
**Report to
The Vermont Legislature**

**Community Violence Prevention Program
2025 Report to the Legislature**

In Accordance with 18 V.S.A. § 13

Submitted to: House Committee on Judiciary
House Committee on Human Services
House Committee on Health Care
Senate Committee on Judiciary
Senate Committee on Health and Welfare

Submitted by: Commissioner Mark A. Levine, MD
Vermont Department of Health

Prepared by: Kana Zink, MPH
Violence Prevention Specialist, Vermont Department of Health

Emily Fredette
Injury and Violence Prevention Program Manager, Vermont
Department of Health

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280 State Drive
Waterbury, VT 05671-8300
802-863-7280
HealthVermont.gov



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Community Violence Prevention Program 2025 Report to the Legislature

Background

Act 23 of 2023 requires a collaborative process between Vermont Department of Health (Department), Department of Public Safety, Office of Racial Equity, Council for Equitable Youth Justice, and the Chief Prevention Officer, and the Director of Violence Prevention from the Governor's Office to create the Community Violence Prevention (CVP) Program. The Department of Health's Division of Family and Child Health (FCH) was awarded \$5,000,000 to manage the Community Violence Prevention Program, which the Department elected to establish as a 3-year program. The Department allocated \$4.75 million in available funds over three years, 2/1/2024-1/31/2027, or roughly \$1.5 million per year, with each program not to exceed \$150,000 per year. Funding has been allocated over a three year period, rather than a single year lump sum, due to the Department's recognition of prevention best practices, as guided by the Centers for Disease Control, which states that the public health approach to violence prevention is most impactful over a longer duration of time. The legislature allowed the Department to allocate 5% of the \$5,000,000 to be allocated to hire a program specialist to support the Community Violence Prevention Program. The Department hired a 1.0FTE Public Health Specialist II who began on 11/20/2023, that provides monitoring and ongoing technical assistance to the grantees, as well as promote violence prevention best practices with state and community partners.

Grant Application and Award Process

The purpose of the Community Violence Prevention (CVP) Program, under 18 V.S.A. § 13, is to work with communities to implement innovative, evidence-based, and evidence-informed programs addressing causes of youth and community violence. A Request for Proposals (RFP) was developed by the collaborative team during June to September 2023 and was posted to the Vermont Business Registry on October 16, 2023. The statute required that applicants demonstrate an increase in violence within their communities, so the Department assembled a Data Appendix¹ to aid applicants. The Data Appendix included surveillance from the Department of Health and Department of Public Safety. The RFP was distributed to all Division Directors at the Department and key program staff working in RFP content areas. The RFP was distributed to community organizations that worked in the RFP content areas, as well as the Vermont League of Cities and Towns, all Vermont mayors, and all regional planning commissions to share with municipalities. A bidder's conference was held on October 30th. Nine agencies participated in the call. The call was recorded and posted on the Vermont Business Registry. The RFP closed Friday, December 1, 2023. Awardees were selected on December 18, 2023, and all applicants were notified on December 21, 2023.

¹ For more information on the Vermont Community Violence Prevention Grants Data Appendix, see https://www.healthvermont.gov/sites/default/files/document/CVPP_Grant_Data_Appendix.pdf.

Award Guidelines

The legislatively mandated group established award guidelines as outlined in the legislation that required proposed projects be innovative, evidence-based, and evidence-informed approaches to reducing violence and associated community harms through: expansion of existing programs addressing the causes of youth and community violence; creation of new violence prevention programs in areas where little or no programming currently exists; increased access to new or existing programming for traditionally marginalized populations including but not limited to LGBTQ+, communities of color, individuals living in poverty, youth, and individuals with disabilities.

As outlined in the legislation, priority was given to communities where increases in one or more of the following was demonstrated: illegal drug sales, drug trafficking, gang activity, and human trafficking. However, the Department was given discretion to expand focus areas and chose to include gender-based violence (intimate partner, sexual, and domestic), firearm safety, bullying, hazing, and harassment, and hate crimes due to their shared risk and protective factors² with community violence. The Centers for Disease Control and Prevention recommends a comprehensive approach to prevent multiple forms of violence.³ This grant opportunity funds programs that address the causes of youth and community violence and increase community capacity to implement approaches for human services, public health, and public safety collaboration.

Applications and Awards Process

In total, 32 applications were submitted. A list of agencies, geographic location, and excerpts from their applications outlining the project can be found in Appendix A of the report. Applications submitted addressed a wide variety of topics including illegal drug activity, gang activity, human trafficking, domestic and sexual violence, and youth violence, and their associated risk and protective factors. Applicants outlined their desire to work with marginalized populations including LGBTQ+ individuals, communities of colors, immigrants and refugees, individuals with mental health conditions, youth, individuals with disabilities, and individuals living in poverty or experiencing homelessness. The total amount collectively applied for was over \$13,500,000 for three years. The applications were scored by individuals representing a wide variety of organizations and State Departments. For details on the scoring rubric and the RFP scoring team, see Appendix B, page 15. Applicant Pool for Community Violence Prevention RFP. Honorariums of \$250 were provided to individuals and organizations that participated in the scoring process, who were not state employees getting paid for their time to score the applications. The scoring team met on December 14, 2023, with the legislative group meeting following the scoring meeting to go over scores and identify grant awardees. Awardees were informed on Wednesday, December 20th and grants began on 02/01/2024.

² Risk factors are characteristics that may increase the likelihood of experiencing or perpetrating violence. Protective factors are characteristics that may decrease the likelihood of experiencing or perpetrating violence. For more information, see <https://www.cdc.gov/violence-prevention/index.html>.

³ Centers for Disease Control and Prevention. 2024. Community Violence Prevention Resource for Action: A Compilation of the Best Available Evidence for Youth and Young Adults. [CV-Prevention-Resource-for-Action_508.pdf](#)

Grants were awarded to 12 Vermont-based organizations for three years, not to exceed \$150,000 per year per program. Due to the Department's grant agreement processes, two-year grant agreements were signed, with the option to extend them for an additional third year.

Detailed Descriptions of the Programs and Purposes for Which All Grants Were Awarded

The following 12 organizations were selected to be funded by the Community Violence Prevention Program.

1. Dad Guild
2. Health Care & Rehabilitation Services
3. Ishtar Collective, fiscally sponsored by Social and Environmental Entrepreneurs
4. Jenna's Promise
5. Lamoille Restorative Center
6. Northeast Kingdom Community Action
7. Rutland County Restorative Justice Center
8. The Root Social Justice Center
9. Spectrum Youth & Families Services
10. Turning Point Center of Bennington
11. Umbrella
12. Winooski Parents & Students, fiscally sponsored by Peace and Justice Center

For more details about each program's project objectives, population of focus, and region served, see Appendix C of the report.

Impacts and Outcomes of Funded Projects

The data in this presentation are preliminary and may be subject to change upon more complete analysis. These data are curated from required qualitative quarterly reports submitted by grantees. Grantees are also required to work with Family and Child Health Evaluation Director Dr. Emily Smith, PhD.

Capacity Building

Agencies funded by this program were able to hire a combined 13 new positions within the first 6 months of the grant period. Positions include coordinators, facilitators, peer support specialists, educators, contractors, and program managers. See Appendix D, Table 1.

Direct Services

Agencies funded by this program have engaged in a variety of direct service activities, including but not limited to, engaging in work with substance use disorder affected families through collaboration with local partnering organizations, increasing and enhancing third spaces for youth, staff youth coaching staff continuing to do weekly campsite outreach with community partners at local homeless encampments to engage with unhoused youth, increasing availability of affinity space groups for marginalized communities, increasing the frequency of Pop-Out

clinic for LGBTQIA sex workers and survivors to a weekly basis, and increasing access to DV accountability program (virtual and in-person).

Community Outreach

Agencies funded by this program have provided a diverse offering of community outreach activities, which have focused on topics such as restorative justice & practices, harm reduction, after school enrichment, resources for transitional aged youth, domestic violence, and mental health. CVP activities also include increased community awareness through social media tools such as websites, Facebook, Instagram, and organizational newsletters. See Appendix D, Table 2.

Reach of Direct Services Activities and Community Outreach

By the date that this report was prepared, approximately 300 youth and 1,038 adults were served through the Community Violence Prevention Program. Approximately 84 welfare checks have been provided, leading to an increase of cooperation with local Office of Parole and Probation and an increase of referrals to connect with organizations for services. An average of 15 to 20 families have been served each month for support services related to evictions, lack of affordable housing, financial assistance, documentation, legal status, asylum information, legal aid referrals, & transportation. See Appendix D, Table 3.

Challenges

Grantees noted various challenges during the reporting period. Quarterly reports were thematically coded and the following themes emerged. See Appendix D, Table 4.

Grantees are currently navigating several challenges related to staffing, engagement, grant processes, accessibility, and public perception. **Staffing** remains a critical area, with concerns surrounding employee retention, turnover, and the hiring process. Additionally, staff burnout and their capacity to manage assigned tasks effectively are ongoing issues, as is ensuring staff competency to meet performance standards. Technical assistance for reported challenges is offered by the FCH Violence Prevention Specialist and the FCH Evaluation Director.

Engagement and participation are focal points, with an opportunity to amplify the importance of activities and programming through clearer communication to community members. Grantees indicated a need to refine communication to communities and emphasize the value of participation to increase engagement, particularly during seasonal dips like those seen in the summer.

The state **grant process** presents another layer of complexity, with challenges related to invoicing, reimbursement, and coordinating different but interconnected scopes of work across multiple grants and funding sources.

Accessibility and logistics are equally important yet complex considerations for grantees. Coordinating virtual spaces, arranging transportation for participants, and ensuring the physical and virtual spaces are accessible have proven to be significant hurdles.

Contracting represents an opportunity to build stronger relationships with qualified contractors who align with the organization's standards. However, securing qualified contractors and building relationships of collaboration and accountability remains challenging.

Grantees have highlighted the challenges of balancing the **quantity and variety of programmatic** offerings. Striking a balance between delivering content that appeals to diverse groups and operating within the limits of organizational capacity can be a complex challenge to navigate.

Lastly, **public opposition** has been noted as a challenge. This often stems from a lack of the public's greater understanding on how violence can be prevented using a public health approach, rather than a traditional public safety approach. Pushback against the organization's activities, mission, and presence in certain spaces complicates its efforts to foster community engagement and achieve goals. While public opposition can present challenges, it underscores the importance and visibility of grantees' mission. By addressing concerns with transparency and strengthening connections within the community, grantees continue to effect positive change within their communities as evidenced by their successes detailed in this report.

Technical Assistance Requests for CVP Grantees

Technical Assistance for CVP organizations is available and provided by the Violence Prevention Specialist and Family and Child Health Evaluation Director. The following themes discussed include, but are not limited to:

Effective **evaluation and data management** practices are being advanced through feedback on evaluation forms, worksheets, and performance measures. These efforts focus on refining data sources and incorporating multi-modal data collection strategies to enhance the accuracy and utility of collected information, both for the state and for grantees.

The integration of Artificial Intelligence (AI) tools is being explored to streamline the **analysis of qualitative and quantitative data**. Additionally, accessible methods for collecting stories and feedback are being developed to ensure that qualitative **insights reflect diverse community experiences**.

Enhancing culturally sensitive evaluation, engagement, and monitoring practices remains a priority. Strategies include cohesive approaches to engaging diverse populations, including those resistant to participation, thereby fostering inclusivity and building trust within communities.

Addressing transportation barriers is a critical focus area to improve program accessibility. This involves identifying challenges and implementing solutions that enable greater participation across geographically and socially diverse groups.

Grantees indicated that they needed support in **securing grants and improving outreach strategies** aimed at addressing the needs of marginalized populations, particularly those

experiencing homelessness or affected by substance use disorders. These efforts are designed to expand program reach and enhance outcomes within grantee communities.

For additional information, see Appendix D, Table 5.

The state's implementation of a technical assistance (TA) model of evaluation to support community organizations under the Community Violence Prevention Grant demonstrates a forward-thinking approach to resource sharing and capacity building. By offering structured guidance in designing and implementing program evaluations, the State is not only enhancing the effectiveness of individual grantees but also fostering a culture of continuous learning and improvement. This model reflects innovation in its ability to bridge gaps in expertise and resources, empowering community organizations to assess and articulate their impact more effectively. By pooling state-level expertise and making it accessible to grantees, the approach promotes equity and sustainability, ensuring that all organizations, regardless of size or capacity, can benefit from high-quality evaluation practices. Ultimately, this TA model underscores the state's commitment to leveraging collaborative solutions that strengthen the field of community violence prevention and amplify its collective impact.

Next Steps for Measuring Data Outcomes

The VDH Division of Health Statistics and Informatics will support identifying regional indicators to monitor outcomes of CVP programmatic focus areas. Indicators will be selected from VDH surveillance data (Youth Risk Behavior Survey and Behavioral Risk Factor Surveillance System), law enforcement data, and hospital & emergency department data.

Additionally, the Department is actively applying quality improvement processes by redesigning the quarterly reporting format to better capture accurate and meaningful data from grantees. This new format will be designed to eliminate duplicative reporting, streamlining the data collection process for grantees while ensuring greater consistency and clarity in the information provided. By focusing on concise and targeted data points coupled with rich qualitative narrative, the revised format will offer a clearer illustration of grantee progress over time, enabling both the grantees and our team to identify trends, assess short- and med-term impact, and provide timely and effective technical assistance. This improvement reflects our commitment to fostering efficiency and transparency in program evaluation while reducing the reporting burden on grantees, ultimately supporting their capacity to focus on delivering impactful community violence prevention initiatives.

Planned Activities for 2025

The work for the Community Violence Prevention Program is underway, with grant funding available through January 31, 2027. The Violence Prevention Specialist provides monthly grant monitoring and technical assistance through one-on-one meetings, as well as host a quarterly cohort meeting for the 12 CVP organizations to receive ongoing professional development, foster community rapport within the cohort, and share ongoing resources to support their work. CVP organizations also works directly with the FCH Evaluation Director for ongoing technical assistance in CVP evaluation efforts. While the Department is utilizing the funding to its greatest capacity for decreasing violence across Vermont, more funding is needed to increase reach and

sustain funding beyond the duration of this grant program. The legislation for the CVP program allows the Department to seek potential additional funding to supplement the program, recognizing that such resources are limited and inconsistent. Pursuant to 18 V.S.A. § 13, the Department will report on any grants applied for or awarded to supplement the program.

Appendix A – CVP Applicant Pool

Applicant Pool for CVP RFP – 32 applicants		
Applicant	Region	Proposed Project Focus
Turning Point of Bennington	Bennington	The proposed project aims to collaborate with the Department of Corrections/Bennington Probation and Parole to deliver recovery sessions and wellness classes with Dept of Corrections/Bennington Probation and Parole; deliver recovery sessions and wellness classes to seniors and low-income residents at Shires House, as well as safe parenting classes; provide sober living house recovery support services; host community dinners; and provide substance use disorder education to high school and college level students.
Atria Collective	Addison	The proposed project aims to expand existing prevention and education programming to reach at risk LGBTQ+ youth, and strategic and thoughtful outreach efforts, in coordination with relevant community partners.
The Root Social Justice Center	Windham	The proposed project aims to sustain and expand three of ongoing programs: Families United, BIPOC Caucus, and Youth for Change (Y4C). Each of these three programs provides timely, violence prevention and community belonging programming for at risk and underrepresented communities here in Southern Vermont.
PAVE	Bennington	The proposed project aims to focus on a referral protocol project with Law Enforcement Agencies that would serve all of Bennington County. It would be an expansion of a program that PAVE previously had piloted under a Federal Grant that has since expired and would allow the agency to maintain the program as well as expand current efforts. This project is referred to as the Advocate Initiated Response System (AIRS). The target population would be those that are experiencing Domestic and Sexual Violence, Substance Use Disorders, and Human Trafficking.
Burlington School District	Chittenden	The proposed project would focus on the creation of a half-time alternative program at one of the middle schools. This classroom would be served by a half-time special educator and a half-time school-based mental health clinician. This classroom will be for students with Emotional Disturbance or Other Health Impairments who require a more individualized, specialized instructional model to access their education and thrive as learners.
U-32	Washington	The proposed project would focus on violence prevention in the school community. This would be accomplished by establishing leadership in hiring a skilled After School Programs Director to craft a tailored, inclusive after-school program. This initiative involves policy development, staff recruitment, and comprehensive training. This project would also focus on facility enhancements to transform existing spaces on campus into a purposeful Teen Center dedicated to after-school activities, policy integration of restorative justice in school policies, and supporting a teen mentorship initiative to empower and guide students.
Rutland Community Justice Center	Rutland	The proposed project aim is to provide community to clients and the greater community of people who identify similarly through an experience in Rutland County. This would involve Social Emotional Intelligence

		community program, as well as affinity groups that include at a minimum youth BIPOC, adult BIPOC, youth LGBTQIA2S+, Adult LGBTQIA2S+, Body Inclusive, and Veterans groups.
VT Network	Statewide	The proposed project would support justice-involved, primarily female survivors of domestic and sexual violence and human trafficking. The main focus of this project would be for the creation of a position and procedures for working specifically with survivors of this kind of exploitation and violence. Increased staff capacity could allow implementation of new data collection systems of working with survivors of human trafficking in the criminal legal system. This project would be designed to develop a two-pronged approach to DIVAS Services, both in and out of the facility.
NEKCA	Orleans/Caledonia	The proposed project aims to focus primarily on youth programming that would be heavily site specific in St. Johnsbury as a hub in Caledonia County to expand capacity to support more young people with prevention programming, safe adults, and safe spaces across NEK. NEKCA seeks to provide youth in the NEK community with light-touch supports before they would traditionally get referred to programs or to law enforcement through offering drop-in youth centers.
The Safety Team	Chittenden	The proposed project aims to focus on expanding access to this lifesaving, cost-effective, proven intervention, Therapeutic Empowerment Self-Defense (TESD). The goal is to train people already embedded in marginalized populations to reach their peers, especially youth who are most at risk
Health Care & Rehabilitation Services of Southeastern Vermont (HCRS)	Windham/Windsor	The proposed project aims to address barriers associated with socioeconomic and health inequities. This funding would increase staff capacity to provide equity bridging in the form of advocacy. This project aims to increase capacity for implementation of peer support strategies across three program areas (middle school, high school, and young adult). This project aims to increase the effectiveness of Peer Support programs and to provide opportunities for leadership and experiential field trips to youth/young adults/young adults who would otherwise not have access.
Jenna's Promise	Lamoille	The proposed project would allow a second Peer Support Specialist that would be overseen by the Residential Director within the residential program. This will allow for better connection to the residents and be another resource for more education around control through violence. The wellness program can create an outlet for people who may experience violence, heal from past trauma related to violence, and create a community of people who will support one another in each person's journey. The supplies for the wellness program will also allow those with the lowest income to still participate in any aspect of wellness with no barriers.
Windham Central Supervisory Union	Windham	The proposed project aims to seek funding for four critical after school programs operating across three sites within the Windham Central Supervisory Union (WCSU) district. These programs, integral to the educational and holistic development of students, encompass the well-established L'AFTER Program for elementary students, the recently launched Middle School Afterschool Program, and their corresponding enriching summer sessions.
Umbrella	Orleans/Caledonia	The proposed project aims to respond to the growing need in the NEK community to provide a better solution to address domestic violence

		perpetration and the many harms it causes to families – children, youth and adults. This project would evolve two unique, non-criminalizing, and healing-focused domestic violence prevention resources, Ignite Change (IC) and The Spark (TS).
Spectrum	Chittenden/Franklin	The proposed project aims to add a half-time resource coordinator position to the St. Albans Youth Drop-In Center team. The resource coordinator will expand the 9-program capacity by offering dedicated time to developing creative, effective responses to support youth who are in crisis and those who may benefit from one-on-one attention. This includes supporting youth who lack stable housing and preventing high-risk behaviors for at risk youth with complex mental health and substance use concerns. This project would also support the creation of ‘quiet room’ space within the Center: The Drop-In Center to offer a trauma-informed environment for youth who are feeling overwhelmed or overstimulated in the larger space, where the openness and loud sounds can become challenging for some youth. The space has been suggested by youth as a way to improve the Drop-In Center to better meet their needs.
King Street Center	Chittenden	The proposed project aims to address illegal drug activity and gang prevention by offering a healthy alternative that develops youth’s skills and sense of belonging, while connecting them to opportunities that can enhance their future and help them realize their potential.
Northeast Kingdom Human Services	St. Johnsbury/Caledonia	The proposed project aims to reinforce and expand the tactics that inform the HUB’s strategy building community relations and invitations to positive engagement. The tactics include 1) HUB Community Campaign – community gathering over three months; 2) Steward Leadership Training – stewardship over 12 weeks; and 3) Community Programming – partnership ongoing collaboration. The HUB will facilitate these components in the HUB space or other safe public community spaces.
Town of Springfield	Springfield/Windsor	The proposed project aims to fund two critical service professionals, to be embedded within the Springfield Police Department and supervised by the Chief, including: 1) A Police Social Worker, who will be full-time person assigned to the police department and will facilitate the delivery of resources and support to those who need them. The second staff person will be a non-sworn 2) Community Resource Coordinator. This staff person will supplement police calls for service when there is no presence of obvious law violations or safety issues. The Community Resource Coordinator will take calls for service that police are often dispatched to, though where there are no criminal or safety issues to be addressed. Those calls for service are extensive and require time on the part of current personnel that restricts the capacity of the department to serve the broad and deep needs of this struggling population.
Lamoille Restorative Center	Lamoille	The proposed project aims to expand existing Restorative Practices training, coaching, and consultation for the 20 public schools spread across a wide geographical area in the Lamoille Valley. This project could increase LRC’s capacity and will also create the potential to start growing this work into community organizations that have shown interest and have “readiness” to take on the commitment to systems change within their organizations. These may include the Lamoille Community House (local shelter for unhoused individuals) or other members of the community who seek a restorative, non-violent way to resolve conflict.

Peace and Justice Center	Winooski/Chittenden	The proposed project aims to promote and facilitate access to information, services, programs as a preventative measurement against all different type of violence in order to build resilience among immigrant, refugee, and New American community members in Chittenden County and surroundings by facilitating the following activities: Capacity Building & Empowerment, Cultural Brokers/Interpreter Services & Cultural and Social Connection, Promotion of Mental, Socio-Emotional, and Physical Wellbeing. These proposed activities are an expansion of an existing community program for immigrant and refugee communities in Chittenden County.
Steps to End DV, with Outright	Chittenden	The proposed project aims to support prevention efforts as follows: leverage new funding and ongoing programs and projects to develop new healthy parenting workshops/training series including teaching alternatives to violence, skills for holding boundaries and navigating the challenges of co-parenting with someone who does or has employed violence; providing one-on one & parent/child(ren) supportive services to assist with individualized ongoing support to enhance tools to prevent future violence; participate in the development of the above offered resources to ensure they include gender affirming supports for LGBTQ+ youth and are inclusive of all family structures.
Village of Enosburg Falls	Enosburg/Franklin	The proposed project aims to create a Youth Center in Enosburg Falls. This Center will help address the challenges Enosburg youth face around isolation, substance misuse, access to services, and the gap in extracurricular activities experienced by many youth at Enosburg Falls Middle High School (EFMHS) and the surrounding towns.
Winooski Partnership for Prevention	Winooski/Chittenden	The proposed project aims to focus on four main strategies: 1. Increase financial resources available to youth, which in turn may provide more stability to household income. 2. Create more opportunities for youth to use their voice in venues where they can rest assured that they will be respected and not dismissed. 3. Offer activities for youth in times that they may not otherwise have things to do such as after school and during the summer 4. Help build skills that youth can use to find future employment.
Dad Guild	Chittenden	The proposed project aims to increase the quality and quantity of its educational offerings by hiring a Parent Education Program Coordinator, who would be responsible for overseeing the development and implementation of all events and activities related to the Parent Education program. This project would also aim to increased parenting education opportunities through book groups, workshops, podcast episodes, baby prep courses, and increased resources on the organization’s website. This project would also support increasing the accessibility of the organization’s event and meeting space.
Pride Center of Vermont	Chittenden	The proposed project aims to expand the reach and accessibility of support groups, social events, and services to meet basic needs, by increasing staff hours as well as directly funding those services. Having full-time, dedicated Trans Program staff is a key step towards meeting the needs of Vermont’s TGNC adults.
Mosaic	Washington	The proposed project aims to create a new future for prevention work in Washington County through a program called The Mattering Project. The Mattering Project will be a multi-year endeavor that seeks to provide professional development and technological advancements around prevention for young people using the IPM and innovative technology that will engage youth.

Town of Brattleboro with Health Care & Rehabilitation Services of Southeastern Vermont (HCRS)	Brattleboro/Windham	The proposed project aims to expand its Embedded Police Liaison program. Funding will support increased community collaboration between HCRS and the Brattleboro Police Department by creating two new embedded Police Liaisons. This funding will assist the Town of Brattleboro in addressing community violence and will significantly increase Brattleboro's capacity to implement approaches for human services, public health, mental health, substance use and public safety collaboration.
Clarina Howard Nichols Center	Lamoille	The proposed project aims to focus on work in schools to educate and support youth (Kindergarten – 12th grade) on topics related to healthy and unhealthy relationships, consent, healthy decision making, and body autonomy. The education and support will occur during regular classroom time, including health classes, as well as during afterschool, including GSA groups and unbound programs. This project would also provide training for parents/caregivers and community members to become “askable adults”. These trainings will occur in partnership with schools, town libraries, and other community organizations.
Sara Holbrook Community Center	Chittenden	The proposed project aims to address the profound and lasting effects of exposure to violence on youth through a comprehensive approach that integrates violence prevention, positive youth development, and organizational alignment to create a safer, more inclusive community.
Outright, with Education Justice Coalition (EDJ)	Statewide	The proposed project aims to expand and deepen a newly developed partnership between Outright and EDJ by providing paid internship opportunities, supported by organizations with a demonstrated history of embeddedness in LGBTQ and BIPOC youth communities, building career skills and creating a powerful opportunity to uproot the underlying causes of violence and harm in marginalized youth communities.
Vermont Racial Justice Alliance	Chittenden	The proposed project aims to reduce recidivism rates in Vermont by providing at-risk individuals with positive role models and support networks, address the root causes of violence by offering comprehensive guidance and resources to program participants, foster community engagement and collaboration to create sustainable solutions for violence prevention, and promote racial justice and equity by ensuring that the initiative is accessible and responsive to the diverse needs of our community.
Ishtar Collective	Washington	The proposed project aims to provide and host “LGBTQIA+ Pop Out”- Pop-Out health and wellness clinic focused on serving LGBTQIA+ adult consensual sex workers and survivors of violence, trauma, and human trafficking in Washington County. The goal is to interrupt the patterns of violence, drug misuse, homelessness, and food insecurity by meeting the basic human needs of people in Central Vermont and increase professional development of healthcare providers that may serve these marginalized communities.

Appendix B – CVP RFP Review Team & Scoring Rubric

RFP Proposal Scoring Team – 18 members	
Name	Affiliated Organization
Dee Barbic, M. Ed.	Director of Violence Prevention, Governor’s Office
Emily Fredette	Injury and Violence Prevention Program Manager, Department of Health
Kana Zink, MPH	Violence Prevention Specialist, Department of Health
Monica Hutt	Chief Prevention Officer, Governor’s Office
Xusana Davis, Esq.	Executive Director, Office of Racial Equity
Elizabeth Morris	Juvenile Justice Coordinator and liaison to the Council for Equitable Youth Justice, Department for Children and Families
Judge Amy Davenport	Retired judge, co-chair of the Council for Equitable Youth Justice,
Karen Vastine	Co-chair of the Council for Equitable Youth Justice, Sr. Community Relations Officer/Interim Director of Diversity Equity & Inclusion (Community Engagement & Health Equity), UVMCC
Mandy Wooster	Executive Director of Policy Development, Department of Public Safety
Julie Ryley	Domestic and Sexual Violence Unit Director, Department for Children and Families
Meredith Pelkey, MCJ	Director of Victim Services, Department of Corrections
Nicole Miller	Executive Director, Vermont Afterschool
Devan Bevins	Integrated Primary Prevention Specialist, Vermont National Guard
Sandra Nadi	Community Member
Chelsea Dubie, M.Ed., AEMT	EMS for Children Program Manager at Department of Health, EMS Chief in Georgia, VT
Michelle Salvador, CPS	Program Manager of Adolescent Health and Youth Initiatives, Department of Health
Mohammed Jafar	Vice President, Vermont New American Advisory Council
Sarah Mell, M.A.	Co-Chair, Vermont Commission on Women

Community Violence Prevention Grants Review & Scoring Form
No Half Points

Name of Applicant: _____
Name of Reviewer: _____

The completed score sheet will be made available to the public by request. Please provide explanations for scores and write legibly.

<u>Response Section</u>	<u>Total Possible Points</u>	<u>Applicant Score</u>
1. Background, Experience and Qualifications	<u>20</u>	
1.1 Description of agency or organization and staffing structure	<u>5</u>	
1.1.1 Applicant provides a clear description of the agency’s history and organizational structure provided		
1.2 Experience with grant and/or program management	<u>5</u>	
1.2.1 Applicant describes prior experience with grant and/or program management, including current data collection and evaluation methods		
1.3 Description of agency’s approach to addressing health equity and experience working with marginalized communities	<u>10</u>	
Comments:		
2. Applicant’s Ability to Perform	<u>60</u>	

<p>2.1 Description of program including demonstration of need, geographic location, structure, and audience</p> <p>2.1.1 Applicant provides qualitative and/or quantitative data to demonstrate need.**</p> <p>2.1.2 Applicant lists key activities/tasks the applicant will accomplish and measurable outcomes of the program.</p> <p>2.1.3 Applicant clearly describes how they will implement the program including how and where the program will be delivered, partner organizations (if applicable), duration of the program, population served, projected total number of people served by the program.</p> <p><i>**Applicants will be expected to demonstrate need through qualitative and/or quantitative data. The Vermont Department of Health has included violence-related data for communities to use to demonstrate need in Appendix XX, or applicants can draw from or use alternate data sources demonstrating need, including voices of those with lived experience. If an applicant needs support accessing data for their community, they can request assistance from the Division of Health Statistics and Informatics at the Vermont Department of Health at Mallory.Staskus@vermont.gov.</i></p>	<p>20</p>	
<p>Comments:</p> <p>2.1.2 info lacking</p>		
<p>2.2 Program’s ability to address above funding priorities.</p> <p>2.2.1 Applicant clearly describes how the proposed program aims to address one or more of the funding priorities above.</p> <p>2.2.2 Applicant describes knowledge or experience of violence prevention efforts and/or experience or expertise implementing programs.</p> <p>2.2.3 Applicant describes their capacity to complete the work proposed, including a list of staff who will implement the project. If staff are yet to be hired, a job description or overview is submitted.</p>	<p>15</p>	
<p>Comments:</p>		
<p>2.3 Community partnerships, including letters of support, if applicable</p> <p>2.3.1 Applicant demonstrates community readiness to address causes of violence through broad stakeholder engagement including individuals with lived experience.</p> <p>2.3.2 Applicant lists collaborations and partnerships that will support the implementation of programming and includes letters of support, if applicable.</p>	<p>10</p>	
<p>Comments:</p>		
<p>2.4 Program Evaluation and Monitoring</p> <p>2.4.1 If available, applicant describes data systems for tracking and assessing program outcomes or impact (e.g., administrative data, survey data, community trends, etc.)</p>		

<p><i>**applicant will not be scored on their ability to evaluate programming. This information will inform the evaluation design by the VDH Program Evaluator</i></p>		
<p>2.5 Approach to addressing health equity and inclusion 2.5.1 Applicant clearly states how the program will be accessible to and serve traditionally marginalized communities</p>	<p>15</p>	
<p>Comments:</p>		
<p>3. Budget and Budget Narrative</p>	<p>20</p>	
<p>3.1. Applicant submits a complete budget using the budget template in Appendix XX</p>	<p>20</p>	
<p>Comments:</p>		

Appendix C – CVP Awardees

Dad Guild | \$293,600 | Population: Parents/Families | Region: Chittenden County

Dad Guild was selected for funding to further develop their Parent Education Program, which provides dad-identifying folx⁴ with opportunities to deepen their understanding of a range of parenting skills and provide community support and connectedness through their fatherhood peer support network⁵. This includes social support events, educational materials, and professional services to improve communications efforts. Dad Guild is also improving the accessibility of their meeting spaces to increase meeting the diverse needs of parents and their families.

Health Care & Rehabilitation Services | \$293,600 | Population: Youth and Adults
Region: Windham County - Brattleboro

Health Care & Rehabilitation Services was selected for funding to hire an embedded police social worker liaison at the Brattleboro Police Department. The expanded Police Liaison (PL) Program addresses violence in marginalized communities by enhancing response capacity for a timelier response and increased response hours during the time of crisis. The PL provides mental health and substance use interventions including screening, de-escalation, and service coordination. This may include providing welfare checks, critical stress incident debriefings, and providing education and skill development for Brattleboro Police Department and community residents.

Ishtar Collective | \$293,600 | Population: Adult consensual sex workers⁶ and survivors of violence and human trafficking | Region: Washington County – Barre City

Ishtar Collective, fiscally sponsored by Social and Environmental Entrepreneurs, was selected for funding to host and provide health and wellness clinics for LGBTQIA+ adult consensual sex workers and survivors of violence, trauma, and human trafficking at community partner locations in Barre City, including as Rainbow Bridge Collective and People’s Health and Wellness Clinic. Through this funding, Ishtar Collective is also increasing capacity to provide cultural sensitivity training for healthcare providers at People’s Health and Wellness Clinic on LGBTQIA+ and sex trade related issues.

Jenna’s Promise | \$158,050 | Population: Substance Use & Human trafficking
Region: Lamoille County

Jenna’s Promise was selected for funding to increase support for individuals with substance use disorder, who have a history of violence in their background, to find and maintain recovery through various wellness activities. Activities include outdoor activities, creative arts, and increasing access to community resources focused on wellness. Jenna’s promise utilized the

⁴ This is inclusive language used directly by this organization for transgender and non-binary parents.

⁵ This is connected to recommendations given by Child Fatality Report Team’s 2023 Legislative Report to aid the progression of the parent/caregiver and child bond for fathers and non-biological, male-identified caregivers. For more information, see [2023-CFRT-Report-final.pdf](#).

⁶ Sex work is the exchange of sexual services for money or something of value. Individuals engage in sex work for a variety of reasons, which could include choice, circumstance, and coercion.

funding to hire an additional full time Peer Support Specialist and to coordinate training for Jenna's Promise staff to better support and manage the needs of trafficked individuals.

Lamoille Restorative Center | \$293,600 | Population: Schools, youth, community organizations
| Region: Lamoille County

Lamoille Restorative Center was selected for funding to expand existing Restorative Practices training, coaching, and consultation services for schools and community agencies within Lamoille County. Lamoille Restorative Center enhances their existing work with organizations that have shown interest and have "readiness" to take on the commitment to systems change within their organizations through professional development trainings and recommendations on policies, procedures, and practices with a neuro-informed and trauma-informed restorative lens.

Northeast Kingdom Community Action | \$293,600 | Population: Youth, Houselessness
Region: Northeast Kingdom

Northeast Kingdom Community Action was selected for funding to develop a youth-led drop-in center in St. Johnsbury, with the vision of cultivating a safe, inclusive, and fun third spaces⁷ for teens in the Northeast Kingdom (NEK). These spaces are intended to build social connections, provide educational skill building, host supportive spaces for youth and their families, provide responsive mental health support and intervention, and enhance overall protective factors to support high-risk youth in NEK communities.

Rutland County Restorative Justice Center | \$213,600 | Population: Black, Indigenous, People of Color (BIPOC), LGBTIA+, Youth and Families | Region: Rutland County

Rutland County Restorative Justice Center was selected for funds to provide Community Social Emotional Intelligence courses (CSEIC) to foster social and emotional skills for Rutland area youth. The CSEIC encourages meaningful societal engagement and reduces adverse involvement with the legal system. CVP funds also supported the creation of affinity⁸ spaces for adult and youth that identify as LGBTQIA2S+, BIPOC, veterans, and live with varying body sizes in relevant Rutland County area organizations that provides safety, fosters community and relationship building. Funds are also allocated to provide further professional development training for Restorative Program staff, volunteers, and board members.

The Root Social Justice Center | \$240,334 | Population: Black, Indigenous, People of Color (BIPOC), Youth and Families | Region: Windham County - Brattleboro

The Root Social Justice Center was selected for funds to sustain and expand three existing programs that provides timely violence prevention and community belonging programming for at risk and underrepresented communities in Southern Vermont. These programs include

⁷ This is connected to recommendations given by Child Fatality Report Team's 2024 Legislative Report to expand third space opportunities for youth to engage in after-school activities led by community youth organizations and organized sports. For more information, see [Child-Fatality-Review-Team-Annual-Report-2024-1.pdf](#).

⁸ A community of peers that offers support, guidance, resources, and mentorship to its members, who identify as like-minded with the group.

Families United, a peer support group for families who have experienced harm by systems and participating in civil advocacy education; BIPOC Thriving Network, an affinity group that is dedicated to building sustainable communities and healing from racial trauma through diverse range of programs to foster growth, connection, skill-building and empowerment; and Youth for Change, a youth-led group for BIPOC, LGBTQIA2S+, disabled, and otherwise underrepresented young people ages 12 to 22 in Brattleboro.

Spectrum Youth and Family Services | \$293,600 | Population: Youth, Houselessness, LGBTQIA+ | Region: St. Albans

Spectrum was selected for funds to renovate a ‘quiet room space’ within their Youth Drop-In Center in St. Albans. This space provides a welcome respite for youth with trauma histories, neurodivergent youth, and those who are managing a crisis to de-escalate and regulate as needed. The space has been suggested by youth to improve the Drop-In Center to better meet their needs of feeling overwhelmed or overstimulated in the larger space, where the openness and loud sounds have been challenging to navigate. Spectrum has also expanded their staff capacity by hiring a Resource Coordinator (RC), who provides direct one-on-one response and service coordination for youth, as well as provide outreach to young people living in St. Albans area encampments. This funding also supports increasing and improving education to local community organizations and community members on topics of trauma-informed approaches to supporting young people experiencing houselessness.

Turning Point Center of Bennington | \$208,353 | Population: Families, Seniors, Substance Use and Alcohol Use Disorder Recovery, Youth and Young Adults | Region: Bennington County

Turning Point Center of Bennington was selected for funds to deliver safe parenting classes, recovery sessions and services to seniors and low-income residents at Shires Housing. Funding has increased this organization to provide recovery support services in sober living houses and through Bennington Probation and Parole, as well as providing Substance Use Disorder and Alcohol Use Disorder recovery workshops to high school and college students. Funds have also been allocated to provides community dinners for individuals in recovery, which involves the greater unhoused community of Bennington.

Umbrella | \$290,970 | Population: Families, Domestic Violence Perpetrators
Region: Northeast Kingdom

Umbrella has been selected for funding to increase the accessibility and effectiveness of Vermont’s most intensive domestic violence accountability program, Ignite Change. Accessibility focuses include offering culturally specific programming, in-person and virtual program services, and offsetting participants’ transportation costs for attending the in-person meetings in Newport and St. Johnsbury. To sustain group participation and cohesion, Umbrella has implemented a peer mentorship program for Ignite Change participants. Umbrella is also further implementing the country's second phone-based resources targeted for people who cause harm, The Spark (TS), through hiring a community outreach coordinator and collaborating with individuals with lived experience to co-create educational marketing materials.

Winooski Parents & Students | \$293,600 | Population: Immigrant, refugee, and New American Families | Region: Chittenden County

Winooski Parents & Students, fiscally sponsored by the Peace and Justice Center, has been selected for funds to promote and facilitate access to information, services, programs as a preventative measurement against all different type of violence to build resilience among immigrant, refugee, and New American community members in Chittenden County and surroundings. This includes providing a multicultural community space that offers programming focused on capacity building opportunities, community outreach, case management, cultural brokering, educational and coaching sessions, and referrals to mental health and community resources.

Appendix D – Impacts and Outcomes of Funded CVP Projects

Table 1. Capacity Building - New Hires

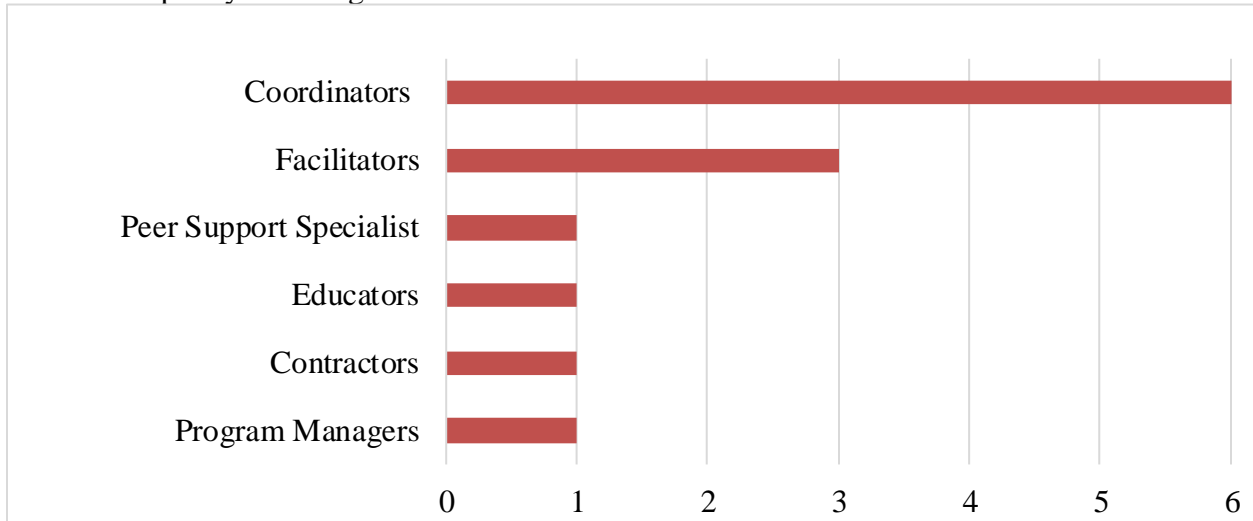


Table 2. Community Outreach

Topic	Number of Sessions	Details of Sessions
Restorative Justice	12	Conflict resolution, coaching, and restorative plan development for schools and organizations
Restorative Practices	10	Professional development, trauma-informed practices, goal-setting, and restorative circle follow-ups
Harm Reduction	10	Pop-outs for distributing harm reduction kits, workshops on harm reduction, and outreach to communities
After School Enrichment	33	Sessions for after-school activities focused on youth and family engagement, including sports and technology, held at community centers
Resources for Transitional Aged Youth	5	Youth advocacy, skill-building workshops, and support for transition to adulthood
Domestic Violence	3	Training for staff and volunteers on domestic violence, community workshops, and support groups for survivors
Mental Health	2	Mental health awareness workshops, including trauma education and self-care practices
Total	75	

Table 3. Focus of Direct Services

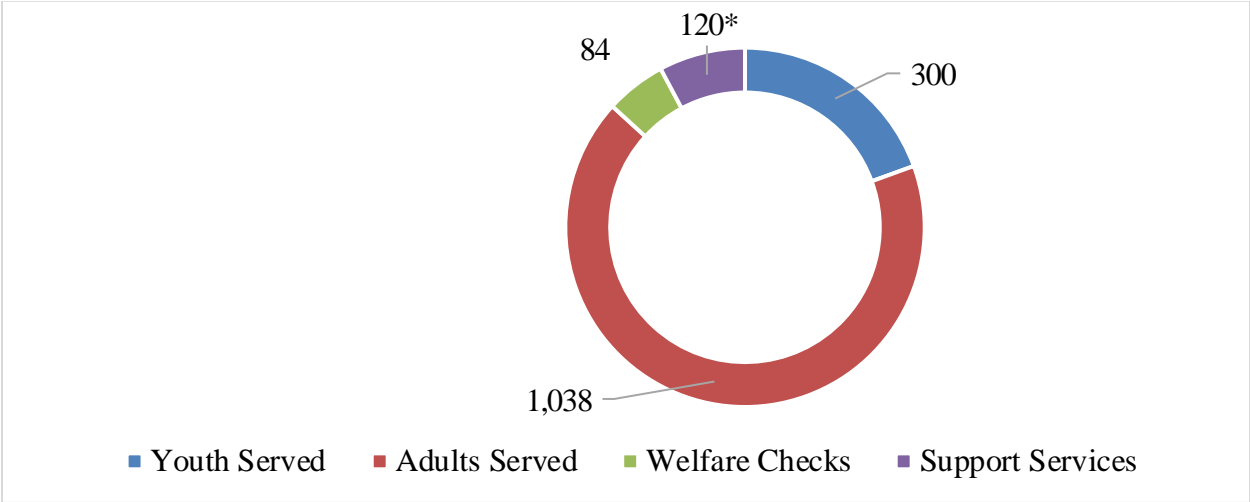


Table 4. Unique Challenges

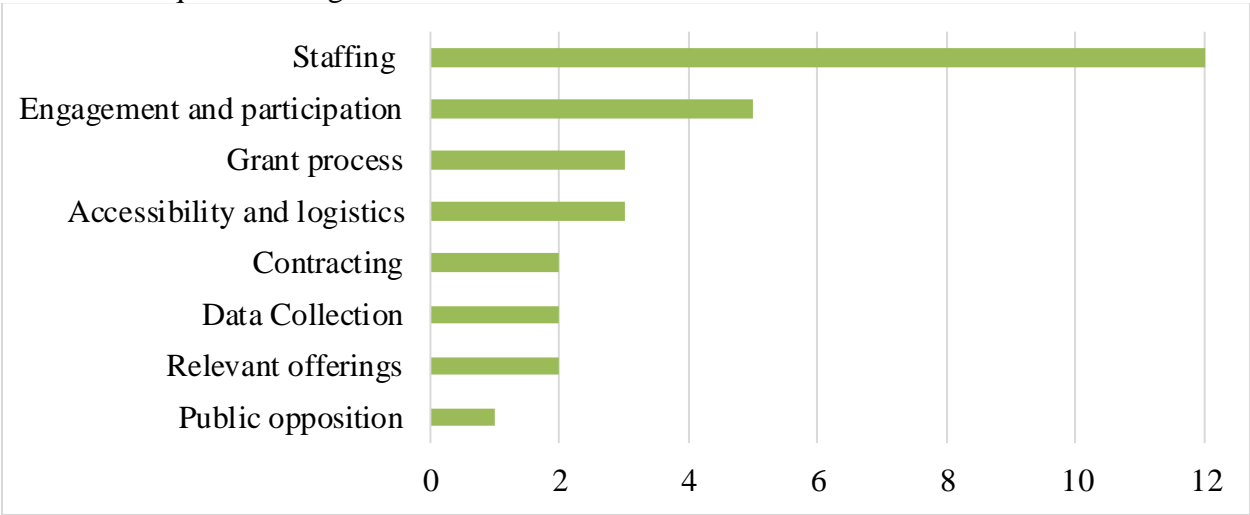


Table 5. VDH Technical Assistance Requests for CVP Grantees

