrease the number of overdoses throughout Louisville Metro by 10% by December 2016	Substance Abuse Prevention	• Reduce Crime (3) • Help Our Citizens Get Healthy (13)	P, I, R
Goal 11: Decrease the number of youth using illegal substances througout Louisville Metro by 2% by December 2016	Substance Abuse Prevention	• Reduce Crime (3)	P, I
JUVENILE AND CRIMINAL JUSTICE			
Goal 12: Assist in creating a climate in which residents, LMPD and LMPD officers have a more favorable relationship that includes increased trust and positive perceptions of one another through the promotion of legitimate, transparent and just exercising of LMPD officers' (discretionary) power during citizen-officer encounters	Police Initiatives: Community Initiatives	• Reduce Crime (3) • Plan for Our Future (17)	P, I, E, R
Goal 13: Identify opportunities for three partnerships to implement evidence based practices to improve identified outcomes for at risk youth and returning citizens by December 2016	Juvenile and Criminal Justice	• Reduce Crime (3)	P, I, R

Table 1: Introduction of Phase II Goals (no order of priority)

Introduction

The Office for Safe and Healthy Neighborhoods (OSHN) is a Louisville Metro office within the Mayor's Office. It was created in March 2013 in response to violence in our city and nation. The role of the OSHN is to ensure that safe and healthy neighborhoods remain a top priority and to break down the silos across government and community. This is accomplished by working in partnership with Louisville metro departments, residents, community and faith-based organizations to implement and coordinate violence prevention efforts throughout the city. The first phase was titled *Phase I Blueprint for Safe and Healthy Neighborhoods: Moving Louisville to Action* and the current phase is titled *Phase II Blueprint for Safe and Healthy Neighborhoods: One Love Louisville-Be the One to Make a Difference*.

Each section of the Phase II Blueprint is intended to tell the story of Louisville's journey towards a city of safe and healthy neighborhoods. It primarily seeks to outline, illustrate and provide context for the January 2015 to January 2017 Action Plan. Statistical background is provided in the section titled, "Current Situation of Violence in Louisville," which focuses on homicides, suicides and drug overdoses. Theoretical background and methodology is explained in "Guiding Framework and Methodology." An overview of the OSHN endeavors can be found in "Louisville Responds: Toward a Solution" which discusses the past (2011-2014), present (2015-2017) and future happenings (2017 and beyond). The "One Love Louisville Action Plan" outlines and aligns the community's plan that will guide the work of the OSHN for a two year period. The Phase II Blueprint concludes with the presentation of "Be the One to Make a Difference Tip Sheets." The purpose of the tip sheets is to illustrate how all Louisville residents can do something to possibly prevent a violent death and thus help bring Louisville closer to the vision of creating a city of safe neighborhoods where all citizens feel secure, supported and prepared for lifelong success.

Introduction

Note on Data:

The Phase II Blueprint utilizes data from January 2013-September 2014 due to the availability of data provided by the Louisville Metro Police Department's Crime Data Center and raw data from the Louisville Metro Coroner's Office. This data is subject to change based on investigative findings and subsequent reclassification of crimes. The true number of homicides, suicides and overdoses is difficult to estimate due to the sensitive and sometimes criminal nature of these deaths. For these reasons, the data presented is based on approximations of available information. Lastly, there is no comprehensive real time database that reconciles data related to suicides and overdoses between the Louisville Metro Police Department's Crime Data Center and Louisville Metro Coroner's Office, and thus the data presented is from two separate sources. As a reminder, Louisville Metro is defined as Jefferson County. This information illustrates who is being impacted and where the violence is occurring.

Current Situation in Louisville

Louisville is a relatively safe city and was ranked as the 4th safest city amongst cities of similar populations (500, 000 to 799, 999) according to 2013 crime data as reported to the FBI[5]. The OSHN realizes that even one death is too many and thus the work to reduce the violent deaths due to homicides, suicides and overdoses is vital to creating a city where all citizens feel secure, supported and prepared for lifelong success. Throughout a five year span, Louisville Metro experienced 1,320 violent deaths, deaths due to homicide, suicide or overdose. Tables 2-4 illustrate the total number of violent deaths from 2009 through 2013[6].

Homicides		
Division	Total	Avg.
1	53	11
2	88	18
3	28	6
4	59	12
5	7	1
6	21	4
7	14	3
8	10	2
Total	**280**	**56**

Table 2: Homicides

Suicides		
Division	Total	Avg.
1	33	7
2	21	4
3	82	16
4	67	13
5	45	9
6	59	12
7	70	14
8	54	11
Total	**431**	**86**

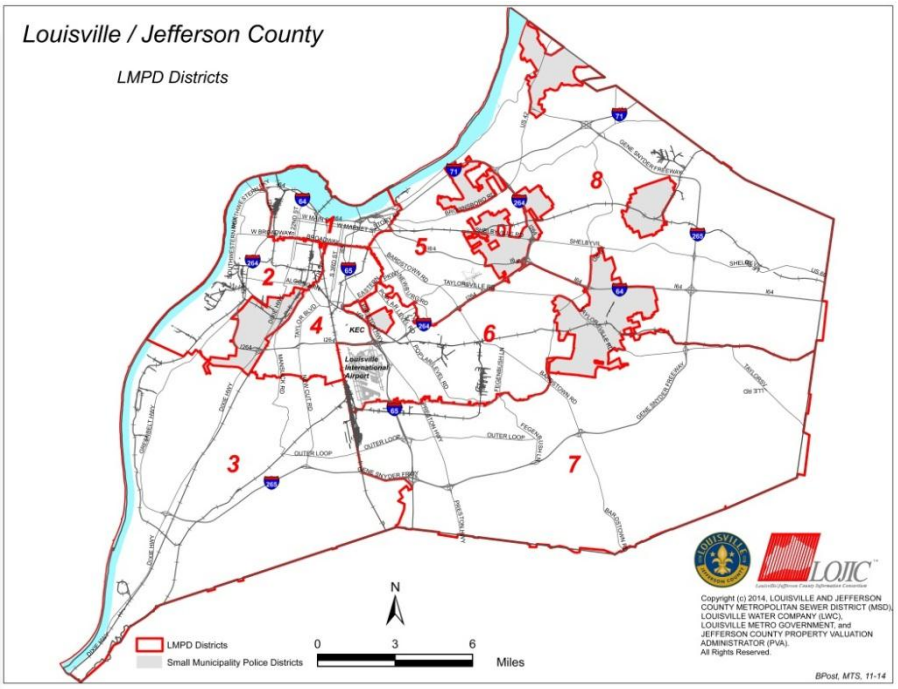
Table 2: Homicides

Overdoses		
Division	Total	Avg.
1	72	14
2	41	8
3	150	30
4	123	25
5	40	8
6	75	15
7	79	16
8	29	6
Total	**609**	**121**

Table 4: Homicides

LMPD Patrol Divisions:

- 1st Division - downtown area including the Portland, Russell and Phoenix Hill neighborhoods.
- 2nd Division - Shawnee, Chickasaw and Park DuValle neighborhoods.
- 3rd Division - Iroquois Park, Pleasure Ridge Park neighborhoods.
- 4th Division - Smoketown, Churchill Downs, the Fairgrounds and South Louisville neighborhoods.
- 5th Division - Highlands, Clifton and Cherokee and Seneca Parks neighborhoods.
- 6th Division - Audubon Park, Newburg, Norfolk, the airport and GE neighborhoods.
- 7th Division - Okolona, Fern Creek, Ford and the Jefferson Mall neighborhoods.
- 8th Division - Middletown, Lyndon, Oxmoor and the Ford Truck Plant neighborhoods.



[5] Ranking based on violent crime per 100, 000 provided by LMPD Crime Data Center.

[6] All data provided by LMPD Crime Data Center, Historical Homicide and Shooting Analysis Report (11-5-14); data subject to change based on investigative findings and subsequent reclassification of crimes; all percentages approximated

Current Situation in Louisville: Suicide

[7]Suicide is the intentionally self-inflicted injury that results in death

Between January 2013 and September 2014, 186 Louisville residents have lost their lives as a result of a suicide.[8] Demographic information illustrates that 85% of the suicide victims were Caucasian, 12% were African American and 3% were Asian or Hispanic.

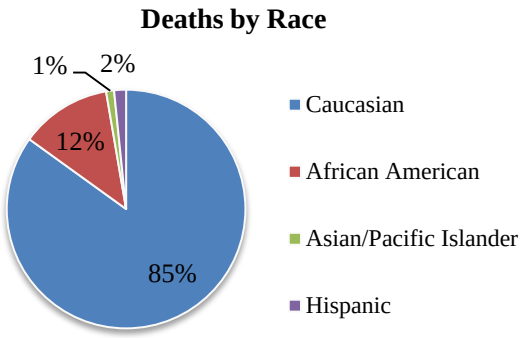


Figure 4: Suicide Deaths by Race

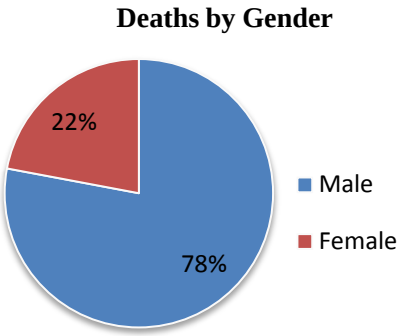


Figure 5: Suicide Deaths by Gender

The data shows that 78% of these deaths were male and 22% were female. Data findings illustrates that 89% were over the age of 24 years and 75% over the age of 34 years. The highest numbers of deaths were of adults between the ages of 55 to 64 years, however, that number is only two deaths away from the second highest number which was of adults between the ages of 35 to 44. This does not depict a clear distinction between the groups.

Identifying the race, gender, age and geographical location of those who have died helps detect who is dying so that resources and energy can be directed to where they can have the greatest impact. Figures 7 and 8 identify deaths by zip code and police patrol divisions.

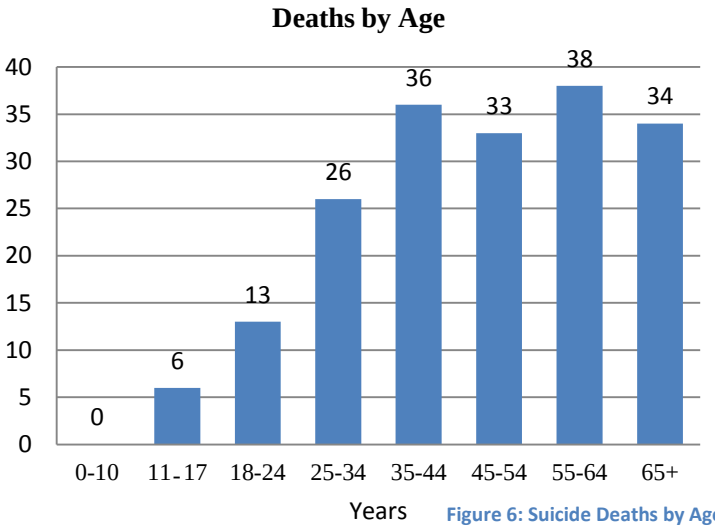


Figure 6: Suicide Deaths by Age

[7] Center for Disease Control and Prevention-http://www.cdc.gov/ncipc/wisqars/fatal/help/definitions.htm

[8] All suicide data provided by LMPD Crime Data Center, Historical Homicide and Shooting Analysis Report (11-5-14) and Louisville Coroner's Office; data subject to change based on investigative findings and subsequent reclassification of crimes; all percentages approximated

Current Situation in Louisville: Suicide

Suicide deaths occur all across the city, however, data from both the Coroner's Office and LMPD illustrate that certain areas of the city are impacted at higher numbers. Figure 7 represents the rate of suicides based on the zip code of the victim's residence. This illustration only represents zip codes that have had five or more suicides between January 2013 and September 2014[9].

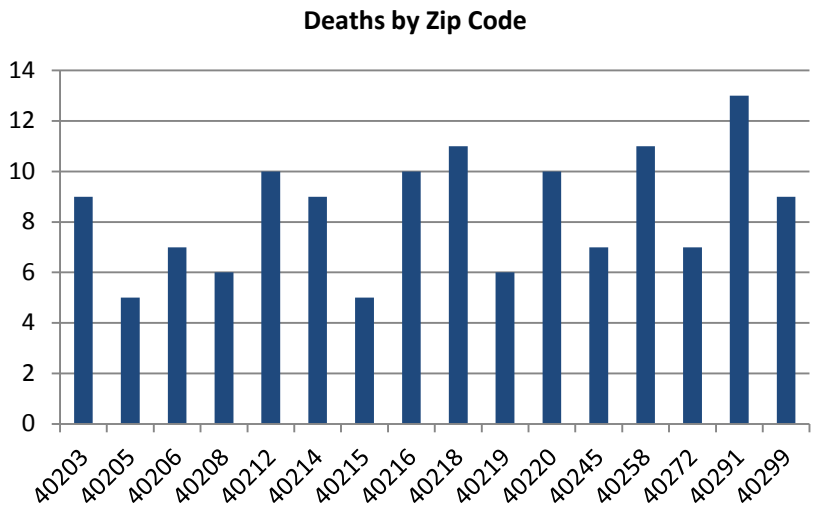


Figure 7: Suicide Deaths by Zip Code

This data illustrates that out of the 39 zip codes that make up Louisville Metro, 16 zip codes account for 73% of suicide victims. Zip code 40291 has the highest number of suicide victims and zip codes 40258 and 40218 had only two deaths less than the highest. When compared to police patrol divisions, the zip codes with the highest number fall into the following divisions: 3, 4, 6, and 7, which is represented in the map below.

Given this current situation of suicides in Louisville, we have decided that emphasis be placed on programs, services, resources and/or initiatives that impact the following groups:

- Caucasians
- Males
- Residents 25 years of age and older
- Police Divisions 3,4,6, and 7

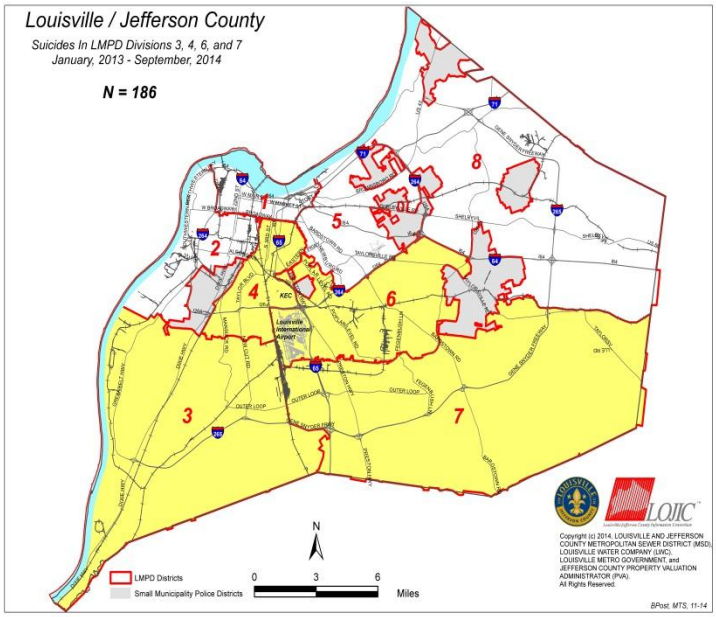


Figure 8: Suicide Deaths by Highlighted District

[9] See footnote 8

Current Situation in Louisville-Overdose

[10]Drug Overdose occurs when a drug is eaten, inhaled, injected and/or absorbed through the skin in excessive amounts and injures the body and results in death.

Between January 2013 and September 2014, 261 Louisville residents have lost their lives as a result of a drug overdose.[11] Demographic information illustrates that 87% of overdose deaths were Caucasian, 11% as African American and the remaining 2% as Asian.

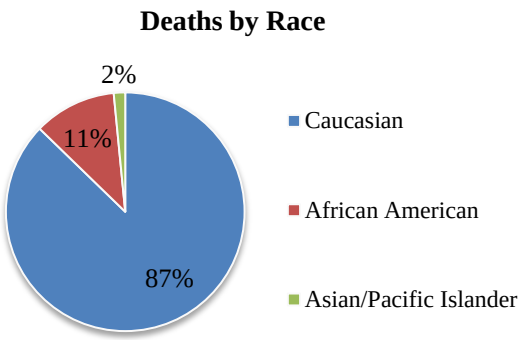


Figure 9: Overdose Deaths by Race

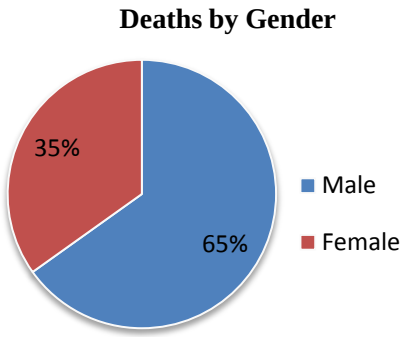


Figure 10: Overdose Deaths by Gender

The data shows that 65% of these deaths were male and 35% were female. Data illustrates that 33% were between the ages of 25 to 34 years of age, 23% were between the ages of 45 to 54 years and 21% were between the ages of 35 to 44 years.

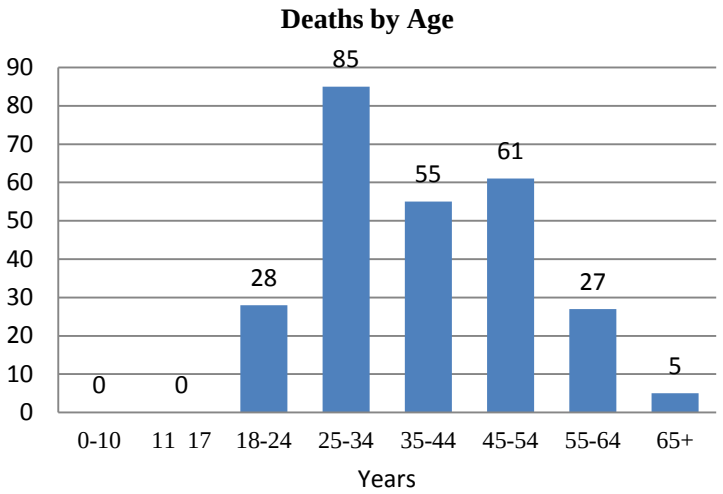


Figure 11: Overdose Deaths by Age

[10] Center for Disease Control and Prevention- http://www.cdc.gov/homeandrecreationalsafety/overdose/facts.html
[11] All overdose data gathered from Louisville Metro Coroner's Office; data subject to change based on investigative findings and subsequent reclassification of crimes

Current Situation in Louisville-Overdose

Overdose deaths like suicide deaths, occur all across the city, however, data from both the Coroner's Office and LMPD illustrate that certain areas of the city are impacted at higher rates. Figure 12 represents the number of overdoses based on the zip code of the victim's residence[12]. This illustration represents zip codes that have experienced ten or more drug overdose deaths between January 2013 and September 2014. This data illustrates that out of the 39 zip codes that make up Louisville Metro, 10 zip codes account for 56% of overdose deaths. Zip code 40214 has the highest number of overdose victims and zip code 40216 has two deaths less than the highest. When compared to police patrol divisions, the zip codes with the highest number fall into the following divisions: 3, 4, 6, and 7; which is represented in the map below.

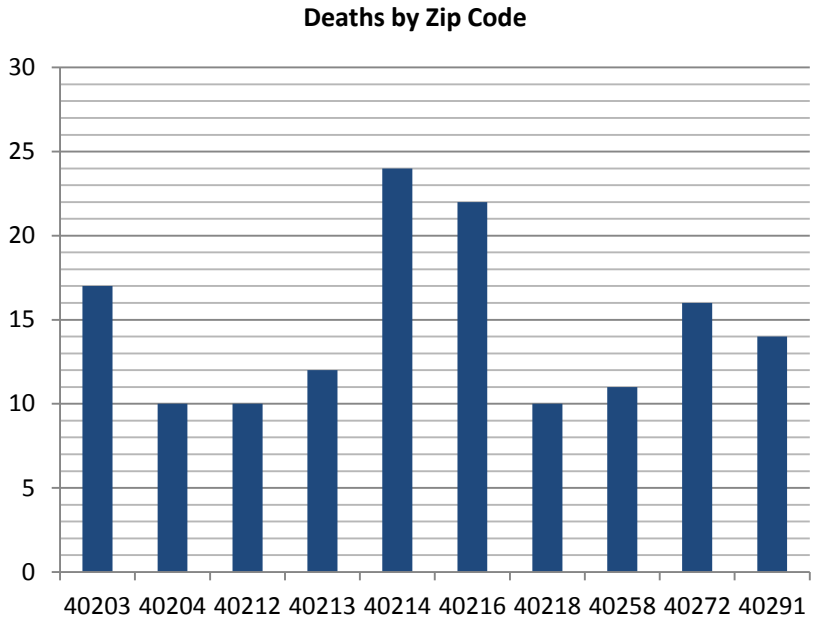


Figure 12: Overdose Deaths by Zip Code

Given this current situation of overdoses in Louisville, we have decided that emphasis be placed on programs, services, resources and/or initiatives that impact the following groups:

- Caucasians
- Males
- Residents between the ages of 25 years and 34 years of age
- Patrol Divisions 3, 4, 6, and 7

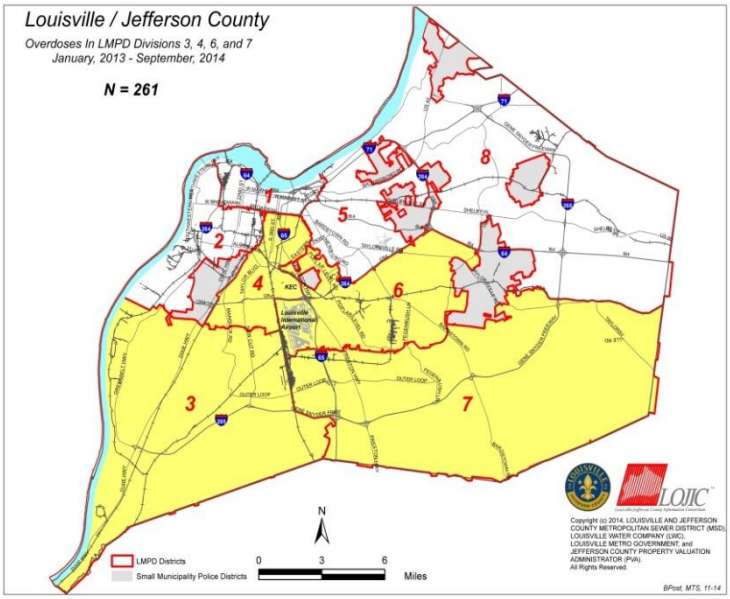


Figure 13: Overdose Deaths by Highlighted District

[12] See footnote 11

Current Situation in Louisville: Homicide

[13]Homicide is the injury inflicted by another person with intent to injure or kill, that result in death.

Between January 2013 and September 2014, 89 Louisville residents have lost their lives as a result of a homicide. [14] Demographic information illustrates that 65% of the homicide victims were African American and 35% were Caucasian.

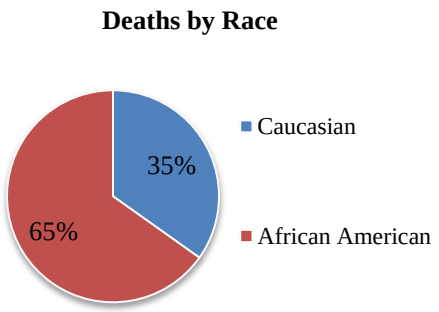


Figure 14: Homicide Deaths by Race

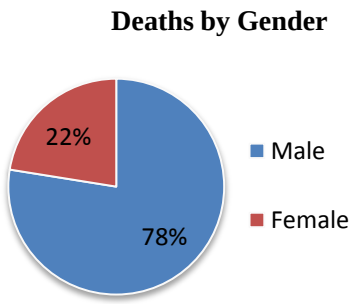


Figure 15: Homicide Deaths by Gender

The data shows that 78% of these deaths were male and 22% were female. Data findings illustrates that 74% of these deaths were to adults 18 to 44 years of age; 19% of these deaths were 45 years and older, while 6.7% of homicide deaths were to residents 17 years old and younger. When these age categories are reduced, approximately 63% of these deaths were of residents between ages 18 and 34years.

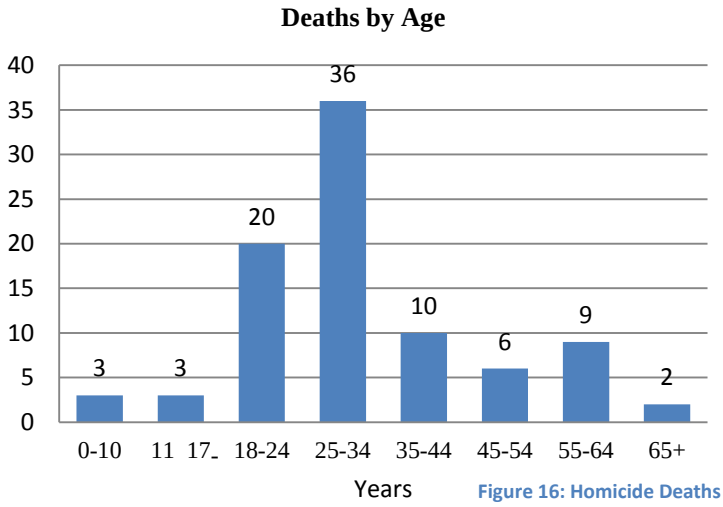


Figure 16: Homicide Deaths by Age

[13] Center for Disease Control and Prevention (Excludes injuries due to legal intervention and operations of war.)- http://www.cdc.gov/ncipc/wisqars/fatal/help/definitions.htm

[14] All homicide data provided by LMPD Crime Data Center, Historical Homicide and Shooting Analysis Report (11-5-14); data subject to change based on investigative findings and subsequent reclassification of crimes; all percentages approximated

Current Situation in Louisville: Homicide

The data highlights that approximately 69% of homicides took place in Division 1, 2 or 4.[15] A closer look shows that 28% of homicides took place in Division 2; approximately 22% took place in Division 1 and approximately 18% took place in Division 4.[16]

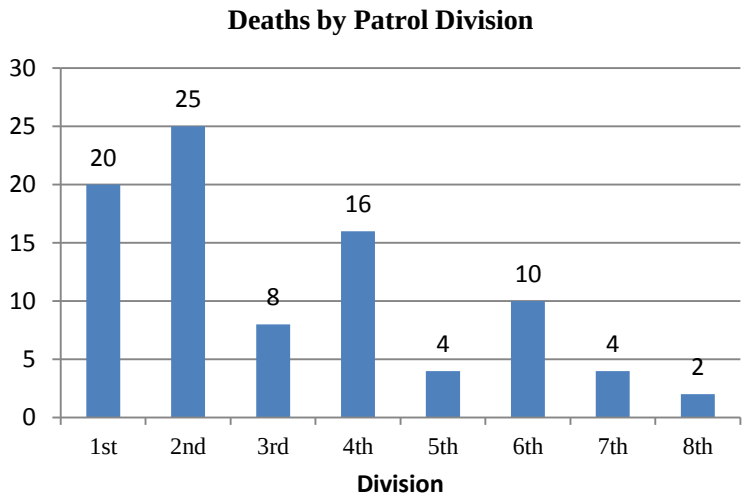


Figure 17: Homicide Deaths by LMPD Division

Given the current situation of homicides in Louisville, we have focused programs, services, resources and/or initiatives that impact the following groups:

- African-Americans
- Males
- Residents 18-34 years of age
- Neighborhoods in Police Division 1, 2 and 4

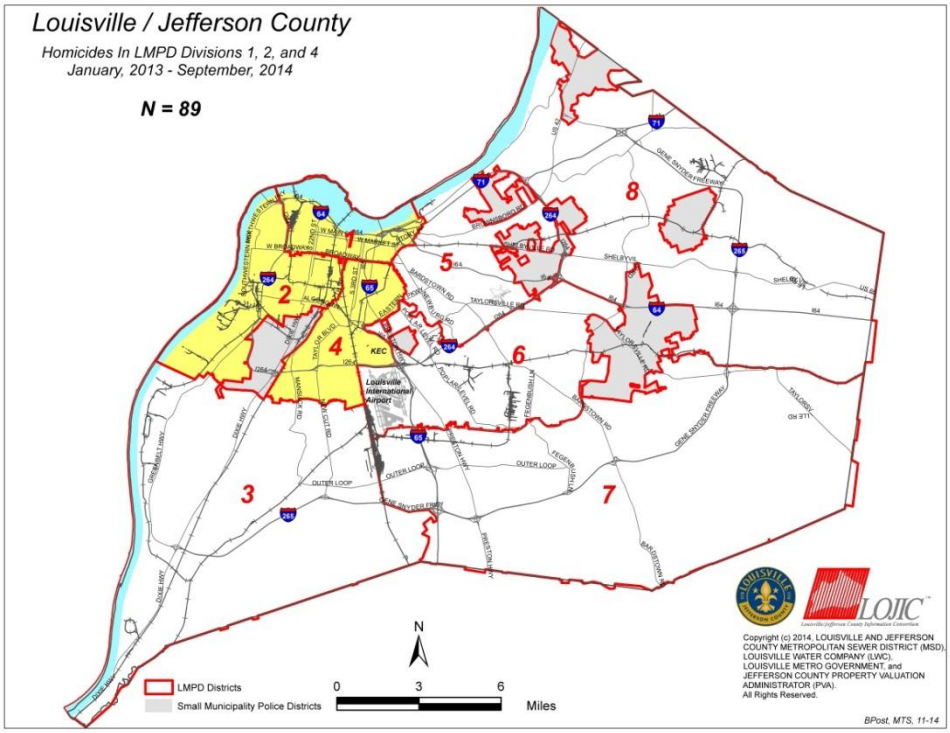


Figure 18: Homicide Deaths by Highlighted Divisions

[15] Patrol division listings and descriptions at: http://louisvilleky.gov/government/police/patrol-divisions

[16] All homicide data provided by LMPD Crime Data Center, Historical Homicide and Shooting Analysis Report (11-5-14); data subject to change based on investigative findings and subsequent reclassification of crimes; all percentages approximated

Guiding Framework & Methodology

The "Current Situation in Louisville" section highlights the big picture reasons for why the work of the OSHN is necessary and important for the safety and health of all residents by providing the statistical context of homicides, suicides and overdoses. "Guiding Framework and Methodology" provides overviews of the theoretical framework and methodology being utilized to reduce the number of violent deaths.

The OSHN has developed a planning and execution process that guides the development of the Phase II Blueprint including the *One Love Louisville* Action Plan implementation. Figure 19 introduces the planning and implementation process of the OSHN which illustrates the guiding framework, methodology and tactical approach that was utilized to develop the scope of work, focus areas and ultimately the *One Love Louisville* Action Plan goals and initiatives.

Planning and Implementation Process

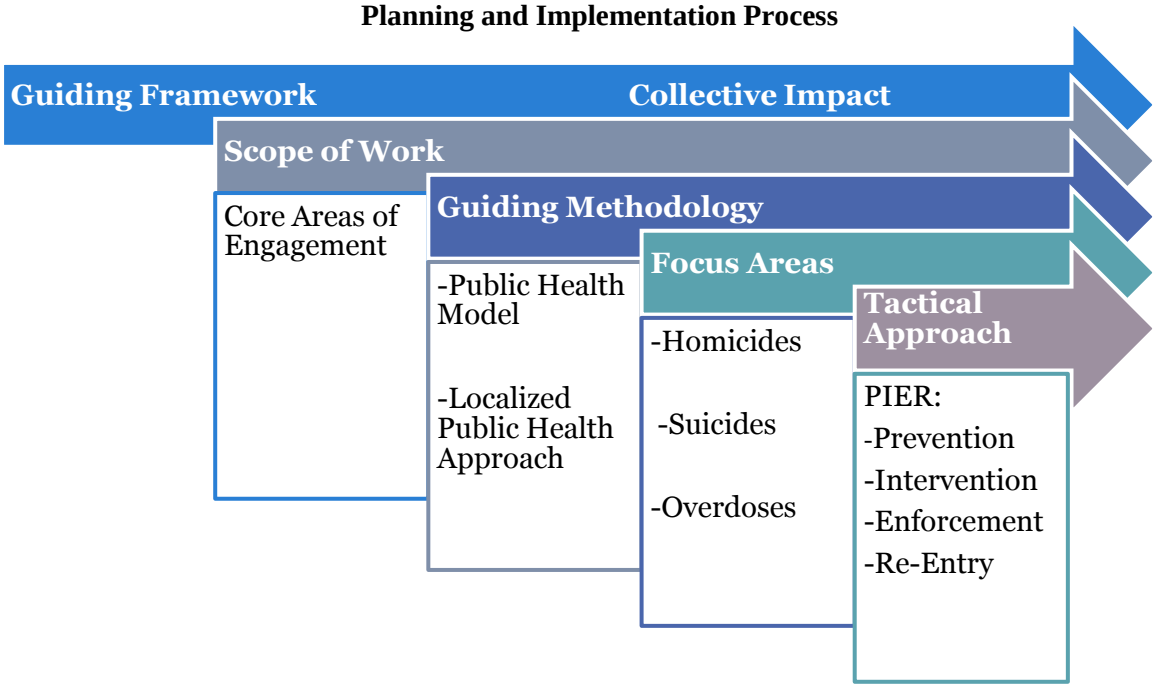


Figure 19: OSHN Planning and Implementation Process

These frameworks and principles have been identified as successful tools in engaging a wide array of stakeholders, identifying solutions to a complex social problem and implementing city-wide changes. The Collective Impact Model, Public Health Model, Localized Public Health Approach and PIER Tactic are defined in the current section. The Core Areas of Engagement and Focus Areas are discussed in upcoming sections.

Guiding Framework & Methodology

Guiding Framework: Collective Impact[17]

The guiding framework is the Collective Impact Model which allows the opportunity to create large scale, long lasting solutions to this complex social problem. Collective Impact refers to the coordination of efforts by organizations and stakeholders such as government partners, community groups and organizations and the business community. This approach is based on five conditions of success.

Common Agenda	All participants have a common agenda for change including a shared understanding of the problem and a joint approach to solving it through agreed upon actions.
Shared Measurement	Collecting data and measuring results consistently across all participants ensures shared measurement for alignment and accountability.
Mutually Reinforcing Activities	A plan of action that outlines and coordinates mutually reinforcing activities for each participant.
Continuous Communication	Open and continuous communication is needed across the many players to build trust, assure mutual objectives and create common motivation.
Backbone Organization	A backbone organization(s) with staff and specific sets of skills to serve the entire initiative and coordinate participating organizations and agencies.

Table 3: Collective Impact 5 Conditions of Success

[17] Hanleybrown, F., Kania, J., & Kramer, M. (2011). Channeling change: making collective impact work. *Stanford Social Innovation Review.* Retrieved from: www.fsg.org

Guiding Framework and Methodology

Guiding Methodology: Public Health Model[18]

The Public Health Model is multi-disciplinary and science-based. Following the public health model to violence reduction, the focus is on the safety and well-being of the entire city. The public health model is a four-step process that can be applied to health problems, including violence. The OSHN and collaborators have adapted this approach to fit local conditions and is outlined on Figure 23.

1. Define and monitor the problem: understand the who, what, when, where and how associated with violence.
2. Identify risk and protective factors: understand what protects people or puts them at risk for facing or committing violence.
3. Develop and test prevention strategies: utilize research data and findings in an evidence-based approach to test and determine effectiveness of methods or programs.
4. Assure widespread adoption: follow proven effectiveness, methods and/or programs disseminated across all communities.

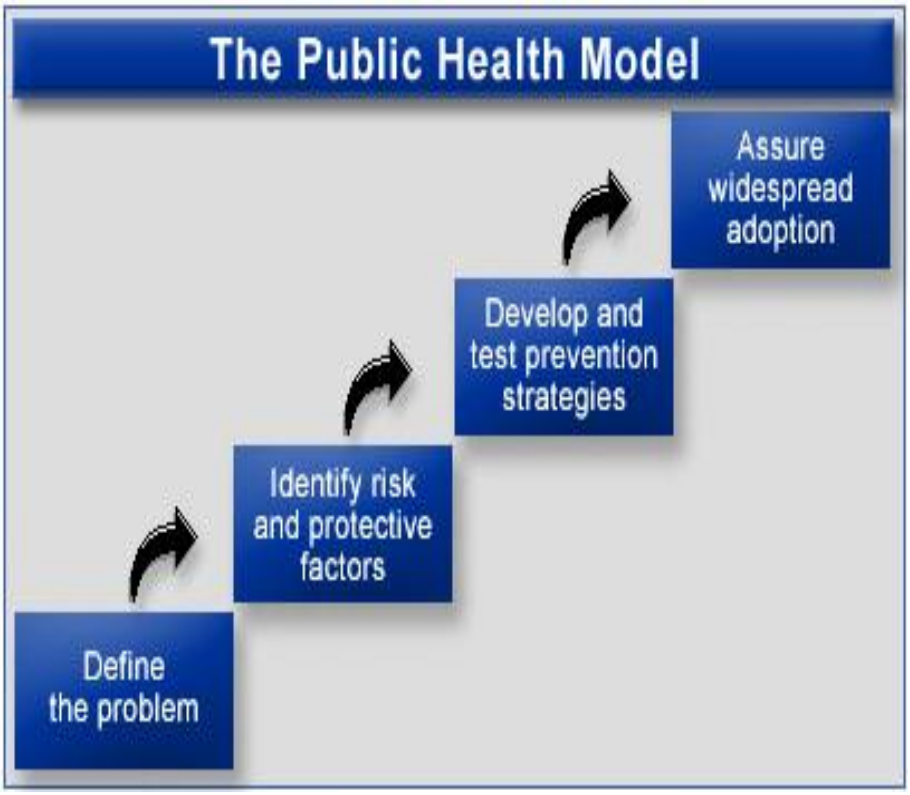


Figure 20: Public Health Model

[18] Dahlberg LL, Krug EG. Violence-a global public health problem. In: Krug E, Dahlberg LL, Mercy JA, Zwi AB, Lozano R, eds. World Report on Violence and Health. Geneva, Switzerland: World Health Organization; 2002:1-56.

Guiding Framework and Methodology

Tactical Approach: PIER

The utilized tactical approach is the PIER (Prevention, Intervention, Enforcement and Reentry). This tactic identifies multiple levels of engagement and detects the type of work that should be accomplished in the focus areas to reach the goal of safe and healthy neighborhoods. This strategy was first published in an article written by Bobby Kipper published for the International Association of Chiefs of Police in State Association of Chiefs of Police (SACOP) in November of 2007. Each level of the PIER framework must be closely examined by community stakeholders to identify risk factors, gaps in services and strategies to address the issues at hand. PIER levels are interconnected and promote long lasting, large scale change.

- Prevention: reaching individuals, families and communities before violence happens so that violence is less likely to occur
- Intervention: dealing with violence as it happens or is about to happen to produce a more positive outcome
- Enforcement: punishing perpetrators of violence in a just and meaningful manner to prevent recidivism and insure justice for victims
- Re-Entry: assisting those who have committed crimes come back into the community by providing resources and opportunities to prevent recidivism and re-build community

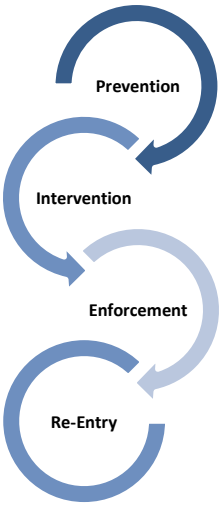


Figure 21: PIER Tactics

Guiding Framework and Methodology

Localized Public Health Model. After identifying the need for the public health model, the OSHN simplified the approach to take strides toward safe and healthy neighborhoods in Louisville Metro. The localizing of the model focuses solely on the streamlining of resources. This approach allows for the identification of hot spots, which are areas that are found to have high needs or assets. In terms of creating safe and healthy neighborhoods, hot spots are areas that are highly impacted by violence and can change based on new information. Figure 23 outlines the three simplified steps taken by the OSHN as well as the outcomes of those steps.

Figure 23: Localized Public Health Model

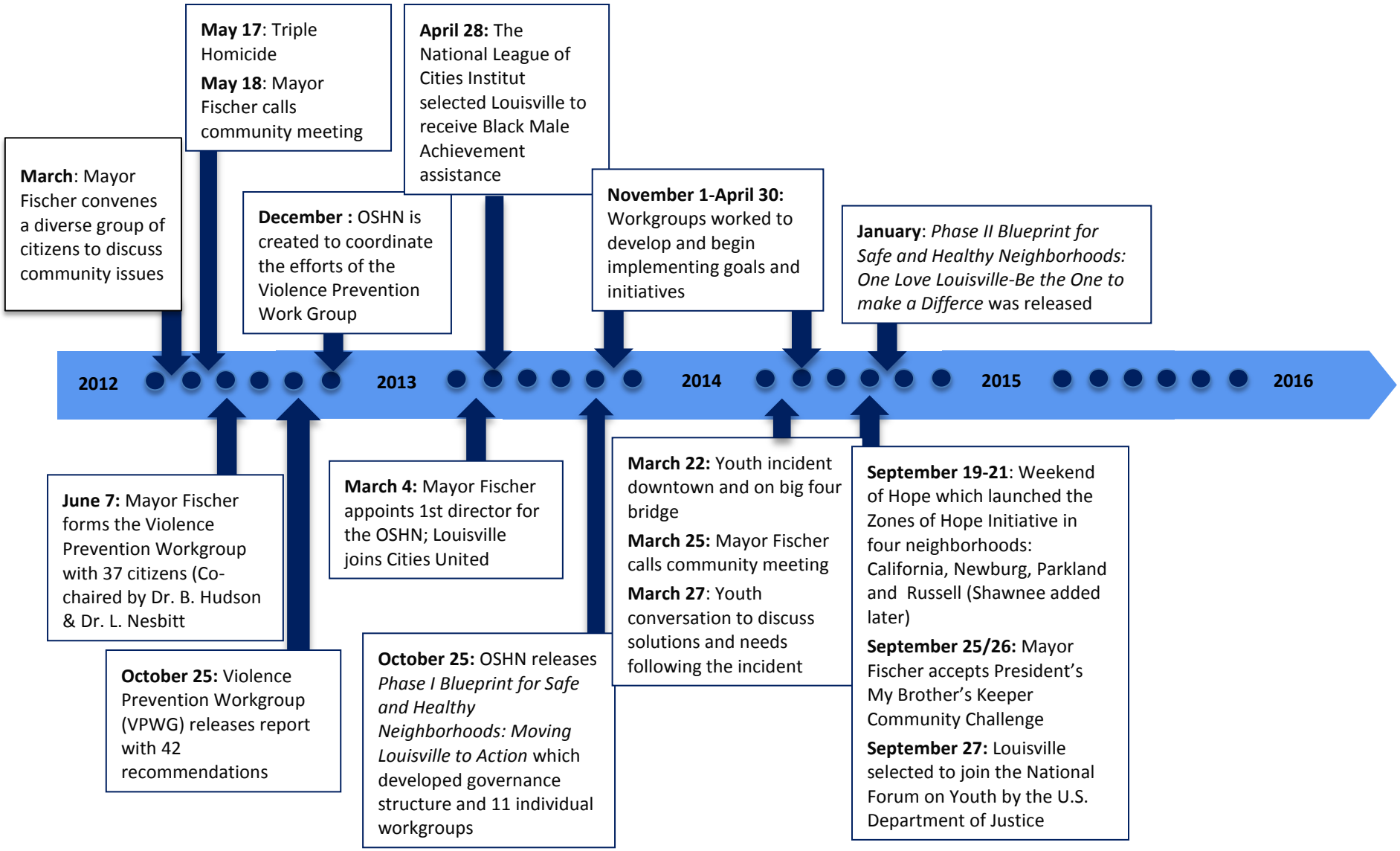
Guiding Framework and Methodology

Implementation Principles

The Phase II Blueprint's framework, methodology, tactics and action plan will be executed utilizing the following principles:

- *Results Orientation*: Commitment to common results and indicators for the city as a whole and development of a schedule and method to track progress.
- *Emphasis on Effectiveness and Efficiency*: Increase and systematize coordination and collaboration by forging new partnerships and pooling/aligning resources.
- *Target Resources*: Identify available resources to fund OSHN projects.
- *Representation*: Everyone will have a role and a voice—increase resident and neighborhood engagement and build positive connections.
- *Engage Leadership*: Identify champions from the public, private, nonprofit, faith and grassroots sectors.
- *Balance*: Utilize an overall approach that balances personal accountability with mutual assistance– neighbor to neighbor, parent to child, government to resident, youth to community, community- or faith-based organization to member or beneficiary.

Louisville Responds: Towards a Solution



Towards a Solution

The Past: The Beginning Stages of the OSHN

Following the March 17, 2012 triple homicide near the intersection of 32nd Street and Greenwood Street, Louisville took a very intentional stand against violence. Mayor Greg Fischer called together the Violence Prevention Work Group (VPWG) to identify the root cause of these violent crimes and to develop holistic strategies with long-term impacts. The VPWG comprised of neighborhood residents, corporate, community, faith-based, and government partners worked from June 2012 to October 2012 and released 42 recommendations[19]. The number one recommendation of the VPWG was to hire someone to coordinate the city's efforts to reduce violent crime. In March 2013, Mayor Fischer hired a director for the new OSHN and it became the division of the Mayor's Office that focuses on reducing violent crime and increasing positive outcomes throughout all areas of the city. On October 25, 2013 the OSHN released the *Phase I Blueprint for Safe and Healthy Neighborhoods: Moving Louisville Toward Action.* This document provided the framework for how the city would move forward with the goal to reduce violence.

A major contribution of the Phase I Blueprint was the layout of the governance structure for the OSHN. The governance structure includes ten work groups whose purpose was to develop goals that could be accomplished in twenty-four months. Figure 24 illustrates the governance structure for the OSHN.

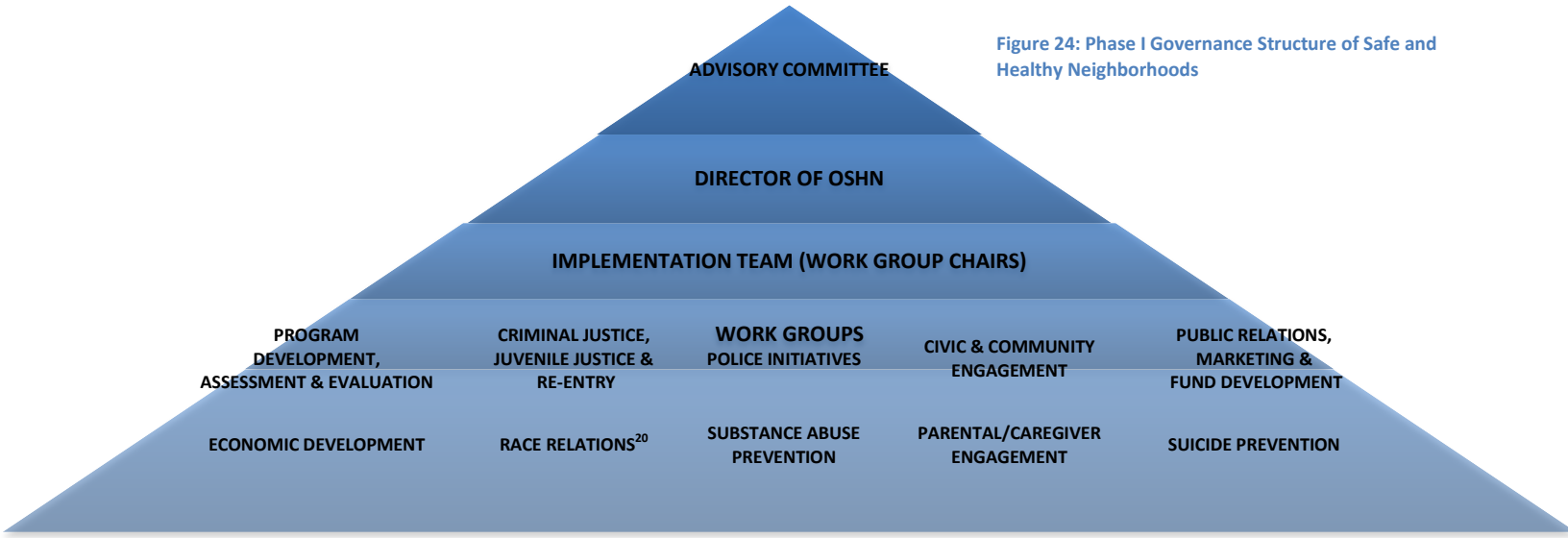


Figure 24: Phase I Governance Structure of Safe and Healthy Neighborhoods

[19] See http://louisvilleky.gov/sites/default/files/safe_neighborhoods/violence_report.pdf
[20] Race Relations work group merged with the Center for Health Equity's Healing Possible Quorum in the Department of Public Health and Wellness and another work group was formed titled Faith-Based Engagement

Towards a Solution

Phase I: Moving Louisville to Action. The first phase of the OSHN was to build out the scope of work, the key areas of engagement that were identified in the VPWG report and identify key methods to strategically address violence and the development of goals and initiatives that would help create safe and healthy neighborhoods. Figure 25 illustrates the five areas of concentration of the OSHN: Community Building, Education, Employment/Economic Development, Health/Social Wellness and Juvenile/Criminal Justice. The five areas have an interdependent relationship as they directly impact and influence one another.

Figure 25: Areas of Engagement

Phase I Work Groups. The Phase I Blueprint's governance structure outlined ten work groups that were to be made up of subject matter experts from community and faith-based organizations and Louisville Metro staff. Each work group met at least once a month from November 2013 to April 2014. The passion, expertise and dedication of work group members led to the development of 13 goals and 42 initiatives that will be used to guide Phase II of the OSHN. As the work moved forward, the Race Relations Work Group duties were assigned to the Louisville Metro Public Health and Wellness' Center for Health Equity's Healing Possible Quorum (HPQ). HPQ focused on developing policies to reduce structural and institutional racism. Figure 26 illustrates the final work groups and their purposes.

Towards A Solution

1) Faith-Based Engagement
2) Juvenile & Criminal Justice
3) Economic Development
4) Program Development
5) Civic & Community Engagement
6) Suicide Prevention
7) Substance Abuse Prevention
8) Police Initiatives
9) Parental Engagement
10) Public Relations and Marketing

*non-hierarchal list

Figure 26: Phase I Work Group Descriptions & Titles

Towards a Solution

The Present

Phase II: *One Love Louisville-Be the One to Make a Difference.* The second and current phase of the OSHN is the implementation of the *One Love Louisville-Be the One to Make a Difference* campaign. This campaign is a call to action to all sectors, communities and neighborhoods in Louisville. The focus is on allowing every resident to realize that they have a stake in the well-being of our city. The OSHN along with its affiliates and partners strongly believe that city violence can only be reduced through a collective and organized effort, which is based on the principal of collective impact.

One Love Louisville is our strategy to unite neighbors to neighbors, provide opportunity for youth and create healthy objectives to help negate the violence that takes place in our city. This strategy focuses on mobilizing the community and various resources toward the groups that are highly impacted by violence related deaths that resulted from homicides, suicides or drug overdoses. These three categories of violence related deaths have been selected as the three targeted areas of violence based on the definition provided by the World Health Organization.[21] Homicides, suicides and drug overdoses are emphasized because they are preventable and have long term and widespread impacts to individuals, families and communities as has been determined by research literature and local statistics.

Phase II Implementation Team. In Phase II, the OSHN continues to work directly with members from all sectors of the Louisville community. There will be one group, the implementation team, who will be responsible for overseeing the implementation of the 13 goals and 42 initiatives, along with the OSHN team. The team will monitor, track and assist with the development of strategies for the implementation of the 13 goals and 42 initiatives set forth in the *One Love Louisville* Action Plan. This team will meet monthly and are also tasked with holding the OSHN team accountable to the goals and initiatives.

[21] Krug EG et al., (2002), eds. World report on violence and health. Geneva, World Health Organization.

The Future: Community Evaluation and Feedback

The next steps of the OSHN are based on outcomes, needs and demands delivered by the implementation team's findings, community evaluations and feedback. This constructive feedback will allow for opportunities to improve and move forward. Phase II goals and initiatives are not expected to be successful without a few challenges due to the intensity and scope of the work. The OSHN wishes to identify these areas of concern as quickly as possible and make the needed adjustments. To facilitate this process the OSHN will be hosting monthly implementation meetings over the course of the next 24 months. These monthly community meetings are open to the public. If you are interested in learning the dates, times and locations of these conversations please visit the OSHN website at www.louisvilleky.gov/SafeNeighborhoods and join our email list for reminders.

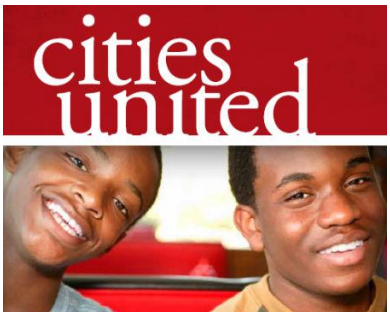
The purpose of the implementation meetings are to:

- Identify community concerns regarding neighborhood safety
- Receive community feedback, suggestions and concerns
- Provide updates regarding the *One Love Louisville* Action Plan and the work of the OSHN
- Learn about new assets in the community
- Monitor, record and track changes of residents' perceptions of safety
- Identify potential and actual safety problems in neighborhoods
- Increase community involvement
- Provide a safe space for feedback and evaluation
- Connect citizens from different parts of the city
- Increase opportunities for residents to provide input
- Provide resources to the community
- Allow the community to provide evaluations of the OSHN goals and initiatives

For further accountability measures, the OSHN will track the goals and initiatives on the Louisville Metro Dashboard at www.healthylouisvillemetro.org.

National Engagement

National League of Cities (NLC). In March 2013, Louisville's OSHN joined the NLC as a member of the Cities United collaborative. The NLC is an organization that is "dedicated to helping city leaders build better communities."[22] The Cities United collaborative focuses on eliminating violence related deaths of African American men and boys. Mayor Greg Fischer, along with dozens of other mayors, joined together to target the high-risk neighborhoods in their cities and engage African American men and boys in finding solutions to end the violence in their neighborhoods. As a member of NLC and Cities United, the OSHN has the ability to identify methods to strategically address the violence in Louisville through the availability of research, consultants, connections to other city mayors as well as other city officials and sources of accountability.



National Forum on Youth Violence Prevention. On October 14, 2014, the Department of Justice announced Louisville as one of the fifteen cities in the National Forum on Youth Violence Prevention. As a youth violence prevention site, Louisville becomes a part of a network of communities and federal agencies who work together to develop comprehensive solutions towards youth violence prevention. Cities in the forum receive technical assistance, fund development, data and information to assist in reducing youth violence throughout their cities. The forum was launched in 2010 by President Obama for the purpose of bringing together people from diverse professions and perspectives under the umbrella of youth and gang violence.

The forum has three key principles:[23]

1) Multidisciplinary partnerships are instrumental to success
2) Communities must balance and coordinate strategies
3) Efforts must be data and evidence driven

[22] www.nlc.org
[23] About the National Forum www.findyouthinfo.gov/youth-topics/preventing-youth-violence

LOUISVILLE

BE THE ONE TO MAKE A DIFFERENCE

Phase II Action Plan

Action Plan: One Love Louisville

One Love Louisville

The *One Love Louisville* campaign is our strategic action plan within the Phase II Blueprint to create and support safe and healthy neighborhoods. The *One Love Louisville* campaign is designed to make sure all of Louisville citizens feel safe, secure and supported. The action plan includes 13 goals and 42 initiatives along with *Be the One to Make a Difference* Tip Sheets that will help individuals and groups see how they can Be the One to prevent violence in our community.

The Office for Safe and Healthy Neighborhoods (OSHN) will work alongside resident, faith and community based organizations and business to make sure that the *One Love Louisville* Action Plan is implemented, measured, evaluated and disseminated across Louisville. Each of the *One Love Louisville* goals and initiatives were developed as a result of months of hard work by residents, community, civic and business leaders from diverse professions, lifestyles, ages and areas of the city and therefore these goals and initiatives are not under the sole ownership of the OSHN. The goals and initiatives will be under the review based on the governance structure introduced on page 26. As new resources, data and information are presented, goals and initiatives will be added or edited as needed. Working towards a city of safe and healthy neighborhoods is ever-changing and thus we will continue to seek out new ways of engaging and mobilizing the community.

The goals and initiatives of the action plan are aligned and outlined in terms of the following:

- Performance Measures
- Area of Prevention (Homicide, Suicide and Drug Overdose)
- Area of Engagement (Community Building, Education, Employment and Economic Development, Health and Social Wellness and Juvenile and Criminal Justice)
- PIER Tactic (Prevention, Intervention, Enforcement, Re-Entry)
- Louisville Metro Government's Strategic Plan
- Violence Prevention Work Group Recommendations
- Relevance to *Phase I Blueprint for Safe and Healthy Neighborhoods: Moving Louisville to Action*
- Key Stakeholders
- Current and Needed Resources
- Desired Outcomes

GOAL #1 See high levels of civic participation reflected evenly throughout Louisville Metro	**PERFORMANCE MEASURES**	• # of Metro Council Districts represented on Metro Boards and Commissions • # of registered voters • # of ex-felons who get voting rights restored • # of community surveys gathered	**AREA OF ENGAGEMENT**	Community Building
			PIER TACTIC	Prevention
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	Metro citizens and Businesses with focus on hot spots
	RELEVANCE TO BLUEPRINT v 1.0	Conduct annual quality of life surveys; enhance quality of intervention with individuals and families at risk		
INITIATIVES	**LMG STRATEGIC PLAN IMPACT**	15-Advance Inclusion and Diversity 21-Promote Volunteerism and Giving		

INITIATIVES	**DESIRED OUTCOMES**	**RESOURCES**	
		CURRENT	**NEEDED**
1 Administer community surveys to capture and measure the level of civic and community engagement in Louisville and a Feedback Mechanism for citizen input (user and non-user) to review, inform and plan community services. Through surveys, we will measure feelings of empowerment, social connectedness, service, political involvement and connection to information.	• Public and community based institutions with relevant, engaging programming and high levels of participation and satisfaction (starting with priority districts) • To gauge levels of civic participation and engagement, and then (based on survey data/results) create and foster initiatives to increase and promote civic engagement evenly throughout the Louisville Metro and throughout the population • High levels of civic participation and engagement reflected evenly throughout the metro area and throughout the population (i.e. across neighborhoods, ages, ethnicities, etc.)	• Agency by agency measures of individuals served • Existing civic surveys • Opportunities to gather participants	• Cohesive participation and satisfaction assessment and resources to administer for users and community • Community participation and satisfaction measures incorporated into Louie Stat for relevant agencies • Out-of School Time Coordinating Council integration Targeted training for frontline staff up against satisfaction and participation measures • Human and/or capital assistance

GOAL #2 Map the leadership landscape in Louisville in order to identify community connectors, pinpoint gaps in services and create better marketing of existing leadership development opportunities	PERFORMANCE MEASURES	• # of connectors identified • # of residents participating in community based leadership programs and trainings • # of successful neighborhood groups	AREA OF ENGAGEMENT	Community Building
			PIER TACTIC	Prevention
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	Metro area citizens, organizations and businesses with focus on hot spots
	RELEVANCE TO BLUEPRINT v 1.0	Enhance access to quality out of school time program; increase programming at Louisville Metro community centers; increase the number of neighborhood watches		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime 15-Advance Inclusion and Diversity	21-Promote Volunteerism and Giving	

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1 Connecting Leaders: identify leaders in hot spots and create a mechanism to disseminate information through these leaders.	• Identify 5 most [connected/influential] in identified communities • Create mechanism to disseminate information through team of leaders	• Data Collection results/community survey	• Human and/or capital assistance
2 Convening Leaders: provide technical assistance in establishing thriving neighborhood associations.	• Creation of successful neighborhood groups	• Best Practices for thriving Neighborhood Association- Center for Neighborhoods could compile this information	• Human and /or capital assistance
3 Commissioning Leaders: encourage identified connectors to become active in municipal government boards, commissions and other activities.	• Increase participation in municipal government among identified community leaders	• List of Louisville Boards and Commissions (list could be added to information about Neighborhood Associations)	• Better descriptions of boards and commissions • Evaluate/update selection process and criteria (Ban the Box, ensure equal representation) • Human and/or capital assistance

GOAL #3 Increase community engagement and awareness of Safe and Healthy Neighborhoods efforts throughout Louisville Metro	PERFORMANCE MEASURES	• Percentage of survey respondents who reported awareness of safe neighborhoods • # of communications strategies implemented • Social media statistics	AREA OF ENGAGEMENT	Community Building
			PIER TACTIC	Prevention, Intervention, Enforcement Re-Entry
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	All Louisville Metro Citizens, Organizations and Businesses
	RELEVANCE TO BLUEPRINT v 1.0	Deliver excellent city services, enhance the quality of intervention with individuals and families at first sign of risk, increase opportunities for returning citizens		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime 13-Help Our City Get Healthy 15-Advance Inclusion and Diversity 17-Plan for Future 21-Promote Volunteerism and Giving		

INITIATIVES	DESIRED OUTCOMES	RESOURCES: CURRENT	RESOURCES: NEEDED
1. Develop and disseminate tip sheets that illustrate ways for multiple sections of the community to become engaged in the OSHN's *One Love Louisville* campaign to reduce violent deaths.	• Increased awareness of drug use symptoms and decrease in overdoses • Increased awareness of suicide prevention strategies • Increased awareness of suicide warning signs and decrease in suicides • Increase in city-wide violence reduction efforts	• Metro Website • Mayor's Faith Forum • Press Releases • Metro TV • Media Outlets	• Human and/or capital assistance
2. Develop and implement a communications plan for the OSHN.	• Increase awareness of the OSHN purpose and programming • Increased awareness of OSHN goals and initiatives	• Mayor's Communication Team • PR Workgroup • Metro TV • Media Outlets	• Human and/or capital assistance
3. Continue to seek out innovative strategies to engage and mobilize various areas of the city.	• Increase awareness of OSHN efforts in the city • Increased engagement of all sectors • Increased city-wide involvement	• Engaged metro employees, citizens and agencies	• Community Feedback • Human and/or capital assistance

GOAL #4 Create a faith-based violence reduction system in Louisville Metro	PERFORMANCE MEASURES	• # of Houses of Faith signed up with database • # of site views • # of faith leaders trained • # of times faith leaders team deployed to hot spots	AREA OF ENGAGEMENT	Community Building
			PIER TACTIC	Prevention, Intervention and Re-Entry
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	Entire Faith Community
	RELEVANCE BLUEPRINT v 1.0	Enhance access to quality Out of School Time programs, enhance the quality of intervention with individuals and families at the first sign of risk, increase opportunities for returning citizen		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime 4-Make More Services Available Online		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1 Create a comprehensive database of entities within the faith communities. In addition to general information, data will include current resources, programs and/or efforts that can be utilized or replicated in the areas of violence reduction.	• An exhaustive resource within the faith community to be utilized when there is a need to collaborate in a given area	• Data on individual entities in the faith based community and some smaller groups that attempt to connect those in the faith based community	• A full time data manager, preferably a graduate or highly skilled undergraduate to manage and update the database on a consistent basis • Human and/or capital assistance
2 Create a training and development program for senior and youth leaders in the faith community to identify and understand violence in their congregations and in the community and to address these issues. Finally, a portion of the training and development would train faith leaders to provide direct assistance to communities by frequenting area "hot spots."	• Faith leaders will be able to identify risk factors related to violence and to implement protective factors to help reduce violence	• There is no known current model for this specific type of training and development • The Southern Baptist Theological Seminary • Engaged faith-based community	• Space for training • Training/development curriculum • Qualified trainers • Human and/or capital assistance
3 Create a "hot spots" team of trained faith leaders who will lead programs and generally remain visible in identified and designated hot spots within Louisville.	• Faith leaders will be engaged, active and visible in high violence areas	• Faith leaders and LMPD data on "hot spots"	• Qualified trainers specific to "hot spots" • Identified programs to be implemented • Human and/or capital assistance

GOAL #5 Assess current community programs to identify effective strategies and gaps in services to increase effective programs	**PERFORMANCE MEASURES**	• # of out of school time programs that utilize Equity Scorecard to enhance and develop programming • # of times "parenting experience" events/meetings occur • attendance at "parenting experience" events/meetings • # of programs offered	**AREA OF ENGAGEMENT**	Education
			PIER TACTIC	Prevention
			AREA OF PREVENTION	Homicide & Suicide
			KEY STAKEHOLDERS	School aged children, young adults, parents, JCPS, University System, Community at large
	RELEVANCE TO BLUEPRINT v 1.0	Increase graduation rates, deliver excellent city services		
INITIATIVES	**LMG STRATEGIC PLAN IMPACT**	8-Increase College Graduation Rates		

INITIATIVES	**DESIRED OUTCOMES**	**RESOURCES**	
		CURRENT	**NEEDED**
1 Coordinate a city-wide strategy to identify all K-12 community programs with emphasis on current programs with low visibility.	• Identify K-12 community programs • Identify gaps in services	• JCPS • Out of School Time Council • Community Resource Directory	• Human and/or capital assistance • Asset map(s) • Program assessment
2 Form a committee to look at and to create a "Parenting Experience."	• Bring families closer together	• Louisville Urban League's Parent Academy, • PTA • MUW Parent Café • Linked-In	• Human and/or capital assistance • Evaluation of programs
3 Use the data and information within the JCPS Equity Scorecard to review and enhance Out of School Time and community based programs and look for methods to align programs with the JCPS strategic plan.	• Provide effective programs • Increase the relationship between JCPS, Out of School Time and community based programs • Increase positive outcomes for families utilizing programs	• JCPS • Restorative Justice Louisville	• Human and/or capital assistance

GOAL #6 Provide resources and tools for parents and guardians to help their children succeed academically, socially and emotionally	PERFORMANCE MEASURES	• # of toolkits dispersed • # of participants of Big Mama Big Papa Network • # of parents/guardians who attend community forums • # of community forums	AREA OF ENGAGEMENT	Education
			PIER TACTIC	Prevention, Intervention
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	Parents/Guardians, Children, Educators, Law Enforcement, Community Members
	RELEVANCE TO BLUEPRINT v 1.0	Increase high school and college graduation rates		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	4-Make More Service Available Online 8-Increase College Graduation Rates 9-Improve Wages 15-Advance Inclusion and Diversity 17- Plan for the Future		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED

1 Create a parental engagement toolkit that includes: calendar of community and JCPS events, behavior tip sheets, educational links and community resources.	• Engage parents and guardians in tracking the progress and development of their children, physically, emotionally and educationally
	• Families have guidance, resources and support
		• Access to community resources:
		  ○ Ask Aunt Bertha
		  ○ (MUW) Metro United Way's 211
		  ○ Community Resource Directory
			• Technological expertise
			• PSAs to get the word out.
			• Human and/or capital assistance

2 Develop a Big Mama and Big Papa Network, a mentorship program to link new/current parents and guardians with 'seasoned' parents and guardians.	• Develop strong and consistent network of parents and guardians • Families have guidance, resources and support	• Participants and graduates of Louisville Urban League's Parent Academy • YMCA Black Achievers Parents • Past PTA Officers • MUW Parent Café Leaders	• Vehicle for disseminating the information to parents and caregivers • Human and/or capital assistance
3 Develop a series of community forums at places where parents and guardians go to provide them with tools and resources necessary to understand their need to be influential advocates and stakeholders for their children's academic and personal success.	• Provide parents and guardians information, resources and tools that will equip them to address parenting issues and answer their questions • Families have guidance, resources and support	• School supply giveaways • school open houses • food banks • community centers	• Access to community sites where parents and kids go • Human and/or capital assistance

GOAL #7 Build an infrastructure to promote and support new business development, business growth and business connections	PERFORMANCE MEASURES	• # of paid staff • # of financial members • # of formal and informal gatherings • # of physical gathering spaces	AREA OF ENGAGEMENT	Employment and Economic Development
			PIER TACTIC	Prevention, Intervention, Re-Entry
			AREA OF PREVENTION	Homicide, Suicide & Overdose
			KEY STAKEHOLDERS	Community, Business Leaders
	RELEVANCE TO BLUEPRINT v 1.0	Increase the employment rate in Louisville, with a focus on our most economically challenged neighborhoods		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime 7-Create More Jobs		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1 Support the creation of the West Louisville Chamber of Commerce.	• Organization with a professional and paid staff, strong dues-paying members and a clear purpose to promote issues of economic interest to the West Louisville business community	• Louisville Forward • West Louisville Business Association • Louisville Central Community Centers • KentuckianaWorks	• Startup support; support in promoting and providing resources for events to attract members • Human and/or capital assistance
2 Help create and promote physical gathering places for business networking and information sharing.	• Development of business spaces for formal and informal gatherings	• NIA center • Louisville Forward • KentuckianaWorks	• Loans for property improvement to entities interested in creating such spaces (whether private or public) • Human and/or capital assistance

GOAL #8 Develop strategies to connect job seekers to entry level opportunities and entry level opportunities to job seekers	PERFORMANCE MEASURES	• # of participants who have participated in civil service institute	AREA OF ENGAGEMENT	Employment and Economic Development
			PIER TACTIC	Prevention, Intervention, Re-Entry
			AREA OF PREVENTION	Homicide, Suicide, Overdose
			KEY STAKEHOLDERS	Community, Business Leaders, Job Seekers, Families
	RELEVANCE TO BLUEPRINT v 1.0	Increase the employment rate in Louisville, with a focus on our most economically challenged neighborhoods		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime 7-Create More Jobs		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1 Promote environmental and property rehabilitation as entry-level jobs that could provide opportunities for advancement into skilled trades.	• Development of jobs that can lead to self-employment with a relatively low requirement for initial investment	• Non-profits (Habitat for Humanity, Fuller Center for Housing) • Redevelopment efforts (the Portland Investment Initiative, Market Street Corridor Plan, Shine on Shawnee, West of 9th Plan, Parkland Corridor Improvement Project, and others) • Career One Stops	• Community involvement • Human and/or capital assistance
2 Plan and develop a civil service institute that would provide skills and knowledge applicable to the following civil service professions: police officers, fire fighters, emergency medical technicians (EMT), paramedics and corrections officers.	• Increase exposure to civil service professions • Increase chances of job placement	• Access to current civil service professionals • Current open positions	• Community involvement • Human and/or capital assistance • Review transportation availability

GOAL #9 Adopt, support and promote a Louisville Metro wide strategy for suicide prevention	**PERFORMANCE MEASURES**	• # of Suicide Hotline calls answered and unanswered • # of Metro Employees trained in QPR • # of JCPS employees and volunteers trained in suicide prevention strategies	**AREA OF ENGAGEMENT**	Health and Social Wellness
			PIER TACTIC	Prevention & Intervention
			AREA OF PREVENTION	Suicide
			KEY STAKEHOLDERS	Community at large, friends and family of victims, at-risk person, crisis and suicide prevention organizations, school system, health department
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk		
INITIATIVES	**LMG STRATEGIC PLAN IMPACT**	13-Help Our Citizens Get Healthy		

INITIATIVES	**DESIRED OUTCOMES**	**RESOURCES**	
		CURRENT	**NEEDED**
1. Identify and secure resources to the Seven Counties Suicide Hotline.	• Suicide Hotline can meet all calls effectively • Suicide Hotline is appropriately meeting its workload • Decrease in suicides and suicide attempts	• Current suicide hotline employees	• Increase in staff members to answer calls • Human and/or capital assistance
2. Review JCPS suicide prevention strategy and identify ways to improve its dissemination among all JCPS employees and volunteers.	• Greater awareness of suicide prevention resources • Decrease in suicides and suicide attempts amount students	• JCPS Suicide Prevention efforts • Mental health counselors • Youth services and family resources centers • Cardinal Success Program	• Human and/or capital assistance
3. Implement the training program QPR (Question, Persuade and Refer) within Louisville Metro Government.	• Ensure that members of Louisville Metro Government are up to date with national practices regarding suicide treatment and prevention	• QPR is based on a national program and there are close to 80 trained instructors here in Louisville	• Human and/or capital assistance

GOAL #9 (Continued) Adopt, support and promote a Louisville Metro wide strategy for suicide prevention	PERFORMANCE MEASURES	• # of Suicide Prevention Week/Month event participants • # of faith based leaders and members trained in QPR • # of community suicide prevention events	AREA OF ENGAGEMENT	Health and Social Wellness
			PIER TACTIC	Prevention, Intervention
			AREA OF PREVENTION	Suicide
			KEY STAKEHOLDERS	Community at large, Friends and Family of victims, at-risk persons
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	13-Help Our Citizens Get Healthy		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
4. Create an awareness campaign centered on Suicide Prevention. Increase promotion of Suicide Prevention Week.	• Greater awareness across Louisville Metro about suicide prevention resources; reduced stigma towards mental health, depression and suicide	• Center for Disease Control has many materials available for use • American Foundation for Suicide Prevention	• Need for resources and partners to help distribute those materials
5. Partner with faith based organizations to provide training for faith leaders in recognition and counseling towards persons with mental health issues and/or is at risk for suicide.	• All religious organizations have members trained in QPR	• Many houses of faith within the community • Some houses of faith desire the training	• Human and/or capital assistance • Assessment of need
6. Assist local companies in creating protocols that assist employees with issues of mental health and suicide.	• All companies have members trained under QPR guidelines • All employees at risk of attempting or committing suicide are properly treated	• American Foundation for Suicide Prevention • Human resources departments • Employee Assistance Programs	• Human and/or capital assistance • Assessment of current policies • Relationships with business owners

GOAL #10 Decrease the number of overdoses throughout Louisville Metro by 10%, by December 2016	**PERFORMANCE MEASURES**	• Amount of available naloxone • # of times naloxone used in Jefferson County • Percentage of individuals re-arrested for substance use crimes • # of individuals and families utilizing treatment and recovery	**AREA OF ENGAGEMENT**	Health and Social Wellness
			PIER TACTIC	Prevention, Intervention, Re-Entry
			AREA OF PREVENTION	Overdose
			KEY STAKEHOLDERS	Families, First Responders(Fire/EMS/Police), Treatment Facilities, Emergency Rooms, Health Department, Recovering Individuals, Re-arrested offenders
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, deliver excellent city services		
INITIATIVES	**LMG STRATEGIC PLAN IMPACT**	3-Reduce Crime		

INITIATIVES	**DESIRED OUTCOMES**	**RESOURCES**	
		CURRENT	**NEEDED**
1. Research the effectiveness and availability of naloxone (brand name Naracan) and share findings with first responders and other drug prevention and intervention professionals.	• Increase in awareness of the availability and effectiveness of naloxone • Increase availability of naloxone	• Current drug prevention efforts in Kentucky	• Law changes that make it legal for all EMS personnel to administer naloxone • Time, funding, personnel, agency buy-in and ability to measure increase • Assessment of current knowledge and awareness among prevention and intervention professionals
2. Compile and disseminate harm reduction strategies, treatment and recovery supports and referral practices to community at large.	• Increase the participation and retention of clients and families in treatment and recovery support • Decrease in individuals re-arrested for substance use crimes	• Good network of treatment facilities • Detox available in Metro Corrections to start (Enough is Enough program) • AA and 12 Step Programs	• Time, funding, personnel, clients and families and agency buy-in • Ability to measure increase • Assessment of current needs and situations

GOAL #11 Decrease the number of youth report using illegal substances throughout Louisville Metro by 2% by December 2016	PERFORMANCE MEASURES	• # of pediatricians using standard abuse screening • # of youth reporting decrease and/or no drug use • # of prevention and intervention programs implemented and adopted	AREA OF ENGAGEMENT	Health and Social Wellness
			PIER TACTIC	Prevention, Intervention
			AREA OF PREVENTION	Overdose & Suicide
			KEY STAKEHOLDERS	Kentucky Chapter of the American Academy of Pediatrics Public, Private and Parochial and Independent Schools and Youth serving and Family service agencies and faith community
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, deliver excellent city services		
	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1 Increase by 20% the number of pediatricians using standard substance abuse screening questions during routine visits with youth.	• 20% increase in the number of pediatricians using substance abuse screening questions during visits with youth	• Collaborating Partners	• Pediatrician outreach • Recruitment base • Easy access to referral sources for substance-involved children and youth • Human and/or capital assistance
2 Convene public, parochial and private school systems in Louisville Metro to collaboratively develop and adopt comprehensive, standardized drug and alcohol policies and procedures; and upon adoption, achieve and maintain a 70% implementation rate by the schools within those systems.	• Youth report increase in parental disapproval, peer disapproval and perceived risk of harm • Youth report a decrease in 30 day substance use	• Collaborating Partners • PAL Coalition	• Comprehensive, standardized drug and alcohol policies • Procedures adopted and maintained by 70% of schools within the 3 systems • Consistent surveying of drugs and alcohol use among youth • Human and/or capital assistance
3 Convene public, parochial and private schools and other youth and family service agencies/organizations, prevention agencies and faith-based communities to adopt and implement substance abuse prevention and intervention strategies and practices for youth and families.	• Adopt and implement substance abuse prevention and intervention programs in schools, churches and youth serving organizations	• Collaborating Partners	• Adoption and implementation of substance abuse prevention/intervention programs and practices for youth and families across the Louisville area • Human and/or capital assistance

GOAL #12				
Assist in creating a climate in which residents, LMPD and LMPD officers have a more favorable relationship that includes increased trust and positive perceptions of one another through the promotion of legitimate, transparent and just exercising of LMPD officer (discretionary) power during citizen-officer encounters	**PERFORMANCE MEASURES**	• # of participants (police and citizens) at community and police sponsored events • Percentage of citizens reporting positive perceptions of LMPD and LMPD officers • # of social opportunities for intergenerational conversations and activities • # of reported officer-citizen personal interactions	**AREA OF ENGAGEMENT**	Juvenile and Criminal Justice
			PIER TACTIC	Prevention, Intervention, Re-Entry, Enforcement
			AREA OF PREVENTION	Homicide
			KEY STAKEHOLDERS	Area Community Groups
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, increase opportunities for returning citizens		
	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime		

INITIATIVES	DESIRED OUTCOMES	RESOURCES: CURRENT	RESOURCES: NEEDED
1 Increase the marketing and promotion of community meetings and attendance at both community and police-sponsored events through the development of street teams in hot spots and high impact areas that include young leaders (35 years and under). Members will disseminate information about community events (police sponsored and otherwise) and collect names at events.	• Increased community attendance in both community and police-sponsored events (particularly in targeted neighborhoods) • Increase in community perceptions of LMPD and LMPD officers	• Many existing community groups	• Recruitment of street team members • Human and/or capital assistance • Street team training and recruitment • Information to be shared • Uniform sign-in sheet
2 Develop social opportunities for community-based intergenerational conversations between older and younger members of high impact areas of the city.	• Increased inter-generational interactions to promote dialogue and information sharing	• TRIAD and other senior organizations and many youth-oriented organizations • Metro Community Centers	• Uniform sign-in sheet • Human and/or capital assistance • Building space, activities • Asset map
3 Increase, encourage and promote LMPD officer personal interactions with residents, attendance at community events and community-policing.	• More officer personal interactions with citizens, attendance at community events, community-policing strategies • Increase in community perceptions of LMPD and LMPD officers • Increased promotion of positive LMPD officer encounters	• LMPD Staffing Study • LMPD Trainings • LMPD Community Survey • Engaged LMPD officers	• Human and/or capital assistance • Communicate outcomes with public

GOAL #12 (Continued) Assist in creating a climate in which residents, LMPD and LMPD officers have a more favorable relationship that includes increased trust and positive perceptions of one another through the promotion of legitimate, transparent and just exercising of LMPD officer (discretionary) power during citizen-officer encounters	PERFORMANCE MEASURES	• # of LMPD in-service trainings • Percentage of citizens reporting positive perceptions of LMPD and LMPD officers	AREA OF ENGAGEMENT	Juvenile and Criminal Justice
			PIER TACTIC	Prevention, Re-Entry
			AREA OF PREVENTION	Homicide
			KEY STAKEHOLDERS	Area Community Groups
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, increase opportunities for returning citizens		
	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
4 Review LMPD training protocol-provided at both the Police Academy and through in-service courses-and, where appropriate, develop and implement new training protocols for all LMPD members to ensure that all LMPD members develop a more in-depth understanding of and ability to apply and respond positively to the following: a. Cross-cultural perspectives and issues that may exist in the communities to which they are assigned, or that may impact the citizens that the officers may reasonably encounter. b. The role implicit bias may play in their daily interaction with citizens. c. Interpersonal skills and procedural justice skills (including the value of active listening skills) that more closely aligns with LMPD's stated mission and values.	• More equitable and transparent LMPD-citizen interactions • Increased officer understanding of interest groups beyond their racial or socio-economic groupings • Increase in community perceptions of LMPD and LMPD officers	• Police Academy sensitivity and cultural awareness training • Legitimacy and Procedural Justice • Police Academy bias training • LMPD in-service training	• Human and/or capital assistance • More opportunities for citizens to be aware of the trainings and skills • Communicate outcomes with public
5 Regularly clarify the legal standard for Terry Stops (pedestrian stops) and subsequent searches (frisks) for both LMPD and the public and ensure that such encounters are handled respectfully. Provide regular training to officers via roll-call training and through training bulletins.	• More equitable and transparent LMPD-citizen interactions	• Police Academy Training • LMPD in-service trainings	• Human and/or capital assistance • More opportunities for citizens to become aware • Communicate outcomes with public

GOAL #12 (Continued) Assist in creating a climate in which residents, LMPD and LMPD officers have a more favorable relationship that includes increased trust and positive perceptions of one another through the promotion of legitimate, transparent and just exercising of LMPD officer (discretionary) power during citizen-officer encounters	PERFORMANCE MEASURES	• Percentage of citizens reporting positive perceptions of LMPD and LMPD officers • Percentage of citizens reporting knowledge of LMPD complaint process • # of BRIDGES and HOOPS participants	AREA OF ENGAGEMENT	Juvenile and Criminal Justice
			PIER TACTIC	Prevention, Re-Entry
			AREA OF PREVENTION	Homicide
			KEY STAKEHOLDERS	Area Community Groups
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, increase opportunities for returning citizens		
	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
6 Review both the data collection process and ensuing statistical analysis that is provided by the strategic developers to determine what role, if any, implicit bias plays in developing policing strategies i.e. VIPER Unit, Terry Stops and Traffic Stops.	• More equitable and transparent LMPD-citizen interactions	• Engaged police department • LMPD Data Center	• Human and/or capital assistance • Communicate outcomes with public
7 Promote and increase transparency and information sharing of the citizens' police complaint process to assist LMPD officers in better understanding and interacting with members of the community.	• More transparency and information sharing of existing data and activities • Positive perceptions of complaint and investigative process	• Citizens Commission on Police Accountability, LMPD Merit Board, Citizen Ombudsman	• Human and/or capital assistance • Communicate outcomes with public
8 Create small work group comprised of officers, JCPS teachers and area schools of education to help develop the guidelines and basic curriculum for a program centered on building relationships through idea/diplomacy/guidance (BRIDGES). BRIDGES could be an educational setting-program between LMPD and JCPS to allow officers time to discuss issues with area freshman.	• Better understanding & positive interaction between police/JCPS youth (trust) • Increased conflict resolution skills of officers and youth participants • Less youth engaged in corrections system • Allow for multiple interactions between LMPD officers and local youth	• Schools and educational settings • Manpower	• JCPS support /guidelines - talking points; training for police interaction group • Human and/or capital assistance • Communicate outcomes with public
9 Create a small work group of youth, dirt bowl representative(s), community based organization representative (s) and educators to develop the guidelines for a program focused on helping others through open police sessions (HOOPS).	• Better understanding & positive interaction between police/JCPS youth (trust)	• Dirt Bowl • Manpower	• Area leaders support/free food coupons • Human and/or capital assistance • Communicate outcomes with public

GOAL #13 Identify opportunities for three partnerships to implement evidence based practices to improve identified outcomes for at risk youth and returning citizens by December 2016	PERFORMANCE MEASURES	• Percentage of individuals not returning to incarceration • # of individuals utilizing the one stop re-entry centers • Percentage of individuals utilizing the one stop re-entry who found and sustained employment • Percentage of youth not suspended from school • Percentage of schools with implemented restorative justice practices	AREA OF ENGAGEMENT	Juvenile and Criminal Justice
			PIER TACTIC	Prevention, Intervention, Re-Entry
			AREA OF PREVENTION	Homicide
			KEY STAKEHOLDERS	JCPS Superintendent, JCPS, LMPD, State and Local Government, Attorney's Office, Correctional Facilities, Faith Based Leaders, Kentuckiana Works, Returning Citizens, Community at large
	RELEVANCE TO BLUEPRINT v 1.0	Enhance quality of intervention with individuals and families at first sign of risk, increase opportunities for returning citizens		
INITIATIVES	LMG STRATEGIC PLAN IMPACT	3-Reduce Crime		

INITIATIVES	DESIRED OUTCOMES	RESOURCES	
		CURRENT	NEEDED
1. Implement one to two pilots for 'one stop' re-entry service centers for returning citizens.	• Reduction in the percentage of individuals returning to incarceration • Increased percentage of individuals finding and sustaining employment • Increased percentage of individuals reaching educational goals	• Metro Reentry Taskforce KY Department of Corrections, Probation and Parole • Reentry Directory	• Human and/or capital assistance
2. Implement restorative practices in the local schools to target youth at high risk for involvement in the juvenile justices system.	• Reduction in the percentage of youth entering the juvenile justice system • Increased percentage of youth successfully progressing to next grade • Increased percentage of youth completing high school • Reduction in percentage/number of days suspended from school	• Restorative justice practices have been implemented in partnership with the court system • School system is familiar with restorative practices	• Human and/or capital assistance

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TO MAKE A
DIFFERENCE

Conclusion

The Phase II Blueprint for the OSHN is a timeless document, subject to adjustment and enhancement based on community needs, local data and capabilities. The 13 goals and 42 initiatives outlined in this document are not solely owned by the Mayor's Office but are owned in partnership with community partners, businesses and/or faith based organizations. The *One Love Louisville* Action Plan is a two year plan that will be under constant review by staff in the OSHN as well as the implementation team of local residents from various areas of the city. This document has narrated the past, present and future happenings of the OSHN and outlines the guiding frameworks and methodology, goals and initiatives. In order to create a city of safe neighborhoods where all citizens feel safe, secure and fully prepared for lifelong success, the OSHN is dedicated to this vision and will continue to work diligently to address homicides, suicides and overdoses in our community.

One Love Louisville asks for all citizens to *Be the One to Make a Difference* because we know that there is a lot of love in Louisville! The upcoming pages conclude the Phase II Blueprint by providing three *Be the One to Make a Difference* Tip Sheets. The purpose of the tip sheets is to provide methods and strategies for individuals and groups so that all Louisville citizens and businesses are aware of possible ways to be the one to prevent a homicide, a suicide or a drug overdose. These tip sheets are just the starting point; there are multiple means for citizens and businesses to become engaged and mobilized around the vision of safe and healthy neighborhoods. The tip sheets are to help begin the journey and thus we highly encourage everyone to seek out different and new ways to *Be the One to Make a Difference*!

Be the ONE to make a DIFFERENCE

TIP SHEET

Prevent a Homicide

Below are a few tips to assist Louisville residents to begin their journey towards creating a city where all citizens feel secure, supported and prepared for lifelong success:[24]

Business Community	• Create a companywide community volunteer or mentorship policy • Donate funding to local prevention efforts • Implement restorative justice practices (i.e. support the Ban the Box campaign) • Partner with local community based agencies, schools or houses of faith to develop programs and initiatives in your area
Concerned Citizens	• Participate in community programs and activities (i.e. Police Division programs, community agency activities, etc.) • Share resources with your friends, family members and peers • Become a mentor and/or join the Crisis Response Team
Community Advocates & Leaders	• Share community resources, create assets map of your community and share with public and your community • Support and/or partner with local Police Division activities, local government or community initiatives • Become a mentor and/or join the Crisis Response Team
Educators	• Implement restorative justice practices • Develop holistic teaching strategies • Share resources, experiences and expertise with peers, students and local community • Become a mentor and/or join the Crisis Response Team
Faith Leaders	• Share resources with congregation and public • Partner with nearby churches and community agencies to host community events and forums • Become a mentor and/or join the Crisis Response Team
Mental Health Professionals	• Share resources, knowledge and experiences • Partner with faith leaders, community leaders and local government efforts • Become a mentor and/or join the Crisis Response Team
Offenders	• Learn about the resources available to you • Utilize local faith leaders and community leaders for their expertise and experience, Find a mentor • Participate in community activities at your local Police Division or nearby community agencies
Parents	• Learn about the resources available to you and your children • Be active in your child's academic and social experiences • Participate in community events, community agencies and places of faith
Social Service Agencies & Workers	• Attend trainings: new ways of engagement and/or cross cultural knowledge • Share resources, expertise and time with public • Partner with nearby agencies, businesses, houses of faith and/or schools
Students	• Share your experiences with peers • Find a mentor or become a mentor • Participate in local community programs and activities
Survivors of Violence	• Share your experiences • Become a mentor and/or join the Crisis Response Team • Participate in Police Division, community agencies and other community programs and activities
Youth & Young Adults	• Find a mentor or become a mentor • Share your experiences with your parents/guardians • Attend school, community agencies and places of faith

[24] For more information on violence prevention see: http://www.cdc.gov/violenceprevention/overview/index.html

Be the ONE to make a DIFFERENCE

TIP SHEET

Prevent a Suicide

Below are a few tips to assist Louisville residents to begin their journey towards creating a city where all citizens feel secure, supported and prepared for lifelong success: [25]

Business Community	• Train managers and supervisors to identify suicide warning signs and the steps to take during crisis • Post suicide hotline number in break rooms, employee bathrooms or other employee gathering areas • Implement or promote Employee Assistance Program
Concerned Citizens	• Learn the warning signs and risk factors for suicide and locate nearby resources and share with peers • Act quickly if you believe someone is suicidal, do not hesitate; offer support and **Call 911** • Get involved in state, city and community efforts
Community Advocates & Leaders	• Educate your community on suicide and mental illness • Learn the warning signs and risk factors for suicide and locate nearby resources • Get involved in state, city and community efforts • Spread the message that suicide is preventable!
Educators	• Learn the warning signs and risk factors for suicide and locate nearby resources and share with peers • Complete Suicide Prevention (QPR) Training (www.qprinstitute.com) • Create smooth and consistent pipelines to help students at risk • Act quickly if you believe someone is suicidal, do not hesitate; offer support and **Call 911**
Faith Leaders	• Spread the message that suicide is preventable! • Learn the warning signs and risk factors for suicide and locate nearby resources and share with peers • Identify who to contact in an emergency
Mental Health Professionals	• Make changes within your professions • Participate in community outreach and prevention programs • Help teach the public warning signs and risk factors of suicide
Parents	• Learn the warning signs and risk factors for suicide and locate nearby resources • Understand that suicide is preventable • Attend a parent suicide prevention training and learn how to have tough conversations
Social Service Agencies & Workers	• Know the risk factors and warning signs • Identify your agency's policy on helping clients who may be at risk for suicide • Know that suicide is preventable
Students	• If you are in a crisis, get help immediately. **Call National Suicide Lifeline (1-800-273-TALK)** • Identify resources at your school; (i.e. guidance counselor, family resource or youth service center counseling center, health center, etc.) • Learn the warning signs and risk factors for suicide and locate nearby resources and share with peers
Suicide Attempt Survivors	• If you find yourself re-considering suicide, get help immediately. **Call 1-800-273-TALK** • Develop a strong support network; join a support group • Share your story of survival when you are ready
Family/Friend of Suicide Victim	• Share your story of survival when ready • Find a support group, become an advocate, mentor or volunteer • Know that you are not alone
Veterans	• Visit your local Veterans Affairs office and utilize the services and programs • Share your story of survival when ready • Become an advocate, mentor or volunteer
Youth & Young Adults	• Know that suicide is preventable • Identify the individuals in your life who you can go to if you are considering suicide • Learn the warning signs and risk factors for suicide and locate nearby resources and share with peers

[25] For warning signs and more information see: http://www.suicidepreventionlifeline.org/Learn/WarningSigns or http://www.cdc.gov/violenceprevention/suicide/index.html

Be the ONE to make a DIFFERENCE

TIP SHEET

Prevent a Drug Overdose

Below are a few tips to assist Louisville residents to begin their journey towards creating a city where all citizens feel secure, supported and prepared for lifelong success: [26]

Business Community	• Implement or promote your Employee Assistance Program • Donate to drug and alcohol prevention efforts and drug rehabilitation facilities • Share common signs of drug use and overdose with all employees • Provide crisis line number (**National helpline: 1-800-662-HELP**) and other community resources to employees
Concerned Citizens	• Share resources, knowledge and prevention tips with your community • Learn the signs and symptoms of drug use, drug overdose and drug addiction • Join and support local prevention coalitions in your area • Participate in and promote local prescription drug take back events
Community Advocates & Leaders	• Share resources, knowledge and prevention tips with your community • Join and support local prevention coalitions in your area • Participate in and promote local prescription drug take back events • Follow the overdose prevention action steps: 1) Check to see if they can respond; 2) Call 911; 3)Rescue Breathing; 4) Give Naloxone (If applicable); 5) Encourage the person to go to the hospital
Drug Users[27] (Prescription)	• Seek help for addiction; identify resources in your area; **Call National helpline: 1-800-662-HELP/Narcotics Anonymous: 1-800-974-0062** • Take medication as directed; pay special attention when mixing medications and drinking alcohol • Keep medication in secure and safe location away from children and store items appropriately • Do not take unlabeled or expired medications without checking with physician/pharmacist • Dispose of unused and expired medication properly • **Call 911 or your physician immediately** in case of suspected overdose
Drug Users (Illicit)	• Seek help; identify resources in your area; **Call National helpline: 1-800-662-HELP/Narcotics Anonymous: 1-800-974-0062** • Attend a Twelve Step Meeting in your area • Have an overdose plan with people you use with and don't share needles with others; don't mix alcohol, benzos/pills, heroin or methadone—any combination of these drugs can slow breathing and heart rate until both stop working
Educators	• Learn the signs and symptoms of drug use, drug overdose and drug addiction • Identify resources in your institution and community • Share resources, knowledge and prevention tips with students and peers
Faith Leaders	• Follow the overdose prevention action steps: 1) Check to see if they can respond; 2) Call 911; 3)Rescue Breathing; 4) Give Naloxone (If applicable); 5) Encourage the person to go to the hospital • Share resources, knowledge and prevention tips with your community • Join and support local prevention coalitions in your area
Family/Friend of Overdose Victim	• Share your experience; join a support group • Learn the signs and symptoms of drug use, drug overdose and drug addiction
Mental Health Professionals & Social Service Agencies	• Share resources, knowledge, prevention tips, signs and symptoms of drug use, drug overdose and drug addiction • Follow the overdose prevention action steps: 1) Check to see if they can respond; 2) Call 911; 3)Rescue Breathing; 4) Give Naloxone (If applicable) ; 5) Encourage the person to go to the hospital
Parents	• Learn the signs of drug use and drug overdose and identify the resources in your area • Talk with children frequently about the illegal use of drugs including prescription drugs and potentially harmful effects • Keep prescription drugs out of reach of children and dispense as directed
Overdose Survivors	• Seek help if you have not done so; **Call National helpline: 1-800-662-HELP/Narcotics Anonymous: 1-800-974-0062** • Learn the signs of drug use and drug overdose and identify the resources in your area • Share your story of survival; join a support group; volunteer with nearby rehabilitation facility
Youth & Young Adults	• Learn the signs of drug use and drug overdose and identify the resources in your area and share with your peers • Find a responsible and caring adult to talk to about drug use

[26] For more information on overdose prevention and drug use see: http://www.samhsa.gov
[27] For list of prescription drug drop boxes see: http://rxdrugdropbox.org/

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[28] See http://louisvilleky.gov/sites/default/files/safe_neighborhoods/violence_report.pdf

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City of Louisville

Blueprint for Safe and Healthy Neighborhoods: Phase II

2015-2017