



The UNITY RoadMap: An Overview



The *UNITY RoadMap* is a framework for mapping out solutions to effectively and sustainably prevent violence. It was developed after the UNITY assessment, *An Assessment of Youth Violence Prevention Activities in USA Cities* (Weiss, B; 2008) - - conducted with mayors, police chiefs, public health directors, and school superintendents - - revealed that although youth violence is a serious concern, cities generally characterize their responses as inadequate.

9 ELEMENTS

WHO? Partnerships

- ✓ **HIGH LEVEL LEADERSHIP:** The mayor and other local leaders insist that the violence stops, provide necessary supports and resources, and hold people accountable. **The UNITY RoadMap has been reviewed by city representatives and refined accordingly.**
- ✓ **Organized by Partnerships, Prevention, and COLLABORATION & STAFFING:** There is a formal Strategy, there are nine RoadMap elements, structure for multidisciplinary collaboration to coordinate each selected for its importance in affecting prevention and intervention efforts. **each selected for its importance in affecting prevention and intervention efforts and sustaining efforts to prevent violence before it occurs.**
- ✓ **COMMUNITY ENGAGEMENT:** Members of the community—youth and adults, community based organizations, the faith community, the business sector, and survivors—are actively engaged in setting priorities and ongoing activities.

9 ELEMENTS

WHAT? Prevention

- ❑ **TRAINING & CAPACITY BUILDING:** Participants, practitioners, and policy makers have the skills and capacities necessary to work across multiple disciplines and in partnership with community to implement effective prevention programs, policies, and practices.
- ❑ **PROGRAMS, ORGANIZATIONAL PRACTICES, & POLICIES:** There are effective and far-reaching efforts in place to prevent violence, particularly in highly-impacted neighborhoods.
- ❑ **COMMUNICATION:** The case has been made for preventing violence before it occurs and people are aware of what's being done to prevent it.

9 ELEMENTS

HOW? Strategy

- ❑ **STRATEGIC PLAN:** There is a plan in place that prioritizes prevention, is well-known, and informs priorities and actions for multiple departments, agencies, jurisdictions, and community groups.
- ❑ **DATA & EVALUATION:** Efforts are informed by data and continuously improved through ongoing evaluation.
- ❑ **FUNDING:** Adequate resources support collaboration and staffing; community engagement; the implementation of programs, policies, and practices; skills development and capacity building; communications; strategic planning; and data and evaluation.

FIRST 100 DAYS

(June 15 – September 15, 2014)

- Develop a communications plan for Youth Outreach Survey data and Draft Strategic Plan;
- Develop a budget that provides sustainable funding; secure financial and in-kind commitments from Collaborative partners;
- Create staff positions, job descriptions, salary ranges;
- Identify community partners to take responsibility for aspects of the plan;
- Plan a community forum to solicit input from the community-at-large on the draft plan; Finalize Strategic Plan, print & distribute;
- Develop Business Committee;
- Develop a means to evaluate data indicators and deliverables to measure progress; and
- Present the Strategic Plan to Tampa, Temple Terrace and Plant City City Councils, Hillsborough County BOCC, School Board of Hillsborough County for approval of any MOUs, Interlocal Agreements or Resolutions.

Seattle, New Orleans, Minneapolis



Mariko Lockhardt, Director
[www. SafeYouthSeattle.org](http://www.SafeYouthSeattle.org)

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Jay Stroebel, Dir. Planning & Management
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<http://minneapolismn.gov/coordinator/rm/results-oriented-minneapolis-reports>

WHAT THEY HAVE IN COMMON:

- **Backbone Infrastructure Sustainable**
 - 100% General Fund
 - 2.5 employees for coordination and grantwriting
 - Annual backbone budget: \$350,000 - \$400,000
- **Web page “stands alone”**
 - City IT staff hosts the site
 - Staff is trained to update certain aspects
 - Design and initial data input is ONE TIME expense

BACKBONE

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- Staff: salary + benefits
- Bricks & Mortar (location)
- Data Collection & Evaluation
- Community mini-grants
- Multi-Sector Collaboration
- Communications/Outreach/Printing
- One-time: website development/design;
thereafter website maintenance
- Technical Assistance/Consulting/*Grant Writing*
- *Professional Development*
- *Margin for course correction/oversight*



YEAR ONE PROJECTED BUDGET

EXPENSES:		
Staffing	Range	Salary + Benefits
Project Manager/Coordinator/Director	\$80,000.00 =	\$106,000.00
Outreach Manager	\$40,000.00 =	\$55,000.00
Administrative Asst. (.5 FTE)	\$15,000.00 =	\$20,000.00
		\$181,000.00
Other		
Data & Evaluation		\$20,000.00
Mini Grants for Community Awareness Events		\$20,000.00
Multi-Sector Collaboration		\$20,000.00
Communications/Outreach/Printing		\$10,000.00
<i>Website Development*</i>		\$30,000.00
<i>IT Staff salary for data input/webpage maintenance*</i>		\$20,000.00
Technical Assistance/Consulting/Grant Writing		\$20,000.00
Professional Development		\$5,000.00
Margin for Course Correction		\$10,000.00
		\$155,000.00
TOTAL EXPENSES: Year One		\$336,000.00

Backbone Funding

YEARS 2 - 5

EXPENSES:	Year 2 2015-2015	Year 3 2016-2017	Year 4 2017-2018	Year 5 2018-2019	Five Year Total
Staff					
Project Manager/Coordinator/Director	\$109,180.00	\$112,455.40	\$115,829.06	\$119,303.93	
Outreach Manager	\$56,650.00	\$58,349.50	\$60,100.00	\$61,903.00	
Administrative Asst. (.5 FTE)	\$20,600.00	\$21,218.00	\$21,854.54	\$21,920.10	
TOTAL STAFF:	\$186,430.00	\$192,022.90	\$197,783.60	\$203,127.03	\$960,363.53
Other:					
Data & Evaluation	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	
Mini Grants/Community Awareness Events	\$15,000.00	\$10,000.00	\$5,000.00	\$0.00	
Multi-Sector Collaboration	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	
Communications/Outreach/Printing	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00	
Website Development	\$0.00	\$0.00	\$0.00	\$0.00	
IT Staff salary for data input/webpage maint.	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	
Technical Assistance Consulting Grant Writing	\$20,000.00	\$15,000.00	\$10,000.00	\$5,000.00	
Professional Development	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	
Margin for Course Correction	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00	
TOTAL OTHER:	\$105,000.00	\$95,000.00	\$85,000.00	\$75,000.00	\$515,000.00
TOTAL EXPENSES:	\$291,430.00	\$287,022.90	\$282,783.60	\$278,127.03	\$1,475,363.53