



INSTITUTE  
FOR  
**NONVIOLENCE**  
CHICAGO

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# ANNUAL REPORT 2021



# WE MUST SCALE UP

Dear Beloved Community,

For almost six years, Nonviolence Chicago has taken up the peaceful charge against violence in the city. We have a **hands-on, minds-on approach** to ending violence by working in and as a part of each community we serve. As we work collaboratively with violence reduction groups, we remain thought leaders in the fight for peace. We work together to professionalize the field of violence prevention, as we train our courageous frontline workers and support staff.

Our goal is to participate in reviving peace and hope to the city's neighborhoods most affected by violence. We created a strategic plan that aims to build a continuum of care for our participants for as long as necessary. This requires moving beyond the role of a rapid response entity toward a more robust deliverer of ongoing services—with the goal of **transforming lives and communities**. To do this, we must scale our services, further research outreach efficacy, continue to build the civilian architecture and work in tandem with our trusted community, government and city partners, and address the effects of trauma on our staff and participants.

We thank you for your continued support of our mission and work as we cannot end the cycle of violence alone. Together we will build a more safe, peaceful and just city for all.

Choose Peace,



Teny Gross  
Founder & Executive Director



Wendy DuBoe  
Board Chair

We believe the  
best way to  
dismantle violence  
is to build the  
**BELOVED  
COMMUNITY**

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## OUR IMPACT

Chicago's most vulnerable neighborhoods are overwhelmingly Black and Latinx. According to the City of Chicago Violence Reduction Dashboard, violence has persisted for decades because underlying causes—systemic racism, disinvestment, lack of social services—have gone unaddressed. Meanwhile there has been an overreliance on policing when civilian interventions like the work of Nonviolence Chicago and our partners have been short-changed.

Nonviolence Chicago programming targets the reduction of gun violence as it is the deadliest and most prevalent form of violence in our beloved communities. Gun violence poses a direct threat to the lives of residents, and indirectly causes increased anxiety, housing devaluation, community disinvestment, and poorer health for local residents. Now we are at a critical juncture. Chicago must either address violence seriously to regain our lost population, similar to New York City and Los Angeles, or we risk population losses like Detroit.

Nonviolence Chicago is community-based. ***Our teams are from the neighborhoods they serve and are uniquely trained and qualified to mediate conflict and build peace through the lens of Nonviolence.*** This work provides an opportunity for many who were once part of the cycle of violence to build peace.

2016 - 2021

2,091

INCIDENTS RESPONDED TO

1,659

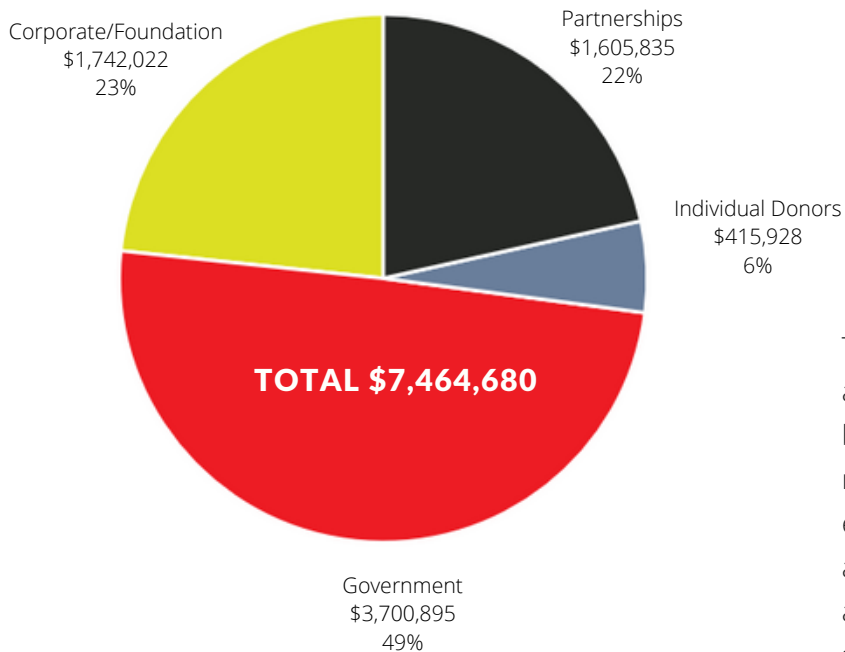
SHOOTINGS PREVENTED  
DUE TO CONFLICT  
MEDIATION

2,401

VICTIMS RESPONDED TO

## REVENUE

July 1, 2020 - June 30, 2021



**[CIVILIAN ARCHITECTURE] IS STARTING TO TAKE HOLD. MULTIPLE EXEMPT MEMBERS OF THE CHICAGO POLICE DEPARTMENT ARE FACTORING THIS INTO THEIR STRATEGIES.**

**WE'RE TALKING ABOUT IT NONSTOP. HOW CAN OUTREACH PLAY A **SIGNIFICANT ROLE**?**

**WE ARE CLEAR NOW THAT IT WILL BE A **SHARED RESPONSIBILITY**, AND WE ARE DEFINITELY GOING TO PUT THAT WEIGHT ON DIFFERENT COMMUNITY ORGANIZATIONS TO PLAY THAT ROLE.**

- Chief Ernest Cato III,  
Chicago Police Department  
Chief of the Bureau of Counterterrorism

## BUILDING THE CIVILIAN ARCHITECTURE

To address rising gun violence over a decade ago, New York and Los Angeles began funding a broader *civilian architecture* that included nonprofits, people with lived experience, law enforcement, city and county agencies. Based on an understanding that ***it takes collaboration*** and both public and private investment to succeed, in 2017, several private funders met with leaders in violence reduction to develop a civilian architecture specific to Chicago. Shortly thereafter, the Mayor's Office for Violence Reduction was created, and more public funding became available to support this growing network of service providers.

Original funders Partnership for Safe and Peaceful Communities, along with leaders in violence preventions including Communities Partnering 4 Peace (CP4P)—Chicago CRED and READI, among others—are now essential collaborators with law enforcement, city and county departments and community stakeholders to address violence reduction more holistically across the city. ***Nonviolence Chicago has played a seminal role in the development, design, and implementation of this civilian architecture of violence reduction*** since our inception in 2016.

**FLIP EXPANSION**

Flat-Lining violence Inspires Peace (FLIP), an initiative with Chicago CRED and CP4P, is a way to offer a first path to change for participants who were former drivers of violence in our communities. Participants take part in Nonviolence and conflict mediation training provided by Nonviolence Chicago trainers to prepare them for success, and then are provided with weekly stipends to help keep the peace on hot spots with which they are familiar. Outreach Supervisors check on FLIP workers throughout their shift and work with them to mediate conflicts.

In the summer of 2021, we grew our FLIP program, making it our largest ever implementation. Nonviolence Chicago recruited and trained 112 high-risk youth to be ambassadors for peace on their own blocks. This expansion included partnering with New Life Centers in Brighton Park. Specifically in Nonviolence Chicago service areas, FLIP workers conducted 105 conflict mediations and established 13 non-aggression agreements between opposing street groups. (The Northwestern Neighborhood & Network Initiative, 2022)

2021

IN **ALL 4** NONVIOLENCE  
CHICAGO NEIGHBORHOODS

**ALL SHOOTINGS****2.5%****NONFATAL SHOOTINGS****6.5%**

SOURCE: City of Chicago Violence Reduction Dashboard

**REENTRY 2.0**

Nonviolence Chicago's Reentry 2.0 is an intensive mentoring program for returning citizens in Austin and West Garfield Park. The program runs 5 days a week for 20 weeks and includes classes with Reentry Specialists as well as mentoring by Street Outreach Workers. The goal of the program is to decrease recidivism rates and provide social emotional awareness and workforce readiness training as participants reintegrate into society. Participants receive a stipend for participation to help address basic needs. The most recent graduates either joined FLIP in their areas, engaged in FLIP-like peacekeeping activities under the mentorship of Reentry Specialists, and 1 started his own trucking business—all taking positive steps towards a safer future.

# PROGRAM HIGHLIGHTS



***It felt good to go from passing out drugs to passing out backpacks.***

*- James (left) Former Participant, Current staff member*

2021

29,351

CONTACTS MADE WITH  
KEY VIOLENCE-INVOLVED  
INDIVIDUALS



*The community needs us.*

*We have to try our best to help out.*

*- Agustina (left) Victim Advocate*



We believe **NONVIOLENCE CAN BE LEARNED**, and as we put it into practice, things change. We've seen it happen.

### READI CHICAGO

READI is an intensive 12-month program operating out of Englewood, North Lawndale, Austin and West Garfield Park, with Nonviolence Chicago providing outreach services. Participants get paid to take part in daily job training, counseling, and cognitive behavioral therapy sessions. The program targets adult men who are at high-risk of taking part in gun violence or becoming a victim to it. A third of the 2,500 total participants have been shot at least once before enrolling and had an average of 17 arrests.

According to a University of Chicago study, READI has shown to be effective in reducing crime and violence.

**Participants were nearly two-thirds less likely to be arrested for a violent crime and nearly 20% less likely to be shot** themselves than a similar group of men that weren't in the program.

2021

2,433

HOURS OF SERVICE PROVIDED TO 444 OUTREACH PARTICIPANTS

6,197

HOURS OF SERVICE GIVEN TO 705 VICTIM SERVICES PARTICIPANTS

11,493

HOURS OF SERVICE PROVIDED TO 290 CASE MANAGEMENT PARTICIPANTS



*This program helps you learn how to deal with your emotions, communicate with others better. It provides an income and helps with resources.*  
- Emmanuel (center) Participant

2021

ALL SHOOTINGS

NONFATAL SHOOTINGS

AUSTIN

15%

10%

WGP

4%

6%

SOURCE: City of Chicago Violence Reduction Dashboard

We believe in **RADICAL COLLABORATION**. We all learn from each other. No one person or organization can defuse and dismantle violence alone.

**HOPE FOR THE BELOVED COMMUNITY**

Churchgoers often feel at a loss as to how to address the rising violence in their communities. Understanding that faith communities in Austin are under-utilized as key partners for street outreach, Nonviolence Chicago and Hope Community Church developed Hope for the Beloved Community in 2021. We also collaborated with other congregations in Austin to create trainings that foster intergenerational understanding and relationship building through honest dialogue, giving community members the supports and tools they need to build the Beloved Community where they live.

*In our first year, we trained over 250 participants from 6 different congregations.* It takes everyone to end the cycle of violence, and we are grateful for the partnerships built within our communities.

# ENDING VIOLENCE IS TOO IMPORTANT FOR US TO BE INEFFECTIVE.



**THERE ARE TOO MANY PEOPLE IN SEVERE NEED. ESTIMATES SUGGEST THAT FOR EVERY ONE PARTICIPANT IN A [NONVIOLENCE] PROGRAM ... THERE ARE 20 OTHERS IN THE SAME NEIGHBORHOOD WITHOUT COMPARABLE SERVICES.**

- Andy Papachristos, N3  
via the Chicago Tribune

## DATA DRIVEN

Nonviolence Chicago partners with The Northwestern Neighborhood & Network Initiative (N3) and the University of Chicago Crime Lab to gather data about our programs and practices. Their 2021 findings prove that our efforts have had meaningful impact—we are reaching those most likely to be impacted by violence. However, we also know that violence prevention organizations need to scale up to service the many individuals in need. More resources are needed to connect with more high-risk individuals.



**IN THE 18 MONTHS FOLLOWING OUTREACH PARTICIPATION, LEVELS OF GUNSHOT VICTIMIZATION WERE 20% LOWER FOR PARTICIPANTS.**

- Andy Papachristos, N3  
via the Chicago Tribune

## THE NORTHWESTERN NEIGHBORHOOD & NETWORK INITIATIVE (N3)

Nonviolence Chicago consistently makes every effort to professionalize the field of violence reduction, determine the efficacy of services, and improve our street outreach program. We want to find out what works and what doesn't, so we can increase our impact and be as helpful as possible in our communities.

To do this we are collaborating with N3 as part of their Community Gun Violence Response Collaborative. This research project aims to integrate the science of social networks into the practice of street outreach to develop resources that help us more accurately and efficiently reach high risk individuals, ultimately reducing community levels of gun violence.

The Collaborative will help develop best practices for the fair and transparent integration of data into violence intervention work. This research is invaluable to Nonviolence Chicago's success in ending the cycle of violence.

**WE ARE COMMITTED TO HAVING A MEANINGFUL IMPACT IN OUR COMMUNITIES.**






# OUR SUPPORTERS

We can never lose hope that every individual has the ability to change. And it is **OUR RESPONSIBILITY** to do our part in making that change happen.

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**TOGETHER** we can build a more safe, peaceful, and just Chicago for us all.

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