

HALIFAX

P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 14.1.7
Halifax Regional Council
March 20, 2018

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY:

Original Signed by 

Jacques Dubé, Chief Administrative Officer

DATE: March 6, 2018

SUBJECT: CeaseFire Halifax Funding Proposal

ORIGIN

December 18, 2017 Motion of Board of Police Commissioners:

- The Board of Police Commissioners recommends that Regional Council:
 1. Request a staff report to examine the potential for continued funding for the CeaseFire Halifax program (formally called CeaseFire in the HRM—*Building a Nova Scotia Approach*), the assessment of which should be in keeping with the principles outlined in the Public Safety Strategy.
 2. Direct, with the agreement of the CAO, that the staff report be prepared by the Municipality's Public Safety Advisor.
 3. Require that the staff report come back to Halifax Regional Council for consideration prior to the final HRM budget for 2018/2019.

- January 16, 2018 Motion of Halifax Regional Council:
 1. Request a staff report to examine the potential for continued funding for the CeaseFire Halifax program.
 2. the assessment of which should be in keeping with the principles outlined in the Public Safety Strategy.
 3. Direct, with the agreement of the Chief Administrative Officer (CAO), that the staff report be prepared by the Municipality's Public Safety Advisor.
 4. Require that the staff report come back to Halifax Regional Council for consideration prior to the final HRM budget for 2018/2019.

LEGISLATIVE AUTHORITY

HRM By-law No. P-100 Respecting the Board of Police Commissioners for the Halifax Regional Municipality:

S.8 (2) The Board in accordance with the *Police Act* and HRM By-laws may carry out any of the following roles and responsibilities:

Recommendation on next page

- (b) provide civilian governance on behalf of the Council in relation to enforcement of the law, the maintenance of law and order and the prevention of crime within the municipality;
- (c) In consultation with the Chief of Police, review priorities, goals and objectives of the municipal police service;
- (e) prepare and submit in consultation with the Chief of Police and the Chief Administrative Officer or delegate, to Council an annual budget for the municipal police service. The municipal council shall only exercise global budget approval and shall only accept the police service budget submitted to it by the board or refer back to the board with instructions that it be altered upward or downward by a specific dollar amount or percentage;

RECOMMENDATION

It is recommended that Halifax Regional Council direct staff to:

1. Explore components of the CeaseFire model for adaptation into existing youth programming; and
2. Investigate external funding options to support youth focused crime prevention programs.

BACKGROUND

CeaseFire Halifax began as a four year pilot program funded by Public Safety Canada's National Crime Prevention Centre (NCPC) through its Youth Gang Prevention Fund, a funding stream specifically targeted to "youth with a demonstrated history of serious violence and/or who are clearly at risk of joining gangs and/or are already in gangs".¹ The program received funding as an evidence-based intervention, meaning that it has proven to be effective through sound research methodology and has produced consistently positive patterns of results.²

The CeaseFire program originated in Chicago as a methodology for reducing shooting incidents and homicides in the city. Applying lessons learned from public health efforts to prevent the spread of infectious diseases, its founder, Dr. Gary Slutkin developed a program to prevent shootings involving youth by changing behaviors, attitudes, and social norms most directly related to gun violence. Based on the premise that exposure to violence leads to further violence, CeaseFire (since renamed Cure Violence), involves direct violence interruption and conflict mediation, outreach support, community mobilization and public education (see Attachment 1 for a full description of core program components and its logic model).

CeaseFire Halifax was developed with training and support from Cure Violence headquarters in Chicago. It focuses on young men 16-24 years of age, already involved, or at high risk of becoming involved, in gang violence (with a specific focus on those with African Nova Scotian heritage). The program operates exclusively in the following geographic areas: Dartmouth North, North-End Halifax (Mulgrave Park and Uniacke Square), the Prestons and Cole Harbour. Community consultations, in the wake of a concentration of gun-related violence affecting these geographic areas, provided the rationale for the program, and its targeted approach.

¹ Public Safety Canada (2017). Youth Gang Prevention Fund. Ottawa, ON, Government of Canada <https://www.publicsafety.gc.ca/cnt/cntrng-crm/crm-prvntn/fndng-prgrms/yth-gng-prvntn-fnd-en.aspx>

² See for instance Skogan, W. S. Harnett, N. Bump, J. Dubois (2009) Evaluation of CeaseFire Chicago. Washington: US Department of Justice; Welsh, Brandon C. (2007) Evidence-Based Crime Prevention: The Scientific Basis, Trends, and Results, with Implications for Canada, Final Report, Prepared for the National Crime Prevention Centre. Ottawa, ON: Department of Public Safety and Emergency Preparedness Canada

Funding commenced October 2013, with implementation in May 2014. HRM’s Public Safety Office co-led the original project application with the Department of Justice (DOJ) The DOJ has since assumed all program management, including the administration of contracts, reports, and expenditures. In June 2017, NCPC provided a six-month funding extension to allow CeaseFire Halifax to develop a sustainability plan. Upon exhaustion of these sustainability planning funds, the DOJ provided additional bridge funding that expires on March 31, 2018. The DOJ has indicated that, if additional funding partners could be secured, they would consider another three-month bridge funding until the final evaluation report is published and reviewed (April 1 through June 30, 2018). The budget for this funding model is included in Attachment 2.

During the December 18, 2017 meeting of the Board of Police Commissioners, the Board heard a presentation from Mel Lucas, Program Manager for CeaseFire Halifax, and Marcel Tellier of the Community Justice Society. The presenters requested that the Municipality consider co-funding the continuation of the CeaseFire Halifax program. The presenters’ request included several funding options (see Table 1). Option 1 retains existing programming; however, it includes an increase of approximately \$266,115 over annual operating costs of current model (including NCPC funding and in kind contributions).³ Option 2 and 3 enhance existing programming either through demographic or service expansion. Budgets for each three-year funding option are detailed in Attachment 3.

Table 1: CeaseFire Halifax Three-Year Funding Options (April 1, 2018 to March 31, 2021)

Option 1	Continuation of existing programming	\$2,344, 685
Option 2	Expansion of the program beyond its target demographic	\$2,746,941
Option 3	Enhancement of rehabilitation services for high-risk clients	\$3,575,916

The Board of Police Commissioners passed a motion recommending that Halifax Regional Council request a staff report to examine the potential for funding for the CeaseFire Halifax program, the assessment of which should be in keeping with the principles outlined in the Public Safety Strategy.

DISCUSSION

To assess the potential for funding of CeaseFire Halifax, municipal staff evaluated the program through the lens of the Public Safety Strategy (PSS). As the discussion below details, while CeaseFire Halifax’s core components, key activities and target populations align well with the PSS, there is little evidence that CeaseFire Halifax generated positive results in relation to the Strategy’s key Priority Objectives. These findings do not suggest CeaseFire Halifax was ineffective, but rather that there is a lack of evidence demonstrating its effectiveness.

The analysis in this report drew primarily on research conducted by the Resilience Research Centre (RRC) of Dalhousie University. As a part of its funding agreement, Public Safety Canada requires an annual evaluation of CeaseFire Halifax by independent researchers, with the most recent evaluation period ending November 30, 2016. RRC also conducted a separate and more recent for a crime analysis, with data collection ending on December 31, 2017 (see Attachment 4: CeaseFire Halifax Evaluation Executive Summary; and Attachment 5: Violent Crime Analysis). This research was supplemented with Performance Monitoring and Assessment Reports submitted to Public Safety Canada by the DOJ. Consultations were conducted with CeaseFire Halifax management; the Public Safety and Security Division of the Department of Justice; Public Safety Canada; HRM staff and Council (including the two previous Public Safety Advisors); key community stakeholders; and program evaluators from the RRC.

Program Components: Does CeaseFire Halifax align with the Public Safety Strategy?

On the PSS’s spectrum of action and intervention, CeaseFire Halifax leans toward a **risk intervention** approach. Violence Interrupters respond to acutely elevated risk situations to mitigate harm and descale conflict. The program also embodies a preventative approach. Outreach Workers engage at-risk individuals

³ Increases come primarily from greater administrative, staffing and overhead costs.

through counselling and support clients who want to make positive life changes. This **preventative** approach extends to the population residing in the targeted areas. Community mobilizers organize activities designed to build community capacity and change social norms. For instance, immediately following a violent incident in a community, mobilizers lead a community response to object and renounce violence.

Beyond this broad-level screening, municipal staff conducted a refined analysis of CeaseFire Halifax through PSS Priorities, Objectives and Actions. This analysis demonstrates that CeaseFire addresses three Strategic Priorities; nine Priority Objectives; and fourteen Actions (see Attachment 6: CeaseFire alignment with Public Safety Strategy). Highlights from the key CeaseFire Halifax's activities and/or populations that align with the PSS include:

Population characteristics (May 1, 2014 to Nov 30, 2016):

- 90 clients participated in the program, 91% of which were identified as medium or high-risk African Nova Scotian males (ages 16-24) [**PSS actions: 8; 9; 16; 17; 18; 41; 52; 59**]
- Program targets 'hotspots' to recruit clients, with 47% coming from Dartmouth North, 23% from North End Halifax, 11% from the Prestons, and 6% from Cole Harbour [**PSS action: 61**]
- 70% of clients had a prior criminal history, with 45% of these recently released from prison [**PSS actions: 41; 59; 63**]

Key Activities (May 1, 2014 to Nov 30, 2016):

- 198 community activities were held, including marches, BBQs, music and sports' events [**PSS: action 52**]
- 150 conflict mediations recorded with 513 youth, 28.7% of these were documented as a serious violent act [**PSS actions: 59; 75**]
- 26 adult-youth support groups [**PSS actions: 7; 16; 17; 18**]
- 18 Community Reconciliation Circles [**PSS actions: 7; 41**]
- 17 unique staff training modules, including a focus on Africentric Principles [**PSS action: 10**]

Program Results: Is CeaseFire Halifax increasing Public Safety?

As demonstrated above, CeaseFire Halifax's core components, key activities and target populations align well with the PSS. Yet what matters most is the program's impact on public safety, as measured by its outcomes:

Program outcomes pertinent to the PSS are summarized below:

1. Does the program increase pro-social and life skills competencies for participating youth? [**Priority Objectives: 1.2; 1.3; 1.4**]

The RRC's evaluation demonstrates a statistically significant increase in the Child and Youth Resiliency Measure, which assesses the resources (individual, relational, communal and cultural) available to youth that may bolster their resilience. There has also been a statistically significant increase in the Brief Multidimensional Students Life Satisfaction scale, which assesses satisfaction with areas of life most pertinent for positive development (family, friends, school experiences, self-perception and living environment). However, the numbers of clients demonstrating this positive outcome are quite small (n=6 and n=13 respectively). None of the other evaluation measures demonstrate statistically significant changes in pro-social and life skills competencies for participating youth.

2. Has there been a reduction in risk-factors associated with criminality at the individual and community level? [**Priority Objectives 3.1; 3.4**]

The RRC's evaluation shows no statistically significant changes in the reduction in risk-factors

associated with criminality at the individual and community level.

3. Did the program achieve its long-term goal of reducing gun violence, physical violence, violent victimization and gang-related criminal activities? **[Priority Objectives: 4.1; 4.2; 4.3; 4.4]**

The RRC conducted two separate analysis to answer this question, harnessing crime data from RCMP and HRP (see Attachment 5). The first analysis measured the impact of CeaseFire Halifax on the incidents of charged violent crimes involving observed Black males under the age of 25. It shows that the number of charged incidents across HRM decreased prior to the implementation of CeaseFire Halifax and continued to decrease following it. While the program may have had a modest impact on the existing downward trend, the findings were not statistically significant. It can be expected thus, that this downward trend in violent crime involving CeaseFire's Halifax's target population would have continued regardless of the implementation of CeaseFire Halifax.

The second analysis involved a group comparison analysis with the same demographic, comparing the average of charged violent crime incidents per month at various time intervals (3.5 years pre/post implementation of the program; 6 months pre/post implementation). The analysis captured all violent crime incidents, incidents with weapons present, and incidents with firearms present, stratified by policing zones.⁴ Results of this group series analysis show a statistically significant decline in most zones and with most incidents. However, the analysis cannot attribute these declines to the implementation of CeaseFire Halifax. For instance, these statistically significant declines were documented in areas both inside and outside of CeaseFire Halifax's target areas. Moreover, two geographic exceptions to the decline in violent crime incidents were recorded in the Prestons and Cole Harbour areas. These two areas—both program targets—experienced modest increases in charged violent crime incidents in some of the group analyses.⁵

In summary, there is little evidence that CeaseFire Halifax generated positive results in relation to key Priority Objectives. It is crucial to underscore, however, that this does not suggest CeaseFire Halifax was ineffective, but rather that there is a lack of evidence demonstrating its effectiveness.

Limitations of the evaluation

The reasons for a lack of evidence demonstrating program effectiveness are complex and will be detailed in RRCs final evaluation report (due in June 2018), but some preliminary observations are relevant for interpreting the summary above and for deepening understandings of why a model program proven to work in other US cities failed to demonstrate effectiveness once implemented in Halifax:

- The urban and social geographies of Halifax's target areas are vastly different than those where the program has seen success. For instance, while some of the population density levels are comparable,⁶ the rates of violent crimes and levels of racial and class segregation are much higher across Chicago's target communities than Halifax's. The ratio of Violence Interrupters to geographic area was also much lower in Halifax than in Chicago.
- The program was funded as an evidenced-based model, and thus required a high level of fidelity in its implementation. Program management was consequently limited to the types of innovations they could make to adapt to local conditions. Staff were dispersed across a large area, and thus had trouble maintaining a visible presence in each community. While program management could make minor adjustments to the model, these were limited to ensure program fidelity. For instance, they could have reduced the number of program target areas. Instead, they chose to deploy a

⁴ These zones included: Preston, Cole Harbour, North Halifax (C5), Dartmouth North (E5), HRP other (all zones excluding C5 and E5), All HRP, All HRP/RCMP.

⁵ Notably, these two zones were also the areas where CeaseFire Halifax had the lowest number of clients: 11% from the Prestons, and 6% from Cole Harbour.

⁶ For instance density rates in Chicago's target neighbourhoods are comparable to the North End and Dartmouth North, while the Prestons and Cole Harbour neighbourhoods are much lower in density.

'mobile unit' to focus on 'hotspots' to increase CeaseFire Halifax's presence across its target areas in response to incidents. There is little evidence to demonstrate the success of this innovation.

- Relatedly, most youth recruited into the program were 'medium risk' rather than 'high-risk'. This posed a significant challenge for the evaluators because the required outcome measurement instruments used by RRC—which were mandated by Public Safety Canada's funding agreement—were designed to measure changes to 'high-risk' youth. In other words, the program may have produced negligible outcomes because the evaluators were required to use measurement instruments that were not designed to capture program outcomes for medium-risk youth.
- While the number of participants in the program has come close to reaching its target, the actual number of clients fully engaged in the program (completing entrance, follow-up, and exit surveys) has been extremely low. Small sample sizes in the program and measurement variability thus likely contributed to non-statistically significant outcomes, and thus should not be solely interpreted as program ineffectiveness.⁷

CeaseFire is an evidence-based model, and thus aligns with an approach to crime reduction most recommended by crime prevention agencies and organizations. Yet, as an evidence based model, funders required CeaseFire Halifax to strictly adhere to its model components—from implementation through to evaluation metrics. Such rigidity appears to have negatively impacted the program's ability to innovate and adapt to a very different landscape from which the model was developed, while also constraining the range of metrics used to evaluate program outcomes.

Approaches for Moving Forward

APPROACH 1

1. Direct staff to explore promising components of the CeaseFire model for adaptation into existing youth programming. This approach includes investigating external funding options in consultation with relevant stakeholders.

Financial Impact

None

Risk

From a public relations perspective, the risk is moderate as the municipality may be perceived to be lowering service standards for communities disproportionately impacted by violence.

APPROACH 2

2. Regional Council could recommend funding CeaseFire Halifax per existing program costs.

If this option is approved, the DOJ has agreed to co-fund the existing program with HRM until the final evaluation report is available for analysis (June 2018). If the evaluation report shows evidence of program effectiveness, the DOJ would consider a permanent co-funding partnership.

Financial Impact

Funding the existing model for three months in partnership with DOJ (April 1 to June 30, 2018): \$50,000 (DOJ funding portion \$75,000; see Attachment 2 for budget)

Risk

High risk that PSS Priority Objectives will not be realized with this investment.

⁷ The evaluators also unsuccessfully tried to establish a sample a comparison group to enable comparisons of outcomes for participants against non-participants.

Moderate risk that the municipality may be perceived to be misdirecting resources.

APPROACH 3

3. Regional Council could recommend funding Options 1, 2 & 3 of the three year model CeaseFire Halifax presented to the Board of Police Commissioners (Attachment 3)

Financial Impact

Annual program costs over three years (April 1, 2018 to March 31, 2021):

Option 1	\$781,562
Option 2	\$915,647
Option 3	\$1,191,972

Risk

High risk that PSS Priority Objectives will not be realized with this investment.

Moderate-high risk that the municipality may be perceived to be misdirecting resources.

Staff recommends proceeding with **APPROACH 1**. While there is a lack of evidence demonstrating CeaseFire Halifax's effectiveness in achieving PSS Objectives, the core components of the CeaseFire model do address three Strategic Priorities; nine Priority Objectives; and fourteen Actions of the PSS. The conceptual approach also aligns with the PSS's spectrum of action and intervention for increasing public safety. Accordingly, there is a strong case for:

exploring how core components *of the model* could be adapted and embedded internally to enhance existing youth programming.

At the same time, there may be core components of the model that cannot readily be absorbed internally, and may be better suited to external public safety partners.⁸ Thus, Regional Council could direct staff to investigate external funding options, in consultation with relevant stakeholders.⁹ This investigation should be informed by the final evaluation report of CeaseFire Halifax, guided by current and long term trends in the nature and geography of youth crime and violence, and built with and upon existing community strengths and assets. It should also support emerging initiatives from the 2016 Mayor's Roundtable on Gun Violence.

FINANCIAL IMPLICATIONS

There are no financial implications arising from staff's recommendation.

Potential future financial implications are detailed in the tables on Pages 6 and 7 under the "Approaches for Moving Forward" section.

⁸ For instance, the Violence Interrupters. As noted in the program's logic model (Attachment 1) VIs are 'credible messengers', recruited because of their intimate knowledge of street-level crime and violence dynamics and trusted by high-risk youth. Candidates hired for this role often have a recent and significant criminal history, which presently presents a employability barrier with the municipality.

⁹ In Spring of 2018 Public Safety Canada will be releasing a call for proposals under the Crime Prevention Action Fund (CPAF).

RISK CONSIDERATION

The risks associated with the options presented in this report are identified in the tables on Pages 6 and 7 under the “Approaches for Moving Forward” section. Depending on the approach or approaches chosen, the risks considered are high to moderate. To reach this conclusion, consideration was given to probability of realizing relevant Priority Objectives in the PSS, and the impact on the municipality’s reputation with respect to its relationship with African Nova Scotian communities and the delivery of services for youth in these communities.

COMMUNITY ENGAGEMENT

In preparing this report, consultations were conducted with CeaseFire Halifax management; the Public Safety and Security Division of the Department of Justice; Public Safety Canada; several HRM Councillors and staff (including the three previous Public Safety Advisors); community stakeholders; and program evaluators from the RRC.

ENVIRONMENTAL IMPLICATIONS

There are no environmental implications associated with this report.

ALTERNATIVES

Approaches 2 and 3 are not recommended for the reasons outlined in this report.

ATTACHMENTS

1. CeaseFire Halifax Core Components and Logic Model
2. CeaseFire Halifax’ DOJ Bridge Funding
3. CeaseFire Halifax Sustainability Budget Options
4. CeaseFire Halifax Evaluation Summary from Resilience Research Centre of Dalhousie University
5. Violent Crime Data Analysis - Resilience Research Centre
6. CeaseFire Alignment with Public Safety Strategy

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: Amy Siciliano, Public Safety Advisor, 902.490.4177

Excerpt from:

CeaseFire Third Annual Evaluation Report (2016)

Research Resilience Centre, Dalhousie University

V1.0 (Final – Reviewed and Approved by Nova Scotia Department of Justice) RRC

Project Theory of Change

CeaseFire proposes a theory of change drawing from the theory developed by the Cure Violence and an Africentric perspective of youth and community development. The following description is adapted from documents available from Cure Violence (2014):

Violence, like other behaviours, is acquired or learned – mainly through modelling, observing, imitating or copying. We learn socially from those around us how to act, what to do, and what is expected of us. After the age of 10, these behaviours become unconsciously “regulated” not by family, but by peers. Social norms, especially the expectations of an immediate peer group, are the greatest indicator of how an individual will respond to a given situation, including whether or not they will react violently when “feeling” threatened, insulted, or wronged. Furthermore, the greatest predictors of violent “events,” regardless of the specific political, religious, social, or economic motivations for violence or how it manifests (tribal conflict, militia warfare and street gangs) are prior events. Just as nothing predicts a case of influenza as well as exposure to a prior active case of influenza, nothing predicts a violent act as accurately as a preceding violent act.

The direct engagement of Violence Interrupters at the moment of escalation allows for an open dialogue of mediation and exploration of choices. This disarming experience creates an opportunity to explore the possibility of new and different personal choices. Even the choice to desist from violence is a significant first step. Follow-up support by Outreach Workers offers the next layer of self-exploration towards personal change. Linking youth to prosocial activities, engaging them in self-readiness activities, assisting with substance abuse issues, and creating opportunities for participation in support group experience

Simultaneously, community mobilization and public education campaigns begin the process of shifting social norms and building community capacity to regain a sense of control and stability over community life and public spaces. The active engagement of the faith community is also important. These activities include canvassing communities effected by a violent incident as well as a regular program of community activities such as marches for peace, barbeques, basketball tournaments, fun days, rap contests, and so on.

Program Components

Violence Interruption/Conflict Resolution. Violence Interrupters keep the pulse of the community and are trained to be able to detect who has a grievance and might be thinking about or planning a violent event. Violence Interrupters build relationships at the street level and deploy immediately to mediate when they detect an escalation of violence or a conflict.

Because of who is hired (persons from the same in-group) and how they are trained, Violence Interrupters can effectively intervene to prevent violent events from occurring.

Violence Interrupters engage in direct street level dialogue in their assigned neighbourhoods and respond directly to incidents of violence, using the Cure Violence model. The Violence Interrupters are particularly engaged in responses during the evening and late night period when there tends to be higher rates of escalating incidents. They respond in a one-on-one fashion as they receive information regarding developing tensions and will interact with young people as they move through the neighbourhoods of focus. Violence Interrupters also participate in anti-violence events and are present at places where youth congregate (i.e., basketball games, street corners, etc.), in order to build rapport in their areas. This is done to ensure that when they respond to a violent incident in a given area they already have a relationship with the young people in question. In the aftermath of a de-escalation intervention, the Violence Interrupters will attempt to build relationships with the parties involved. When appropriate, the Violence Interrupters connect the youth/young adults with Outreach Workers to begin mapping a collaborative action plan for personal change.

Outreach Workers/Case Management. Outreach Workers support the violence interruption by engaging with high-risk individuals and developing a therapeutic alliance with them. This therapeutic alliance allows the Outreach Workers and youth to develop a plan of personal change and engagement in steps towards a more prosocial existence. Outreach Workers carry a caseload of up to 10 youth/young adults (referred to as *clients*³) at any time, allowing the Outreach Worker to deeply engage in building therapeutic alliances. Outreach Workers assume the roles of ally, advocate, and guide, and work with the young person to explore their options, risks, and protective factors to develop a collaborative plan of personal change. Each plan links the Outreach Worker and the youth to a different range of program supports and referrals to services not directly offered by CeaseFire itself.

Programming Supports/Referrals. Program participants and Outreach Workers collaborate to develop individual plans for personal change. These plans focus on a range of options, from employment support programs through to parenting supports. See Section 5.1.2 Project Implementation for more information.

Community Mobilization. Community mobilization and public education campaigns begin the process of norm shifting and building community capacity. These events and activities are norm shifting interventions and, as such, do not simply take place in reaction to incidents, but are presented through a regular program of activities. A calendar of actions is developed, including marches for peace, neighbourhood engagements such as barbeques, basketball tournaments, fun days, and rap contests, to name a few. CeaseFire draws on the educational materials that Cure Violence has developed to frame this aspect of the intervention. These events also create leadership moments for youth and young people.

Outreach Workers actively encourage their clients to become engaged in these events and have leadership tasks available for the young people so they can be active in community anti-violence activities.

Adult-Youth Support Group Focusing on an Africentric Approach. With input from the May 2012 Knowledge Exchange which took place in preparation for the launch of CeaseFire, specific Nova Scotian and Africentric innovations have been included in the program. These efforts have the full support of the Cure Violence model developers. Specifically, a support group for youth engaged with CeaseFire was intended to be established. While such support groups have not yet been started, the program is in the process of recruiting adult male volunteers from the African Nova Scotian community to provide support to the youth, particularly in regard to exploring the challenges they face as members of a minority community. Participants may be gathered through either Outreach Workers' clients or through the informal engagement of the Violence Interrupters. The support group is intended to meet weekly.

Community Reconciliation for Youth. The use of Community Reconciliation Circles also reflects an Africentric approach. Because the effects of violence extend beyond the victim and perpetrator, community reconciliation circles support a broad healing response for the community at large. This process makes space for all those concerned to speak about the effects of violence, without the rhetoric of blame. Community capacity is built through the search for commonalities. These circles also offer a platform for youth who are attempting to make personal changes to receive validation. While no such reconciliation circles have been hosted, the program is prepared to respond to a specific incident, creating space for healing and resolution among community members as well as the youth who are engaged in high-risk activities.

Target Group

CeaseFire aims to prevent African Nova Scotian males, mostly between the ages of 16 and 24, from engaging in seriously violent anti-social and criminal behaviours and thereby enhancing community safety. The geographic targets for the project's activities include North End Halifax (including Uniacke Square and Mulgrave Park), North Dartmouth, and the Cole Harbour/Preston areas in eastern Dartmouth. CeaseFire aims to work with a total of 120 youth in its case management stream over the 4 years of the program and many more through its community-based violence interruption and community mobilization efforts. Program targets were determined through local demographic information (i.e., population density) and violent crime statistics related to beatings, stabbings and shootings. The Cure Violence model tracks the following eight markers for risk:

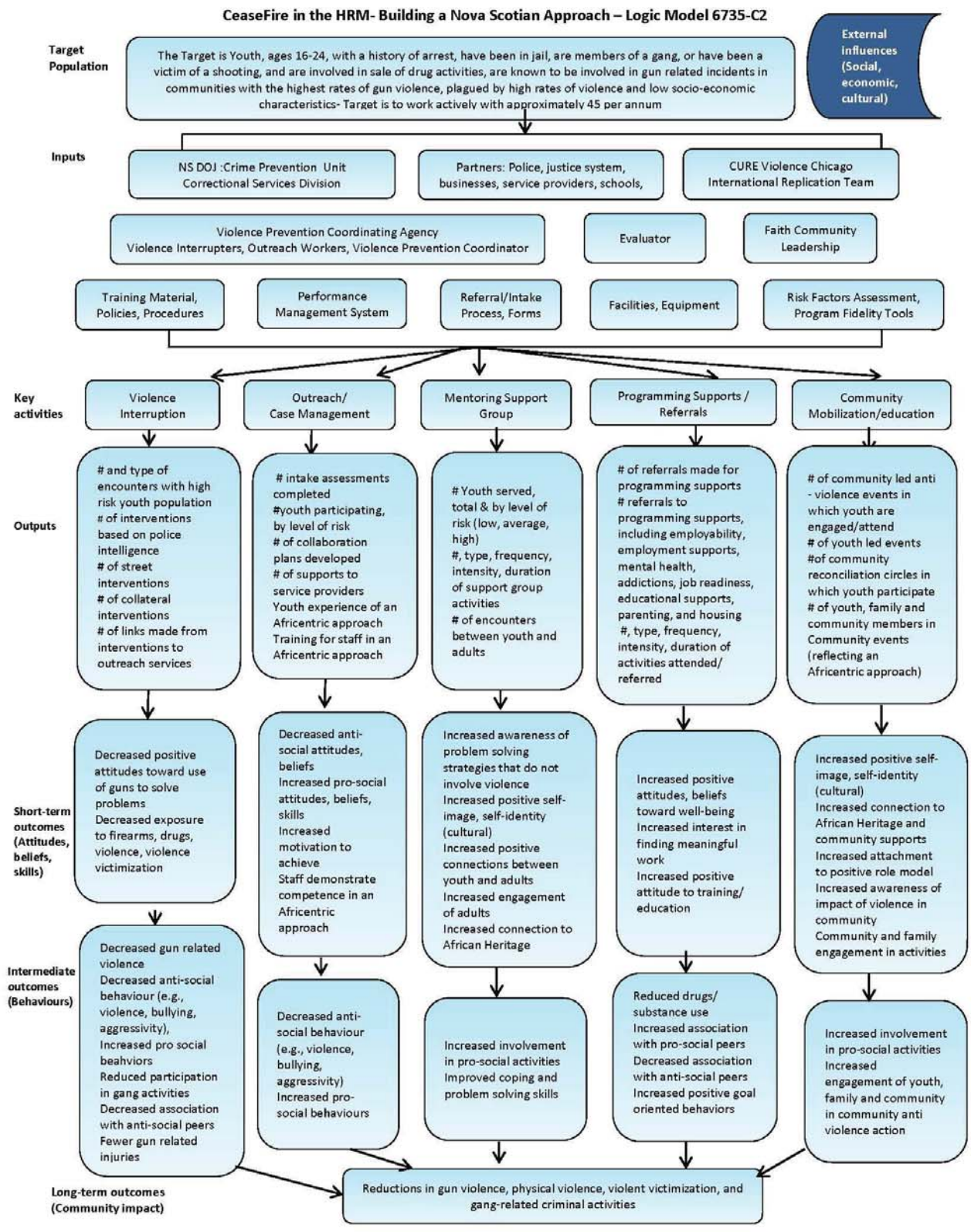
- age
- involvement in street organizations/groups
- holding a significant role in these organizations/groups

Attachment 1: CeaseFire Halifax Core Components and Logic Model

- having a prior criminal/violent history
- engaged in high-risk street activity
- are a recent victim of a shooting/lethal event
- have recently been released from prison, and
- likelihood to be victimized themselves or to commit a violent act.

Likewise, the target population for CeaseFire is individuals demonstrating a very high level of risk, a high level of disconnection from mainstream helping/service systems and a high level of engagement in criminal activity.

Attachment 1: CeaseFire Halifax Core Components and Logic Model



Attachment 2 CeaseFire Halifax' DOJ Bridge Funding

Community Justice Society CeaseFire in the Halifax 01 January 2017 - 31 March 2018	
Budget Items	Total Cost of Budget Item
Personnel	
1 Program Manager	
1 Site Supervisor	
3 Outreach Workers	
6 Part time Violence Int	
1 Community Mobilizer	
	\$94,866.30
Transportation	\$3,352.00
Materials / Supplies	\$5,200.00
Rent / Utilities	\$8,337.00
Other	\$2,100.00
Other Training	\$1,800.00
Honoraria Youth Support	\$300.00
BUDGET SUBTOTAL	\$113,855.30
Administrative Costs	\$11,144.70
GRAND TOTAL	\$125,000.00

Attachment 3: CeaseFire Halifax Sustainability Budget
Payroll/Personnel Details

*CeaseFire Halifax Sustainability Budget
Executive Summary
January 19, 2018*

Option 1

Expenditures	Year 1	Year 2	Year 3	
Staff Wages and Benefits	580,395	592,003	603,843	
Transportation and Meetings	16,200	16,200	16,200	
Occupancy and utilities	50,800	51,260	51,729	
Equipment & Uniforms	9,865	3,010	5,190	
Materials and Supplies	39,648	40,249	40,862	
Training	9,400	9,400	9,400	
Marketing and advertising	1,500	1,530	1,561	
Contract services and Other	5150	5213	5277	
Professional Fees	3,500	3,500	3,500	
Staff Insurance	6,600	6,600	6,600	
Knowledge Exchange	4,500	4,500	4,500	
Administrative Costs	45,000	45,000	45,000	
Total Expenses	772,558	778,465	793,662	2,344,685

Option 2

Expenditures	Year 1	Year 2	Year 3	
Staff Wages and Benefits	702,100	716,142	730,465	
Transportation and Meetings	18,200	18,200	18,200	
Occupancy and utilities	54,400	54,972	55,555	
Equipment & Uniforms	11,780	3,280	5,160	
Materials and Supplies	40,448	40,740	41,038	
Training	11,400	11,400	11,400	
Marketing and advertising	1,500	1,530	1,561	
Contract services and Other	6,150	6,223	6,298	
Professional Fees	3,500	3,500	3,500	
Staff Insurance	6,600	6,600	6,600	
Knowledge Exchange	4,500	4,500	4,500	
Administrative Costs	45,000	45,000	45,000	
Total Expenses	905,578	912,087	929,277	2,746,941

Option 3

Expenditures	Year 1	Year 2	Year 3	
Staff Wages and Benefits	949,478	968,468	987,837	
Transportation and Meetings	30,800	30,800	30,800	
Occupancy and utilities	60,400	61,092	61,798	
Equipment & Uniforms	13,025	3,010	6,390	
Materials and Supplies	42,048	42,697	43,359	
Training	12,400	12,400	12,400	
Marketing and advertising	1,500	1,530	1,561	
Contract services and Other	7,680	7,774	7,869	
Professional Fees	3,500	3,500	3,500	
Staff Insurance	6,600	6,600	6,600	
Knowledge Exchange	4,500	4,500	4,500	
Administrative Costs	45,000	45,000	45,000	
Total Expenses	1,176,931	1,187,371	1,211,614	3,575,916

Option 1

Expenditures		Year 1 2018-2019	Year 2 2019-2020	Year 3 2020-2021	Year 1-3 Budget
16	Staff Wages	\$453,433.50	\$462,502.17	\$471,752.21	\$1,387,687.88
17	Benefits	\$126,961.38	\$129,500.61	\$132,090.62	\$388,552.61
18	Transportation and Meetings	\$16,200.00	\$16,200.00	\$16,200.00	\$48,600.00
19	Field Staff travel	\$6,000.00	\$6,000.00	\$6,000.00	\$18,000.00
20	Community and Transition Outreach travel	\$2,200.00	\$2,200.00	\$2,200.00	\$6,600.00
21	Community and Transition Outreach meetings	\$2,000.00	\$2,000.00	\$2,000.00	\$6,000.00
22	Management Team travel	\$6,000.00	\$6,000.00	\$6,000.00	\$18,000.00
23	Occupancy and utilities	\$50,800.00	\$51,260.00	\$51,729.20	\$153,789.20
24	Rent	\$21,600.00	\$21,600.00	\$21,600.00	\$64,800.00
25	Utilities	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
26	Phones, Land Line	\$1,600.00	\$1,632.00	\$1,664.64	\$4,896.64
27	Phones, cellular	\$15,600.00	\$15,912.00	\$16,230.24	\$47,742.24
28	Postage	\$600.00	\$600.00	\$600.00	\$1,800.00
29	Internet	\$2,000.00	\$2,000.00	\$2,000.00	\$6,000.00
30	Software and related subscriptions *	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
31	Website and Email fees	\$4,000.00	\$4,080.00	\$4,161.60	\$12,241.60
32	Social Media fees	\$600.00	\$600.00	\$600.00	\$1,800.00
33	Equipment	\$9,865.00	\$3,010.00	\$5,190.00	\$18,065.00
34	Branded Clothing	\$4,225.00	\$1,205.00	\$1,205.00	\$6,635.00
35	Branded T-Shirts	\$585.00	\$585.00	\$585.00	\$1,755.00
36	Branded Jackets	\$3,250.00	\$500.00	\$500.00	\$4,250.00
37	Branded hats	\$390.00	\$120.00	\$120.00	\$630.00
38	Computer Equipment	\$5,640.00	\$300.00	\$1,390.00	\$7,330.00
39	Laptops/PC	\$4,890.00	\$0.00	\$640.00	\$5,530.00
40	Tablets	\$450.00	\$0.00	\$450.00	\$900.00
41	Equipment Repair	\$300.00	\$300.00	\$300.00	\$900.00
42	Materials and Supplies	\$39,648.00	\$40,248.96	\$40,861.94	\$120,758.90
43	Program supplies and materials	\$6,000.00	\$6,120.00	\$6,242.40	\$18,362.40
44	Outreach Program supplies and materials	\$6,000.00	\$6,120.00	\$6,242.40	\$18,362.40
45	Community engagement supplies and materials	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
46	Transition Outreach Program supplies and materials	\$0.00	\$0.00	\$0.00	\$0.00
47	Clinical Support	\$13,248.00	\$13,512.96	\$13,783.22	\$40,544.18
48	Printing and copying	\$3,000.00	\$3,060.00	\$3,121.20	\$9,181.20
49	Database Development	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
50	Youth Support Group	\$3,600.00	\$3,600.00	\$3,600.00	\$10,800.00
51	Community Reconciliation	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
52	Training	\$9,400.00	\$9,400.00	\$9,400.00	\$28,200.00

Comments
2% increases in Years 2 and 3
Adjusted by 2% in years 2 & 3 for inflation
Adjusted by 2% in years 2 & 3 for inflation
\$100 per person per month; inflation adjustment - 2%
Adjusted by 2% in years 2 & 3 for inflation
Adjusted by 2% in years 2 & 3 for inflation
Includes postcards, 2500x 3 - \$175x3 yearly (\$526)
6 therapist appointments each month

Option 2

Line	Expenditures	Year 1	Year 2	Year 3	Year 1-3 Budget
16	Staff Wages	\$548,515.50	\$559,485.81	\$570,675.53	\$1,678,676.84
17	Benefits	\$153,584.34	\$156,656.03	\$159,789.15	\$470,029.51
18	Transportation and Meetings	\$18,200.00	\$18,200.00	\$18,200.00	\$54,600.00
19	Field Staff travel	\$8,000.00	\$8,000.00	\$8,000.00	\$24,000.00
20	Community and Transition Outreach travel	\$2,200.00	\$2,200.00	\$2,200.00	\$6,600.00
21	Community and Transition Outreach meetings	\$2,000.00	\$2,000.00	\$2,000.00	\$6,000.00
22	Management Team travel	\$6,000.00	\$6,000.00	\$6,000.00	\$18,000.00
23	Occupancy and utilities	\$54,400.00	\$54,972.00	\$55,555.44	\$164,927.44
24	Rent	\$21,600.00	\$21,600.00	\$21,600.00	\$64,800.00
25	Utilities	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
26	Phones, Land Line	\$1,600.00	\$1,632.00	\$1,664.64	\$4,896.64
27	Phones, cellular	\$19,200.00	\$19,584.00	\$19,975.68	\$58,759.68
28	Postage	\$600.00	\$600.00	\$600.00	\$1,800.00
29	Internet	\$2,000.00	\$2,040.00	\$2,080.80	\$6,120.80
30	Software and related subscriptions *	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
31	Website and Email fees	\$4,000.00	\$4,080.00	\$4,161.60	\$12,241.60
32	Social Media fees	\$600.00	\$600.00	\$600.00	\$1,800.00
33	Equipment	\$11,780.00	\$3,280.00	\$5,160.00	\$20,220.00
34	Branded Clothing	\$5,200.00	\$1,340.00	\$1,340.00	\$7,880.00
35	Branded T-Shirts	\$720.00	\$720.00	\$720.00	\$2,160.00
36	Branded Jackets	\$4,000.00	\$500.00	\$500.00	\$5,000.00
37	Branded hats	\$480.00	\$120.00	\$120.00	\$720.00
38	Computer Equipment	\$6,580.00	\$300.00	\$1,240.00	\$8,120.00
39	Laptops/PC	\$5,530.00	\$0.00	\$640.00	\$6,170.00
40	Tablets	\$750.00	\$0.00	\$300.00	\$1,050.00
41	Equipment Repair	\$300.00	\$300.00	\$300.00	\$900.00
42	Materials and Supplies	\$40,448.00	\$40,740.00	\$41,037.84	\$122,225.84
43	Program supplies and materials	\$6,400.00	\$6,528.00	\$6,658.56	\$19,586.56
44	Outreach Program supplies and materials	\$6,400.00	\$6,528.00	\$6,658.56	\$19,586.56
45	Community engagement supplies and materials	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
46	Transition Outreach Program supplies and materials	\$0.00	\$0.00	\$0.00	\$0.00
47	Clinical Support	\$13,248.00	\$13,248.00	\$13,248.00	\$39,744.00
48	Printing and copying	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
49	Database Development	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
50	Youth Support Group	\$3,600.00	\$3,600.00	\$3,600.00	\$10,800.00
51	Community Reconciliation	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
52	Training	\$11,400.00	\$11,400.00	\$11,400.00	\$34,200.00

53	Staff training	\$8,000.00	\$8,000.00	\$8,000.00	\$24,000.00
54	Volunteer training	\$2,400.00	\$2,400.00	\$2,400.00	\$7,200.00
55	Other training	\$1,000.00	\$1,000.00	\$1,000.00	\$3,000.00
56	Marketing and Advertising	\$1,500.00	\$1,530.00	\$1,560.60	\$4,590.60
57	Contract Services and Other	\$6,150.00	\$6,223.00	\$6,297.46	\$18,670.46
58	Honoraria Youth Support	\$2,500.00	\$2,500.00	\$2,500.00	\$7,500.00
59	Drug Testing	\$3,650.00	\$3,723.00	\$3,797.46	\$11,170.46
60	Professional Fees	\$3,500.00	\$3,500.00	\$3,500.00	\$10,500.00
61	Staff Insurance	\$6,600.00	\$6,600.00	\$6,600.00	\$19,800.00
62	Knowledge Exchange	\$4,500.00	\$4,500.00	\$4,500.00	\$19,800.00
63	Administrative Costs	\$45,000.00	\$45,000.00	\$45,000.00	\$135,000.00
64	Total Expenses	\$905,577.84	\$912,086.84	\$929,276.01	\$2,746,940.69

Option 3

Line	Expenditures	Year 1	Year 2	Year 3	Year 1-3 Budget
16	Staff Wages	\$741,780.00	\$756,615.60	\$771,747.91	\$2,270,143.51
17	Benefits	\$207,698.40	\$211,852.37	\$216,089.41	\$635,640.18
18	Transportation and Meetings	\$30,800.00	\$30,800.00	\$30,800.00	\$92,400.00
19	Field Staff travel	\$11,000.00	\$11,000.00	\$11,000.00	\$33,000.00
20	Community and Transition Outreach travel	\$6,000.00	\$6,000.00	\$6,000.00	\$18,000.00
21	Community and Transition Outreach meetings	\$4,000.00	\$4,000.00	\$4,000.00	\$12,000.00
22	Management Team travel	\$9,800.00	\$9,800.00	\$9,800.00	\$29,400.00
23	Occupancy and utilities	\$60,400.00	\$61,092.00	\$61,797.84	\$183,289.84
24	Rent	\$21,600.00	\$21,600.00	\$21,600.00	\$64,800.00
25	Utilities	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
26	Phones, Land Line	\$1,600.00	\$1,632.00	\$1,664.64	\$4,896.64
27	Phones, cellular	\$25,200.00	\$25,704.00	\$26,218.08	\$77,122.08
28	Postage	\$600.00	\$600.00	\$600.00	\$1,800.00
29	Internet	\$2,000.00	\$2,040.00	\$2,080.80	\$6,120.80
30	Software and related subscriptions *	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
31	Website and Email fees	\$4,000.00	\$4,080.00	\$4,161.60	\$12,241.60
32	Social Media fees	\$600.00	\$600.00	\$600.00	\$1,800.00
33	Equipment	\$13,025.00	\$3,010.00	\$6,390.00	\$22,425.00
34	Branded Clothing	\$4,225.00	\$1,205.00	\$1,205.00	\$6,635.00
35	Branded T-Shirts	\$585.00	\$585.00	\$585.00	\$1,755.00
36	Branded Jackets	\$3,250.00	\$500.00	\$500.00	\$4,250.00
37	Branded hats	\$390.00	\$120.00	\$120.00	\$630.00
38	Computer Equipment	\$8,800.00	\$300.00	\$1,990.00	\$11,090.00
39	Laptops/PC	\$7,450.00	\$0.00	\$640.00	\$8,090.00
40	Tablets	\$1,050.00	\$0.00	\$1,050.00	\$2,100.00
41	Equipment Repair	\$300.00	\$300.00	\$300.00	\$900.00
42	Materials and Supplies	\$42,048.00	\$42,696.96	\$43,358.90	\$128,103.86
43	Program supplies and materials	\$6,400.00	\$6,528.00	\$6,658.56	\$19,586.56
44	Outreach Program supplies and materials	\$6,400.00	\$6,528.00	\$6,658.56	\$19,586.56
45	Community engagement supplies and materials	\$1,800.00	\$1,836.00	\$1,872.72	\$5,508.72
46	Transition Outreach Program supplies and materials	\$1,200.00	\$1,224.00	\$1,248.48	\$3,672.48
47	Clinical Support	\$13,248.00	\$13,512.96	\$13,783.22	\$40,544.18
48	Printing and copying	\$3,400.00	\$3,468.00	\$3,537.36	\$10,405.36
49	Database Development	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
50	Youth Support Group	\$3,600.00	\$3,600.00	\$3,600.00	\$10,800.00
51	Community Reconciliation	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
52	Training	\$12,400.00	\$12,400.00	\$12,400.00	\$37,200.00

53	Staff training	\$9,000.00	\$9,000.00	\$9,000.00	\$27,000.00
54	Volunteer training	\$2,400.00	\$2,400.00	\$2,400.00	\$7,200.00
55	Other training	\$1,000.00	\$1,000.00	\$1,000.00	\$3,000.00
56	Marketing and Advertising	\$1,500.00	\$1,530.00	\$1,560.60	\$4,590.60
57	Contract Services and Other	\$7,680.00	\$7,773.60	\$7,869.07	\$23,322.67
58	Honoraria Youth Support	\$3,000.00	\$3,000.00	\$3,000.00	\$9,000.00
59	Drug Testing	\$4,680.00	\$4,773.60	\$4,869.07	\$14,322.67
60	Professional Fees	\$3,500.00	\$3,500.00	\$3,500.00	\$10,500.00
61	Staff Insurance	\$6,600.00	\$6,600.00	\$6,600.00	\$19,800.00
62	Knowledge Exchange	\$4,500.00	\$4,500.00	\$4,500.00	\$19,800.00
63	Administrative Costs	\$45,000.00	\$45,000.00	\$45,000.00	\$135,000.00
64	Total Expenses	\$1,176,931.40	\$1,187,370.53	\$1,211,613.74	\$3,575,915.66

CeaseFire Halifax Sustainability Budget Options 2018-2021

Line Expenses

Staff salaries and wages

Option 1 - Minimum Requirement
(African Nova Scotian demographic only)

Position	Qty	Hours/Week per position	Total Weekly Manhours	Rate	Apr 2018 to Mar 2019	Apr 2018 to Mar 2019	Apr 2020 to Mar 2021
Program Manager	1	37.5	37.5				
Senior Outreach	1	37.5	37.5				
Community Mobilizer	1	37.5	37.5				
Admin Assistant	1	25	25				
Outreach Workers	3	37.5	112.5				
Violence Interrupters	6	24	144				
Totals	13	199	394		\$453,433.50	\$462,502.17	\$471,762.21

Target Areas

Unlocks Square
Mulgrave Park VI x 1, OW x 1
VI x 1

Dartmouth North
N Preston et al VI x 2, OW x 1
VI x 2, OW x 1

Staff salaries and wages

Option 2 - Minimum Requirement
(Expanded demographic)

Position	Qty	Hours/Week per position	Total Weekly Manhours	Rate	Apr 2018 to Mar 2019	Apr 2019 to Mar 2020	Apr 2020 to Mar 2021
Program Manager	1	37.5	37.5				
Senior Outreach	1	37.5	37.5				
Community Mobilizer	1	37.5	37.5				
Admin Assistant	1	25	25				
Outreach Workers	4	37.5	150				
Violence Interrupters	5	24	120				
Totals	16	199	479.5		\$548,515.50	\$559,465.81	\$570,675.53

Target Areas

Unlocks Square
Mulgrave Park VI x 2, OW x 1
VI x 1

Dartmouth North
N Preston et al VI x 3, OW x 2
VI x 2, OW x 1

Staff salaries and wages

Option 3
(expanded demographic plus transition services outreach)

Position	Qty	Hours/Week per position	Total Weekly Manhours	Rate	Apr 2018 to Mar 2019	Apr 2018 to Mar 2019	Apr 2018 to Mar 2019
Program Manager	1	37.5	37.5				
Senior Outreach	2	37.5	75				
Community Mobilizer	1	37.5	37.5				
Admin Assistant	1	37.5	37.5				
Outreach Workers	5	37.5	187.5				
Transition Outreach Worker	1	37.5	37.5				
Violence Interrupters	10	24	240				
Totals	21	249	652.5		\$741,780.00	\$756,615.60	\$771,747.91

Target Areas

Unlocks Square
Mulgrave Park VI x 2, OW x 1
VI x 2

Dartmouth North
N Preston et al - incl
- East Dartmouth VI x 3, OW x 2
VI x 3, OW x 1

Waterville, Wood
Street Centre &
Other Local
Corrections
Facilities OW x 1

Benefits

health and dental - 60/40 or 100% single rate with staff family rate as applicable 10%

EI & CCP - MERC - 18%

Life, AD&D, Dep Life, LTD, Health - Family or Single, Dental - Family or Single

Attachment 4: CeaseFire Halifax Evaluation Summary from Resilience Research Centre of Dalhousie University

CeaseFire Third Annual Evaluation Report (2016)

Project Title:

CeaseFire in the HRM Building a Nova Scotian Approach

Public Safety Canada File Number:

6735-C2

Submitted to:

Nova Scotia Department of Justice

Submitted by:

Michael Ungar, Lead Evaluator

Joshua Brisson, Project Manager

Resilience Research Centre

Period covered by the report:

October 1st, 2013, up to November 30th, 2016

Submission Date:

January 19th, 2017

Document Version:

V1.0 (Final – Reviewed and Approved by Nova Scotia Department of Justice) RRC

Executive Summary

Project Description

CeaseFire in the HRM – Building a Nova Scotian Approach (CeaseFire) is a four-year project that targets high-risk youth and young adults aged 16-24 of African Nova Scotian heritage who are involved in or at risk of gun violence. The program is based on the public health model of Cure Violence, which involves a three-part strategy of violence interruption, outreach work and community mobilization, as well as an Africentric approach. The geographic targets for the project's activities include North End Halifax (including Uniacke Square and Mulgrave Park), North Dartmouth, and the Cole Harbour/Preston areas in eastern Dartmouth, which have high rates of interpersonal violence.

Evaluation Description

The Resilience Research Centre (RRC) received funding from the Nova Scotia Department of Justice (with support originating with Public Safety Canada) to evaluate CeaseFire over a four-year period. This evaluation seeks to establish the viability of CeaseFire as an intervention that prevents gun and physical violence, violent victimizations and gang-related criminal activities. This report covers the period of October 1st, 2013, up to November 30th, 2016. The evaluation includes a pre-, mid- and post-test design, using mixed-methods and incorporates youth, program staff, and key stakeholders. This third annual evaluation report assesses how well the program processes demonstrate successful achievement of the program objectives and sets a baseline for the outcome related evaluation questions. This evaluation also reports on the cost effectiveness of implementation of the project in Nova Scotia.

Methods

Data is collected through both quantitative and qualitative methods. In regards to the former, data is collected using a compendium of self-report measures completed by CeaseFire clients. The measures are completed once a youth enters the program and re-administered every six months until the youth exits the program, and again six months later. Data was also gathered via reviews of CeaseFire clients' records, interviews with CeaseFire clients (i.e., youth in the case management stream of the program), focus groups with CeaseFire participants (i.e., youth in the violence interruption stream of the program) interviews with staff members, and focus groups with stakeholders.

Results Highlights and Recommendations

Program Participants

Findings. Since the start of the program 90 clients have been enrolled as part of the case management load of CeaseFire. Based on the target of 120 clients over the course of the project's implementation (May 1st, 2014 to June 24th, 2017) and 90 clients for the initial 30 months CeaseFire has been operational (May 1st, 2014 to November 30th, 2016), the program has reached 91.83% of their target of enrolling 98 clients by November 30th, 2016. Twenty-four (24) out of 71 clients with closed files have 'successfully' completed the program (i.e., no longer qualifies as high-risk/ risk reduction plan goals met). The program is reaching their target population as most clients are African-Nova Scotian men between the ages of 16-24 living in the target intervention sites, particularly those exhibiting the medium to high-risk—that is, youth who exhibit a minimum of three or four of 8 important risk factors.

However, many staff and stakeholders think the program should also be engaging non-African Nova Scotian youth in the communities.

Recommendation. If the program is sustained beyond its current mandate/funding, project management should consider expanding their mandate to engage non-African Nova Scotian high-risk youth and community members in target intervention sites.

Referrals and Recruitment

Findings. The program was most successful recruiting participants from North Dartmouth, as nearly half (47.78%) of CeaseFire clients were from this area. Only five (5.55%) clients were referred to the CeaseFire program from other service providers, whereas most clients have been recruited by CeaseFire Outreach Workers (n = 28; 31.11%), Violence Interrupters (n = 12; 13.33%),

another CeaseFire client (n = 12; 13.33%), or have been self-referred (n = 19; 21.11%). The fact that so few referrals came from outside service agencies and so many came from direct recruitment RRC – from CeaseFire staff, clients, as well as self-referrals indicates that CeaseFire is successfully engaging youth experiencing a high level of disconnection from mainstream helping systems.

Recommendations. (1) Continue to focus on relationship building with high-risk youth who are otherwise disconnected from mainstream support systems, as this has been a significant success of the program and is vital to the program's ability to effectively intervene to prevent violent events from occurring or escalating. (2) Review the referral and recruitment process, as efforts to increase referrals and recruitment from North Halifax and Cole Harbour/Preston areas, and from Violence Interrupters (since most clients have been recruited directly by Outreach Workers), may be necessary to reach and sustain program targets.

Engagement

Findings. Levels of engagement varied among clients. On average, CeaseFire clients received .9 hours per week (SD = .93), which is lower than the program's target of 2-3 hours per week, and were involved in the program for 34.30 weeks (SD = 23.03), which is above the program's target of 16 weeks. While some clients have remained highly engaged for the duration of their involvement in the program, other had low levels of engagement, or their files remained inactive for long periods before being closed, bringing down their average service hours per week. However, interviews with CeaseFire staff and clients indicate that more time is required to build up trust and rapport with clients, and clients require more long term support, than originally anticipated.

Recommendations. (1) Review the program's exit procedure and ensure clients' files are closed in a timely manner when they are ready to graduate from the program, or have disengaged. (2) Review and, if necessary, revise the program's targets in regards to the amount and duration of programming clients should be receiving in order to ensure targets are realistic given needs of the target population.

Program Implementation

Findings. As of November 30th, 2016, the program's three Outreach Workers have an average active caseload of 6.33 clients (min = 5; max = 7), with 54.44% of CeaseFire clients designated as high-risk. CeaseFire clients have an average 3.34 (SD = 3.11) risk reduction plans over the duration of their involvement in the program. The program has recorded 41 violent incidents and 150 conflict mediations

Attachment 4: CeaseFire Halifax Evaluation Summary from Resilience Research Centre of Dalhousie University

in their target intervention sites, involving 513 high-risk youth. The program recorded a total of 198 community activities, reaching an estimated 867 high-risk youth and an additional 26,557 community members. The program has completed a total of 18 community reconciliation circles, involving 12 clients, and 26 adult-youth support groups, involving 14 clients and 8 volunteer mentors. While all planned program activities involving clients/participants are being delivered, the program is not implementing the Cure Violence model to a high degree of fidelity since the program does not have the recommended 3 staff to cover the target intervention sites, Outreach Workers caseloads are smaller (less than Cure Violence's recommended 15-20) and include a smaller proportion of high-risk clients (less than Cure Violence's recommended 60-80% high-risk clients), and risk reduction plans are not being create for each client on a monthly basis.

Recommendations. (1) More attention is needed for consistently developing, implementing and monitoring risk reduction plans. (2) If the program is sustained beyond its current mandate/funding, project management should access the feasibility increasing the number of staff per target intervention site, or reducing the number of target intervention sites, to maintain fidelity to the Cure Violence model, or whether they will implement a medium or low fidelity alternative/modification to the model, such as a 'mobile unit'.

Project Management

Findings. CeaseFire staff received 17 different types of training activities. However, not all staff have received all training activities due to the high rate of staff turnover. While staff members are generally satisfied with the amount and quality of training they have received, ongoing training and support is needed in regards to implementing Africentric principles in their work. Two key resource gaps are (a) staffing, particularly the number of staff needed to cover the target intervention sites, and (b) lack of reliable CeaseFire facilities, that is most of these spaces are shared, not always available, and have limited hours of operation. The CeaseFire project is receiving support from a number of sources to help guide the project and ensure the successful implementation of the Cure Violence model.

Recommendations. (1) CeaseFire staff should continue to receive training and support to ensure the deliberate application of Africentric principles in program activities happens as planned. (2) Continue to seek out reliable and accessible locations to meet with CeaseFire participants/clients in the target communities. (3) Future planning for CeaseFire and Cure Violence projects should anticipate and budget for staff turnover and, therefore, to run training frequently.

This will ensure that when there is staff turnover, new staff can receive the same training as the original staff, in a timely manner.

Community Partners

Findings. There is evidence that the program works collaboratively with community services. A total of 72 partnerships have been established; community partners have been involved in providing in-kind human resources, co-ordinating services, agreeing to provide referrals to the program, providing training and support to program staff, and sitting on advisory boards. Overall stakeholders we spoke to found their partnership with the CeaseFire program staff to be very positive, however, not all partners felt the program was utilizing the full extent of their resources. Stakeholders also indicated that the

program has potential to address violence and gun-related activity on a much greater scale should some of its weaknesses (particularly in regards to staffing and resources) be addressed and remedied.

Recommendation. Continue to nurture existing partnerships and develop new partnerships – The project has been very successful in creating and sustaining partnerships with a wide range of service providers, community organizations, educational institutions, government sectors, and professionals. Although developing and maintaining partnerships requires a lot of time and energy, they are essential to the success of the project. Therefore, it is important for project staff to continue to focus their energies on nurturing current partnerships and creating new ones.

Outcomes

Findings. Since only a small number of clients have completed follow-up assessments, we were unable to detect differences between intake and follow-up measurements on key project outcomes, unless there were very large effects. For instance, clients assessed at intake and again upon exiting the program reported a statistically significant increase in resilience in Child and Youth Resilience Measure, that is one's individual capacity, available relationships, connection to culture and contextual resources which help to cope with challenging circumstances. Also, clients also reported a statistically significant increase in life satisfaction (based on the Brief Multidimensional Students' Life Satisfaction scale). Qualitative findings also suggest clients had an increased awareness of the consequences of violence, coping and problem solving skills, and reduced factors associated with criminality. Out of the 90 CeaseFire clients, 14 (15.56%) were reported to have new criminal charges. During the CeaseFire intervention, the target sites experienced a 48.10% decline in weapons offenses and a 22.42% decline in assaults from 2013 (pre-implementation) to 2015 (implementation began on May 1st, 2014). In regards to homicides, there has been a decrease in incidents in the program's target sites from two in 2013, two in 2014, and zero in 2015.

Recommendation. The evaluation team recommends data collection for follow-up assessments be completed by the evaluation staff, as opposed to program staff, and that stipends for follow-up assessments and exit assessments be increased from \$0 and \$15, respectively, to \$25 per assessment completed, in attempts to increase completion rates.

Program Cost

Findings. The total operating costs for the program to date (October 1st, 2013 – September 30th, 2016) is \$1,589,676.34—including hard expenditures and in-kind costs. At this stage, we are able to report that the cost per client enrolled in program is \$17,663.07. This calculation is based on the cost of 90 clients as opposed to the targeted number of 98 clients which the program anticipated to reach by this reporting period. A comparison of program operation costs with costs RRC

Attachment 5: Violent Crime Data Analysis

Resilience Research Centre (unpublished analysis, Feb 15, 2018)

Evaluation Question:

Has there been a reduction in gun violence, physical violence, violent victimization, and gang-related criminal activities in the program's target communities?

Indicators:

- Incidence of charged violent crimes

Data Source:

- Halifax Regional Police recorded crime data.
- Halifax District Royal Canadian Mounted Police recorded crime data.

Results:

- An interrupted time series (ITS) analysis was performed to investigate the impact of the CeaseFire program on the incidence of charged violent crimes (UCR1 codes 1100s, 1210, 1400s, 1610, 3375) involving Black males under the age of 25. This analysis involved data from all zones and did not specify whether a weapon was recorded as present. This results in 1349 incidents, sufficient for a time series analysis (additional criteria or filtering resulted in too few cases for this particular analysis).

Beginning at 39 charged incidents in the first quarter of 2007 (the first quarter for which data are available), the number of charged incidents was decreasing by .552 occurrences per quarter prior to the intervention (in the second quarter of 2014). The point estimate suggests that the program may have had a modest impact on the existing decreasing trend (an additional reduction of 1.778 incidents 24 months post-intervention, and 3.24 incidents 36 months post-intervention), but these findings are not statistically significant, and the estimates do not fall

Attachment 5: Violent Crime Data Analysis

within the accompanying confidence intervals, rendering the overall impact of the program from this analysis uncertain.

Attachment 5: Violent Crime Data Analysis

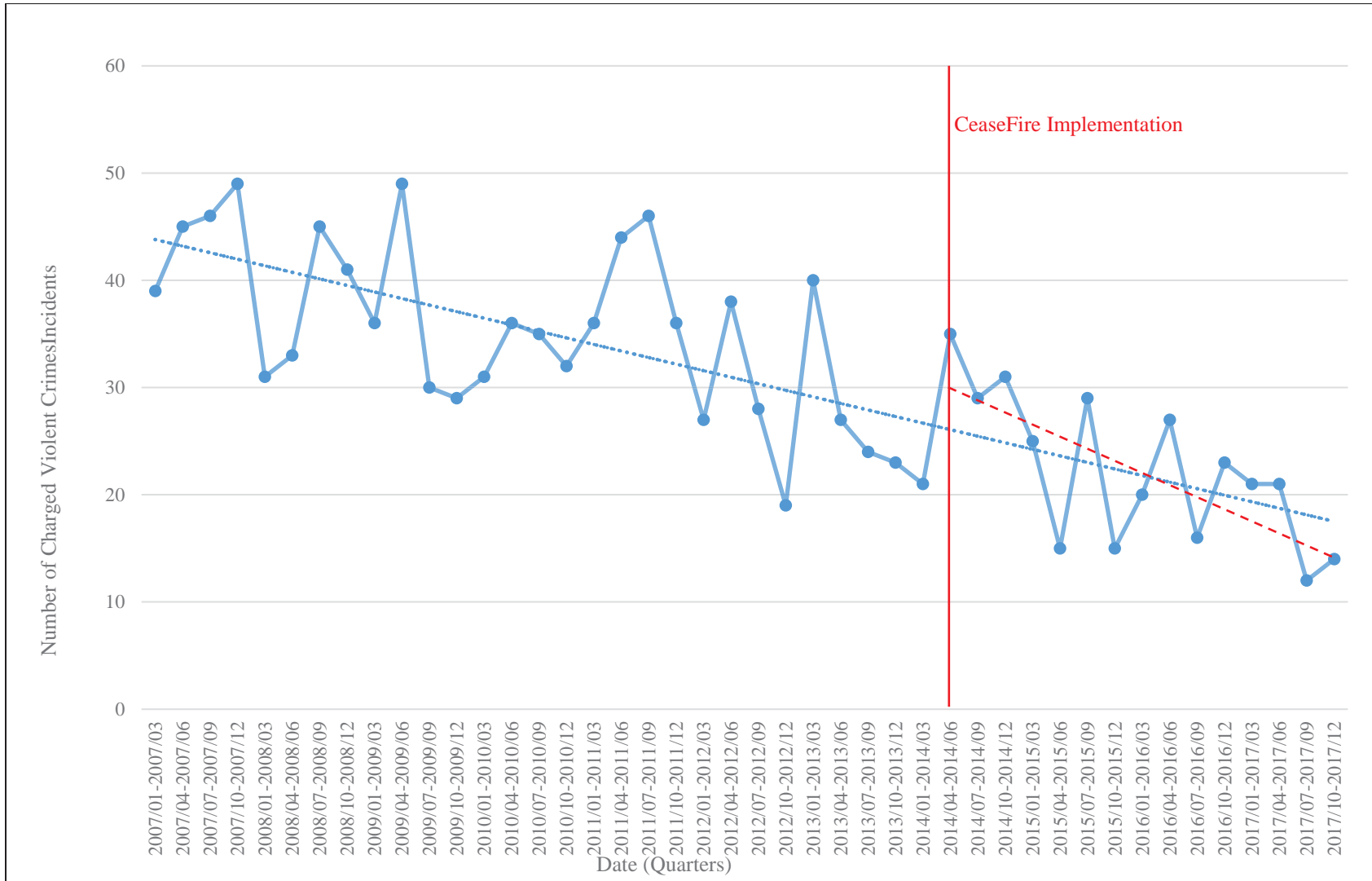


Figure 1: *ITS incidents of charged violent crimes involving black under 25 year old males*

Attachment 5: Violent Crime Data Analysis

- 3 months: Estimate of effect: .786 incidents; SE: 4.034; 95% CI: 7.87 – 9.44
 - 6 months: Estimate of effect: .420 incidents; SE: 3.833; 95% CI: 7.80 – 8.64
 - 12 months: Estimate of effect: -.313 incidents; SE: 3.568; 95% CI: 7.34 – 7.97
 - 24 months: Estimate of effect: -1.778 incidents; SE: 3.682; 95% CI: 6.12 – 9.68
 - 36 months: Estimate of effect: -3.243 incidents; SE: 4.553; 95% CI: 6.52 – 13.01
- Table 1 compares the average of violent crime incidents occurring 3.5 years before and after the introduction of CeaseFire. The following zones showed a statistically significant reduction in the number of all charged violent crime incidents: North Halifax (C5), North Dartmouth (E5), HRP other, All HRP, All HRP/RCMP.
 - The ‘North Halifax (C5)’ region showed a statistically significant ($p < .01$) decrease in the number of all charged violent crime incidents 3.5 years before ($M=.56$; $SD=.67$) and 3.5 years after ($M=.24$; $SD=.43$) the introduction of CeaseFire.
 - The ‘North Dartmouth (E5)’ region showed a statistically significant ($p < .031$) decrease in the number of all charged violent crime incidents 3.5 years before ($M=1.26$; $SD=1.20$) and 3.5 years after ($M=.74$; $SD=.96$) the introduction of CeaseFire.
 - The ‘HRP other’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents 3.5 years before ($M=7.00$; $SD=2.92$) and 3.5 years after ($M=5.02$; $SD=2.26$) the introduction of CeaseFire.
 - The ‘All HRP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents 3.5 years before ($M=8.81$; $SD=3.06$) and 3.5 years after ($M=5.57$; $SD=2.72$) the introduction of CeaseFire.

Attachment 5: Violent Crime Data Analysis

- The ‘All HRP/RCMP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents 3.5 years before ($M=10.49$; $SD=3.44$) and 3.5 years after ($M=7.48$; $SD=3.00$) the introduction of CeaseFire.

Table 1: Comparison of the average of all charged violent crime incidents per month occurring 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25

Region	Incidents 3.5 years prior		Incidents 3.5 years post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.28	.50	.31	.56	+0.03	.793
Cole Harbour	1.00	.85	1.10	1.03	+0.10	.642
North Halifax (C5)	.56	.67	.24	.43	-0.32	.010*
North Dartmouth (E5)	1.26	1.20	.74	.96	-0.52	.031*
HRP other	7.00	2.92	5.02	2.26	-1.98	<.001**
All HRP	8.81	3.06	5.57	2.72	-3.24	<.001**
All HRP/RCMP	10.49	3.44	7.48	3.00	-3.01	<.001**

†=p<.10; * = p < .05; **=p<.001

- Table 2 compares the average of violent crime incidents occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire. The following zones showed a statistically significant reduction in the number of all charged violent crime incidents: North Dartmouth (E5), HRP other, All HRP, All HRP/RCMP.
 - The ‘North Dartmouth (E5)’ region showed a statistically significant ($p < .010$) decrease in the number of all charged violent crime incidents in the 1-year period 3.5 years before ($M=2.17$; $SD=.98$) and after ($M=.50$; $SD=.84$) the introduction of CeaseFire.
 - The ‘HRP other’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents in the 1-year period 3.5 years before ($M=6.83$; $SD=.75$) and after ($M=3.17$; $SD=1.72$) the introduction of CeaseFire.

Attachment 5: Violent Crime Data Analysis

- The ‘All HRP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents in the 1-year period 3.5 years before ($M=9.83$; $SD=1.94$) and after ($M=2.33$; $SD=2.16$) the introduction of CeaseFire.
- The ‘All HRP/RCMP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents in the 1-year period 3.5 years before ($M=11.17$; $SD=1.60$) and after ($M=4.33$; $SD=1.21$) the introduction of CeaseFire.

Table 2: Comparison of the average of all charged violent crime incidents per month occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25

Region	Incidents 6-months prior		Incidents 6-months post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.00	.00	.00	.00	.00	N/A
Cole Harbour	.83	.75	.33	.52	-0.5	.209
North Halifax (C5)	.83	.75	.33	.52	-0.5	.209
North Dartmouth (E5)	2.17	.98	.50	.84	-1.67	.010*
HRP other	6.83	.75	3.17	1.72	-3.66	<.001**
All HRP	9.83	1.94	2.33	2.16	-7.50	<.001**
All HRP/RCMP	11.17	1.60	4.33	1.21	-6.84	<.001**

†=p<.10; * = p < .05; **=p<.001

- Table 3 compares the average of violent crime incidents occurring 3.5 years before and after the introduction of CeaseFire. The following zones showed a statistically significant reduction in the number of all charged violent crime incidents with weapons present: North Halifax (C5), North Dartmouth (E5), HRP other, All HRP, All HRP/RCMP.
 - The ‘North Halifax (C5)’ region showed a statistically significant ($p < .096$) decrease in the number of all charged violent crime incidents with weapons present 3.5 years before ($M=.37$; $SD=.58$) and 3.5 years after ($M=.19$; $SD=.40$) the introduction of CeaseFire.

Attachment 5: Violent Crime Data Analysis

- The ‘North Dartmouth (E5)’ region showed a statistically significant ($p < .009$) decrease in the number of all charged violent crime incidents with weapons present 3.5 years before ($M=1.05$; $SD=1.07$) and 3.5 years after ($M=.50$; $SD=.80$) the introduction of CeaseFire.
- The ‘HRP other’ region showed a statistically significant ($p < .004$) decrease in the number of all charged violent crime incidents with weapons present 3.5 years before ($M=5.84$; $SD=2.42$) and 3.5 years after ($M=4.38$; $SD=2.14$) the introduction of CeaseFire.
- The ‘All HRP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents with weapons present 3.5 years before ($M=7.26$; $SD=2.63$) and 3.5 years after ($M=5.07$; $SD=2.23$) the introduction of CeaseFire.
- The ‘All HRP/RCMP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents with weapons present 3.5 years before ($M=8.60$; $SD=2.98$) and 3.5 years after ($M=6.24$; $SD=2.84$) the introduction of CeaseFire.

Table 3: *Comparison of the average of all charged violent crime incidents with weapon present per month occurring 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25 where any weapon was present*

Region	Incidents 3.5 years prior		Incidents 3.5 years post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.19	.39	.21	.47	+.03	.765
Cole Harbour	.86	.80	.83	.91	-.03	.884
North Halifax (C5)	.37	.58	.19	.40	-.18	.096†
North Dartmouth (E5)	1.05	1.07	.50	.80	-.55	.009*
HRP other	5.84	2.42	4.38	2.14	-1.46	.004*

Attachment 5: Violent Crime Data Analysis

All HRP	7.26	2.63	5.07	2.23	-2.18	<.001**
All HRP/RCMP	8.60	2.98	6.24	2.84	-2.37	<.001**
†=p<.10; * = p < .05; **=p<.001						

- Table 4 compares the average of violent crime incidents occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire. The following zones showed a statistically significant reduction in the number of all charged violent crime incidents with weapons present: North Dartmouth (E5), HRP other, All HRP, All HRP/RCMP.
 - The ‘North Dartmouth (E5)’ region showed a statistically significant ($p < .035$) decrease in the number of all charged violent crime incidents with weapons present in the 1-year period 3.5 years before ($M=1.50$; $SD=.84$) and after ($M=.33$; $SD=.82$) the introduction of CeaseFire.
 - The ‘HRP other’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents with weapons present in the 1-year period 3.5 years before ($M=6.17$; $SD=.75$) and after ($M=2.00$; $SD=1.26$) the introduction of CeaseFire.
 - The ‘All HRP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents with weapons present in the 1-year period 3.5 years before ($M=8.50$; $SD=1.64$) and after ($M=2.67$; $SD=1.37$) the introduction of CeaseFire.
 - The ‘All HRP/RCMP’ region showed a statistically significant ($p < .001$) decrease in the number of all charged violent crime incidents with weapons present in the 1-year period 3.5 years before ($M=9.33$; $SD=.82$) and after ($M=3.00$; $SD=1.67$) the introduction of CeaseFire.

Attachment 5: Violent Crime Data Analysis

Table 4: Comparison of the average of charged violent crime incidents with weapon present per month occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25 where any weapon was present

Region	Incidents 6-months prior		Incidents 6-months post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.00	.00	.00	.00	.00	N/A
Cole Harbour	.50	.55	.33	.52	-.17	.599
North Halifax (C5)	.83	.75	.33	.52	-.50	.209
North Dartmouth (E5)	1.50	.84	.33	.82	-1.17	.035*
HRP other	6.17	.75	2.00	1.26	-4.17	<.001**
All HRP	8.50	1.64	2.67	1.37	-5.83	<.001**
All HRP/RCMP	9.33	.82	3.00	1.67	-6.33	<.001**

†=p<.10; * = p < .05; **=p<.001

- Table 5 compares the average of violent crime incidents occurring 3.5 years before and after the introduction of CeaseFire. The following zones showed a statistically significant reduction in the number of all charged violent crime incidents with a firearm present: North Halifax (C5), HRP other, All HRP, All HRP/RCMP.
 - The ‘North Halifax (C5)’ region showed a statistically significant ($p < .043$) decrease in the number of all charged violent crime incidents with a firearm present 3.5 years before ($M=.09$; $SD=.29$) and 3.5 years after ($M=.00$; $SD=.00$) the introduction of CeaseFire.
 - The ‘HRP other’ region showed a statistically significant ($p < .024$) decrease in the number of all charged violent crime incidents with a firearm present 3.5 years before ($M=.65$; $SD=.90$) and 3.5 years after ($M=.29$; $SD=.51$) the introduction of CeaseFire.
 - The ‘All HRP’ region showed a statistically significant ($p < .007$) decrease in the number of all charged violent crime incidents with a firearm present 3.5 years before ($M=.88$; $SD=1.12$) and 3.5 years after ($M=.36$; $SD=.53$) the introduction of CeaseFire.

Attachment 5: Violent Crime Data Analysis

- The ‘All HRP/RCMP’ region showed a statistically significant ($p < .024$) decrease in the number of all charged violent crime incidents with a firearm present 3.5 years before ($M=1.02$; $SD=1.12$) and 3.5 years after ($M=.55$; $SD=.74$) the introduction of CeaseFire.

Table 5: Comparison of the average of all charged violent crime incidents with firearm present per month occurring 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25 where a firearm was present

Region	Incidents 3.5 years prior		Incidents 3.5 years post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.07	.26	.02	.15	-.05	.323
Cole Harbour	.12	.32	.14	.35	+.03	.719
North Halifax (C5)	.09	.29	.00	.00	-.09	.043*
North Dartmouth (E5)	.14	.41	.07	.26	-.07	.367
HRP other	.65	.90	.29	.51	-.37	.024*
All HRP	.88	1.12	.36	.53	-.53	.007*
All HRP/RCMP	1.02	1.12	.55	.74	-.48	.024*

†=p<.10; * = p < .05; **=p<.001

Table 6 compares the average of violent crime incidents occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire. None of the zones showed a statistically significant reduction in the number of all charged violent crime incidents with a firearm present.

Table 6: Comparison of the average of all charged violent crime incidents with firearm present per month occurring in the 1-year period 3.5 years before and after the introduction of CeaseFire: involving Black males under the age of 25 where a firearm was prese

Region	Incidents 6-months prior		Incidents 6-months post		Av. Change	Sig.
	M	SD	M	SD		
Preston	.00	.00	.00	.00	.00	N/A
Cole Harbour	.17	.41	.00	.00	-.17	.341
North Halifax (C5)	.33	.52	.00	.00	-.33	.145
North Dartmouth (E5)	.17	.41	.17	.41	.00	N/A
HRP other	.00	.00	.17	.41	+.17	.341
All HRP	.50	.84	.33	.52	-.17	.687
All HRP/RCMP	.67	.82	.33	.52	-.33	.418

†=p<.10; * = p < .05; **=p<.001

Attachment 5: Violent Crime Data Analysis

Interpretation:

- The ITS analysis showed that the number of charged violent crime incidents decreased prior to the intervention and continued to decrease following it. Point estimates suggested that while the program may have had a modest impact on the existing decreasing trend, these findings were not statistically significant and did not fall within the confidence intervals, as would be expected. For an observable and statistically significant positive impact, the trend of the data depicted in Figure 1 would change to a sharper decline following the implementation of the program.

Due to the general downward trend displayed by the ITS, interpretations of comparison group results regarding CeaseFire impact are limited. That is, if violent crime was already declining prior to the intervention and this trend was expected to continue at the same rate, one might expect there to be significant decline in violent crime when compare pre-/post-intervention crime rates, regardless of the intervention. It is possible to comment, however, that the Preston and Cole Harbour areas do not show any statistically significant change throughout our group comparison analysis. This can be of interest because these were the sites where, throughout the evaluation period, the intervention was recognized low intensity—that is, due to high-staff turnover and community engagement challenges, the program had relatively few clients from these areas and their overall presence there was low. Nevertheless, the lack of significance in the results can also be attributed to the low counts of incidents on the outcome variables, which also prevented some more focused analyses (e.g., an ITS similar to the one run, but also limiting to incidents involving the presence of firearms, or in specific regions), and so this does not necessarily reflect a low intervention effect.

Attachment 6: CeaseFire Halifax Alignment with Public Safety Strategy

Priority Outcome	Action	Ceasefire model component	Activity and/or population	Results	
Priority 1 Build resident resilience					
PO 1.2 Help children and youth to succeed at school	7	Promote culturally sensitive opportunities for social support, school connectedness, and youth development.	Nova Scotian and Africentric innovations in the program include: -Support group for youth led by adult African Nova Scotian men -Community Reconciliation Circles support healing process related to effects of violence. Community capacity is built through sharing commonalities; validate youth working to make positive change in their lives.	- 18 reconciliation circles including 12 clients. - 26 adult youth support groups including 14 clients and 8 volunteer mentors.	<ul style="list-style-type: none"> - A non-statistically significant increase in Multi-ethnic Identity Measure, which assesses the strength of a client's ethnic identity. - 33% of clients (30 of 90) found or returned to work or education - No statistically significant changes in Future Aspirations - Peer Leader Survey, which measures future and career orientation and aspirations. -The 4HSQ Risk scale measures youth engagement in substance use. No statistically significant changes were reported -Qualitative interviews with clients (25) and staff (21) did not indicate changes in substance use.
	8	Close the achievement gap between students of different races, ethnicities and socio-economic backgrounds.	Outreach Workers counsel clients to improve positive self-image and identity among youth.	-90 clients participated in the program	
	9	Promote school attendance, lessen suspensions and reduce drop-outs.	Outreach Workers counsel clients to improve attitudes toward pro-social authority figures among youth.		
PO 1.3 Improve residents' mental health	10	Adopt an anti-oppression framework that focuses on social inclusion, community engagement and anti-discrimination.	Program adopts an Africentric theory of change that understands violence as an acquired behaviour, learned socially from those around us. Violence is viewed from a public health lens, in which the greatest predictor of a violent event, is the precedence of violent acts within a person's or community's lived experience. -Other relevant training: Restorative Justice Circles; Diversity; Asset Mapping, Anger Management, Leadership, Cure Violence, Mental Health	-17 different training activities, including: 2 training sessions on Africentric Principles. Staff training #	<ul style="list-style-type: none"> - Qualitative interviews with staff (21) indicate satisfaction with training. However high staff turnover resulted in less training for newer staff members
	16	Help children/youth build confidence, resilience and effective decision-making skills concerning drug and alcohol use	<i>supported through component and activities associated with action 41</i>		<ul style="list-style-type: none"> - A non statistically significant increase in SDQ Prosocial Behaviour subscale, which measures engagement with pro-social behaviour. - Clients in the exit group (n=6) had statistically significant increases in the Child and Youth Resiliency Measure, which assesses the resources (individual,
	17	Assist youth to develop skills to recognize, avoid and	<i>supported through component and activities associated with actions 41 & 59</i>		

Attachment 6: CeaseFire Halifax Alignment with Public Safety Strategy

Priority Outcome	Action	Ceasefire model component	Activity and/or population	Results
	deal with dating violence, gender violence and unhealthy relationships			relational, communal and cultural) available to youth that may bolster their resilience.
	18 Help children/youth develop skills to recognize, avoid and deal with situations that may put them at risk of sexual abuse	<i>supported through component and activities associated with actions 41 & 59</i>		-Clients in the non-exit group (n=13) had statistically significant increases in the Brief Multidimensional Students Life Satisfaction scale, which assesses satisfaction with areas of life most pertinent for positive development (family, friends, school experiences, self-perception and living environment).
Priority 3 Strengthening Communities				
PO 3.1 Support residents in parenting and mentorship	41 Support mentoring of children and youths, particularly at-risk individuals.	<ul style="list-style-type: none"> - Outreach Workers and Violence Interrupters work one-on one with clients and connect them to service providers to increase coping and problem solving skills; increase prosocial attitudes and actions. - Outreach Workers build therapeutic alliances with clients to develop a plan of personal change and engagement in steps toward a more pro-social existence. - <i>supported through components and activities associated with action 7.</i> 	- 91% of clients were identified as medium to high risk ANS youth (16-24 yrs).	<ul style="list-style-type: none"> - Interviews with 25 clients suggest they have improved understandings of the consequences of violence, and that Outreach workers and Violence Interrupters are viewed as positive role models that help them disassociate from negative peer influences. -A non statistically significant increase in Attachment to Community Scale which assesses trust, connection and attachment to community.
PO 3.4 Enhance community cohesion and engagement	52 Provide community development training for residents to build local capacity	<ul style="list-style-type: none"> - Community Mobilization activities organize events designed to build capacity and change social norms. Whenever a violent incident occurs CeaseFire organizes a community response to object and renounce violence. -Workers organize with tenant associations and other community groups to support and assist in shifting norms. -Workers distribute material to convey message that violence is not acceptable. - Outreach workers work one on one with clients to improve positive connection to their community. 	- 198 community activities held: Activities include BBQs, marches, basketball tournaments, music events, etc.	<ul style="list-style-type: none"> -Interviews with staff and clients) show overall positive view of community events and found them beneficial to community cohesion. -Evaluation notes difficulty in engaging high-risk population in community events.
Priority 4 Prevent and Reduce Crime				

Attachment 6: CeaseFire Halifax Alignment with Public Safety Strategy

Priority Outcome	Action	Ceasefire model component	Activity and/or population	Results
<p>PO 4.1 Decrease violent crime and criminal involvement</p>	<p>59 Support youth-at-risk to avoid, or disengage from, criminal involvement.</p>	<p>-Violence Interrupters build relationships at the street level and deploy immediately to mediate when they detect an escalation of violence or conflict. The program does not require clients to disengage from criminal activity, but encourages lifestyle changes, particularly those that impede progress toward goals and or lead to violence.</p>	<p>- 150 conflict mediations recorded with 513 high risk youth -Conflict characteristics: - 6% shots fired (without a victim) - 15% serious violent act -5% shooting (with victim) -2.7% fatality</p>	<p>- 23 out of 71 (25.5%) of clients with closed files have ‘successfully’ completed the program (i.e., no longer qualify as high-risk). - No statistically significant changes in the Attitudes toward Guns and Violence scale, which measures attitudes toward guns, physical aggression and interpersonal conflict. - No statistically significant changes in the 4HQSQ Delinquency scale, which measures engagement in delinquent behaviour.</p>
	<p>61 Target hotspots to disrupt criminal activity</p>	<p>Program targets ‘hotspots’: North End Halifax, Dartmouth North, the Prestons, and Cole Harbour. Violence Interrupters work at street level in these communities and are trained to deploy immediately upon detecting an escalation of violence or conflict. .</p>	<p>- 6% of clients: Mulgrave Park - 17% of clients from Uniacke Square. 47% of clients from Dartmouth North. - 11% of clients from Preston areas - 6% of clients from Cole Harbour. - 12% of clients from unknown area.</p>	<p>- No statistically significant changes in the Attitude toward Gangs scale, which measures attitudes toward gangs. No statistically significant changes in the Acceptance of Couple Violence scale, which measures attitudes toward domestic violence). -Qualitative interviews with clients and staff did not indicate changes in substance use.</p>
<p>PO 4.2 Divert and reintegrate offenders</p>	<p>63 Increase the availability and awareness of services for perpetrators (such as advocacy, support, accommodation, skill development and counselling</p>	<p>Program targets med-high risk ANS youth (18-24 yrs) with prior or active criminal involvement.</p>	<p>- 70% of clients with prior criminal history. -45% of clients recently released from prison.</p>	<p>-The 4HSQ Risk scale measures engagement in substance use. No statistically significant changes were reported.</p>

Attachment 6: CeaseFire Halifax Alignment with Public Safety Strategy

Priority Outcome	Action	Ceasefire model component	Activity and/or population	Results
PO 4.3 Reduce the availability and harmful use of alcohol and drugs	65 Promote responsible attitudes to alcohol to curb harmful patterns of drinking	Program targets med-high risk ANS youth with history of substance use (18-24 yrs). While clients are not required to disengage from substance use lifestyle changes are encouraged particularly those that impede progression toward goals and or lead to violence.	-8% of clients with history of substance use ¹	
PO 4.4 Decrease interpersonal violence, abuse and neglect	75 Support initiatives that encourage bystanders to act to prevent gendered violence, abuse and neglect	Violence Interrupters build relationships at the street level and deploy immediately to mediate when they detect an escalation of violence or conflict.	- 150 conflict mediations recorded	

¹ Resilience Research Centre (2017, p. 27)