



Advance Peace Fresno, Evaluation Report, 2021-22

April 2023

This report summarizes key findings from the Advance Peace (AP) Fresno program, Peacemaker Fellowship that ran from July 2021 through December 2022. The AP Fresno program spent the first half of 2021 in a start-up phase, recruiting outreach workers, training them, and launching the street outreach apparatus. This report focuses on data and activities that started with the launch of the 18-month Peacemaker Fellowship in July 2021 and ended in December 2022. The Peacemaker Fellowship is the Advance Peace 18-month intensive opportunity that enrolls those at the center of gun violence in Fresno and uses a host of mentorship, counseling and other strategies (describe in more depth below) to get them to avoid using guns and turn toward a life of non-violent conflict resolution and peace. This report was drafted by Professor Jason Corburn (jcorburn@berkeley.edu), from the UC Berkeley, School of Public Health and Center for Global Healthy Cities, along with research staff from the UCB Learning and Evaluation (L&E) team.

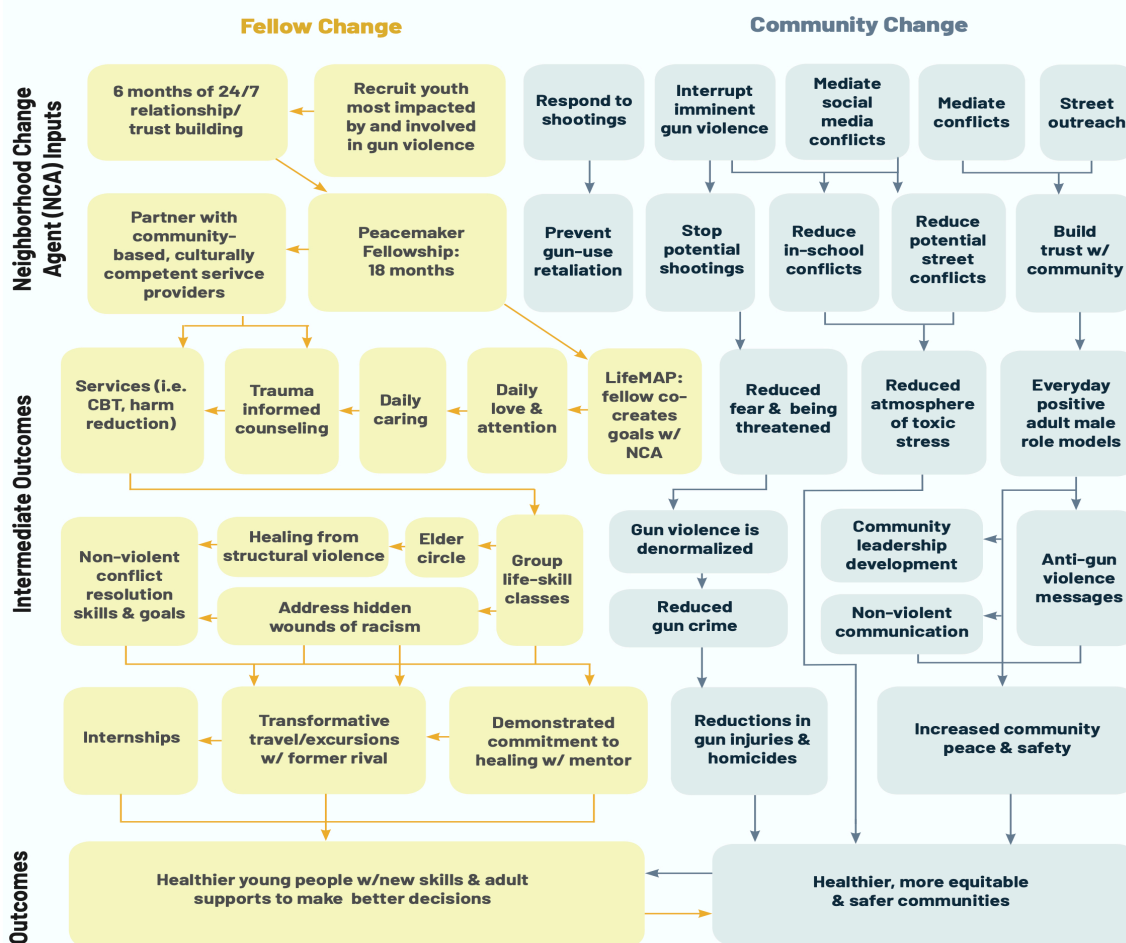
Key Findings from the Advance Peace (AP) Fresno, Peacemaker Fellowship, 2021-2:

- Enrolled & mentored **30 Peacemaker Fellows**, 29 of whom are still alive.
- Likely **prevented 66 murders or shootings with an injury** by interrupting conflicts where guns were present.
- **Mediated 249 community conflicts** that could have escalated into gun violence.
- Contributed to a **24.8% decrease in Fresno's gun homicides & shootings in 2022** compared to 2021.
- Contributed to a **40% decrease in gun homicides and shootings in SW Fresno** in 2022 compared to 2021.
- Contributed to a **53.2% reduction in the number of gun homicides and shootings** during the 18-month Peacemaker Fellowship (from the first to the last quarter).
- Contributed to a **15.4% decrease in gun homicides in Southwest Fresno** during Peacemaker Fellowship, compared to the prior 18-month period of July-Dec.
- Contributed to a **23.8% decrease in Black male firearm homicide victims, under 35 years old** and a **13.3% decrease in Latino firearm homicide victims during the AP intervention period** compared to the previous 18-months.
- In SW Fresno, there was a **75% reduction in Black male gun homicide victims under 35 years old** and during the 18-month Advance Peace, Peacemaker Fellowship compared to previous period.
- Likely saved the City of Fresno (and County) between **\$57-158 Million** in gun violence related costs & returned between **\$21-\$58 in benefits for every dollar spent** on the AP Fresno program.

What is Advance Peace?

Advance Peace is a national non-profit, that works in multiple cities to reduce gun violence and promote community healing. Advance Peace reduces urban gun violence by engaging with the people most impacted by cyclical & retaliatory gun violence. The engagement is done by a team of mostly formerly incarcerated, street outreach workers. The outreach workers, called Neighborhood Change Agents (NCAs) engage those creating the gun violence risk on a daily basis, providing mentorship, helping mediate conflicts, managing anger, and enrolling them in the Peacemaker Fellowship.® While in the Fellowship, NCAs develops a Life Management Action Plan (LifeMAP) with each Fellow, which acts as their 18-month roadmap for activities, services and a transition to a more peaceful life. Also in the Fellowship, participants get intensive, one-on-one and group supports, counseling, social service navigation and referrals, as well as job readiness, internships, opportunities to travel and, if making progress, a LifeMAP milestone allowance. Advance Peace puts those most acutely impacted by gun violence at the center of developing solutions and focuses on healing the individual & supporting community change.

Figure 1: Advance Peace Transformative Change Model



Data Sources

The findings of this report reflect a mixed set of methods employed by the UCB team. First, observation and group focus groups were gathered with AP Fresno program staff. Next, we utilized weekly activity logs and case reports from **AP Fresno, Neighborhood Change Agents (NCAs)**, which captured all their street outreach activities, including conflict mediations. NCAs are the street outreach workers who engage those at the center of gun violence in Fresno on a daily basis. Third, we reviewed all data pertaining to the AP Peacemaker Fellows, or the key clients of AP Fresno. Fourth, we used crime data provided monthly by the Fresno Police Department.

Findings: Program Implementation

The Advance Peace (AP) Fresno program is housed in the Fresno Economic Opportunities Commission (EOC). Fresno EOC established the Advance Peace Fresno program in 2020, in collaboration with the Advance Peace organization based in Richmond, CA and local community partners including Faith in the Valley and the City of Fresno. Advance Peace Fresno has broad community support, as many Fresno residents are concerned about the prevalence of gun violence. In April 2021, in an effort to demonstrate community support for the program, Fresno EOC created an open letter of support for community members to sign and received almost 800 signatures with many comments such as “Thank you so much for the lifesaving work you do to keep our communities safer from gun violence” and “Fresno desperately needs this program. Funding Advance Peace will be significant and effective in slowing or stopping the growth of violence and death we are currently experiencing in our city.”

Fresno EOC’s Social Services Navigation support has a broad reach as a community-based anti-poverty agency supports the Fellows. Fresno EOC operates and manages over 35 programs that include workforce development services, two charter schools, apprenticeship and training programs with strong placement rates, a health services clinic, housing and homelessness assistance, community food and diaper distributions, transportation, utility, water and energy assistance, Women, Infants, and Children (WIC), Head Start 0-5, the Adolescent Family Life Program (AFLP). Fellows are referred to all available Fresno EOC programs as well as other responsive community services. Notably, an NCA does not simply give a Fellow the contact information and instruct them to report to that program location. Instead, the NCA will attend the first few meetings of the class or services with the Fellow in order to provide onsite support. Importantly, the NCA will observe the class content, the instructor’s interaction, and the Fellow’s participation in the programming. Prior to enrolling, Fellows have not typically attended community-based services other than school on their own, and this navigation support helps increase their comfort level and allows the NCA and Fellow to mutually determine if the programming is a good fit.

Advance Peace Fresno offers its Fellows access to a number of successful employment and training programs at Fresno EOC. These programs include but are not limited to: the Valley Apprenticeship Connections (VAC), which prepares students for a career in construction and manufacturing maintenance mechanics; a paid work experience program with the Fresno Regional Workforce Development Board and a summer internship program; the Fresno EOC Local Conservation Corps (LCC), a training program that leads to employment in public land

management and solar panel installation; and, a medical equipment sterilization technician certification program.

During the 2021-2022 period, the AP Fresno program spent its early months in a start-up mode. This start-up included a six-month hiring and preparation phase, where the street outreach workers, known as Neighborhood Change Agents (NCAs), received training from the AP national program, other cities' outreach workers, and other professional trainers. The NCAs are known as 'credible messengers' who are uniquely skilled to navigate the streets, mentor those at the center of gun violence, engage with the friends and families of those at the center of violence, and can support their Fellows in obtaining culturally competent social services and other life-supporting resources. The AP NCAs received mentorship, non-violent communication and conflict resolution trainings from the Advance Peace national program. They also attended field trainings in other cities utilizing the AP strategy, where they were coached by other NCAs. As such, the AP Fresno NCAs have been exposed to professional skills of conflict mediation, harm reduction/de-escalation, third-party conflict resolution, cognitive behavioral therapy, and life coaching. **During this evaluation period, there were generally 4 full-time NCAs working for AP Fresno along with one Program Manager, who also performed occasional street outreach.**

All NCAs are required to keep daily or weekly logs of their activities using the UC Berkeley developed web-system, apdata.org. This system keeps confidential records of:

- All street outreach activities, including the persons contacted, the number of contacts and the hours spent;
- All Fellow engagements, including number and hours spent with them, any social service referrals they received, the type and hours spent on referrals, and any other counseling or supports the Fellow received from their NCA;
- All community conflict mediations performed;
- The number and hours spent in professional meetings, and;
- Field notes are also included in weekly entries.

January - June 2021: Start-up Period

During this period AP Fresno was in an organizational development period. A program manager and one lead street outreach worker were the first two hires. A robust hiring process was launched to identify additional street outreach workers, with input from community organizations and the national Advance Peace organization. The national AP team supported the local team in the interviewing and hiring processes.

Once the additional outreach workers, called Neighborhood Change Agents (NCAs) were hired, the new Fresno team worked closely with Advance Peace national staff to become oriented to the program. The program management structure was also created by Fresno EOC, the host organization for AP Fresno, during this period. Based on the history of gun violence in the Southwest of Fresno and the experiences of the new NCA team, the AP Fresno program made a determination at this time that the SW and to some extent the NW would be the areas they would target for street outreach. The team acknowledged that Fresno is a large spread-out city and that they only had a team of five outreach workers. While the AP Fresno program is not

geographically based or limited by one's ethnicity, age, gender or other affiliations, the team used the SW as its starting point to focus its outreach and conflict mediation work.

The AP Fresno team scheduled a series of trainings for the new staff. One of the most impactful trainings involved spending multiple days with the Richmond, California, Office of Neighborhood Safety (ONS) outreach team. During these training days, AP Fresno outreach staff shadowed the Richmond street outreach workers and learned-by-doing. Multiple debriefs of street encounters and Fellow mentoring occurred in Richmond, as well as observations of life skills classes. Each AP Fresno outreach worker was partnered with a Richmond ONS outreach worker, who continued to work with them and answer questions once the AP Fresno team returned home. The Richmond team as well as experienced outreach workers from the Advance Peace programs in Sacramento and Stockton came to Fresno to provide additional training in street conflict mediation, anger management and youth mentoring for the Fresno AP team. The UC Berkeley evaluation group also conducted multiple trainings for the AP Fresno team to teach them how to collect street outreach data and enter it into their on-line system.

The April through June 2021 period was spent conducting daily street outreach in order to identify the potential Fellows to be enrolled in the Peacemaker Fellowship. The AP Fresno team held twice daily check-in team meetings to share information and support one another. The AP Fresno team identified about sixty potential fellows using information provided by Fresno Police about shooting suspects and their own street knowledge. AP Fresno also identified potential fellows through referrals by probation officers. AP Fresno team also used their own street networks to identify additional potential fellows. The potential fellows are people at the center of gun violence who have not been apprehended by law enforcement. Of the 75 or so potential fellows identified by AP Fresno, at least two were killed during this period of outreach.

During this period, the AP Fresno team established its trust with different groups and worked to explain what this Advance Peace, Peacemaker Fellowship was all about. They emphasized that the program was an opportunity for those most likely to be perpetrators and victims of gun violence to avoid crime and start down a more peaceful lifestyle. Of course, many potential fellows were hard to find and skeptical of the AP program. However, by June 2021, the AP Fresno team had identified about 30-40 potential and willing Fellows.

July – December 2021: First 6 months of Peacemaker Fellowship

AP Fresno launched the 18-month Peacemaker Fellowship in July 2021. This meant that the team started enrolling Fellows and getting them to commit to participate in the entire 18-month program. Not all potential fellows were open to enrolling in the AP program and many were resistant at first, having been let down by many social services. Those that were willing to enroll in the Peacemaker Fellowship were assigned a 'primary' NCA or one outreach worker that would act as their daily mentor.

From July through September 2021, the NCAs worked with their assigned Fellows to draft their Life Management Action Plan (LifeMAP). As we detail below, each LifeMAP is an individualized 'road map' of activities, actions and goals for each Fellow to avoid a life of gun violence and begin a process of turning toward a more peaceful and productive life. The LifeMAPs are detailed documents that are agreed to by both the Fellow and the entire AP team, since multiple NCAs might have skills, experiences and know of opportunities to support a

Fellow. In other words, during this period, the entire AP Fresno team got to know each and every Fellow in the program.

During this period, relationship building and working on LifeMAP goals were a priority. This included supporting a Fellow's daily needs, like eating and safe housing. During this time, the NCAs would mentor their fellows and coach them by sharing their own life experiences and supporting each Fellow to explore some reasons behind their behaviors. Each NCA was trained in culturally responsive counseling, cognitive behavioral therapy and related tools to support the traumas and emotional needs of their Fellows.

Within the first six months of the Peacemaker Fellowship, all enrolled Fellows were required to attend life skills. Separate life skills classes were established so that rivals from different neighborhoods and gangs would not be in the room together. Of course, the COVID-19 social distancing requirements placed major limits on group gatherings. AP Fresno followed all required protocols and did things like hold outside meetings.

Fellows also participated in community events, such as food give aways. A select group of fellows who were interested in gaining employment skills, were offered the opportunity to participate in the Tree Fresno program. In this program, the AP Fresno Fellows also get to partner with the Fresno Metro Black Chamber of Commerce and contribute to the City's Beautify Fresno initiative by planting and maintaining trees in their neighborhoods. The Fellows have also participated in classes on the health and social justice impacts of tree canopy, entrepreneurship, and were able to plant trees in areas burned after the Creek Fire. The training program resulted in at least three AP Fellows gaining full-time employment with the City of Fresno.

January – June 2022: Second six months of Fellowship

During this period, all Fellows continued to attend life skills classes and some participated in the Tree Fresno internship. As Fellows made progress on their LifeMAP goals, they were brought on excursions out-of-town. In these experiences, the NCA mentors support their Fellows to reflect on their lives and experience a world bigger than their neighborhoods.

During this period, there was also staff turnover within the AP Fresno program. A new Program Manager was assigned, replacing the first Program Manager. One NCA was arrested and removed from the team. The staff and management changes had some impact on the Fellows, as there were fewer NCAs to provide support and NCAs were now asked to take on management roles. By this time, the AP Fresno team was actively recruiting to hire additional NCAs.

July- December 2022:

During this period, the Fellows continued to attend life skills classes, internships and received services from both AP Fresno NCAs and social service providers in the county. There was additional turnover among the NCA staff, as two more NCAs left and three were hired. There was a training and start-up period for the new NCAs, which slowed outreach and Fellow engagements in the first month of this period. The AP Fresno team also worked to ensure the community and different organizations understood the work they were doing as discussions about city support and funding reached the council.

The new NCAs were assigned existing Fellows and they worked to build trust and report with them. This too took time and may have slowed down the activities and offerings of the Peacemaker Fellowship. However, the Tree Fresno program and other internships continued during this period. After there were some crimes by young people between 11-13 years old, the AP Fresno team also began connecting closer to the school district during this time to mediate conflicts and mentor young people who were still in-school.

By the end of the 18-month Fellowship, three fellows were working full time for the City of Fresno, one was employed at UPS, another in truck driving school. At least a dozen fellows were supported to gain secure and safe housing for themselves and often for their family. We detail the street outreach and Fellow outcomes in the next section.

According to Fresno Mayor Jerry Dyer, also the former police chief: “I support the work. Let me just say publicly, **Advance Peace intervention specialists have done some great work out there. I know for a fact they've stopped shootings. I know that for a fact.**”^{1, 2}



Above: Advance Peace Fresno, Outreach Workers

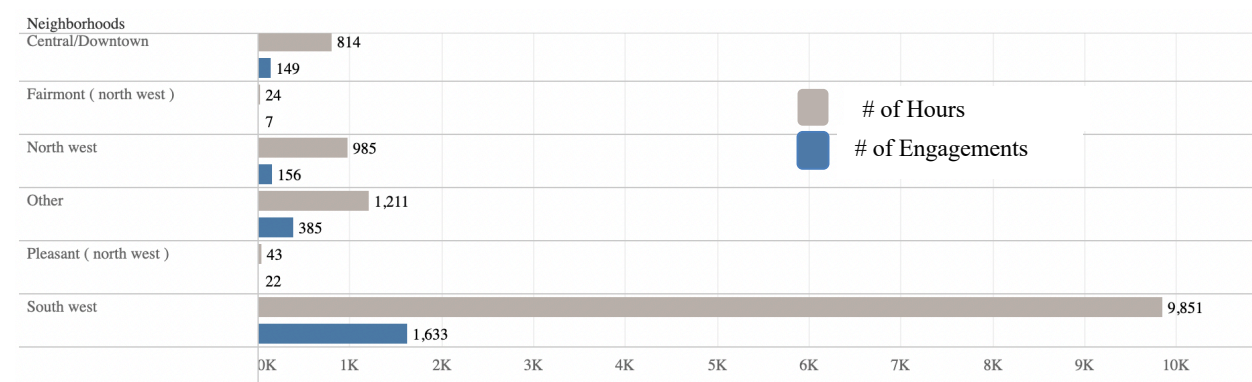
AP Fresno Outreach Accomplishments: 18- month Peacemaker Fellowship.

We found that before the arrival of the AP Fresno, Peacemaker Fellowship, the young people in the program were not enrolled in or being touched by any regular social or community services.

1,224 Fellow Engagements for 4,885 hours. These are 1-on-1 engagements between an AP Fresno NCA and their assigned Fellow.

12,928 Street Outreaches for 2,350 hours. Street Outreach is when an AP Fresno NCA engages someone with close proximity, influence, relevance & importance to a Fellow, like a family member, but the person is not a Fellow. The reason this is such a large number, is that Fresno NCAs spent a significant amount of time in 2021 in the streets, identifying the most influential shooters and users of guns in the city. In order to identify these potential fellows, AP Fresno team spoke to hundreds of other people multiple times.

Figure 2: Advance Peace Fresno, Street Outreach Engagements and Hours by Area, 2021-2022



249 General Conflict Mediations for 500.5 hours. These are interventions in the community to resolve a dispute that likely involves or impacts a Fellow and takes place during normal business hours. No guns were present or likely to be used.

17 After Hours Conflict Mediations for 37 hours. These are general conflicts (see above) that occurs after normal business hours (i.e., in the middle of the night).

26 Shooting Responses for 53.5 hours. This is when an AP Fresno NCA goes to the scene of a shooting and works to understand what happened and prevent any potential retaliation.

66 Cyclical & Retaliatory Gun Violence Interruptions (CRGVI) for 123 hours. CRGVI are when an AP Fresno NCA interrupts a conflict where guns are present and/or very likely to be used. Also, where the conflicting parties are/have been engaged in retaliatory gun violence.

13 Social Media conflict mediations for 36 hours – This is when an NCA scans social media and comments on, advises, intervenes to address a post made by Fellow on various social media (Instagram, Facebook, etc.) that likely antagonizes and could/does stimulate a violent response.

Examples of AP Fresno Conflict Resolutions (directly from Field Notes):

Got a call about the Lil homie about to blow on some unknown individuals. He had been watching them ready to blow. I pulled up disarmed by having him exit the car. He explained his side I explained mines. Everyone went home safe.

Had 2 young X guys in the office, who were having social media beef with the XX youngsters. Showed us text messages of him in the parking lot with his gun on him , and the X guy outside an apartment complex. Says he could of got him, if he was tripping, but doesn't understand why they keep talking about him. We were eventually able to talk to the other guy, and explain the situation. We counseled these 2 guys on the influence they were having on X. Fed em some lunch, and dropped em off.

Received a phone call from NCA that my grandson's mom was upset, b/c they was threatening to shoot her for her son's actions. I pulled up to their apt, and she told me, her other younger 14 year old son was a target in an incident in which his friend was shot in the hand, over the weekend. Her son, was talking to the shooter and told him her knew where his mom stayed at, and would shoot her instead of him. I got the guys name asked around. I found out that he had already been arrested. I let the Mom know that the guy was locked up, but I would keep track of when he's scheduled to be released, and make contact with him.

Got a call from X that one of my Homies was involved in a fight, at his daughter's funeral. Two NCAs responded & made contact with him immediately. Moments later during the comments portion of the funeral, while he was speaking, he kept being interrupted, and a shouting match erupted. A standoff ensued. I ran up to the stage and got him to the next room, at which point he pulled out, and cocked his gun. I then told him he couldn't do that and escorted him to his car, where his girl drove him home. After he pulled off, the female he was arguing with came out and created another outburst wanting to fight anyone. We stayed for hours and kept the peace but the funeral service was suspended.

Had a round table discussion with a shooter, about active shootings goin' on and the reasons behind it. Gave him a plan to meet with some of the older guys from his neighborhood, to talk to the other people that hangs in their neighborhood that's causing all the gun violence.

Was on XX street where they were having a dispute about someone getting jumped the night before. This guy wanted to fight all of the guys that jumped him, one on one. He called others for back up, which escalated the situation. Firearms were drawn on both sides. I intervened and called an elder from the area and another NCA to assist the situation. We had it deescalated and then the Police arrived. We stayed after they left and tensions boiled up again, but we were able to keep the situation under control. No further weapons were pulled out.

Pulled up on XX who had just been shot at by rivals. He was visibly upset and got on the phone to request his weapon be brought to him. Another of his friends pulled up with a pistol, and extra magazine. He expressed his displeasure with our request he stand down while others continued to victimize him. We stayed on the scene and after constant communication, was able to lower the temperatures of the guys involved.

NCA Street/Community Conflict Mediations

Our research suggests that AP Fresno NCAs are regularly putting themselves in the middle of harms way to diffuse conflictual situations, many of which where guns are present. This is not only life-threatening for the NCAs, but it is also traumatizing. The NCAs told us these experiences can also re-traumatize them and bring-up their own past experiences with violence, abuse and guns. We also learned that NCAs work 24/7, responding to situations when they occur even in the middle of the night, during their own family's functions, on weekends, etc. We also learned that NCAs spend time on social media looking for potential conflicts based on postings by their Fellows, their friends and rivals.

Examples of AP Fresno Fellow Engagements (directly from field notes):

Drove to X house because he didn't make his class. He said he had business to handle and was already out of town. I sat down and let him know everything he has going for him and what's my duties in holding him to those goals. Since he was recently released to AP I also let him know how sensitive his case load is and why we have to be successful in moving forward. I will be picking him up for his classes Mon-Fri at 6:30am. Class starts at 7am.

X is ready to go anytime. I call him 3 times a day. He is out in the streets because his daddy is gone and momma is selling drugs on the corner. He never got a chance and is angry about it. We are working on getting him a place to stay. I took him to get some food and talked to him about the streets and school. Will stay on him.

Spent all day with Fellow. Picked him up for school program. Went to a kids birthday day party we mutually knew. Heard gun shots by the party. The police came. We started talking about life and that all these little kids hearing and seeing guns is too normal. On the way to drop him off at home, talked about our role in these kids' lives and how we got to stop the shit. Then I dropped him off.

Talked to F about his mental health issues. He suffers from mental issues and is currently off his medication. He was talking of suicide so I listened and then talked to him about his life and what's important to him. He vented and came up with a good plan moving forward.

Pulled up on X. Wasn't feeling it today. He was already drinking and upset that he hasn't seen his kid in 6 days. Drove around with him and let him know we have to work on him first. We went together and applied at a job and placed his application to some other positions available. He seemed more calm and sobered up before I dropped him back off.

My Fellow was upset and his homies got him amped up. He had lost some money and discharged his weapon into the air. The police arrived in the area. I took him aside and we talked for a while. Once we was alone, he was vulnerable enough to express how hurt and angry he was about losing his brother. His was killed a month ago and he is having trouble accepting the loss. He settled down for some time but erupted again. Another NCA came by and we talked him down and defused the situation. We took him out of the area and keeping on him to make sure nothing happens.

Meet up with X yesterday to discuss going over his LifeMAP. He was okay with everything I had to say. He also told me that he's doing good besides it being a struggle everyday. I let him know that I'm always here for him just call if he needs to talk about anything. He told me he needs a place of his own because he's staying with his grandparents right now and they live in his enemy's neighborhood. I let him know that I will do my best to help him find someplace safer to lay his head at. He told me okay we played video games for almost two hours then I left. But before I did I gave him address to places that he could stay at in the mean time.

The Advance Peace Fresno, Peacemaker Fellowship

At the heart of the Advance Peace program is the Peacemaker Fellowship. The **Peacemaker Fellowship** is the 18-month opportunity where enrolled Fellows receive everyday mentorship, 24/7, from their NCA & work to achieve personal **Life Management Action Plan (LifeMAP)** goals that will help them avoid gun violence.

The Peacemaker Fellowship only enrolls the most likely perpetrators of gun violence in Fresno, as determined by referrals from key partners, street knowledge of the outreach workers, and other information provided to Advance Peace leadership. The Fellows do not have to gang-affiliated, of a certain age, or have other enrollment criteria except that they are highly likely to be/have been involved in gun crime and have avoided the reach of law enforcement to date.

Once Fellows are identified, they are recruited into the Peacemaker Fellowship. It is important to note that most potential Fellows are skeptical of the Advance Peace Program, they distrust most organizations, have been let down by most adults/institutions in their lives and are often living in the 'shadows' to avoid being a victim of gun violence themselves. Therefore, much work and time goes into recruiting and enrolling the right people into the Peacemaker Fellowship. This process takes at least six or more months in Advance Peace cities, and frequently potential fellows are engaged for some period of time until they agree to 'officially' enroll into the Peacemaker Fellowship.

Once a person agrees to enroll into the Peacemaker Fellowship, intake information on their background and experiences is captured in their 'fellow profile.' These data are gathered by their assigned NCA mentor, and includes their birthday, race/ethnicity, and questions about any experiences they have had that might be influencing their use of guns, traumas they might be grappling with, and characteristics that might be built upon to help them avoid a life of engaging in gun crime. The characteristics of the Advance Peace Fresno Fellows enrolled in the cohort 2021-2022, appear in Table 1.

Many of the questions are indicators of Adverse Childhood Experiences (ACEs). Research suggests that self-reported ACEs is linked to trauma that adversely impacts decision making, interpreting social situations as safe or threatening and cognitive development. This research also reveals that it is possible to prevent the negative impacts of ACEs on behaviors by creating regular supportive connections in schools and the community, teaching anger management, and ensuring that young people have consistent healthy adult supervision/mentorship.^{3, 4, 5}

AP Fresno, Fellow Characteristics

Of the 30 enrolled fellows all but one an African-American male (the other is Latino). Their ages range from 15-34, with the average age of 19 years. 43% of fellows stay in the SW neighborhood.

These are some characteristics of the AP Fresno Fellows who were enrolled in the Peacemaker Fellowship from July 2021-December 2022:

Table 1: Advance Peace Fresno, 2021-22 Fellow Characteristics at intake	
Fellow Characteristics	% Yes
Gun Violence	
Ever shot at	81%
Ever physically assaulted	50%
Prior gun-shot injury	31%
Ever viewed/witnessed a gun homicide	75%
Any family member killed by a gun	78%
Justice System	
Prior Arrest	100%
Previously in CYA	59%
Currently on parole/probation	78%
Previous incarceration	84%
Parent incarcerated	56%
Social/Economic	
Ever homeless	50%
Ever received food stamps	47%
Currently in School	13%
Ever suspended from school	66%
Has GED/High School Diploma	41%
Currently employed	25%
Currently a parent	56%
Prior to AP have received social services	9%
Strengths/Assets	
Has a caring adult in your life	41%
Is a critical thinker	78%
Is a charismatic leader	47%
Is open to change	72%
Has a strong work ethic	56%
Has artistic talents	56%
Has marketable job skills	44%

Individual Participant Impacts

At the conclusion of the AP Fresno initiative, the UCB team will evaluate the influence of the Peacemaker Fellowship on all individual Fellows. These analyses will explore what ‘dosage’ of services and mentorship contributed to a Fellow not being shot, injured, arrested or killed. We will also explore the ‘dosage’ impacts on each Fellow’s responses to similar questions as those

asked at intake, namely, how they respond to violent threats, whether they were receiving needed social services, whether they were housing or food insecure, their self-reported mental health outlook, and how they rate their Advance Peace NCA mentor.

During the 18-month Peacemaker Fellowship, the AP Fresno Program achieved some of the following with their Fellows:

27 of 30 enrolled AP Fresno Fellows completed a LifeMAP. The LifeMAP is an individualized plan or roadmap where each Fellow sets goals and strategies to reach those goals with their NCA mentor. The LifeMAP Goals guide the everyday work of the NCA during the Peacemaker Fellowship, and offer the Fellow a set of specific set of accomplishments that can give them daily structure, resources and skills to avoid a life at the center of gun violence.

1,736 total social service engagements and supports, which included:

399 - Culturally Responsive Counseling. This is when an NCA who understands and is from a similar cultural, racial and ethnic backgrounds of their ‘client’ offers supports to address trauma, promote healing and change unhealthy behaviors. This is done in a way that does not assume or essentialize a ‘culture,’ ensures NCAs approach clients with humility, and helps clients understand the ways institutions and social systems create and perpetuate trauma.

402 - Cognitive Behavioral Therapy (CBT) sessions. This is when an NCA helps their Fellow to identify & change the destructive or disturbing thought patterns and traumas that have a negative influence on their behavior and emotions. CBT helps Fellows reflect on their own thinking, slow down in key moments of conflict, practice less harmful responses in dangerous situations, and to being to adapt their behavior to a new, non-violent identity.

545 - Life Coaching sessions. This is when an NCA delivers culturally responsive and competent support for a Fellow to help them identify their strengths, weaknesses and trauma, and help them overcome obstacles holding them back.

40 - Social Service Navigations. This is when an NCA supports their Fellow with any social services, such as the DMV, housing assistance, the legal system, welfare benefits, etc.

88 – Job Readiness – this is when an NCA supports a Fellow in preparing them for employment (i.e., create a resume, apply for certification classes, get an ID, etc.).

34 - Internships. These are opportunities for Fellows that are enrolled and participating in the Fellowship for at least six months. These typically are part-time paid opportunities that prepare a Fellow for full-time work.

173 - Life Skills Class. These are groups of Fellows learning about important life affirming skills, frequently facilitated by an NCA or a third party professional.

12 -Elder Circles. The Elders Circle is a group of community members that meet with Fellows to share their life experiences and ways they avoided gun violence and became successful in raising a family, in business and other endeavors.

8 Fellows participated in Transformative Travel. Transformative travel is when the AP Fresno team takes more than one Fellow out-of-state to a cultural, educational or other trip and exposes them to life-affirming opportunities (these are more frequently curated with the Advance Peace national organization). The Transformative Travel only occurs after a Fellow has been enrolled and actively participating in the Peacemaker Fellowship for at least 6 months, is making progress on their LifeMAP, is regularly attending Life Skills classes, and agrees to travel with another Fellow, who happens to be one of their rivals.

264 - Referrals, for 587.5 hours. The NCAs also refer their Fellows to social service providers, such as substance abuse, anger management, housing, food security and others. The AP NCA most frequently will bring and accompany a Fellow to the social service. This is what the organization calls a ‘hard referral.’ Referrals for the Fellows included the following services and hours:

Table 3: Advance Peace Fresno, Peacemaker Fellowship 2021-22, Fellow Referrals	
Referral Types	Hours
Anger Management	70
Court	7
DMV/License	81
Family Support	34
Food Assistance	15
GED	14
Housing	10
Internships	98
Job Readiness	97
Mental Health	120
Parole & Probation	18
Social Security Card	3
Substance Abuse/ Addiction Services	4
Others	16.5

LifeMAP Milestone Allowances – This is when an enrolled and actively participating Fellow receives a stipend to recognize their achievements and support their peaceful transformation. Fellows only become milestone allowance ‘eligible’ after participating for at least six months in the Fellowship, are engaging with their NCA mentor every day, are attending life skills classes and social services referrals, have made progress on at least 65% of their LifeMAP actions, and demonstrate a commitment to not using firearms.

Gun Crime Data

A key objective of the Advance Peace Fresno initiative is to reduce gun homicides and shootings with an injury. As noted above, we tracked the number of monthly firearm homicides (California criminal code, 187(a), homicide by firearm) and firearm assaults (California criminal code, 245(a)(2), assault with deadly weapon, firearm).

According to the Fresno Police Department, Black and Latinos made up 77% of firearm homicide victims in 2019, 81% in 2020, and 71% in 2021. The median age for African American homicide victims from 2019-2021 was 24. Between 2019-2021, there were an average of 110 African American shooting victims per year and an average of 123 Latino shooting victims per year. In Fresno in 2021, Black men under 35 years old were 23% of all gun homicide victims and Latinos under 35 were 18% of all gun homicide victims.⁶

Southwest Fresno (SW) has historically had one of the greatest burdens of gun homicide and shooting victims within Fresno. The AP Fresno program is not limited to any one geography in the city, but because of its gun violence history, the SW has become the program's primary intervention area. This is evident from the number and hours of street outreach in the SW compared to the other districts (see Figure 2 above). From 2019-2021 an average of about 26% of all the city's gun homicides took place in the SW. During this same time period (2019-21) in the SW, 38% of homicide victims were African American and 44% were Latinos. The SW of Fresno has had 28% of all Fresno shootings in 2019, 30% in 2020, and 28% in 2021.⁷

We found that Fresno experienced a **24.86% decrease** in gun homicides and firearm assaults in 2022 compared to 2021 and a 35.66% decrease in all shootings in 2022 compared to 2021 (Table 3). In the Southwest of Fresno, we computed a 21% decrease in firearm homicides and a 40% decrease in firearm homicides and assaults in 2022 compared to 2021 (Table 3).

Table 3: Fresno Annual Firearm Homicides (187a) and Assaults (245a(2))								
Fresno Total (entire city)	2016	2017	2018	2019	2020	2021	2022	% Change, 2021-22
Total Homicides (all cause)	36	56	32	45	74	74	60	-18.92%
Firearm Homicides	22	41	26	35	69	66	47	-28.79%
Firearm Assaults (CA criminal code, 245a2 only)	237	229	158	165	291	288	219	-23.96%
Firearm Homicides and Assaults	259	270	184	200	360	354	266	-24.86%
All Shootings ⁴	N/D	516	352	374	732	687	442	-35.66%

Table 3: Southwest Fresno Firearm homicides and assaults, 2016-2022

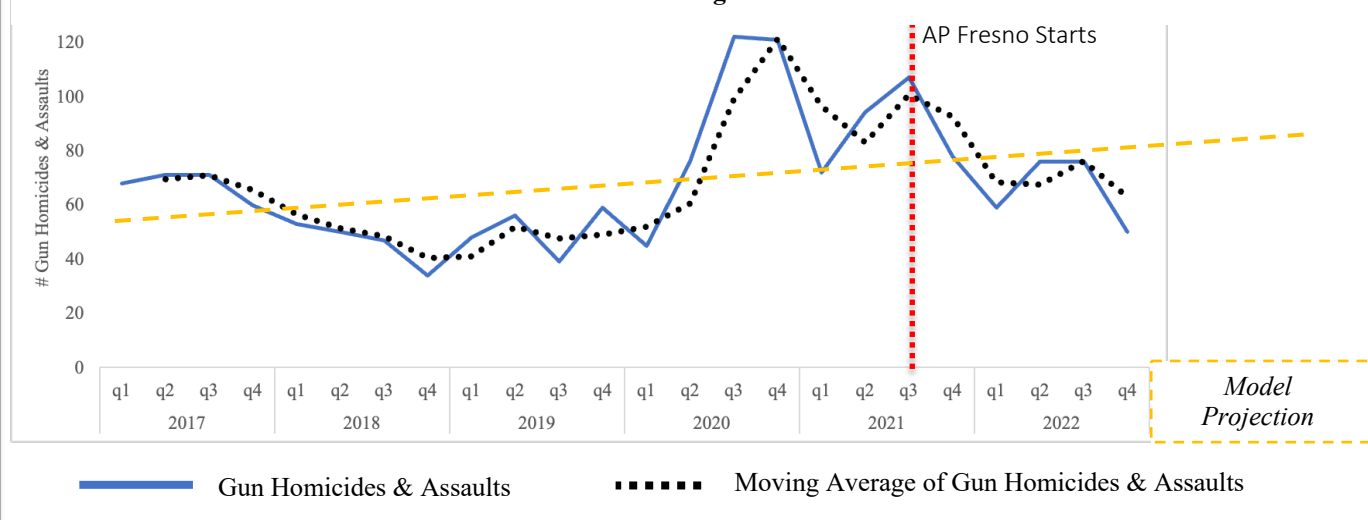
	2016	2017	2018	2019	2020	2021	2022	% Change, 2021-22
Firearm Homicides	12	11	7	7	20	19	15	-21.05%
Firearm Assaults	83	71	55	51	91	96	54	-43.75%
Firearm Homicides and Assaults	95	82	62	58	111	115	69	-40%

We focused our analyses of changes in gun crime during the 18-month *Peacemaker Fellowship* period from July 2021 through December 2022. We used the prior, closest match 18-month period (7/2019-12/2020) as a comparison period. This period was selected since it included the pandemic period, which was also present during at least the 2021 portion of the Peacemaker Fellowship. For city-wide gun crimes pre and post the AP Fresno intervention, we computed a 7% decrease in firearm homicides, and a 3% reduction in firearm homicides and assaults combined (Table 4).

Table 4: Gun Crime, Advance Peace Fresno, Peacemaker Fellowship July 2021-Dec. 2022

Fresno, City-wide	18-mo. Comparison: 07/2019-12/2020	AP Fellowship: 07/2021-12/2022	Absolute Change	% Change
Firearm Homicides	85	79	-6	-7%
Firearm Assaults	377	367	-10	-2%
Firearm Homicides and Assaults	462	446	-16	-3%

Figure 2: Fresno Quarterly Gun Homicides & Assaults, 2017-2022 & Advance Peace Fresno Program Period



We also computed the quarterly number and mean of firearm homicides and assaults, which can offer a more nuanced picture than just an 18-month total. Using a time-series analyses, we calculated the slope of the line for gun homicides and assaults from 2017 through 2023, or what

was predicted based on five years of data. We found that the AP intervention resulted in an 18% lower number of homicides and assaults than the model predicted (Figure 2).

We found a significant reduction in the quarterly number of firearm homicides and assaults over the 18-month AP intervention period. In the first quarter there were 107 gun homicides and assaults while in the 6th quarter there were 50, a reduction of 53.2% ($p < 0.01$)* (Figure 3). Gun homicides during the AP Fresno 18-month period declined 50%, from a monthly mean of 6 to 3 ($p < 0.01$) (Figure 4). For gun assaults, the mean for the first quarter was 29.6 but by the 6th quarter the mean was 13.3, a 55.06% decrease ($p < .0001$) (Figure 5)

Figure 3: Quarterly Gun Homicides & Assaults during the Advance Peace Fresno, Peacemaker Fellowship 2021-2 & July 2019-December 2020 Comparison Period

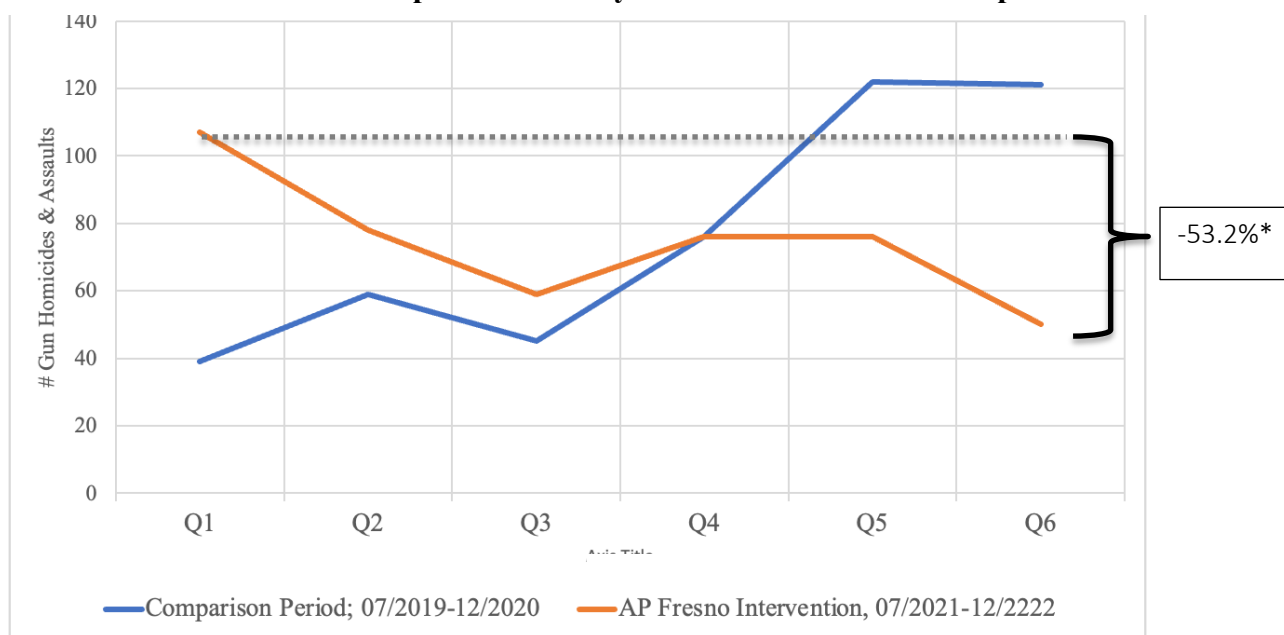


Figure 4: Advance Peace Fresno, 18-month Peacemaker Fellowship Monthly Gun Homicides, Monthly Mean, July 2021-December 2022

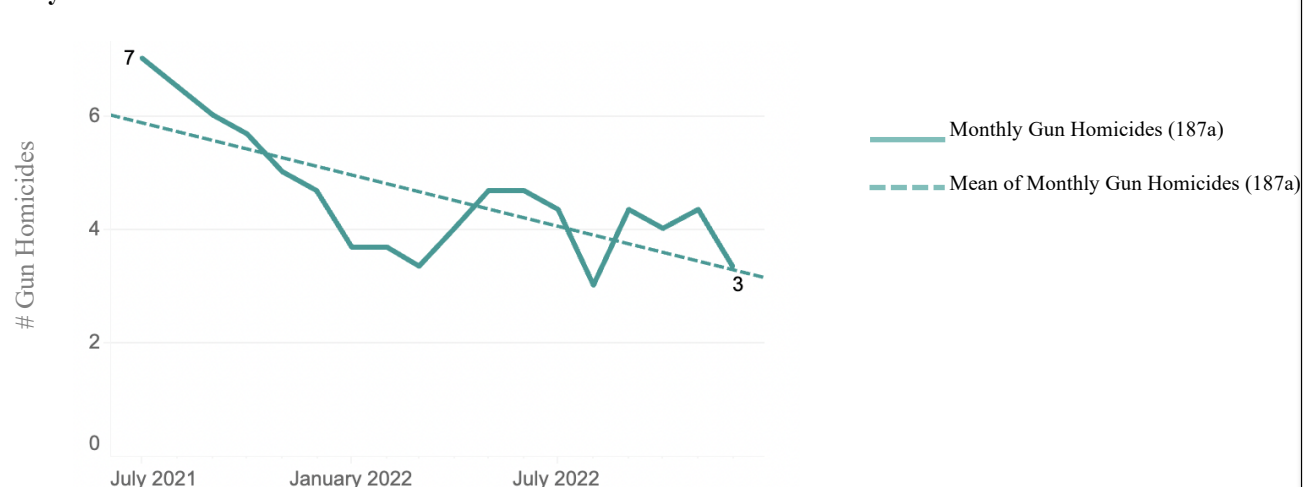
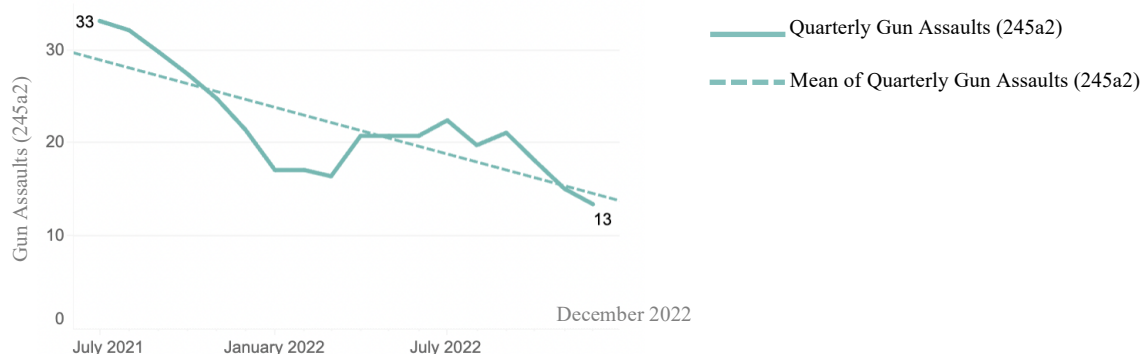


Figure 5: Advance Peace Fresno, 18-month Peacemaker Fellowship Quarterly Gun Assaults, with Mean



In the Southwest police district of Fresno, there was a 15.4% reduction in firearm homicides and an 11.4% reduction in homicides and assaults between the pre and post Peacemaker Fellowship intervention (Table 5).

Table 5: Gun Crime Pre & Post Advance Peace Fresno, Peacemaker Fellowship, Southwest Police District, July 2021-Dec. 2022				
Fresno, Southwest District	18-mo. Comparison: 07/2019-12/2020	AP Fellowship: 07/2021-12/2022	Absolute Change	% Change
Firearm Homicides	26	22	-4	-15.4%**
Firearm Assaults	114	102	-13	-10.5%**
Firearm Homicides and Assaults	140	124	-13	-11.4%**

**p< 0.01

Figure 6: Advance Peace Fresno, 18-month Peacemaker Fellowship, Quarterly Gun Homicides & Assaults, by Police District

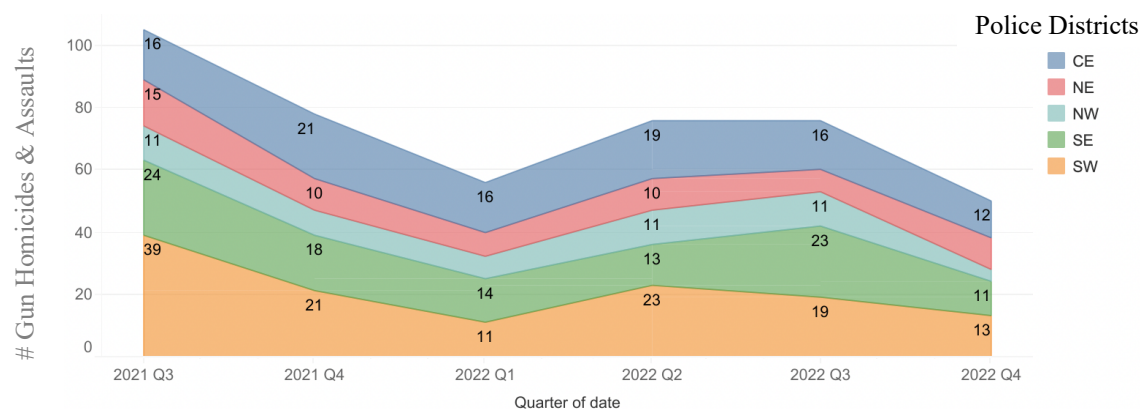
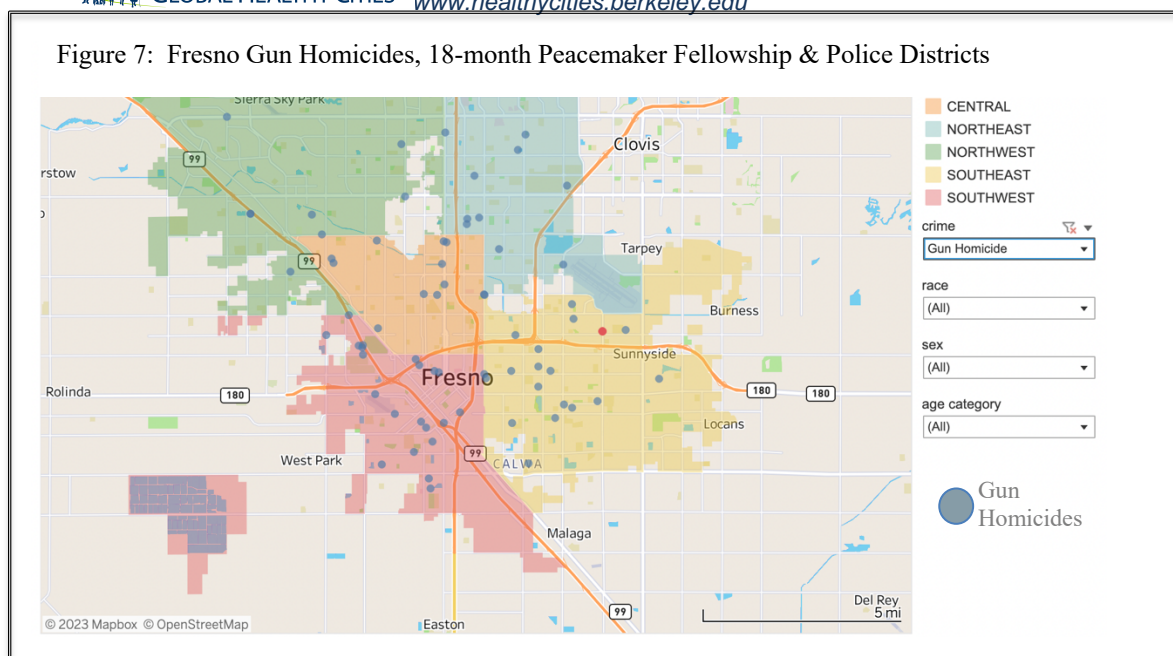


Figure 7: Fresno Gun Homicides, 18-month Peacemaker Fellowship & Police Districts

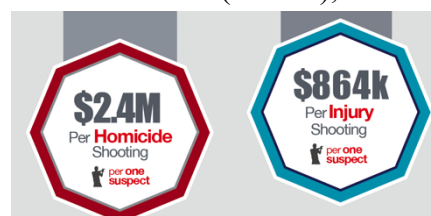


While participation in the AP Fresno program is not restricted or limited to any area, race/ethnicity, age or gender, both the majority of gun violence victims and AP participants in the Fellowship are men of color, under 34 years old. During the AP Fresno Peacemaker Fellowship, there was a **19.4% (36 to 29) decrease in the number of gun homicide victims that were Black or Latino men, under 35 years old**; 23.8% decrease in the number of Black male firearm homicide victims, under 35 years old; and a 13.3% decrease in the number of Latino firearm victims, under 35 years old. In the Southwest of Fresno during the AP intervention, there was a **75% (8 to 2) reduction in Black male, under 35 years old homicide victims**, and a **42.8% (14 to 8) reduction in Black and Latino men under 35 years old** that were homicide victims, compared to the 18-month reference period (07/2019-12/2020).

Benefit Cost Analysis

Benefit-cost ratio (BCR) is a measure of return on investment. BCR compares the costs of an intervention to its benefits, including program participants and taxpayers. If the BCR is greater than 1, the benefits of the intervention exceeded its costs. The benefits of the Advance Peace Fresno intervention were calculated by first using the cost estimates of the cost of gun violence in Fresno as calculated by the National Institute of Criminal Justice Reform (NICJR),⁸ which calculated the governmental and societal costs of Fresno of \$2.4M per homicide and \$864,000 per injury shooting. These costs include the emergency and police response, law enforcement investigation, District Attorney and Public Defender's office, hospitalization/health care, pre-trial incarceration and prison placement, victim supports, and lost revenue from victim and perpetrator not paying taxes.

These data are consistent with estimates from other California places and national data.



Source: National Institute of Criminal Justice Reform, nicjr.org

Second, using data reported by the AP Fresno NCAs, there were **66 cyclical and retaliatory gun interruptions** (see definition above) over the 18-month Peacemaker Fellowship. **If all 66 of these incidents resulted in shootings with an injury, the costs would have been about \$57 Million, and if all 66 were gun homicides, the cost would have been about \$158 Million.** Third, we received data from EOC that the Fresno Advance Peace 18-month program budget was estimated to be approximately \$2.7M.

Finally, we calculated the BCR by dividing the estimated benefits by the costs: \$57M/ \$2.7M and \$158M/\$2.7M. We did not use a discount rate. **The BCR for Advance Peace 2021-2022 is estimated to be between \$21.11 - \$58.52: \$1.** This means that for every dollar the city spent on Advance Peace, they received between \$21-\$58 dollars in return.

Conclusions

This evaluation report has shown that the AP Fresno program has made significant contributions to community violence reduction in Fresno. We also found that the support of the Fresno EOC has been instrumental in ensuring the program functions professionally and has the resources for its staff and Fellows. Our key findings are, first, that AP Fresno has mentored hard-to-reach young people likely involved in gun violence and almost all of these Fellows are receiving life-supportive services and not engaging in gun crime. Next, the program is preventing shootings and potential homicides by interrupting community conflicts, particularly where guns are present. Third, AP Fresno is contributing to a significant reduction in gun crime city-wide, in specific targeted areas (i.e., the Southwest), and among the population groups most likely to be victims (i.e., Black and Latino men, under 35 years old). The Southwest community has experienced significant reductions in gun violence since the AP Fresno program launched its *Peacemaker Fellowship*. The AP Fresno program is saving the city (and likely the county) between an estimated \$57-158M dollars by preventing shootings and gun homicides. In only 18-months with only four full-time outreach workers/mentors, the AP Fresno program is helping to save lives and public resources, significantly reduce gun violence and contribute to a more peaceful Fresno for all.

¹ <https://abc30.com/advance-peace-fresno-gun-violence-gang-mayor/11982407/#:~:text=We%20want%20Advance%20Peace%2C%22%20said,Peace%20to%20continue%20thei%20work.>

² <https://gvwire.com/2022/06/20/advance-peace-controversy-at-center-of-fresno-pd-budget-talks/>

³ Garduno L. S. (2021). How Influential are Adverse Childhood Experiences (ACEs) on Youths?: Analyzing the Immediate and Lagged Effect of ACEs on Deviant Behaviors. *Journal of child & adolescent trauma*, 15(3), 683–700. <https://doi.org/10.1007/s40653-021-00423-4>

⁴ Bellis, M. A., Hardcastle, K., Ford, K., Hughes, K., Ashton, K., Quigg, Z., & Butler, N. (2017). Does continuous trusted adult support in childhood impart life-course resilience against adverse childhood experiences - a retrospective study on adult health-harming behaviours and mental well-being. *BMC psychiatry*, 17(1), 110. <https://doi.org/10.1186/s12888-017-1260-z>

⁵ Santilli, A., O'Connor Duffany, K., Carroll-Scott, A., Thomas, J., Greene, A., Arora, A., Agnoli, A., Gan, G., & Ickovics, J. (2017). Bridging the Response to Mass Shootings and Urban Violence: Exposure to Violence in New Haven, Connecticut. *American journal of public health*, 107(3), 374–379. <https://doi.org/10.2105/AJPH.2016.303613>

⁶ <https://www.fresno.gov/police/wp-content/uploads/sites/5/2022/07/2021-Annual-Report.pdf>

⁷ Fresno Police Department, 2022. Unpublished data. Provided by Fresno PD, Deputy Chief Mark Salazar, Investigations Commander.

⁸ <https://nicjr.org/cost-of-violence/>