

Freedom Indeed, LLC

Group Violence Intervention Coordinator RFP Response

City of Pittsburgh Department of Public Safety Administration

March 27, 2024

Firm's Qualifications, Experience and References

Freedom Indeed LLC, founded in 2007, is a community empowerment and anti-violence Consulting Agency that advances the social progress of communities through re-entry training and workshops, street interventions. Our mission is to create safe environments for people to thrive while promoting health and well-being for all. The Freedom Indeed LLC team has traveled the nation providing services to government officials and municipalities, community organizations, law enforcement entities, and correctional facilities.

Our firm specializes in developing implementation strategies for the following evidence-based violence prevention models: Group Violence Intervention (GVI), Cure Violence, Cease Fire, and the HAVI Hospital Based Initiative. We are recognized, nationally, for our Group Violence Intervention work because we understand that violence prevention is strongly associated with Social Determinants of Health; therefore, identifying and addressing root causes of inequity and social disadvantage is essential for preventing violence.

Additionally, we have provided clients with the tools and resources to create successful community outreach plans, stakeholder maps and engagement strategies, curated community events, and collective impact plans.

Freedom Indeed LLC will provide the City of Pittsburgh with a project lead that will serve as the Group Violence Intervention Coordinator. The project lead will guide the development and implementation of the GVI strategies. This includes coordination with local law enforcement agencies, social service agencies and community members. Strategic violence prevention and intervention training will be delivered to law enforcement agencies, community organizations and the City of Pittsburgh's current contracted outreach service provider. Freedom Indeed LLC will serve as a liaison on behalf of the City of Pittsburgh to connect the City of Pittsburgh with our network of local, regional and national partners.

Clients

City of Pittsburgh: 2017 – 2024; Project: Group Violence Intervention Strategy Implementation

South Pittsburgh Coalition for Peace: 2018-2024; Project: Provided guidance on the establishment of a violence prevention organization. Training modules and community outreach strategies were created.

Department of Corrections: 2022-2023; Project: Guided leadership team of the DOC effective ways to work with gang members and traumatized individuals.

United States Federal Public Defender's Office (Pittsburgh, Michigan, Virginia, Reno, Los Vegas): 2017-2024; Project: Served as expert witnesses for the court system.

Duquesne University: 2018-2024; Project: Developed strategies for the leadership team from Elsinore Bennu Think Tank that will assist men and women transitioning from jail and prison.

The Center for Victims: 2014-2017; Project: Facilitated the Impact of Trauma in Shuman Detention Center session for Center for Victims.

Community Partners

- B-Pep
- Greater Pittsburgh Mad Dads
- Stop the Violence Partners
- State Parole
- Department of Corrections
- Allegheny County Department of Probation (Adult)
- Allegheny County Department of Probation (Juvenile)
- Allegheny County Department
- National Network for Safe Communities
- Cities United

References

Name: Rev. Dr. Asa Lee

Years known: 2 Years.

Phone: (412) 362-5610

Email: alee@pts.edu

Project summary: Freedom Indeed LLC continues to assist the Metro Urban Institute of the Pittsburgh Theological Seminary with identifying and addressing urban issues in Allegheny County.

Name: Diana A. Bucco

Years known: 5 Years.

Phone: (412) 566-2711

Email: bucco@buhlfoundation

Project summary: Freedom Indeed has worked to assist the organizations on the northside of Pittsburgh with the issues of violence impacting the youth and community.

Name: Father Paul Abernathy

Years known: 8 Years.

Phone: (412) 261-1234

Email: pabernathy@neighborhoodresilience.org

Project summary: Freedom Indeed LLC has assisted the Neighborhood Resilience Project with their violence prevention and intervention work.

Name: Saleem Ghubril

Years known: 22 Years.

Phone: (412) 281-7605

Email: saleem@pittsburghpromise.org

Project summary: Freedom Indeed LLC has been working with Mr. Ghubril through the Pittsburgh Promise, The Pittsburgh Project and Mosaic Community Church to provide resources that have helped to direct and encourage students from urban communities.

Qualifications of Project Team

Dr. Toya Jones, LCSW

Freedom Indeed, LLC – President; 12 years

Dr. Jones is an author, facilitator, and instructor with over twenty years of social work experience and fifteen years of post-MSW clinical practice with trauma survivors and clients with mental health diagnoses. She has eight years of teaching experience at the postsecondary and secondary levels with students diverse in age, ability, and cultural background. Dr. Jones' research focuses on the effects of trauma on individuals and communities, burnout with MSW BIPOC students, and integrating faith and cognitive behavioral therapy to treat mental health concerns in the Black church. Her areas of teaching competence include Social Work, Trauma, Groups, Cognitive Behavioral Therapy, and various therapeutic treatment models. Dr. Jones' training expertise includes best practice and treatment methods for children, adolescents, families, and the incarcerated population impacted by trauma, secondary trauma, and self-care. Dr. Jones has facilitated training for law enforcement and representatives of the judicial system.

Rev. Cornell Jones

Freedom Indeed, LLC - Vice President; 17 years

Rev. Jones is the current Director of Street Outreach for the City of Pittsburgh and has served in this capacity since 2017. In this role, he brings outreach teams and law enforcement together to counteract and prevent violence in the community. Under his leadership and collaboration, the City of Pittsburgh witnessed a thirty six percent reduction in homicides in 2019. He is rooted in the community and has extensive relationships with community leaders that will aid in the success of the implementation of GVI. He also has a great rapport with city, county, and state law enforcement. Rev. Jones served as the Protestant Chaplain at SCI Pittsburgh Prison (formerly known as Western Penitentiary) for over 10 years. While working in the prison, he led many crisis de-escalation and gang prevention teams such as: Security Threat Group Team, CISM (Critical Incident Stress Management), and the CERT team (Correctional Emergency Response Team). He is a crisis chaplain and a trained member of the National Organization of Victim Assistance (NOVA) where he assists people who have been victims of large-scale crimes.

He recently became a Gang Specialist and has completed extensive workshops and training with the National Network for Safe Communities (NNSC) administered through John Jay College. He launched an internet radio station, WXCN Power Radio, with programs to train returning citizens from the prison system. He has a bachelor's degree from Geneva College in Community Leadership.

Administrative Assistant: (currently interviewing)

Skilled at scheduling meetings, managing calendars, and preparing reports.

Please refer to attachments uploaded in Section 1. Response to Scope Proposal for resumes, bios and letters of support.

Project Approach and Plan

The evidence-based, violence reduction strategy, Group Violence Intervention was institutionalized by the City of Pittsburgh Bureau of Police in 2016. Since then, the city has made significant investments to support the implementation of GVI. These investments include the creation of a GVI unit within the Pittsburgh Bureau of Police (PBP); a dedicated sergeant within the GVI unit; a GVI data analyst and supporting technology; a GVI communications lead (PIO); and a contracted GVI street outreach team. Our firm is aware that the city has gone through a number of leadership changes since the institution of GVI; therefore, Freedom Indeed, LLC will use a "Village" approach to re-introduce GVI to City Leadership, law enforcement, stakeholders, and the community. This approach will res-establish violence prevention and reduction priorities for the City of Pittsburgh which involves convening, educating, and training the stakeholders that are necessary to the collective impact of counteracting street violence. Our firm will implement GVI through the process detailed below led by Rev. Cornell Jones.

Phase 1: Planning Phase (3-6 months)

Key Commitments

- Select GVI Executive Committee (meets quarterly)
 - Comprised of city leadership and external, appointed committee members
 - The executive committee will coordinate with GVI Coordinator to create measures for shared accountability and progress of the GVI strategies. This includes a report template documenting the monthly activity of the GVI Coordinator and all contracted violence prevention outreach services.
- Identify City Liaisons
 - The City of Pittsburgh leadership team will identify current team members to provide support to GVI in the following areas:
 - Crime and data analysis
 - Communications

- The GVI Coordinator will work with the city liaisons to define support needs based on capacity and resources.
- Establish Working Group (meets monthly/ bi-monthly)
 - Law enforcement representatives
 - Comprised of one or two senior officials from the PBP, Allegheny County Police, local prosecutor, probation and parole, and the U.S. attorney’s office.
 - Social Service Representatives
 - The social service representatives of the Working Group will create a single access point to services and a plan for social service providers to offer outreach and support.
 - Social Services
 - Communicate needs for social services and organize the social service structure.
 - Identify providers
 - Incorporate providers into the strategy
 - Identify a lead provider
 - Ensure fast response times
 - Develop a tracking database
- Community stakeholders / Community moral voices
 - Community stakeholders lead the process of identifying and collaborating with community participants who may speak at the call-ins as “community moral voices” and provide guidance on any broader community outreach and organizing efforts.
- Communication Strategy
 - The GVI Coordinator will provide the communications liaison with a list of key stakeholders identified through a stakeholder mapping exercise. The GVI Coordinator will guide the communications liaison on the creation of positive message that counteracts the narrative of violence throughout the City of Pittsburgh.
- Data Collection
 - A combination of data collected from the data liaison identified by the City of Pittsburgh and GVI outreach reports will be used to measure the effectiveness and impact of the strategies.
- Sustainability
 - The GVI Coordinator will work with City Leadership to determine methods to sustain work on an ongoing basis.

Phase 1A (runs concurrent with Phase 1): Stakeholder and Outreach Team Training

The following stakeholders will receive a GVI Overview Training created by Freedom Indeed, LLC (Dr. Jones) and facilitated by the GVI Coordinator:

- City of Pittsburgh Mayor and Leadership Team
- City Council and staff
- Department of Public Safety Director and Leadership Team
- Faith-based leaders convened by the GVI Coordinator
- Other identified stakeholders

The following stakeholders will receive a Community Trauma- Informed Training created by Freedom Indeed, LLC (Dr. Jones) and co-facilitated by the GVI Coordinator and Dr. Jones:

- Community Partners
- Faith-based leaders
- Contract outreach service provider
- Other identified stakeholders

The following stakeholders will receive Incident Review Training created by Freedom Indeed, LLC and facilitated by the GVI Coordinator:

- Pittsburgh Bureau of Police

The following stakeholders will receive “Call-in” Training created by Freedom Indeed, LLC and facilitated by the GVI Coordinator:

- Contracted Outreach Service Provider
- City of Pittsburgh Bureau of Police

Dr. Jones will create and facilitate custom trauma-informed training for the Pittsburgh Bureau Police.

Phase 2: Assessment, Strategy Creation (2 months)

The GVI Coordinator will work with members of the Pittsburgh Bureau of Police and the crime analyst will get an overview of crime data and trends for the last three years. This data will help inform the development of strategies and/or update current strategies. The developed strategies, goals, and metrics will be reviewed by the Executive Committee for approval and implemented by the GVI Coordinator, Pittsburgh Bureau of Police, and the contracted street outreach team.

Phase 3: Leadership of the GVI Outreach Service Provider and Strategy Implementation (ongoing)

The GVI Coordinator will lead the street outreach team contracted through the Outreach Service Provider and serve as a liaison on behalf of the City of Pittsburgh. Freedom Indeed, LLC will create the process and procedures for response to shootings and homicides. This process will align with approved strategies of GVI and will be adopted by the contracted street outreach service provider.

The street outreach team meeting will be held weekly to provide authorized information from incident reviews, communicate strategies, provide updates on community activity, address community concerns and identify areas of opportunity/preventative engagement efforts.

The GVI Coordinator will train the street outreach team in the support activities listed below.

- Crime Scene Support
- Hospital Support and Interventions
- Working with the families
- Resource collection and dissemination to impact families and communities
- Custom Notifications
- Connecting with victim programs
- Organize Mediations
- Connect with Pittsburgh Public Schools
- Law Enforcement engagement
- Enter a Risk Level Assessment
- Connect with the Faith Leader Initiative
- Stop The Violence Partnerships and communication
- Outreach Supervisor communication strategies

Cost Proposal

The cost for Freedom Indeed, LLC to provide the GVI Coordinator with the resources needed to implement the Group Violence Intervention strategies within the City of Pittsburgh is \$315,787 for two years. There is a 3% cost of living increase from contract year 1 to contract year 2. Office supply expenses are greater in contract year 1 due to the onboarding expenses associated with hiring an administrative assistant.

Freedom Indeed, LLC Cost Proposal		
	Year 1	Year 2
GVI Coordinator	\$ 96,445	\$ 99,338
Administrative Assistant	\$ 10,400	\$ 10,712
Training Design and Implementation	\$ 20,000	\$ 20,000
Insurance	\$ 600	\$ 618
Uniforms	\$ 2,000	\$ 2,060
Cell Phone	\$ 1,200	\$ 1,236
Office Supplies	\$ 1,400	\$ 832
Community Training Support	\$ 10,000	\$ 10,000
Training/Travel	\$ 12,859	\$ 13,245
Misc. Expenses	\$ 1,400	\$ 1,442
Total	\$ 156,304	\$ 159,483
2 Year Total		\$ 315,787

Demonstration of Good Faith Effort

Freedom Indeed, LLC is a minority owned, woman led firm.