

Nashville Community Coalition for Youth Safety

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Five Year Strategic Plan

Draft

February 9-10, 2007

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This report was supported by CDC Cooperative Agreement #: 1 U49 / CE 0001091 from the National Center for Injury Prevention and Control. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of Centers for Disease Control and Prevention.

Coalition Name

The Nashville Community Coalition for Youth Safety (*formerly Youth Violence Prevention Coalition*)

Mission

To make Nashville safe for all youth and their families by supporting actions that promote hope, opportunities, and success through strategies that encourage individual commitment, collaborative partnerships, and strength-based approaches.

Vision

To make Nashville communities safe for youth and their families by promoting peace.

Core Operating Principles

- **Accountability:** We are accountable to our youth, each other, and the community for working together to make Nashville a safe place for all youth, and their families.
- **Collaboration:** We will engage academic/community partnerships to make Nashville a safer place for all youth, and their families.
- **Comprehensive:** We will apply a developmental/ecological model to guide Coalition activities.
- **Consensus:** We will create a safe and welcoming environment for all to participate through building trust and consensus, and withholding judgment.
- **Creative:** We are committed to taking challenges head on and to thinking “outside the box”.
- **Cultural Sensitivity:** We are sensitive to the role of culture and turf in the lives of youth and communities.
- **Diversity:** We embrace diversity of race/ethnicity, culture, age, gender, sexual orientation, background and opinions and in being honest with ourselves and each other.
- **Hope:** We believe that solutions for reducing youth violence are possible and within reach.
- **Inclusive:** We will strive to ensure that all community members have a stake and a voice in preventing youth violence.
- **Personal Commitment:** We are individually and collectively committed to action through the investment of personal time and resources to “walk the walk.”
- **Respect:** We respect and value all voices and views at the same level regardless of age, gender, race, income, or educational level.
- **Strength-based:** We will build upon community assets, resources, programs, and people with proven records of demonstrated effectiveness.
- **Transparency:** We are committed to transparency of actions.
- **Youth Empowerment:** We seek and value youth voice and involvement and are committed to developing paths and opportunities for learning from each other with compassion and respect.

Organizational Structure

Membership: Membership is open to all persons and organizations that support the Coalition's mission, core operating principles, goals and objectives.

Leadership: Coalition officers include an elected chair and two vice chairs. An Executive committee shall be comprised of Coalition officers, chairs of standing committees, and work groups.

NUPACE staff and members of the research and data collection / dissemination cores will serve as ex-officio members of the Executive committee and staff to the Coalition.

Meetings: The full Coalition shall meet on a regular schedule at agreed upon times and locations but at least quarterly.

Year One Goals and Objectives

Goal 1: To build a structure that supports and sustains an action-oriented coalition to prevent youth violence.

- Objective 1: A clear description of roles, responsibilities and relationships between NUPACE, the coalition, coalition members and targeted communities will be completed by month xx.
- Objective 2: Committed officers with clear roles and responsibilities will be elected by month xx.
- Objective 3: A written plan to ensure Coalition membership reflects the diversity of the communities being served will be completed by the end of month xx.
- Objective 4: Action oriented work groups will be established to mobilize Coalition efforts by the end of month xx.
- Objective 5: A five-year plan to prevent youth violence will be completed by month xx.
- Objective 6: A user-friendly, electronic, data and information repository about youth violence and violence prevention resources will be established by month xx.
- Objective 7: The Coalition will be recognized as the "coordinating center" for youth violence prevention in Nashville by the end of the first year.

Goal 2: To promote community ownership, participation, and support of Coalition initiatives.

- Objective 1: Public, faith and community organizations that deal directly with youth and reflect the diversity of Nashville/Davidson County will be identified and invited to join the Coalition by the end of month xx.
- Objective 3: An interactive website that promotes community participation will be established by month xx.
- Objective 3: A needs assessment of knowledge, attitudes and behaviors (KAB) among staff of public and community agencies about youth violence prevention will be completed by month xx.
- Objective 5: Primary, secondary, and tertiary youth violence prevention response protocols will be developed for public and community agencies by month xx..
- Objective 6: A continuing education plan for training staff in using primary, secondary, and tertiary violence prevention response protocols will be completed by month xx.

Goal 3: To ensure youth from various backgrounds have input into all coalition activities.

- Objective 1: Formal partnerships with a minimum of four youth groups and organizations will be established to solicit youth input of the causes and recommend strategies to prevent youth violence by the end of month xx (e.g. schools, community-based organizations, youth leadership group, annual youth summit, etc.).
- Objective 2: A minimum of four schools will be targeted for increasing adult mentoring of youth/students.
- Objective 3: The Coalition steering committee will include youth membership.
- Objective 4: Youth leadership councils will be established and supported at a minimum of four target high schools.
- Objective 5: Four youth initiated violence prevention projects will be supported by the Coalition in year one.

Coalition Goals for Years 2-5

Goal 1: To create a citywide prevention plan to reduce youth violence.

- Objective 1: To get input into and get buy in from public and private agencies for the Nashville youth violence prevention 5-year plan by the end of year 2.
- Objective 2: To demonstrate the effectiveness of the Coalition in reducing youth violence
- Objective 3: To develop a sustainable relationship with targeted media partners.
- Objective 4: To conduct an annual NUPACE conference on youth violence prevention.
- Objective 5: To establish a visible identify that is positively accepted by the community.
- Objective 6: To be recognized as the information clearinghouse on youth violence in Nashville.
- Objective 7: To support forums which promote education in the community about youth issues.
- Objective 8: To establish an interactive youth violence prevention website that promotes involvement of community members and youth.
- Objective 9: To identify the needs of 16-24 year old, out-of-school youth.
- Objective 10: To work with public and community organizations to establish a comprehensive city-wide plan to address the needs of 16-24 year old, out of school youth.
- Objective 10: To establish a media campaign that promotes the Coalition's vision.
- Objective 11: To establish a data collection system that enables the Coalition to conduct community needs assessment and to evaluate targeted prevention interventions.
- Objective 12: To provide ongoing staff training to improve community response to youth violence prevention activities.

Goal 2: To support efforts of Coalition members in promoting the hope and safety of children, youth and their families in Nashville/Davidson County.

- Objective 1: To develop a community response plan that addresses the needs of persons affected by youth violence and organizations that serve them.
- Objective 2: To support efforts of Coalition members to secure new resources to prevent youth violence.
- Objective 3: To establish sustainable data collection and dissemination systems on youth violence, risk and protective factors and outcomes.
- Objective 4: To engage the media in responsible reporting on youth violence in Nashville/Davidson County.

Goal 3: To support the expansion of existing programs and the establishment of new successful youth development activities.

- Objective 1: To continually seek out youth involvement to ensure their voices are heard. Objective 2: To sustain efforts that promote adult involvement with youth/students.
- Objective 3: To support youth leadership / peer mentoring efforts.
- Objective 4: To assist with the establishment of youth development programs, such as mentoring, career workshops, job preparation seminars, and college readiness.
- Objective 5: To increase awareness about gangs and what stakeholders can do to help youth find alternatives to gang involvement.
- Objective 6: To support the establishment of job shadowing, training, and placement programs for in-school and out of school youth.

Goal 4: To establish diversified funding for a sustainable Coalition and programs.

- Objective 1: To increase community awareness of what community organizations are doing to make Nashville safe for children, youth, and families, and of their resource needs.
- Objective 2: To develop relationships with corporate and philanthropic partners and facilitate linkages with coalition members.
- Objective 3: To create an annual budget with safe and sustainable resources.
- Objective 4: To establish an administrative structure that will enable the Coalition to obtain funding to sustain itself.
- Objective 5: To advocate for additional funding of youth violence prevention activities from city, state, and federal government.

Goal 5: To develop a strong public policy focus.

- Objective 1: To regularly inform local and state officials about youth violence and of prevention activities of the Coalition and its members.
- Objective 2: To develop and publish a guide for youth as they transition to becoming independent and responsible adults.
- Objective 3: To recognize annually a person who has made a significant contribution to youth violence prevention in Nashville/Davidson County.