

Youth Peacemaker Fellowship Project

California Violence Intervention and Prevention (CalVIP) Grant
Program, Cohort 3

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Contents

Executive Summary	2
Project Background	3
Data Sources and Research Design.....	5
Evaluation Results	7
Program Activities	7
Participants.....	13
Program Goals	19
Challenges and Barriers	25
Covid Impacts	25
Other Challenges	26
Program Successes	27
Conclusion	28
Appendix A. Resiliency Checklist.....	30
Appendix B. Risk Assessment Criteria.....	31
Appendix C. Unique Participants Receiving Services by Quarter	32
Appendix D. Grantee Highlight	33

Executive Summary

The Youth Peacemaker Fellowship Project funded by the Board of State and Community Corrections California Violence Intervention and Prevention (CalVIP) grant served gang-involved youth with the goal of ending cyclical and retaliatory gun violence in Sacramento.

The project followed the Advance Peacemaker Fellowship model, which uses credible members of the community to serve as Neighborhood Change Agents (NCAs) and provide direct service and mentorship to participants or “fellows.” Over the grant period:

- The project enrolled 79 high-risk youth living in City of Sacramento focus areas for violence prevention. This enrollment number exceeded the target number (60 youth).
- Fifty-four of the 79 enrollees completed the program successfully.
- Four of six project goals were met or exceeded:
 - 100% of fellows had no new firearm-related injuries or hospitalizations (program goal: 75%).
 - 82% of fellows were free of any new criminal charges (program goal: 75%).
 - 82% of fellows reported an increased resiliency to gun violence (program goal: 80%).
 - 92% of participants engaged in career exploration, workforce readiness, or internship activities (program goal: 50%). Thirteen youth obtained employment, and two participants completed the Pipeline to Success workforce training program.
- Two program goals were not met:
 - 75% of enrolled fellows accomplish one or more goals on their Life Management Action Plans (LifeMAPs). The program goal was 80%.
 - 5% of participants received referrals to needed social services. The program goal was 100%.
- Through this work, lessons learned have included:
 - Building relationships and trust with youth takes time.
 - Regularly connecting with families can help ensure that messages youth receive from the program are reinforced at home.
 - To set youth up for success, significant support and instruction in conflict resolution, violence avoidance, and other social-emotional learning topics must be provided before socializing with youth from other neighborhoods.
 - Access to licensed mental health professionals has been challenging across the state. In the absence of a licensed therapist to provide group and individual therapy, this program successfully used non-licensed mental health professional to include principals of cognitive behavioral therapy into life skills classes.

Project Background

The Youth Peacemaker Fellowship Project funded by the Board of State and Community Corrections California Violence Intervention and Prevention (CalVIP) grant was an expansion of the original Youth Peacemaker Fellowship Project established in 2018. The original project served gang-involved youth with the goal of ending cyclical and retaliatory gun violence in Sacramento. The expansion funded by the grant added a prevention component. The goal of the expansion was to serve up to 60 high-risk youth aged 12-17 by providing up to 33 months of intensive case management and supportive services. The grant period started November 17, 2020, and service provision ran through June 30, 2023.

The Advance Peace Peacemaker Fellowship model uses credible members of the community to serve as Neighborhood Change Agents (NCAs) and provide direct service and mentorship to participants or “fellows.” Based on an assessment of each participant’s needs, specific project components that participants might receive included:

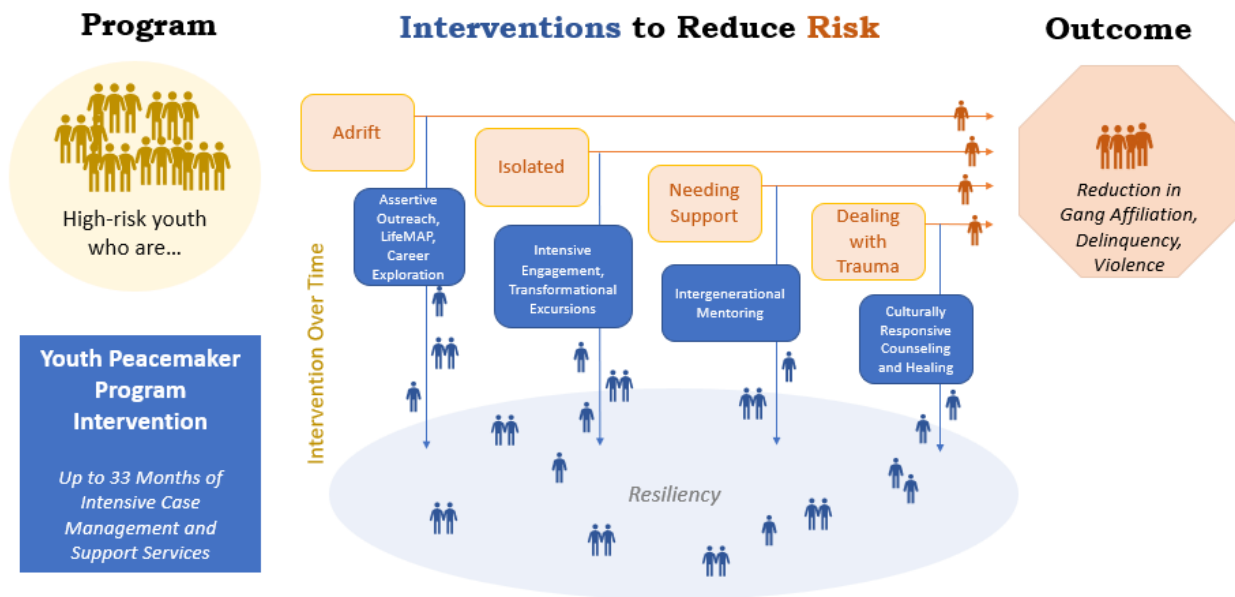
- Assertive outreach
- Individualized Life Management Action Plans (LifeMAPs)
- Intensive engagement
- Culturally responsive counseling and healing
- Transformational excursions
- Career exploration, workforce readiness, and internships
- Intergenerational mentoring

The goals of the project were to reduce the number of serious and chronic juvenile offenders involved in gun violence in the City of Sacramento. Specific expected outcomes were:

- 75% of enrolled fellows would have no new firearm-related injuries or hospitalizations once they entered the program.
- 75% of enrolled fellows would be alive and free of any new criminal charges once they entered the program.
- 80% of enrolled fellows would accomplish one or more of their LifeMAP goals.
- 100% of enrolled fellows would receive linkages to needed social services.
- 80% of enrolled fellows would report an increased resiliency to gun violence.
- 50% of enrolled fellows would engage in career exploration, workforce readiness, or internship activities.

Overall goals are shown in the logic model appearing in Figure 1, where high-risk youth receive individualized case management and support to reduce their risks for gang affiliation, delinquency, and violence.

Figure 1. Youth Peacemaker Fellowship Expansion Logic Model.



Successful completion

The work involved in making a meaningful difference in the trajectory of a youth’s life requires persistent and consistent engagement and support for a long period of time. For this reason, participants were not exited from the program with a “successful completion” during the grant period. Instead, participants were deemed to have successfully completed the program if they remained enrolled and actively engaged until the service provision portion of the grant was concluded (June 30, 2023) or had left prior having exhibited one or more of the following characteristics:

- Exhibited leadership or conflict management and resolution skills
- Did not appear in sites of conflict (both in-person or on social media)
- Remained enrolled and attending school regularly (or exited high school)
- Involved in college/training program, workforce, or other pro-social activities (sports, volunteer work, etc.)

Once data was compiled, it was found that only one successful completer disenrolled in the program before June 30, 2023, and did so in order to attend college.

Grant Partners

Key partner agencies for the Youth Peacemaker Fellowship expansion were originally The Center at Sierra Health Foundation, Advance Peace Sacramento, and Another Choice Another Chance. The Center at Sierra Health Foundation served as the fiscal sponsor for Advanced Peace, who would manage primary service provision for the program. Advanced Peace was to provide staff with culturally relevant experience, including staff who were either formerly or

currently involved in the justice system. Another Choice Another Chance (ACAC) was to provide a full-time therapist to conduct the life skills classes in each neighborhood and provide additional mental health/substance abuse services to fellows on an as-needed basis.

Initially, The Center at Sierra Health Foundation subcontracted with Safe Passages to act as a fiscal sponsor for Advance Peace and perform some management tasks for the project. Beginning in 2022, the South Sacramento Christian Center assumed the fiscal sponsorship and management role and service provision was transferred to Movement 4 Life, formerly the Sacramento chapter of Advance Peace.

Target Area and Population

The program focused on three target areas of the city—Del Paso Heights, Oak Park, and South Sacramento—which are priority areas for violence prevention. In 2019, nearly three-quarters of the homicides in the city occurred in these three neighborhoods, which are underserved neighborhoods with disproportionate rates of poverty and unemployment. The Youth Peacemaker Fellowship Program enrolled youth aged 12-17 who were identified as at high risk of either perpetrating or being the victim of gun violence.

Data Sources and Research Design

A number of different data collection tools were constructed for this evaluation:

- **Participant-level data** was collected each quarter. Participants' demographic information was collected, along with their start and end dates in the program, whether the participant had experienced firearm-related injuries or hospitalizations before or during enrollment, whether the participant had criminal charges before or during enrollment, and their risk level on entry.
- Each quarter, **program-related data** was collected for each participant, including the number of times the participant was contacted each month, what services participants received or engaged in during the quarter, progress on LifeMAP goals, referrals made for participants to other resources or services, and any employment, career exploration, or workforce preparation activity the participant had completed.
- Participants' increase in gun resiliency was measured in part with a **Resiliency Checklist** completed for each enrolled participant by their mentor each quarter. Mentors reviewed a list of items that indicated an increased resiliency to gun violence and marked any items that occurred during that quarter along with the date. Checklists were scanned and submitted with other participant-level data and tabulated to calculate the number of youths demonstrating increased resiliency to gun violence.
- In addition to the participant-level data collected, Movement 4 Life completed a **Program Component Measures** worksheet each quarter to track other aspects of the work. This worksheet collected the number of youths contacted for outreach purposes, the age and location of all Elder Circle mentors active that quarter, information on any

staff trainings that were delivered, culturally responsive counseling/healing sessions that occurred (included life skills classes), transformational travel, and intergenerational mentoring Elder Circles held.

- Finally, each quarter the evaluator held a meeting where **narrative information** was collected to both update all partners on program activities and to complete all of the sections of the quarterly progress reports (QPRs). Partners reviewed progress on goals and outcomes and reflected on any challenges experienced as well as success stories.

Research Design

The research design for this project included process and outcome metrics, which were collected quarterly using the data collection tools and methods described above. Process measures are covered in both the Program Activities and Participants sections of this report and include:

- Outreach activities expressed in the number of youth contacted.
- LifeMAP goals developed by youth and program staff.
- Intensive engagement measured in the number of contacts made between staff and enrolled youth each month and by the services provided to youth.
- Number of culturally responsive counseling and healing sessions (also known as “life skills classes”), their location, date, and number of youth and family members in attendance.
- Information on any transformational excursion held, including destination, date, and number of youth attending.
- Intergenerational mentoring circles held, the topics covered, the date, and the number of fellows attending.
- Participant enrollment and exit information.
- Challenges experienced and any adjustments made to overcome those challenges.
- Number of Elder Circle mentors on staff and their target neighborhoods.
- Training received by staff.

Outcome measures were developed and operationalized at the beginning of the project as a part of the Local Evaluation Plan. Data tools collected detailed information quarterly to monitor progress on each outcome measure. Outcomes were:

- 75% of enrolled fellows would have no new firearm-related injuries or hospitalizations once they entered the program.
- 75% of enrolled fellows would be alive and free of any new criminal charges once they entered the program.
- 80% of enrolled fellows would accomplish one or more of their LifeMAP goals.
- 100% of enrolled fellows would receive linkages to needed social services.

- 80% of enrolled fellows would report an increased resiliency to gun violence.
- 50% of enrolled fellows would engage in career exploration, workforce readiness, or internship activities.

Evaluation Results

Program Activities

The Youth Peacemaker Fellowship program included an array of different activities, which were briefly described in the project background. A more thorough explanation of each activity is included in this section.

Assertive Outreach

Outreach for this program was *assertive* in that it was persistent and consistent, with staff devoting their time to specific neighborhoods and repeatedly attempting to engage and establish rapport with the highest-risk youth. Two staff worked in each focus area (South Sacramento, Oak Park, and Del Paso Heights) performing assertive outreach. In addition to their outreach efforts, the program cooperated with other organizations in the city and received referrals from them. Some of the organizations who referred youth included Stanford Sierra Youth and Families, Rose Family Creative Empowerment Center, Mack Road Partnership, Vally Hi Community Center, the South Sacramento Christian Center, Mutual Assistance Network, Always Knocking, Healing the Hood, and the Black Child Legacy Campaign.

Historically, Advance Peace Sacramento and Movement4Life had enjoyed a good relationship with Sacramento Probation, which had resulted in a steady stream of referrals to their program. Early in the grant period, it was shared that Sacramento Probation had made some changes to their information-sharing protocols that had interrupted the flow of referrals. The gap in referrals was filled by building a strong relationship with the community organizations just mentioned, and as the Youth Peacemaker Fellowship program became established in the City, Movement 4 Life's relationship with probation was strengthened—particularly as Movement 4 Life has become a regular presence at the Youth Detention Center. Referrals from probation have started to come back to the organization.

The number of youth who were the focus of assertive outreach efforts was collected each quarter. Over the course of the program, assertive outreach was made to 172 youth. The total number of unique participants enrolled in the program as a result was 79. One participant enrolled, exited, and then re-enrolled a second time.

Individualized Life Management Action Plans (LifeMAPs)

Upon entry into the program, each youth was assessed so that program staff could evaluate needs and develop individualized support for them. Key areas examined included education, housing, employment, transportation, family/relationships, recreation, and physical and mental health. Using this information, program staff worked with the youth to develop both

short-term and long-term goals. These goals are placed on the LifeMAP. LifeMAPs represent a commitment between program staff and youth to work on goals together. Program staff commit to providing continued support and assistance to the youth in achieving their goals, while youth commit to working on their goals to make positive changes in their lives.

As will be discussed in the outcomes section of this report, the LifeMAPs completed for youth included many goals that were not achievable short-term goals. Instead, they were maintenance goals often involving maintaining a certain standard of behavior, such as maintaining good grades or positive relationships with caregivers. Maintenance goals do not show progress as clearly as an achievable short-term goal and may not produce the same feeling of accomplishment. While LifeMAPs are expected to be highly individualized, as each youth will have different plans for what they would like to accomplish, LifeMAPs for Youth Peacemaker Fellowship participants all shared core goals.

Goal completion on LifeMAPs is discussed further in the Outcomes section of this report. Development and monitoring of LifeMAPs was reported as a quarterly service under the category of Individual Development Planning/Life, Education, or Career Planning. Fellows often included employment goals within their LifeMAPs and so received support in preparing for and finding employment. Unique youth receiving either of these two services is shown below in Table 1.

Table 1. Services related to individualized Life Management Action Plans that were received by participants.

Service Category	Number of unique youth receiving service	Percent of unique youth receiving service
Individual Development Planning/Life, Education, or Career Planning	73	92%
Work/Career Readiness training	47	59%

Intensive Engagement

The program as described in the grant application strove to reach out to enrolled youth every day. Contacts might be in-person, via home or youth detention center visits, or contacts by phone, social media, or text message. Contacts helped youth stay connected with the positive influences of the program and its staff, who provided them with guidance, monitoring, and encouragement to stay the course. Program staff also kept in touch with participants' family members to keep channels of communication open and share information and resources.

Intensive engagement was tracked in two different ways for this evaluation. First, the number of contacts per participant was tracked and reported for each month. Second, case

management; behavioral health or supportive services; and home visits or contacts with family members were tracked as services.

Contacts with Participants

Overall, the average number of contacts each participant received per month varied between 1.91 and 44.6 contacts. The average number of contacts per month and average number of months in the program were calculated for three groups of participants: all participants, participants who exited with a successful completion of the program, and participants who exited the program for other reasons (Table 2). Note that some participants were only dropped from the program after contact had been lost for a number of weeks, which inflated the number of months that they were enrolled. Overall, participants averaged nearly 17 months in the program. Participants who successfully completed the program averaged 17.67 months enrolled, while participants exiting for other reasons averaged almost 15 months in the program.

While the grant application described a daily or nearly daily check-in with participants, data collected shows that participants averaged 14.59 check-ins each month. The average number of contacts per month was much higher for those participants who successfully completed the program (16.88) compared to those who did not (8.98).

Table 2. Summary information on contacts made with participants.

	Average months in program	Average number of contacts per month
All participants	16.79	14.59
Successful completions	17.67	16.88
Other participants	14.96	8.98

Case Management and Other Services

Data was collected on the participants who received Case Management, Supportive Services, Mental/Behavioral Health services, or home visits/contacts with family members each quarter and is outlined in Table 3. Note that supportive services were only reported during quarter 8 when participants received material support including school supplies, food, and clothing, depending on their individual needs. Only one participant received a behavioral health service—that participant experienced a crisis and was given a referral.

Table 3. Services related to intensive engagement that were received by participants.

Service Category	Number of unique youth receiving service	Percent of unique youth receiving service
Case Management	73	92%
Supportive Services	45	57%
Behavioral Health	1	1%
Home Visits/Contacts with Family Members	37	47%

Culturally Responsive Counseling and Healing

Culturally responsive counseling and healing was delivered via weekly two-hour life skills classes held in the three focus neighborhoods for this program: Oak Park, South Sacramento, and Del Paso Heights. Another Choice Another Chance (ACAC) was slated to provide the staffing for the life skills leader. Although the grant application says that the work will be done by a therapist, the program staff provided by Another Choice Another Chance was not a licensed therapist.

Although one-on-one and group counseling sessions were to be offered to any youth in need of additional mental health support, it does not appear as if any additional mental health services were provided to the youth by ACAC. Another Choice Another Chance did not provide sign-in sheets or any other documentation of their activities for the evaluation.

As part of the evaluation, a site visit was conducted on a life skills class occurring in the Arden Arcade area during June of 2023. At this time, students were both celebrating the end of a school year and grieving for a fellow student who was shot and killed in the neighborhood the night before graduation. Several youth attended to eat dinner together and talk about the death of their friend and their own plans for the future. Two of the youth present had been accepted to Sacramento State University in the fall, although it was clearly difficult to celebrate their own success during this difficult time. Youth appeared connected to program staff and to one another and were listening, sharing, and engaged in programming.

Life skills classes provided learning and content that bridged three different service categories reported quarterly to the BSCC. Participants engaged in learning around conflict resolution, anger management, violence avoidance, and other social-emotional learning topics. The setting was culturally responsive, leadership skills were reinforced, and pro-social activities were woven into the content of the sessions. Services related to life skills classes were reported quarterly and are outlined in Table 4.

Table 4. Services related to Culturally Responsive Counseling and Healing sessions.

Service Category	Number of unique youth receiving service	Percent of unique youth receiving service
Conflict Resolution/Anger Management/Violence Avoidance/Social-Emotional Learning Training	63	80%
Culturally Responsive/Culturally Competent Services	73	92%
Pro-Social/Leadership Skills and Activities	73	92%

Transformational Travel

The purpose of transformational travel is to bring trauma-impacted high-risk youth out of their environment to help them envision a life outside of their own. These opportunities not only broaden the horizons of youth who may never have traveled outside of the city but also provide an opportunity for youth to decompress and engage in a pro-social activity within a safe space. Finally, opportunities to travel serve as a reward for good behavior and incentive for youth to continue engaging with the program. To participate in transformational travel opportunities, youth had to attend life skills classes regularly, avoid new criminal charges, complete 70% of their LifeMAP goals, and demonstrate an increased ability to resolve conflict non-violently. All transformational travel dates appear in Table 5.

Table 5. Transformational Travel

Destination	Date	Number of Attendees
<i>King Richard</i> movie, Folsom, CA	12/4/21	20+
Monterey Bay Aquarium (Oak Park group)	1/21/23	12
Monterey Bay Aquarium (Del Paso Heights group)	1/28/23	11
Monterey Bay Aquarium (South Sac)	2/4/23	10
Santa Cruz Beach Boardwalk	5/20/23	15
Santa Cruz Beach Boardwalk	5/27/23	15
Santa Cruz Beach Boardwalk	6/3/23	20
Great Wolf Lodge, Manteca, CA	6/26/23	20
Great Wolf Lodge, Manteca, CA	6/27/23	12
Great Wolf Lodge, Manteca, CA	6/28/23	20

The original goal was to use transformational travel as an opportunity to bring youth from different neighborhoods together into the same space. The thought was that opportunities to form relationships with youth in other neighborhoods would decrease conflicts between

groups and reduce the chances of violent encounters. However, program leadership felt it was best to keep the groups separated. Nearly all transformational travel opportunities were conducted multiple times with the different groups of youth travelling on separate days. The exception was the first excursion, where more than 20 youth saw the movie *King Richard* in Folsom, California, as a large group. Although youth representing different neighborhoods were present, no fights occurred.

Almost a year passed between the *King Richard* movie excursion and the trips to the Monterey Bay Aquarium in January and February of 2023. Three different groups of youth were transported to Monterey for an all-day visit to learn about the sea life at the aquarium, provide a pro-social activity outside of Sacramento, and strengthen relationships with mentors and other program staff. In May and June 2023—toward the end of the grant period—groups of youth were also taken to the Santa Cruz Beach Boardwalk and the Great Wolf Lodge water park in Manteca, California.

Internships

Once a youth had demonstrated readiness and had gained job skills to help set them up for success, youth had an opportunity to participate in an internship. Youth were required to be enrolled in the program for at least 12 months before placement was secured. Information regarding youth placed into actual internship positions were not found in any of the data reported by Movement 4 Life, although ten youth secured either temporary or permanent employment as part of their LifeMAP goals.

Intergenerational Mentoring

Part of the Youth Peacemaker Fellowship program included intergenerational mentoring, where male volunteers or *elders* come together with participants to mentor in a group setting. Five Elder Circle mentors covered focus areas of Sacramento. Elder Circle mentors ranged in age from 45 to 69, and all were male.

Regular meetings with elders covered different topics. The intention of intergenerational mentorship is to provide additional positive connections with caring adults while also transferring knowledge from mentors to participants on various topics. Mentoring sessions and their topics appear in Table 6. Note that while the grant application stated that intergenerational mentoring would occur monthly, sessions were irregular and held less frequently.

Table 6. Intergenerational Mentoring Sessions.

Topic	Date(s)	Number of Participants
Importance of Family Support/Appreciation	May 5, 2022	9
	May 6, 2022	9
Dream Chasing/Goal Setting	August 18, 2022	14
	August 19, 2022	10
Principles of Kwanza	December 26, 2022	Not reported
Youth, Politics, and Business	January 13, 2023	15
	February 10, 2023	17
	March 10, 2023	20
Studio Lessons	April 1, 2023	4
Young Man Striving	May 1, 2023	4
Earn as You Learn Work Readiness Project	June 1, 2023	2

One-on-one mentoring was a continuous activity, and mentors could provide support in a variety of areas in a participants' life, some of which were already discussed in other sections of this report. Mentorship was tracked and reported as a service in quarterly reports. Table 7 shows the unique participants receiving mentorship services, individualized violence intervention services, and trauma-informed/restorative justice practices services over the lifetime of the grant.

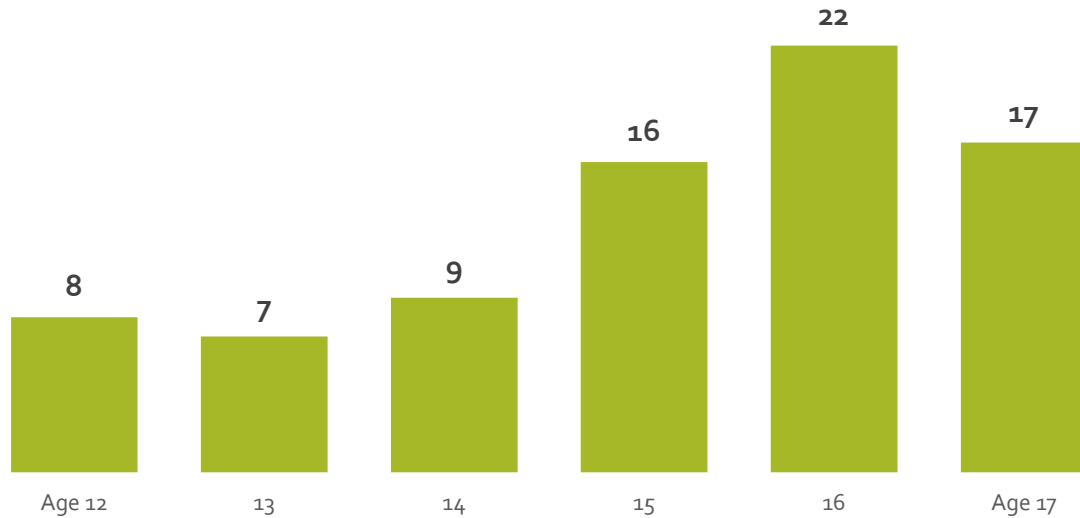
Table 7. Services related to Intergenerational Mentoring.

Service Category	Number of unique youth receiving service	Percent of unique youth receiving service
Mentoring	73	92%
De-escalation/Violence Interruption/Intervention Services	45	57%
Trauma-informed/Restorative Justice Practices	3	4%

Participants

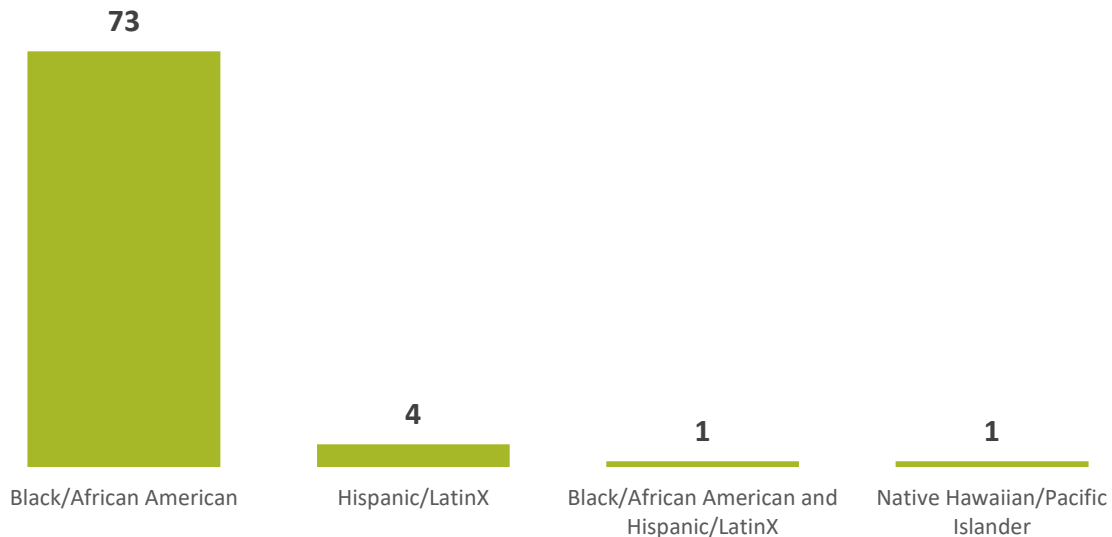
While the target number of participants was 60, the Youth Peacekeeper Fellowship program served a total of 79 participants. One participant enrolled, exited, and then re-enrolled a second time but is included only once in the figures and tables below. The program enrolled youth between 12 and 17 years of age, but data in Figure 2 shows that most youth enrolled in the program were between 15 and 17 years old. Sixty-one of enrolled youth were male, and 18 were female.

Figure 2. Youth enrolled in the program by age.



As shown in Figure 3, nearly all (73) participants were Black/African American. Four participants were Hispanic/LatinX, one participant was both Black/African American and Hispanic/LatinX, and one participant was Native Hawaiian/Pacific Islander. Seventy-six participants lived with their parents, and the remaining three lived with relatives. Because all youth were school-aged, high school outcome data (for example, graduation status) was not collected.

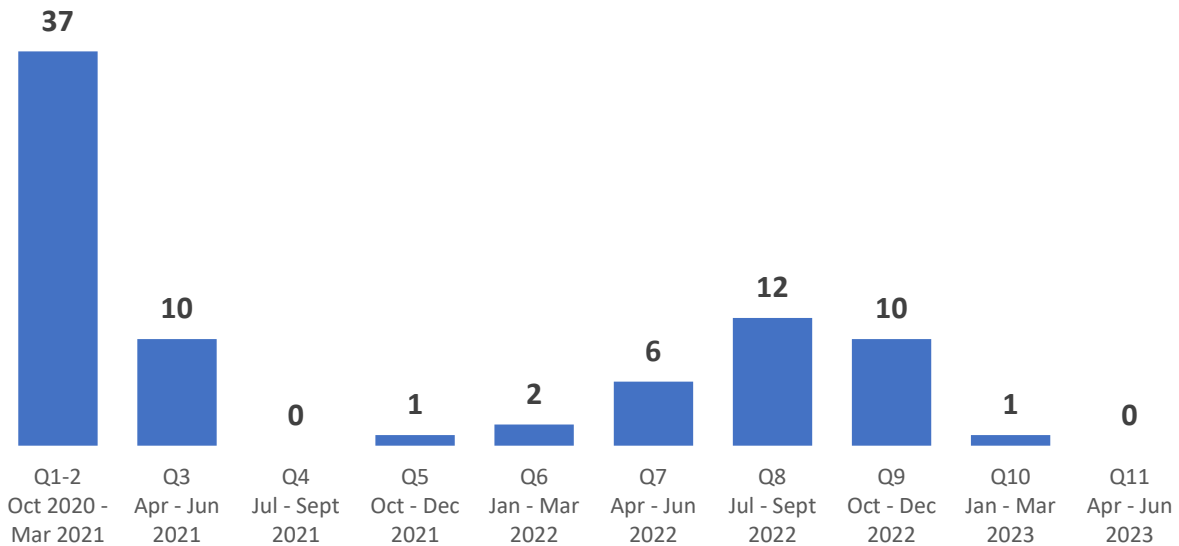
Figure 3. Nearly all participants were Black/African American.



As shown in Figure 4, many enrollments were completed during the first three quarters of the program—47 participants were enrolled between October of 2020 and June of 2021.

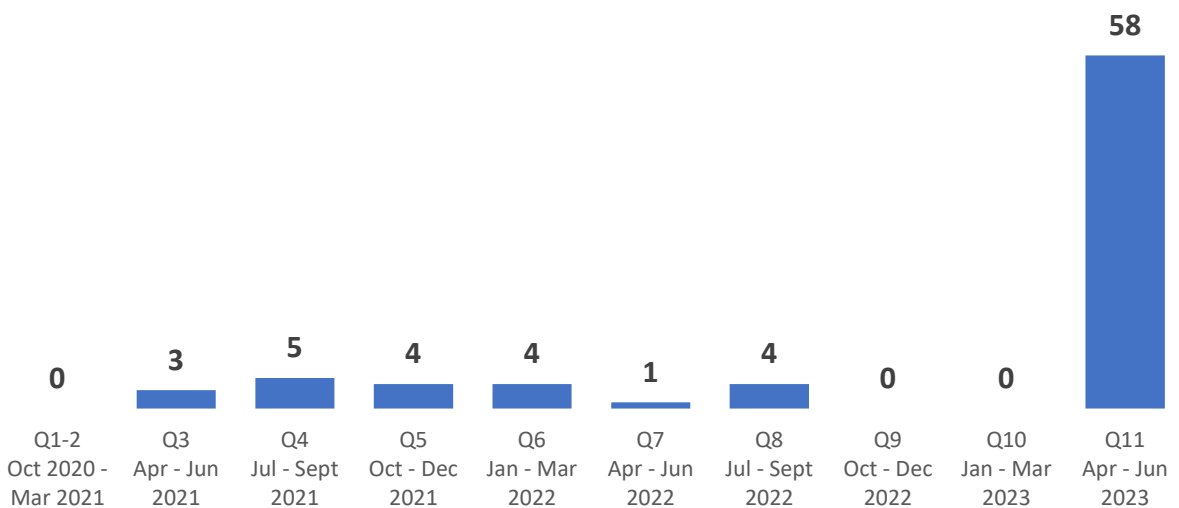
Enrollment slowed until April of 2022, and between April and December of 2022, an additional 28 youth were enrolled.

Figure 4. Number of first-time enrollments per quarter.



Most quarters experienced a small number of exits throughout the grant period. Most participants were exited at the end of the program (Figure 5). As was previously noted, exit dates sometimes occurred after a period of no contact with the youth and do not always reflect the precise date when a youth disengaged from the program.

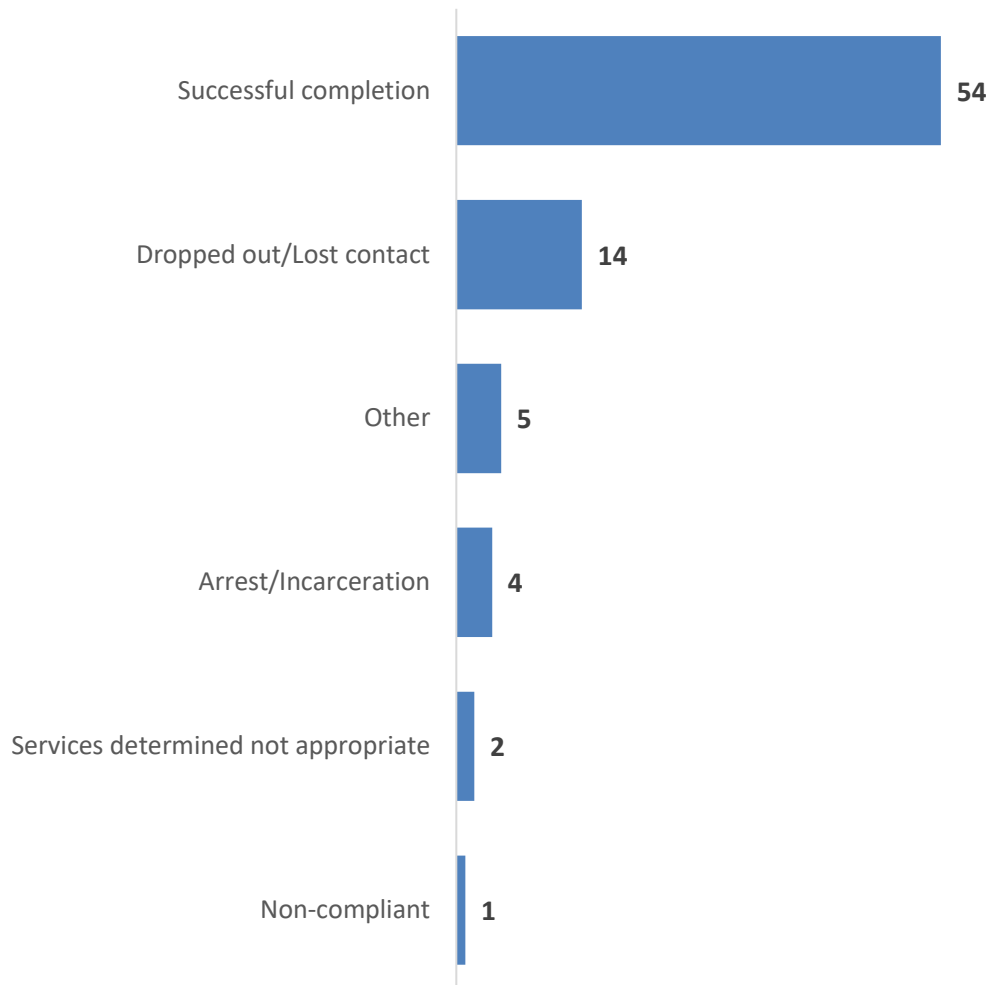
Figure 5. Number of First-Time Exits per Quarter.



Of the 80 enrollments within the grant period (79 unique participants), 54 were successful completions (Figure 6). Fourteen participants were exited after youth dropped out or program

staff lost contact with them for a number of weeks. Four participants were exited for *Other* reasons (for example, because they moved from the area), and four exited after they were incarcerated or arrested. Two participants were exited after program staff deemed the services not appropriate, and one participant was disenrolled for being non-compliant.

Figure 6. Most exits resulted in successful completion of the program.



Assessment of Risk

Youth risk levels were assessed before or during program enrollment. In the early stages of the program, risk levels were defined as shown in Table 8. Definitions were established by Advance Peace/Movement 4 Life and documented by the evaluator. All risk level definitions are based on research-based identifiers of risk. There is always an element of interpretation involved when assessing risk that may impact the categorization process. Note that every youth participating in the program was assigned a high-risk status on enrollment.

Table 8. Risk assessment levels at entry.

High risk	Medium risk	Low (but some) risk
<p>At least one of the following:</p> <ol style="list-style-type: none"> 1. Aggressive communications on social media 2. Associating with known offenders 3. Referral from law enforcement 4. Victim of gun violence 5. Career jacker (robber, home invasions etc.) 6. Victim of carjacking, robbery (drugs, jewelry, money, etc.) 7. Reputation for resorting to violence 8. Murder music/gang rapper 9. Known to carry or have access to weapons (firearms) 	<p>None of the High-risk indicators and at least one of the following:</p> <ul style="list-style-type: none"> • School dropout and unemployed • Anger management issues (documented by justice system, schools, or community partners) • Habitual follower • Mental health issues • Substance abuse problems 	<p>None of the High-risk indicators and at least one of the following:</p> <ul style="list-style-type: none"> • Underhoused or homeless status • Engaged in social services • Economically disadvantaged • Resident of a neighborhood with high rates of violence

Once service delivery was officially taken over by Movement 4 Life, criteria for either maintaining or reducing risk status were defined:

Criteria to Reduce Risk Level

1. Higher Learning (College, High School Graduation, Vocational Education).
2. Career Focus / Employment / Job Training / Internship.
3. Scholastic efforts, disciplinary free, consistent school attendance (Jr. Fellows).
4. Positive Social Media Presence / Consistent Contact with M4L Mentors / Consistent Life Skills class attendance and consistent participation in all aspects of M4L cohort/program (excursions, pop-ups, improved relations at home and in community).
5. Refraining and maintaining social distance from language and behavior that can lead to violence.
6. Engaging in and adopting new hobbies that reinforce positive attitudes and behaviors and reduce idle time.
7. Increased focus and heightened awareness of oneself. Minding their own business. Refraining from gossip, slander, and mischief making.
8. Cognitive Behavioral Therapy, Positive Attitude.

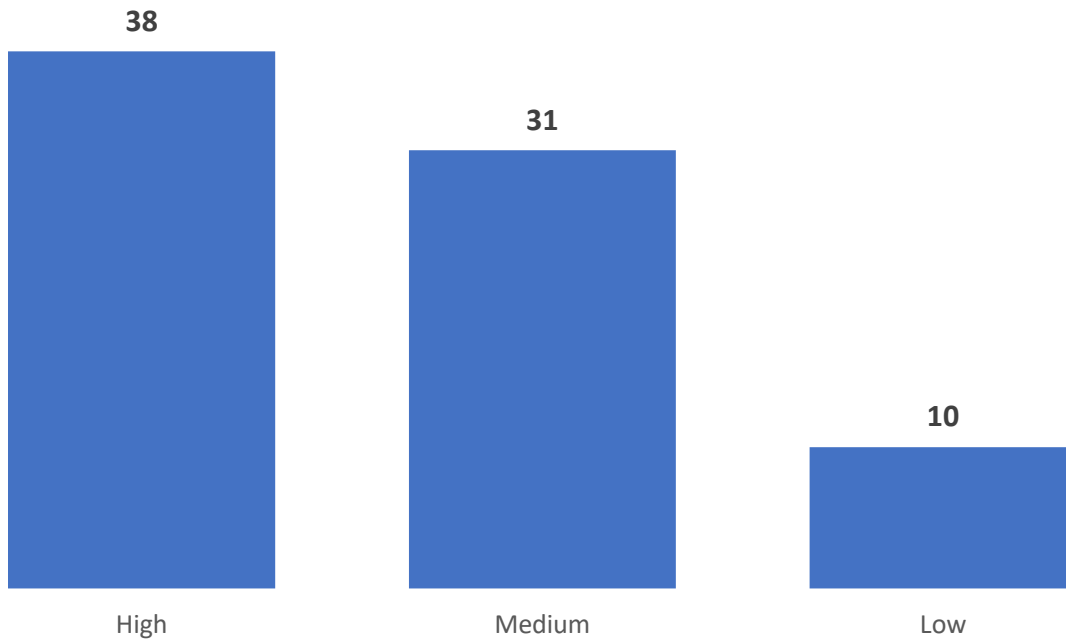
9. Compliance with parents, probation, and parole.
10. No contact with law enforcement/ no new arrests.

Criteria to Increase/Maintain High-Risk Status

1. Gang activity / Music that glorifies violence and misogyny
2. Frequent contact with law enforcement/ multiple arrests
3. Possession of firearms
4. Poor attendance in school / dropped out of school
5. Lack of employment
6. Lack of self-awareness
7. Negative social media presence / gossip, slander, and behavior that could lead to violence
8. Toxic relationship with family, friends and significant other
9. Depression, anger issues, and impulsive anti-social behavior
10. Noncompliance with parents, probation, or parole

Participant-level data tracking included the risk assessment status at both entry and exit. As was mentioned previously, all participants received a *High* risk assessment status on enrollment into the program. Figure 7 shows participant risk levels on exit. Thirty-eight participants maintained a *High* level of risk on exit, 31 were at a *Medium* level of risk, and 10 were at a *Low* level of risk.

Figure 7. Participant risk levels on exiting the program.



Program Goals

The Youth Peacemaker Fellowship project had six goals. By the end of the program:

- 75% of enrolled fellows would have **no new firearm-related injuries or hospitalizations**.
- 75% of enrolled fellows would be alive and **free of any new criminal charges**.
- 80% of enrolled fellows would **accomplish one or more LifeMAP goals**.
- 100% of enrolled fellows would **receive linkages to needed social services**.
- 80% of enrolled fellows would report **an increased resiliency to gun violence**.
- 50% of enrolled fellows would engage in **career exploration, workforce readiness, or internship activities**.

Firearm-Related Injuries or Hospitalizations

The first goal of the program was the prevention of any firearm-related injuries or hospitalization among participants. When participants were enrolled in the program, they were asked if they had ever experienced a firearm-related injury or hospitalization. Their responses were recorded on the participant-level tracking sheet. Every quarter, program staff checked the enrollment list and indicated whether any fellows had experienced a firearm-related injury or hospitalization during that quarter. Information about injuries or hospitalizations was collected from participants themselves or from family members, other members of the community, or social media. Responses were tracked each quarter of the program and entered into the participant-level tracking sheet.

Of the 79 participants enrolled over the course of the grant, only one participant had experienced a firearm-related injury or hospitalization before enrollment. No participants experienced a firearm-related injury or hospitalization while enrolled in the program. The target percentage for this goal was 75%.

100% of fellows had no new firearm-related injuries or hospitalizations.

Program goal: 75%

New Criminal Charges

The second goal of the program was to prevent participants from acquiring any new criminal charges. Participants were asked if they had any criminal charges before enrolling in the program, and each quarter, program staff reviewed the participant list to record any criminal charges incurred that quarter. Note that information regarding criminal charges was gathered from the participants themselves, family members, other community members, and social media. Because Movement 4 Life provided regular services within the Youth Detention Facility, they sometimes received information on their fellows through those visits or through

conversations with probation. Rosters were not checked against official data sources held by youth probation.

Among the 79 participants enrolled in the program, 11 had criminal charges prior to enrollment. Of those 11, six incurred additional criminal charges after enrolling in the program. Sixty-eight enrolled fellows did not have criminal charges before enrolling, and eight of them incurred new charges after enrolling. Overall, 65 of 79 participants had no new criminal charges after enrolling in the program (Table 9). Program goals included ending the program with 100% of the fellows alive and 75% free of any new criminal charges. Both aspects of this goal were met, with 100% of fellows alive at program end, and 82% free of new criminal charges after enrollment.

Table 9. Criminal charges before and after program enrollment.

	Number of Participants	Incurred criminal charges during program enrollment	No new charges during program enrollment	% with no criminal charges during enrollment
Had criminal charges before program enrollment	11	6	5	45%
No criminal charges before program enrollment	68	8	60	88%
Total	79	14	65	82%

100% of fellows were alive at program end, and 82% of fellows were free of any new criminal charges.

Program goal: 75%

LifeMAP Goals

As discussed under the program activities section, program staff worked with each enrolled fellow to develop a Life Management Action Plan (LifeMAP). LifeMAPs are a list of both short-term and long-term goals that help youth make progress toward a successful life and away from violence. LifeMAP goals should be individualized and designed based on youth needs and hopes for the future. The goal was for 80% of enrolled fellows to accomplish one of their LifeMAP goals.

LifeMAP goals were tracked on the participant-level spreadsheet for each participant, allowing the evaluator to better understand the areas that youth and their mentors were working on

within the program. Goal progress was documented and submitted with other data every quarter.

Instead of individualized LifeMAP goals, all of the LifeMAPs for junior fellows contained the same 5 goals:

- Academic: either maintaining good grades or improving school attitude.
- Not engaging in violence.
- Workforce preparation or employment
- Avoiding hostile environments
- Maintaining relationships with family members

Only 16 youth had additional individualized goals in their LifeMAPs, such as joining a sports team, satisfying conditions of probation, or other employment or academic goals. Most of the goals in the LifeMAPs were maintenance goals, meaning it was more difficult to measure progress on goal achievement over the course of the grant. Participants couldn't be said to have achieved many of the maintenance goals until they exited the program.

Achieving short-term goals is a way that youth can feel success and increase engagement with the program. The inclusion of maintenance goals on LifeMAPs did not allow for short-term goal completion and the feelings of accomplishment that might accompany goal achievement.

At the end of the last reporting cycle, it was noted that 15 youth did not have LifeMAP data submitted to the evaluation. As a result, the final QPR stated that 44 participants had completed one goal, 20 met no goals, and 15 had no goal data at all. Program staff submitted additional LifeMAP data for those 15 missing participants well after the closing of the last QPR deadline. Results are included in this final evaluation report. Goal completion data is provided in detail in Table 10 so that completion of maintenance goals can be reviewed separately from other goals.

Seventy-four participants had *Maintain Good Grades* as their first LifeMAP goal, and the remaining five had *Improve School Attitude*. It is unknown how successful goal achievement was determined for either goal. In general, program staff entered a value of *Ongoing* for maintenance goals while the program was running. The last participant-level data collection sheet indicated whether participants had completed a goal or whether it was not met. For this goal, notes were also included in the sheet when a goal was completed because a participant had graduated. Two participants graduated in 2021 (mid-program). Any participant who graduated in 2023 (close to program end) or had a *completed* value in the worksheet was counted as meeting Goal 1 at program end. Overall, 65% of participants met the goal of *Maintaining Good Grades*, and all 5 participants met the goal of *Improving School Attitude*.

Goals 2-5 were the same for every participant. Goals 2 (not engage in violence), 4 (avoid hostile environment), and 5 (maintain relationship with family) were strictly maintenance goals that could not be achieved prior to program end. Sixty-three percent of participants met the goal of

not engaging in violence, 63% avoiding hostile environments, and 67% maintained relationships with family. Goal 3 (prepare for workforce entry) was completed prior to program end by 13 participants who gained temporary or permanent employment. An additional 33 participants were marked as having completed this goal by program end. Overall, 58% of participants achieved the goal of preparing for workforce entry. Of the 16 participants with additional individualized goals, 15 completed them (94%).

Table 10. Completion of LifeMAP goals by participants.

LifeMAP Goal	Number of participants with this goal	Goal completed prior to program end	Goal completed at program end	Percent completed
Goal 1. Maintain good grades Improve School Attitude	74 5	2 graduated 2021 0	46 5	65% 100%
Goal 2. Not engage in violence	79	0	50	63%
Goal 3. Prepare for workforce entry	79	13 employed	33	58%
Goal 4. Avoid hostile environment	79	0	50	63%
Goal 5. Maintain relationship with family	79	0	53	67%
Additional Individualized Goals	16	14	1	94%

Table 11 summarizes the number of unique participants who completed at least one LifeMAP goal. Fifty-nine participants (75%) completed at least one goal over the course of their enrollment. Twenty-four (30%) completed at least one goal prior to program end.

Table 11. Unique Participants Completing LifeMAP Goals.

	Number of Unique Participants	Percent
Completing at least one goal prior to program end	24	30%

Completing at least one goal by program end	59	75%
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The goal for the program was that at least 80% of participants would accomplish one or more LifeMAP goals. Seventy-five percent of participants accomplished this goal, five percentage points short of the target.

75% of enrolled fellows accomplished one or more LifeMAP goals.
Program goal: 80%

Linkages to Needed Social Services

As was explained by the Movement4Life, most of the participants in this program come from low-income families with needs for material assistance (groceries, toiletries, school supplies, etc.) and support from other community-based agencies. A goal of this program was to link youth and their families to social services, provide referrals, or offer other support as needed. Since a full assessment of risk and needs was a part of the enrollment process, program staff would have the information necessary to determine whether each youth had specific needs so that support could be offered.

Data on referrals was requested quarterly along with other participant-level data. Referrals provided to participants were entered into an Excel worksheet. Numbers of referrals reported were low throughout the grant period, a fact that surfaced in evaluation meetings and in the QPR reports. Over the grant period, only four participants were provided with referrals (5%), and this target was not met. It is unknown whether referrals were provided to fellows but not reported in the data collection tools.

5% of participants received referrals to needed social services.
Program goal: 100%

Increased Resiliency to Gun Violence

The original data collection plan for this measure included administering a student survey to record the number of enrolled youth reporting participation in anger management or therapy, reporting positive interactions with youth from rival neighborhoods, reporting greater skills in conflict resolution, or exhibiting behaviors like seeking out adult assistance to help solve serious problems.

Early in the project, Movement 4 Life reported just how difficult it had been to engage with youth and earn their trust. Youth were reluctant to share personal information or engage with any organizations perceived to be closely tied with official agencies (like police or probation). In short, Movement 4 Life felt that not only would newly enrolled youth refuse to participate in a

survey, but they would likely not be truthful. In fact, encountering a survey on this topic risked having them disengage from the program.

Data collection on this measure was modified in order to support the grantee in establishing trust while still gathering information around increased resiliency. A participant-level Resiliency Checklist was filled out for each participant every quarter by that participant's mentor (see Appendix A). The data sheet contained five items a participant could demonstrate to show increased resiliency:

- Participated in therapy
- Participated in anger management
- Youth reported positive interaction with youth from rival neighborhoods
- Youth reported greater skills in conflict resolution
- Youth sought out mentors, Neighborhood Change Agents, or other adults to help them solve serious problems.

Mentors could choose how they might gather that information, using case notes, observations, or conversations with youth's family or with the youth themselves. When any of the items in the checklist was exhibited, the mentor would check the box and note the date. Results of the checklist were recorded each quarter to calculate the number of unique participants who showed an increased resiliency to gun violence through the checklist.

In addition, any youth who received a service under the category of Conflict Resolution/Anger Management/Violence Avoidance/Social Emotional Learning was deemed to have demonstrated an increased resiliency to gun violence. Sixty-five of the 79 participants (82%) showed increased resiliency to gun violence through one or more measures, just over the target percentage of 80%

82% of participants reported an increased resiliency to gun violence.

Program goal: 80%

Career Exploration, Workforce Readiness, and Internships

A goal of the program was to help prepare youth for the workforce and provide them with the tools they need to find and maintain employment. Any participant who completed a career interest inventory, participated in a speaker series about careers, received workforce exploration, preparation, or training, or who were employed or entered into an internship were tabulated for this goal. Participation in either Work/Career Readiness or Individual Development Planning/Life Education, or Career Planning service categories were counted as meeting this goal. Of the 79 participants enrolled during the grant period, 73 (92%) had participated in those services.

Table 12 displays the number of participants satisfying this goal by criteria. All participants who experienced this positive outcome received services under the Individual Development Planning/Life, Education, or Career Planning service category for at least one quarter. Among the 73 participants receiving this service, the average number of quarters where this service was received was 3.75. Forty-seven participants received Work/Career Readiness Training services for at least one quarter. The average number of quarters where this service was received was 2.49. Finally, 16 participants demonstrated success in this outcome by obtaining temporary or permanent employment or in being referred to an outside work readiness or vocational training program. Overall, 73 unique participants (92%) satisfied at least one of the three criteria for demonstrating a successful outcome, far higher than the 50% target.

Table 12. Participants satisfying the Career Exploration, Workforce Readiness, and Internships outcomes by criteria.

Criteria	Number of Unique Participants	Average Number of Quarters Service was Received	Percentage of Participants
Received Individual Development Planning/Life, Education, or Career Planning Service	73	3.75	92%
Received Work/Career Readiness Training	47	2.49	59%
Gained permanent or temporary employment or referred to work training program	16	N/A	20%
Satisfied any of the above criteria	73	N/A	92%

92% of participants engaged in career exploration, workforce readiness, or internship activities.

Program goal: 50%

Challenges and Barriers

Quarterly reports submitted for this project detailed any challenges that were encountered when working to achieve each goal. Because the pandemic was a significant barrier to day-to-day work and to achieving program goals, Covid impacts are addressed below separate from other challenges that were experienced.

Covid Impacts

The beginning of the Covid-19 pandemic was marked by a nationwide stay-at-home order occurring in March of 2020. This grant period began in November of 2020. Public health orders continued to restrict the normal operations of schools and workplaces until May of 2023. As

such, the Covid 19 pandemic impacts were felt by grantees. The quarterly progress reports completed for the grant and submitted to the BSCC included a section where the impacts of the pandemic could be reported.

In late 2020 and early 2021, public gatherings continued to be discouraged and facilities like community centers where life skills classes and other program components might be held were closed. Because the backbone of the Youth Fellowship Project was connecting mentors with fellows in person to build trusting relationships, engage in regular in-person life skills classes, and participate in transformative travel, Covid created a huge disruption in the provision of services to youth. By 2022, social gatherings had resumed, and service provision was fully operational. Some youth participants and staff contracted Covid, and, while everyone was able to recover from the illness, maintaining an adequate level of staff to provide services became a challenge. Even with the discomforts of masking, testing, and vaccinations, there were no reports of youth declining to participate because of any of the public health measures.

In addition to the direct impact of the pandemic described above, indirect impacts were also felt heavily in the community. Participants' families felt the economic and mental health impacts of pandemic interruptions.

By the summer of 2022, however, the impacts of the pandemic had diminished to such an extent that the grantee reported no impacts due to Covid for Quarters 8 through 10.

Other Challenges

Two main types of challenges were encountered with the Youth Peacemaker Fellowship project over the lifetime of the grant. The first type included typical challenges a program might face as they began operations and learned what adjustments needed to be made to improve implementation. First, staff realized just how difficult it was to get youth from rival neighborhoods to work together and carry lessons of nonviolence with them when they left life skills classes. To address this, they stepped up mentoring efforts and gave youth more time in life skills classes before they attempted to mix groups from different neighborhoods.

They also learned that transportation issues were coming up for youth. Transportation issues were a barrier to regular attendance for some youth, and staff quickly learned that Zoom was not an effective substitute to in-person sessions. Staff provided rides for youth whenever possible and began planning for the purchase of vehicles for the organization to help meet those needs.

Early in the program, the county probation department changed their practices of referring youth out to local organizations. Without probation as a steady source of referrals, staff had to find other ways to develop their outreach to recruit youth into the program. They were able to adjust their recruitment efforts and meet their target enrollment goal by developing networks with other community-based organizations. Over the life of the grant, they received referrals from Stanford Sierra Youth and Families, the Rose Family Creative Empowerment Center, Mack

Road Partnership, Valley Hi Community Center, South Sacramento Christian Center, Mutual Assistance Network, Always Knocking, Healing the Hood, and the Black Child Legacy Campaign. In addition, Movement 4 Life has begun regular work within the county Youth Detention Facility, which strengthened their connections with probation staff and created a new channel for receiving referrals from the probation department. By the end of the grant period, Movement 4 Life had more referrals than staff could handle.

Finally, staff realized that the lessons they were teaching youth were often contradicted by the words or actions of parents and caregivers at home. Mentors and others worked to expand their communication so that families received more information that enabled them to reinforce the information they were learning at life skills classes back at home.

The second type of challenge encountered with the project was the impacts of larger societal forces well out of the organization's control. One of the most difficult challenges faced by the program was gaining access to licensed mental health providers to support the program with regular cognitive behavioral therapy sessions and one-on-one or group counseling sessions to help youth deal with trauma. California has been experiencing a shortage of mental health workers for a number of years.

Sacramento had a particularly intense winter during the program that made program attendance challenging and displaced some youth out of their housing. In addition, during the project's lifetime, economic impacts of inflation—particularly on fuel and food—strained the program's resources. Finally, with a low level of unemployment, Movement 4 Life found it particularly difficult to hire staff, particularly female mentors to serve young women in the program.

Program Successes

One indirect goal of this project was to support Movement 4 Life's capacity to engage in violence prevention and youth development work in the future. Over the period of the program, Movement 4 Life created a network of relationships with other agencies and organizations across the county. In addition, they reported that staff had attend 30 training sessions on a variety of topics, including:

- Credible Mentorship training
- Intervention and Street Outreach training
- Community Violence Intervention Best Practices
- Juvenile Mentorship training
- Youth Mental Health First Aid (YMHFA) training

When the program began, it was a challenge simply to build trust with youth to a level where they would be comfortable engaging with the program. The fact that this program successfully operated regular life skills classes and enrolled 79 participants (more than the 60-participant

target) in the program speaks to its growing ability to successfully run violence prevention programs.

The Youth Peacemaker Fellowship project met four of its six goals. Some of the successes were:

- 54 of 79 participants completed the program successfully.
- 100% of participants experienced no firearm-related injuries or hospitalizations once enrolled.
- 82% incurred no new criminal charges once enrolled.
- 82% of participants demonstrated an increased resiliency to gun violence.
- 92% of fellows completed some type of workforce preparation or career exploration activities.
- Six participants graduated from high school, 13 participants obtained employment, and 2 participants completed the Pipeline to Success workforce training program in plumbing.

As a part of this evaluation, Movement 4 Life was asked which aspects of the program they felt were most impactful for youth. They felt that life skills classes, regular contacts and check-ins with program staff, and transformational travel opportunities were the most impactful. Movement 4 Life felt that all those activities filled a void in their fellows' lives.

Based on information collected quarterly on how different aspects of the program were going confirmed that life skills classes acted as the backbone of the program and helped keep youth engaged, served as a framework for educating youth on handling conflict, making decisions that supported their life goals, and planning for a successful future. Life skills classes were an opportunity to socially connect with mentors and other fellows on a regular basis.

Transformational travel opportunities were well attended, and appealing locations were chosen to provide youth with experiences well outside of what they might regularly encounter in Sacramento.

Conclusion

The Youth Peacemaker Fellowship program was successful in conducting outreach and enrolling high-risk youth in the City of Sacramento at risk of being involved in violence. Life Skills classes, intensive engagement with mentors and other program staff, and opportunities for transformational travel were the strongest elements of this program. LifeMAPs and career exploration and workforce preparedness activities were also valuable.

Future cohorts of the Youth Peacemaker Fellowship program might benefit from additional individualized short-term goals in their LifeMAPs so that they can experience success in achieving goals before exiting the program. In addition, youth might benefit from being connected to other community resources. Very few fellows in this cohort received referrals to

outside agencies, and social services navigation is one of the seven touchpoints in the Peacemaker Fellowship model on which this program was based.

Appendix A. Resiliency Checklist

BSCC CalVIP Resiliency Checklist

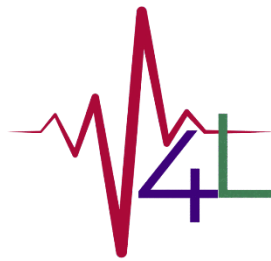
Write the youth's name below. **Take care when transmitting this form to others.** The SCOE program evaluator does **not** receive youth names. Instead, please provide youth initials below. For help with this, contact Rami Arafah at Sierra Health Foundation.

Youth Initials: _____

Please check the box next to each item below. The date field should be your best estimate of when each activity occurred. If you don't know the date, you can also use the date you checked the box.

Check when completed (any time during the grant)	Item	Date
<input type="checkbox"/>	Participated in therapy	
<input type="checkbox"/>	Participated in anger management class	
<input type="checkbox"/>	Youth reported positive interaction with youth from rival neighborhoods	
<input type="checkbox"/>	Youth reported greater skills in conflict resolution	
<input type="checkbox"/>	Youth sought out mentors, NCAs, or other adults to help them solve serious problems	

Appendix B. Risk Assessment Criteria



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Movement 4 Life Risk Assessment Criteria

CRITERIA TO REDUCE RISK LEVEL

1. Higher Learning (College, High School Graduation, Vocational Education)
2. Career Focus/ Employment / Job Training/ Internship
3. Scholastic efforts, disciplinary free, consistent school attendance (Jr.Fellows)
4. Positive Social Media Presence/ Consistent Contact with M4L Mentors/ Consistent LifeSkills attendance and Consistent Participation in all aspects of M4L cohort/program (excursions, pop-ups,improved relations at home and in community)
5. Refraining and maintaining social distance from language and behavior that can lead to violence
6. Engaging in and adopting new hobbies that reinforce positive attitudes and behaviors and reduce idle time
7. Increased focus and heightened awareness of oneself. Minding their own business. Refraining from gossip, slander,and mischief making
8. Cognitive Behavioral Therapy , Positive Attitude
9. Compliance with parents, probation and parole
10. No contact with law enforcement/ no new arrests

CRITERIA TO INCREASE/MAINTAIN HIGH RISK STATUS

1. Gang activity/ Music that glorifies violence and misogyny
2. Frequent contact with law enforcement/ multiple arrests
3. Possession of firearms
4. Poor attendance in school / dropped out of school
5. Lack of employment
6. Lack of self awareness
7. Negative social media presence/ gossip, slander, and behavior that could lead to violence
8. Toxic relationship with family, friends and significant other
9. Depression , anger issues and impulsive anti social behavior
10. Non compliance with parents, probation or parole

Appendix C. Unique Participants Receiving Services by Quarter

Service Category	Q 1-2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11
Case Management		3	41	42	44	49	60	71	73	73
Conflict Resolution/Anger Management/Violence Avoidance/Social Emotional Learning Training/Cognitive Behavioral Therapy		0	0	0	33	38	51	61	61	63
Cognitive Behavioral Therapy		0	0	0	0	0	0	0	0	0
Culturally Responsive/Culturally Competent Services		3	41	42	44	49	49	67	73	73
De-escalation/Violence Interruption/Intervention Services		0	0	0	0	27	45	45	45	45
Health: Mental/Behavioral		0	0	0	0	0	1	1	1	1
Health: Physical Health		0	0	0	0	0	44	44	44	44
Individual Development Planning/Life, Education, or Career Planning		3	41	42	44	49	61	61	63	73
Life skills/Healthy Choices/Family Management		0	0	0	0	0	16	16	16	16
Mentoring	30	33	41	42	44	49	61	61	73	73
Pro-social/Leadership Skills and Activities	30	33	41	42	44	49	49	57	73	73
Supportive Services		0	0	0	0	0	45	45	45	45
Trauma-Informed/Restorative Justice Practices		0	0	0	0	3	3	3	3	3
Work/Career Readiness Training		20	41	42	44	44	44	44	47	47
Home Visits		0	0	0	0	0	37	37	37	37
Contacts w Family Members		0	0	0	0	0	37	37	37	37



Youth Peacemaker Fellowship Project

Movement 4 Life

<https://movement4life.org/>

Established in 2018, Movement 4 Life is a community-based gun violence reduction program based on the Peacemaker Fellowship model. **Seventy-nine Sacramento youth aged 12-17 at high risk for involvement in gun violence participated in the program.**



Program Design

Intensive Engagement	Culturally Responsive Life Skills Classes	Mentoring	Transformational Travel
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Participant Outcomes

<p>100%</p> <p>had no new firearm-related injuries or hospitalizations after enrolling</p>	<p>82%</p> <p>had no new criminal charges after enrolling</p>
<p>82%</p> <p>Reported an increased resiliency to gun violence</p>	<p>92%</p> <p>engaged in career exploration, workforce readiness, or internship activities</p>