

August 2026

City Of Birmingham, Alabama

VIOLENCE REDUCTION STRATEGIC PLAN

August 2026 – July 2031





Randall Woodfin
Mayor

Dear Birmingham,

Birmingham has always been my home. That deep connection has shaped who I am and how I lead, and it drives my vision of a Birmingham where opportunity is not confined to one ZIP Code and every resident has the chance to achieve their dreams.

For far too long, violence has limited that opportunity. Gun violence is a very personal issue for me and my family. In 2011, my older brother, Ralph, was tragically killed in a shooting. In 2017, my nephew, Ralph Woodfin III, was also taken by gun violence. Those losses are part of my story, and they are part of Birmingham's story. They reinforce my belief that reducing violence requires both urgency and honesty about its causes.

The Birmingham Violence Reduction Strategic Plan reflects that belief. This plan recognizes that safety is built through immediate intervention, long-term prevention, and sustained investment in the conditions that allow communities to flourish. It addresses violence not only as a criminal justice issue, but as a public health and community challenge that demands coordination across government, community organizations, businesses, and residents.

This work is grounded in evidence, national best practices, and extensive community input. It builds on efforts already under way across the city, including data-driven policing, community violence intervention, youth development, victim services, and trauma-informed responses. Most importantly, it establishes a shared framework for how we move forward together.

I am fully committed to supporting the Office of Community Safety Initiatives as it leads implementation of this plan, and I ask every city agency and community partner to do the same. Public safety is a shared responsibility, and progress depends on alignment, accountability, and trust.

Birmingham's greatest strength has always been its people. By working together with intention and purpose, we can build a safer city where every resident has the opportunity to live, work, play, and worship without fear.

In partnership,

Randall Woodfin
Mayor, City of Birmingham



Carlton Peoples
Deputy Chief
of Public Safety

Dear Birmingham,

It is an honor to serve as Deputy Chief of Public Safety for the City of Birmingham. Public safety works best when systems are aligned, roles are clear, and efforts are coordinated toward shared outcomes. No single department can address violence alone. Real progress requires disciplined collaboration across emergency response, enforcement, courts, prevention, and community-based services.

In this role, my focus is integration. That means aligning 911/311 Emergency Management Services, Birmingham Fire and Rescue Services, Birmingham Police Department, Municipal Court, and the Office of Community Safety Initiatives into a unified public safety framework. It means ensuring that when residents seek help, the response is efficient, informed, and connected to longer-term solutions.

The Birmingham Violence Reduction Strategic Plan provides the structure to do this work effectively. It allows the City to move beyond siloed responses and toward a coordinated system that prioritizes prevention, accountability, and trust. Through shared data, aligned resources, and consistent communication, we can reduce duplication, strengthen outcomes, and better serve residents across all neighborhoods.

This approach reflects a commitment to public safety that is proactive rather than reactive. It recognizes that emergency response, enforcement, prevention, and community engagement are not competing priorities. They are interconnected responsibilities.

My commitment is to collaboration, transparency, and results. By working together across departments and with the community, we can create a safer Birmingham that is responsive, resilient, and prepared for the future.

Respectfully,

Carlton Peoples
Deputy Chief of Public Safety, City of Birmingham



Uche Bean
Director, Office
of Community
Safety Initiatives

Dear Magic City,

Safety is not just the absence of crime. It is the presence of opportunity, stability, trust, and hope. The Birmingham Violence Reduction Strategic Plan is grounded in that truth.

I have spent my career working at the intersection of systems and people, social justice and policy and lived experience. I have listened to families who have lost loved ones, to young people navigating trauma, and to neighborhoods that have carried the weight of violence for far too long. This plan exists because those voices matter, and because responding to violence requires more than reaction. It requires intention.

Violence behaves like a public health issue. It clusters, it spreads, and it disproportionately impacts communities that have experienced historic disinvestment and unresolved trauma. Research and experience show that when we intervene early, address root causes, and support those most at risk, violence can be prevented. That understanding shapes every aspect of this plan.

Community-based violence intervention (and prevention), or CVI(P), is a central pillar of Birmingham's approach. CVI does not replace law enforcement. It complements it. While police focus on enforcement and investigation, CVI focuses on interruption, mediation, life coaching, and connection to services. Together, these strategies allow the City to reduce violence in the near term while building long-term safety and resilience. We have expanded our ecosystem of community-based organizations around shared goals with the understanding that these efforts are not standalone programs—they are designed to work together.

Our office serves as a bridge between government, community, and data. We coordinate across agencies, support community-based providers, and ensure that strategy is informed by evidence and accountability. We are committed to transparency, to measuring progress, and to adjusting course when the data and community tell us to do so. This plan is not a promise of quick fixes. It is a commitment to sustained action. It reflects Birmingham's decision to move beyond fragmented responses and toward a coordinated public safety system that centers people, healing, and prevention alongside accountability.

Safety is something we build together. And this work is here to stay.

In gratitude,

Uche Bean
Director, Office of Community Safety Initiatives
City of Birmingham



Michael Pickett
Chief of Police

Dear Birmingham,

I'm pleased to join Mayor Woodfin and the Office of Community Safety Initiatives in introducing the Violence Reduction Strategic Plan.

When I was appointed Police Chief by Mayor Woodfin, I told you that Birmingham deserves a police department that is proactive, professional, and people focused. In the months that have followed, the Birmingham Police Department has worked tirelessly to deliver just that. We've trained the largest class of recruits in more than a decade, strengthened clearance rates, and drastically reduced crime. We celebrate this progress even as we acknowledge that we've got a long way to go.

The Birmingham Police Department remains locked in and determined to create a safer, stronger city for all—but we know we cannot do it alone. The Birmingham Violence Reduction Strategic Plan was developed with input from the Police Department, Office of Community Safety Initiatives, Mayor Woodfin, and the many government and community partners who are crucial to this work. The plan charts a path forward that includes both law enforcement and community-based approaches to interrupting cycles of violence, engaging and empowering community, and offering our young people hope for the future.

Birmingham is our home, and keeping it safe takes all of us. Lock in with us. Together we will protect this city.

In partnership,

Michael Pickett
Chief of Police, City of Birmingham

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Introduction

The City of Birmingham has experienced a steady increase in violence over the last decade, including a significant escalation that coincided with the COVID-19 pandemic. In 2021, the University of Alabama at Birmingham (UAB) Hospital saw 1,250 gunshot wounds, representing an increase of approximately 40% over the previous three years.¹ Although this escalation in violence was in line with national trends, Birmingham's figures continued to grow while many US cities returned to, or dipped below, pre-pandemic levels. In 2024, the city surpassed a longstanding homicide record, with 151 lives lost to violence.²

While the human cost of these losses is immeasurable, there are also significant financial costs associated with every shooting. A 2022 analysis by the National Institute for Criminal Justice Reform (NICJR) found that, in Birmingham, governmental costs amount to \$1 million for every fatal shooting and \$791,000 for every nonfatal injury shooting.³

Recognizing the urgent need for action, Mayor Randall Woodfin's administration has taken important steps toward creating a safer Birmingham for all. In 2023, the Reduce, Educate, Support, Train, Organize, Realize, Empower (RESTORE) program was established as a pilot funded by the City to provide trauma-informed support and resources to justice-involved and other high-risk youth aged 16 to 19. Youth are referred by City and County judicial and detention systems as well as through community-based organizations (CBOs) and by participant word-of-mouth. For incarcerated youth, services begin prior to release and continue as they return to the community.

In 2023, the City received a grant through the Department of Justice Community Violence Intervention and Prevention Initiative (CVIPI) to strengthen the services and supports available to RESTORE youth and their families while also expanding RESTORE to include prevention and intervention services for youth aged 11 to 15.

¹ [UAB treats 3 or 4 gunshot wounds a day. Can new hospital program help stop the violence?](#)

² [Birmingham's deadliest year, by the numbers: 151 homicides in 2024 broke 1933's record](#)

³ [Birmingham Cost of Gun Violence](#)



Birmingham has faced record levels of gun violence, but the city's coordinated and community-centered response is beginning to show measurable progress.

In April 2024, the City established a Community Safety Initiatives (CSI) team under the leadership of CSI Director Uche Bean. The CSI team is focused on building community trust and establishing a holistic approach to public safety that treats gun violence as a public health crisis through coordinated, collaborative whole-of-government and community-based efforts. Community violence intervention (CVI) is a key component of this approach. As defined in the national CVI Action Plan,⁴ CVI is “an approach that uses evidence-informed strategies to reduce near-term violence through tailored community-centered initiatives. These multidisciplinary strategies engage very high-risk individuals and groups to disrupt cycles of violence and retaliation. CVI workers establish relationships between individuals and community assets to deliver services that save lives, address trauma, and provide opportunity.”

In October 2024, CSI finalized a Community Safety Initiatives Immediate Response Action Plan. This plan articulates a collaborative effort to immediately reduce gun violence through an evidence-based, trauma-informed model focused on those most at risk. The following month, the City released a Community Safety Initiatives Immediate Response Action Plan Request for Proposals (RFP), through which the City has contracted with community-based providers to carry out the Action Plan. This includes conducting street outreach, violence interruption, and conflict mediation; providing case management, wraparound services, mentorship, and reentry support for high-risk individuals; and expanding victim services. Through the RFP, the City also procured capacity-building services for local CVI community-based organizations and support to develop, implement, and refine a comprehensive gun violence reduction strategy.

Also in October 2024, the Birmingham Crime Commission was established with a mandate to design and recommend actionable strategies to reduce violent crime, improve public safety, and strengthen trust between the community and law enforcement. This diverse body includes representatives from the criminal justice and healthcare systems, local businesses, higher education, nonprofit organizations, and the faith community. The Birmingham Crime Commission Report was released in January 2025.⁵

In February 2025, the Birmingham Police Department (BPD) released a 7-Point Crime Reduction Plan that seeks to combine enhanced investigative techniques with direct enforcement to disrupt violence throughout the city.⁶ Shortly after the release of this plan, Mayor Woodfin appointed Michael Pickett to serve as Chief of the Birmingham Police Department. Chief Pickett previously served as Interim Police Chief beginning in November 2024.

All of this work is supported by the Birmingham City Council Public Safety Committee, which is charged with advising the City Council regarding opportunities for external funding and collaboration to improve public safety, conducting public hearings concerning the determination of public nuisances and revocation of licenses and permits, and developing and maintaining relations with law enforcement and public safety entities.

The City’s commitment to violence reduction has begun to bear fruit: In January 2026, the Birmingham Police Department reported significant decreases in violence for 2025, including a 43% decrease in homicides.⁷

⁴ Community Violence Intervention Action Plan

⁵ Birmingham Crime Commission Report

⁶ Media Release 33-Birmingham Police Department Unveils Comprehensive 7-Point Crime Reduction Strategy

⁷ Birmingham sees significant drop in homicides in 2025

Strategic Planning

The Birmingham Violence Reduction Strategic Plan continues to carry this work forward, drawing upon each of these important efforts to articulate a unified vision for public safety and community well-being. In January 2025, the CSI team engaged in a strategic planning workshop facilitated by the National Institute for Criminal Justice Reform. Through this workshop, the team identified four proposed pillars and associated strategies to guide the city's violence reduction efforts over the next five years.

NICJR developed a draft Strategic Plan outline that was first shared with the CSI team for feedback and then presented in a public meeting and several Community Neighborhood Meetings for community feedback. CSI also conducted surveys and gathered informal community and partner feedback. All of this allowed the team to further refine the plan to align to community needs, priorities, and resources.

The draft plan was subsequently shared with other City leaders and agencies for additional input and feedback, to ensure it is reflective of the full breadth of existing and planned violence reduction efforts in Birmingham. This included Mayor Woodfin as well as representatives from the Mayor's Office, Birmingham Police Department, Birmingham Fire and Rescue Service, Department of Community Development, Division of Social Justice and Racial Equity, Office of Public Information, and Parks and Recreation.

In line with both the Birmingham Crime Commission Report and the national Community Violence Intervention Action Plan, the Birmingham Violence Reduction Strategic Plan seeks to address the need for immediate violence intervention as well as the underlying causes of violence. As laid out in the CVI Action Plan, this includes:

Prevention

Violence reduction
results in **5–10 years**

Addressing long-term violence reduction through strategies such as youth-focused mentoring and afterschool programming.

Intervention

Violence reduction
results in **1–3 years**

Stopping violence in the near term using harm reduction strategies and gun violence reduction strategies to provide interpersonal support structures and wraparound services to individuals at the highest risk of gun violence involvement, including retaliatory violence.

Transformation

Violence reduction
results in **15–20 years**

Addressing generational cycles of poverty through education, economic development, and neighborhood revitalization.

The Community Safety Initiatives team is committed to transparency throughout the implementation of this plan. As such, each of the plan's pillars includes key performance indicators (KPIs) by which CSI will measure and report progress annually. Though the CSI team will oversee plan implementation, the success of this plan depends on the strong collaboration and commitment of all City agencies alongside community leaders. We all have a role to play in co-creating public safety.

Pillars and Strategies



Pillar 1

Supporting Safety and Wellness

- Evolve gun violence reduction strategy
- Develop cohesive CVI ecosystem
- Coordinate community and government partnerships
- Strengthen crisis response to overdose
- Establish coordinated domestic violence response



Pillar 2

Engaging and Empowering Community

- Strengthen community education and communications
- Integrate community input
- Conduct landscape analysis
- Provide capacity building for community-based organizations
- Grow and strengthen wraparound supports
- Build conflict resolution skills
- Bolster reentry programming
- Expand victim services



Pillar 3

Strengthening Policy and Oversight

- Increase data capacity and public safety accountability
- Enhance data-driven policing
- Maintain BPD Growth
- Promote trauma-informed strategies
- Advance measures to reduce gun trafficking
- Foster sustainability
- Establish and strengthen federal, state, and local government agency partnerships



Pillar 4

Increasing Youth Safety

- Build youth and family conflict resolution skills
- Grow life coaching and mentorship
- Engage caregivers
- Evolve youth justice
- Increase gun safety

Although this strategy spans the next five years, the Mayor and his administration have already begun implementing key elements of this plan. For example, the Community Safety Initiatives team is already working to develop a cohesive CVI ecosystem through implementation of the Immediate Response Action Plan; the Birmingham Police Department is at full staffing capacity and strengthening its community relationships, and will implement a comprehensive gun violence reduction strategy; and the Birmingham Crime Commission has laid a foundation for intensive government and community collaboration.

Through successful implementation of this plan, City and County agencies, nonprofit organizations, and a range of community partners will strive to achieve all goals under each pillar by July 31, 2031. Progress toward goals will be measured through key performance indicators set by the CSI team. Ultimately, the City's primary goal is an annual 10% reduction in homicides and nonfatal shootings.





Birmingham Office of Community Safety Initiatives

PROGRESS TOGETHER

City Vision

Putting people first by building community through servant leadership with customer service, efficiency, effectiveness, transparency, and accountability.

CSI Mission

To foster safer communities across Birmingham by empowering residents and building collaborative partnerships to implement equitable, innovative, and data-driven violence reduction strategies.

Guiding Principles



Ujima⁸ - Everyone has a role to play in co-creating public safety. We are a resource and hub that empowers community and collective efforts.



Evidence - Our work is data-driven; rooted in research and best practices; and focused on practical, sustainable solutions.



Reliability - We are accountable to all who live, work, play, and worship in Birmingham. We are transparent in our successes and challenges, we are dependable, and we actively work to build and restore trust with the community.



Restoration - We take a holistic approach to making people whole after violence, with a focus on healing and hope.

⁸ Derived from Swahili, “Ujima” means collective work and responsibility.



Pillar 1

Supporting Safety and Wellness

In establishing the Community Safety Initiatives team, the City of Birmingham has already taken a crucial step toward supporting the safety and wellness of all who live, work, play, and worship in the city. CSI, the Birmingham Police Department, and other partners will continue to move this work forward by developing, implementing, and refining a comprehensive gun violence reduction strategy that identifies and intensively engages those who are at very high risk of violence involvement. Crucially, CSI acts as a bridge between government and community violence reduction efforts, and it will work closely with other City agencies and community partners to develop a cohesive community violence intervention ecosystem. Additionally, recognizing that drug overdoses and domestic violence are also pressing public safety challenges, the City will continue to strengthen its response to both.

KPIs:⁹

- 10% year-over-year decrease in combined fatal and nonfatal shootings
- 5–7% increase in arrest clearance for fatal and nonfatal shootings
- 1,200 residents receive violence reduction services (including hospital-based violence intervention, street outreach, life coaching, mediations, and reentry support)

⁹ Unless otherwise noted, all KPIs are annual metrics for year 1 of plan implementation, to be revisited in subsequent years.

1.1 Evolve gun violence reduction strategy

Building upon existing Birmingham Police Department efforts, the City will develop, implement, and refine a comprehensive gun violence reduction strategy that includes regular BPD review of shooting incidents and, through those reviews, identification of individuals who are at very high risk for violence. This identification will be supported by a Gun Violence Problem Analysis that examines fatal and nonfatal shootings in the past 12–24 months to identify populations that are at the very highest risk of being involved in shootings in the near future. Moving forward, weekly Shooting Review meetings will ensure violence intervention remains focused on the correct populations.

As very high-risk individuals are identified, BPD and CSI will coordinate with community-based providers to notify those individuals of their risk, offer intensive life coaching and connection to tailored wraparound services and supports that address the underlying drivers of violence, and inform them of the consequences of continued violence involvement. Community-based providers will also carry out street outreach, violence interruption, and mediations to ease tensions and prevent retaliatory violence, and BPD will engage in focused enforcement when identified high-risk individuals continue to be involved in violence.



1.2 Develop cohesive CVI ecosystem

The CSI team will work closely with other City agencies and community partners to develop a cohesive community violence intervention ecosystem. An important step toward this goal was the November 2024 release of the Community Safety Initiatives Immediate Response Action Plan RFP. Looking ahead, ecosystem development will include conducting a landscape analysis to understand the resources, strengths, and gaps of the city's current CVI landscape and then working to address identified gaps. One key gap that has already been identified and will be addressed is the availability of intensive life coaching for youth and adults who are identified as being at very high risk for violence involvement. Importantly, CSI will also work to foster collaboration and coordination throughout the ecosystem, including by creating clearly defined referral protocols and regularly convening ecosystem members via the Peace Collective.

The City will also continue to grow and strengthen the Violence Intervention and Prevention Partners (VIP²) program, which recently received certification from the Health Alliance for Violence Intervention. This partnership between the UAB Hospital, Jefferson County Department of Health, and Offender Alumni Association places Case Managers and Violence Intervention Specialists at the bedside of gun violence survivors to offer immediate intervention and long-term support such as trauma therapy, relocation assistance, and employment pathways. The program began in the hospital's trauma unit and later expanded to serve the entire Emergency Department. The VIP² program is now hiring additional staff to provide 24-hour care. Moving forward, the City will build upon this momentum by working to secure stable funding for the program and expand VIP², or an iteration of it, to all hospitals across the city.

1.3 Coordinate community and government partnerships

The CSI team will act as a bridge between government and community violence reduction efforts, fostering close coordination and collaboration among the many City, County, and community entities whose work intersects with public safety. This includes but is not limited to the Birmingham Police Department, Birmingham City Schools, and the Department of Public Works; the Jefferson County Departments of Education and Health; the City and County court systems; local health systems and higher education institutions; nonprofit organizations; faith communities; and local businesses such as funeral homes, youth-serving businesses near schools, and bars/clubs where adult violence occurs.

As part of the ongoing work of building community partnerships, CSI will convene the Birmingham Violence Prevention Intervention Coalition, which will regularly convene grassroots community-based organizations, social services providers, and healthcare representatives from the CVI ecosystem to build relationships; coordinate services and supports for high-risk individuals; strengthen data collection, analysis, and sharing; and collaboratively pursue funding opportunities.

The Birmingham VPIC that will sustain momentum from the Crime Commission by continuing to gather representatives from the criminal justice, healthcare, and education systems as well as the business sector and other major public entities. Periodic convenings of the Taskforce will focus on fostering awareness, alignment, and collaboration across public safety efforts.

1.4 Strengthen crisis response to overdose

Current efforts

Birmingham Fire and Rescue Service responds to more than 74,000 calls for service per year. This includes a significant number of opioid overdose calls where staff administer naloxone to reverse overdose symptoms and decrease the chance of death.

Fire and Rescue also works with the Jefferson County Department of Health to distribute naloxone to public libraries, community-based organizations, and other locations and individuals. Additionally, the Fire and Rescue Service Community Risk Reduction Division partners with the County Department of Health to teach CPR, First Aid, and Emergency Care Provider courses to relevant City staff and any community groups who request training. These courses include instruction on the use of naloxone. A recent training included all City of Birmingham library personnel.



The City will partner with the County to strengthen response to drug overdoses. This will include increasing naloxone distribution and education, supporting the development and implementation of policy related to overdose response, and expanding the geographic areas that receive focused overdose response services.

1.5 Establish coordinated domestic violence response

The City will strengthen and expand its domestic violence and intimate partner violence (DV/IPV) response infrastructure through a coordinated, trauma-informed, and data-driven strategy that prioritizes victim safety, offender accountability, and long-term violence prevention. This work will include assessing the current DV/IPV service landscape, identifying gaps in services and supports, and building sustainable cross-system responses that improve outcomes for survivors and families most impacted by violence.

As part of this effort, the City will support the establishment of a Domestic Violence Fatality Review Team (DVFRT) to conduct multidisciplinary reviews of domestic violence-related fatalities, near fatalities, and serious incidents. The DVFRT will bring together representatives from law enforcement, prosecution, healthcare, victim services, housing, child welfare, behavioral health, community-based organizations, and other relevant systems partners to identify systemic gaps, missed intervention opportunities, risk patterns, and policy or practice improvements. Findings and recommendations from the DVFRT will be used to strengthen prevention strategies, improve coordination across agencies, inform training and policy development, and reduce the likelihood of future fatalities and serious harm.



In addition, the City will work to implement and expand the use of the Lethality Assessment Program (LAP), an evidence-informed intervention model designed to identify victims at high risk of being killed by an intimate partner and immediately connect them to crisis intervention and advocacy services. Through LAP implementation, law enforcement officers and other frontline responders will utilize a standardized lethality screening tool during DV/IPV-related calls for service. When a victim screens as high danger, responders will initiate an immediate connection to a domestic violence service provider to support safety planning, shelter access, advocacy, and ongoing support services.

The City will also explore the development of a highly trained domestic violence response framework that embeds or pairs specialized case managers, advocates, or clinicians alongside law enforcement or immediately following law enforcement response. This approach will help ensure survivors receive timely support, reduce barriers to services, and strengthen trust between communities and responding systems.

Equally important, CSI and its partners will increase collaboration and coordination among existing domestic violence response efforts citywide. This includes partnering with the Housing Authority to deepen DV/IPV interventions within public housing communities; expanding access to culturally responsive and survivor-centered services; increasing DV/IPV awareness and training opportunities across community and government agencies; and strengthening information-sharing, referral pathways, and multidisciplinary case coordination.

Recognizing the strong intersection between domestic violence, community violence, firearm violence, trauma, and generational harm, the City will ensure that domestic violence prevention and intervention efforts are fully integrated into Birmingham's broader violence reduction strategy. Through coordinated systems leadership, enhanced data sharing, survivor-centered practices, and targeted interventions for high-risk cases, Birmingham will work to reduce domestic violence-related injuries and fatalities while building safer, healthier, and more stable communities.



Pillar 2

Engaging and Empowering Community

The Community Safety Initiatives team will actively work to ensure the community understands CSI's work, knows what resources are available to support safety and healing, and understands how to access those resources. CSI will also build community members' conflict resolution skills and engage them to gather input and feedback on violence reduction efforts.

Based on an analysis of the city's current CVI landscape, CSI will provide training and technical assistance (TA) to strengthen community-based organizations within the City's CVI ecosystem, and it will work closely with those organizations to grow the wraparound supports available to individuals who are impacted by violence or at high risk for gun violence involvement. Further, the City will continue to grow and strengthen both victim services and adult and youth reentry programming.

KPIs:

- 20 collaborations per month with local organizations or resident-led initiatives
- 15% increase in clients receiving wraparound supports
- 1,000 residents receive conflict transformation or mediation training

2.1 Strengthen community education and communications

The CSI team will actively work to build community trust and educate and empower community members. CSI will develop branding and messaging (including a tagline and visuals) that the community can rally behind in co-producing public safety. Through a variety of accessible communications (e.g., traditional media, social media, newsletters, etc.), CSI will ensure that community members are familiar with the team's work and the concept of community violence intervention, know what resources are available to support their safety and healing, and understand how to access those resources.

Specific activities will include but not be limited to conducting gun violence awareness social media campaigns, hosting resource fairs for victims of gun violence, and collaborating with local organizations and resident-led initiatives to amplify CSI messaging. The CSI team will also develop and widely disseminate an annual "State of Community Safety" briefing and report that provide updates on strategic plan implementation and KPIs alongside metrics related to violence and public safety.

Likewise, Parks and Recreation will work to strengthen the department's website and other communication channels to increase community awareness of its resources for youth and young adults, which are deeply connected to violence prevention.

2.2 Integrate community input

CSI will also engage community members to gather input and feedback on violence reduction efforts. Drawing upon lessons learned from other jurisdictions, CSI, BPD, and other City partners will also explore opportunities to engage community members in co-developing public safety strategies. The team will report back to the community on how input and feedback are utilized, and the community's contributions will be acknowledged as strategies and activities are carried out.

CSI will aim to engage the full breadth of individuals who work, play, live, and worship in Birmingham, including youth. The team will leverage a variety of existing venues to increase its reach and avoid duplicating efforts, including Public Safety Advisory Committee meetings, Neighborhood Association meetings, Citizen's Advisory Board meetings, Mayor and City Council Town Halls, Academy of Civic Engagement meetings, and other public events.

The CSI team will also leverage the City's School Advisory Council to ensure youth voice and leadership are incorporated when developing safety strategies with Mayor. Additionally, CSI will conduct annual targeted interviews and focus groups to gather community input on safety concerns and solutions.





2025 Summer Safety Initiatives

In the summer of 2025, the City of Birmingham partnered with Miles College and the Institute of Research for Social Justice in Action to launch three community-based initiatives designed to empower youth, adults, and community leaders in helping to make communities safer. Two of these focused on empowering community voice:

- Rise Up Birmingham Youth Empowerment Training engaged 50 teens and young adults in a paid opportunity to build leadership skills, speak up for peace, and take action.
- The Community Practitioner-in-Residence Program at Kean University empowered community leaders, credible messengers, and frontline workers by providing participants with the tools, knowledge, and skills necessary to engage in effective community transformation and policy advocacy.

2.3 Conduct landscape analysis

As a part of its federal CVIPI grant activities, the City conducted an internal assessment of gaps and barriers in Birmingham's community-based violence intervention services. Building upon this analysis, CSI will partner with NICJR to conduct a more in-depth landscape analysis that examines both governmental and community-based resources relative to an established CVI ecosystem framework. The resulting Landscape Analysis report will document the strengths and gaps of Birmingham's current CVI landscape. This report will serve as both an internal resource to inform CSI strategies and an external resource to ensure community-based providers know what CVI services and supports are available, who provides them, and how they intersect with their own work.



2.4 Provide capacity building for community-based organizations

The CSI team will provide training and technical assistance to community-based organizations within the City's CVI ecosystem, curating offerings based on gaps and challenges noted in the Landscape Analysis and emerging needs identified through the Peace Collective. This will entail capacity building provided directly by the CSI team and other City and County entities (e.g., recurring trauma-informed training, data capacity building, etc.) as well as training and TA opportunities from external field experts arranged by CSI.

The CSI team will also coordinate joint trainings for law enforcement, violence interventionists, and street outreach workers, with the aim of building shared approaches and increasing buy-in for community violence intervention. Through this capacity building, the CSI team will work to ensure that City agencies and community providers are equally equipped to carry out effective violence reduction programming.

2.5 Grow and strengthen wraparound supports

Wraparound supports such as workforce development, housing, and mental health care are crucial to addressing the underlying needs that drive violence. Recognizing this, the City will work closely with community-based organizations to grow and strengthen the resources available to individuals who are impacted by violence or at high risk for gun violence involvement. In particular, the CSI team will provide capacity building and resources to ensure that wraparound supports are effective, engaging, and tailored to the specific needs of each individual. CSI will also undertake ecosystem coordination so providers are aware of one another's services and supports and equipped to make referrals with warm handoffs to trusted partners.

2.6 Build conflict resolution skills

HEAT

The Habilitation, Empowerment, Accountability, Therapy (HEAT) curriculum is an evidence-based, culturally proficient, strength-based, and trauma-informed group counseling intervention designed for Black men in the justice system. Birmingham first used the HEAT curriculum with adults engaged in the court system for firearm and substance use-related offenses. The program was expanded to Birmingham City Schools in 2021 and is now available in all middle and high schools. The curriculum is also incorporated into RESTORE program workshops with justice-involved and high-risk youth.



The CSI team will partner with City agencies and community-based providers to support the development of conflict resolution skills both among individuals who are at high risk for violence involvement and throughout the community. To this end, the RESTORE program has begun using the HEAT curriculum with incarcerated youth in the Jefferson County Family Resource Center. Moving forward, CSI will support providers within the City's CVI ecosystem to increase the use of cognitive behavioral therapy with high-risk individuals. More broadly, the City will build conflict resolution skills throughout the community through increased access to conflict transformation training, including training to navigate online conflicts without escalation into violence.



2.7 Bolster reentry programming



Birmingham Reentry Alliance and Offender Alumni Association

The Birmingham Reentry Alliance is a collaborative reentry support and case management system for individuals returning to Birmingham following incarceration within the Alabama Department of Corrections. The network, which includes nonprofits, faith groups, and government entities, provides case management and coordinated services to address the needs of returning citizens. This includes but is not limited to job training and placement, substance use treatment, and peer support.

The Offender Alumni Association (OAA) is a nonprofit dedicated to creating a network of justice-impacted individuals who inspire each other to reduce crime; develop healthy relationships within their community; and provide opportunities for economic, social, and civic empowerment. OAA facilitates peer support forums for newly returning citizens as well as within three of Alabama's largest prisons. OAA also provides mentorship for justice-involved youth, and OAA participants engage in revitalization and stabilization efforts to enhance, improve, and promote safety in their communities.

The City will strengthen adult and youth reentry programming to ensure that individuals returning from incarceration are equipped with the services and supports needed for healing, growth, and a life free from violence and crime. The continued work of the Reentry Alliance and Offender Alumni Association will be key to this objective.

Through federal CVIPI funding, CSI will also continue to enhance the youth reentry supports available to RESTORE participants, including offering the HEAT curriculum to participants before they are released from the Resource Center, increasing intensive case management and wraparound services for participants, and developing and implementing a parenting and life skills curriculum that addresses the specific needs of justice-involved teen parents.





2.8 Expand victim services

The City will continue to grow and strengthen hospital-based violence intervention through the Violence Intervention and Prevention Partners program. Based on needs identified through the Peace Collective, CSI will also provide capacity building for existing victim services providers within the CVI ecosystem and for ecosystem providers who wish to begin offering victim services.

As a part of this work, CSI will collaborate with victim services providers to create and widely disseminate a Victim Services Guide in print and electronic formats. The CSI team will also partner with community providers and City agencies to host resource fairs that connect victims to a variety of supports.

Additionally, CSI will work with BPD to ensure strong coordination and collaboration between the CSI team and BPD Victim Services Unit (VSU). Launched in spring of 2024, the VSU employs Victim Advocates who support domestic violence and sexual assault victims along with family members of homicide victims. Advocates provide emotional support, assistance with obtaining protection from abuse orders, education on crime victims' rights and criminal justice system procedures, and referrals to community partners. Advocates also partner with victims to create safety plans, and they act as liaisons between victims and detectives. Explicitly tying the Victim Services Unit to CSI will facilitate seamless survivor support.





Pillar 3

Strengthening Policy and Oversight

The City is committed to ensuring both governmental and community-based violence reduction efforts are accountable and informed by data. This includes strengthening policy—both in terms of legislation and in terms of internal, agency-level policies and procedures. It also includes more effectively using data to plan, evaluate, and refine violence reduction efforts.

Both the Birmingham Police Department and Community Safety Initiatives team have taken key steps toward increased data capacity and public safety accountability. Moving forward, the City will work to ensure all agencies that play a role in public safety engage in regular reporting on shared key performance indicators and metrics.

Likewise, CSI will standardize reporting among the community-based entities it funds. CSI will also work to more effectively leverage County and City data to inform strategy development. Additionally, the team will strengthen accountability by launching a public safety dashboard and widely disseminating an annual State of Community Safety briefing and report. More broadly, CSI will work to foster a whole-of-government approach to violence reduction. The team will also intentionally incorporate trauma-informed principles into all of its activities and strategies, and it will work to ensure the long-term sustainability of its own work through institutionalization.

BPD will effectively leverage data to identify incidents with a high likelihood of retaliation, individuals who are at very high risk for violence, and hotspots—to inform intervention and focused enforcement. Equally important, BPD will continue to emphasize staff recruitment and retention; modernize its equipment, technology, and infrastructure; and strengthen community relationships.

KPIs:

- 15% reduction in average BPD response time
- CSI collaboration with 10 or more City departments/agencies
- 10 new federal, state, or county partnerships established

3.1 Increase data capacity and public safety accountability

Regular, robust data collection and analysis are crucial to significant and sustained reductions in violence. CSI has taken initial steps toward oversight and accountability by requiring all entities funded through the CSI Response Action Plan RFP to submit regular performance reports. CSI is also investing in a new case management system, and BPD is investing in a new records management system.

Moving forward, the CSI team will work with the Peace Collective to standardize this reporting by defining required shared metrics and key performance indicators. CSI will provide data capacity building to support this reporting, including ensuring that all involved are equipped to maintain data privacy and security for personally identifiable information. The CSI team will utilize these reports to inform program improvements and resource allocation.

At the government level, the City will work to ensure all agencies that play a role in public safety are accountable and transparent in their work. This will include defining shared key performance indicators and metrics and regularly collecting and analyzing those data to inform decision making. CSI will also build and strengthen its own qualitative and quantitative data collection, tracking, and management infrastructure and skills, and it will partner with other City and County entities such as the Jefferson County Department of Health in leveraging existing data to inform violence reduction strategy development.

Additionally, the CSI team will formalize partnerships with the University of Alabama at Birmingham, Miles College, and other research institutions such as the Public Affairs Research Council of Alabama to ensure ongoing, independent evaluation of outcomes resulting from CSI and CSI-funded efforts.

Finally, drawing upon government data and community provider reporting, CSI will support accountability and transparency throughout Violence Reduction Strategic Plan implementation by launching a public safety dashboard and widely disseminating an annual State of Community Safety briefing and report.

3.2 Enhance data-driven policing

BPD will effectively leverage data to identify incidents with a high likelihood of retaliation, individuals who are at very high risk for violence, and hotspots—to inform intervention and focused enforcement. Foundational to this work will be the development of a Gun Violence Problem Analysis examining fatal and nonfatal shootings in the past 12–24 months to identify populations that are at the very highest risk of being involved in shootings in the near future.

Moving forward, weekly Shooting Review meetings will ensure violence intervention remains focused on the correct populations. In these meetings, key law enforcement personnel will review each shooting since the previous meeting, discussing why the shooting occurred, who is known to have been involved, and what gang/group dynamics may be at play. Based on this analysis, attendees will identify groups and individuals who are at very high risk for violence and should be targeted with interventions. BPD has already initiated early-stage reviews as part of weekly Crime Intervention meetings. The Shooting Review meeting will formalize and enhance this work.



3.3 Maintain BPD Growth

BPD will strengthen its capacity to effectively support public safety. This will include increasing the recruitment and retention of highly qualified officers to ensure a fully staffed force and restructuring its Homicide and Cold Case Units to alleviate caseload pressures and improve case outcomes. It will also entail modernizing the Department's equipment, technology, and infrastructure, including expanding the police fleet to ensure every patrol officer has an assigned vehicle and officers who live in Birmingham are able to take those vehicles home.

BPD will also work to more effectively address community needs and improve community perceptions of the police force. This will include integrating specialized personnel like social workers, crime prevention specialists, and victim advocates into its staffing and developing specialized teams trained to de-escalate mental health crises in collaboration with healthcare providers and community organizations. BPD will also increase opportunities for positive interaction between the police and community through services such as Safe Passage and events such as the RESTORE Games, a day of team-oriented recreation that pairs attendees with law enforcement for a variety of events such as tug-of-war and basketball. The Department will regularly measure changes in community perception of police and adjust its outreach and engagement strategies based on its findings.

3.4 Promote trauma-informed strategies

CSI will intentionally incorporate trauma-informed principles into all of its activities and strategies. As a part of this commitment, the CSI team will prioritize engaging all CVI ecosystem partners, relevant City agencies (including BPD), and members of its own team in consistent trauma-informed training, ensuring that all violence reduction services are delivered in a manner that supports healing and prevents retraumatization.

Likewise, the RESTORE team will continue to ensure that all partner agencies or agencies eligible to receive referrals from the RESTORE program have trained staff in trauma-informed and strengths-based principles. Every Jefferson County Family Resource Center employee is also extensively trained in trauma-informed care.

CSI and BPD will also collaborate with community-based organizations and other community partners to implement trauma-informed crime prevention through environmental design in neighborhoods that are disproportionately impacted by violence. This work will focus on addressing concerns within the built environment to reduce crime and violence and increase residents' sense of safety.

3.5 Advance measures to reduce gun trafficking

The City will take key steps to combat gun trafficking, including distributing gun locks and providing gun lock training to support the safe storage of firearms. The City will also pursue a partnership with Everytown for Gun Safety to provide grants allowing community members to purchase tracking devices for vehicles, as a means to further reduce the trafficking of firearms stolen from vehicles. Additionally, the City will engage in a communications campaign that will educate the public on the importance of and process for gun registration.

Recognizing that many firearms are sourced from outside of Birmingham, BPD will continue to deepen its existing partnership with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) to determine the sources of trafficked guns and reduce the trafficking of weapons into the city.

3.6 Foster sustainability

CSI will work to secure its own long-term sustainability through institutionalization. As defined by the National Offices of Violence Prevention Network, an institutionalized office of violence prevention is an office codified into law either by charter or legislative statute that receives an annual government budget and uplifts and invests in CVI to signal its permanence in the public safety system. More broadly, CSI will advocate for the City's sustained and increased investment in effective violence prevention and intervention efforts as well as community transformation work that addresses the root causes of violence.

Recognizing that the work proposed in this plan is only possible with sufficient, stable financial support, CSI will also work to increase braided funding for public safety efforts. This will include pursuing County, State, and federal funding and partnership opportunities, as well as building relationships with businesses, philanthropy, and healthcare systems.

CSI will also support the sustainability of community-based violence reduction efforts by connecting CVI organizations to funding opportunities, building their capacity to effectively compete for funding, and fostering connections between organizations to collaboratively pursue funding.



3.7 Establish and strengthen federal, state, and local government agency partnerships

The CSI team will work to foster a whole-of-government approach to violence reduction wherein every City agency understands that it has a role to play in public safety and is working toward a unified vision. This includes strengthening collaboration with the Birmingham Police Department to support increased data sharing and coordination of violence intervention efforts. It also includes working closely with Birmingham City Schools; Parks and Recreation; the Municipal Court; Office of the City Attorney; Department of Innovation and Economic Opportunity; Department of Planning, Engineering, and Permits; Department of Public Works; Department of Youth Services; and many other entities to address the full breadth of factors contributing to public safety.

CSI and other City partners will also establish and strengthen partnerships with key County agencies such as the Jefferson County Departments of Education and Health and federal agencies such as the Federal Bureau of Investigations and the Drug Enforcement Agency, ensuring alignment at these levels and leveraging of additional data and resources to support violence reduction.

Finally, the City will work to strengthen partnerships with other local governments in the region, particularly where there are patterns of cross-jurisdictional violence and/or gun trafficking.



Pillar 4

Increasing Youth Safety

Building upon existing efforts and resources, the City will increase youth safety through conflict resolution skill building, caregiver engagement, investments in youth diversion, and intensive life coaching and life skills training for youth who are at high risk for violence involvement.

KPIs:

- 500 parents trained in restorative practices
- 20 youth-serving organizations trained
- 10% reduction in truancy citywide

4.1 Build youth and family conflict resolution skills

The CSI team will partner with City agencies and community-based providers to support the development of conflict resolution skills among high-risk youth and within their families and communities. This will include training Jefferson County Family Resource Center employees and contractors to facilitate the HEAT program on site for youth aged 16 to 19.

Additionally, CSI will coach schools and youth-serving organizations on the deployment of restorative practices, and it will make restorative practices training available to parents. The City will also build youth conflict resolution skills through increased access to social-emotional learning and conflict transformation training, including training to navigate online conflicts without escalation into violence. CSI and partners will also work to increase the use of cognitive behavioral therapy with high-risk youth.



4.2 Grow life coaching and mentorship

Building upon the existing mentorship component of the RESTORE program, the City will increase the availability of intensive life coaching and life skills training for youth who are at high risk for violence involvement, prioritizing the utilization of life coaches who have lived experience of violence and the justice system and who come from the same communities as the young people they serve (i.e., credible messengers). Credible messengers within the One Hood program will provide one-on-one and group mentorship as well as workshops on essential life skills for high-risk and justice-impacted youth and young adults.

As a part of the RESTORE program's expansion to serve youth aged 11 to 15, CSI will work with City and community partners to increase mentorship, afterschool programming, and other recreational opportunities for school-aged children, with a focus on supporting positive youth development and preventing violence involvement. In preparation for this expansion, the RESTORE team has already conducted a needs assessment that gathered youth and family input in zip codes disproportionately impacted by violence.

4.3 Engage caregivers

The City will support youth safety by engaging caregivers in restorative practices training. This will include seeking to partner with the Jefferson County Family Court, various County judges, and the Jefferson County District Attorney to pilot a program mandating caregiver training when a young person appears before the Family Court. The City will also launch a media campaign using social media, radio, and community events to highlight the role of parental involvement in reducing crime.

Given the large number of RESTORE participants who are parents, the City is also in the midst of developing and implementing a parenting and life skills curriculum that addresses the specific needs of justice-involved teen parents.

4.4 Evolve youth justice

Key strategies of the RESTORE Program



1. immediate engagement and crisis management to address urgent needs of the youth and their family and support family stabilization;
2. intake, assessment, and case planning that includes working alongside the youth and family to build a goal-directed, individualized action plan designed to identify and address barriers to success and evolve as their needs evolve;
3. intensive case management, twice-weekly RESTORE workshops that include conflict resolution and life skills training, and mentorship through nearly daily contact with the youth and family; and
4. leveraging of community partnerships to ensure broad community support as the youth and their family implement the action plan.

Utilizing federal CVIPI funding, the City is strengthening RESTORE to provide enhanced case management and wraparound services such as mental health support, substance use treatment, and social services for youth and their families.

The City will also invest in youth diversion programs to reduce justice system involvement and improve youth outcomes. Additionally, CSI will partner with the community, local businesses, and other City agencies such as Parks and Recreation to establish and strengthen youth development opportunities, with a focus on youth who have been incarcerated or justice impacted, youth with currently or previously incarcerated parents, and youth whose parents have died as a result of gun violence or been directly impacted by gun violence. This will include expanding afterschool and summer job pathways, establishing alternatives to suspension and expulsion, and creating paid opportunities for youth to clean and improve their own neighborhoods (tying employment to community pride and engagement).





Parks and Recreation Youth and Young Adult Programming



Parks and Recreation strives to provide safe havens for youth and young adults through a wide variety of programming. Its recreation centers offer afterschool tutoring, recreation opportunities, and full meals every week day throughout the school year. This programming also occurs throughout the summer, with extended hours. Parks and Recreation also reaches older youth and young adults through its Parks After Dark summer programming, which creatively engages young people through events such as movie screenings and basketball games aligned to curfew requirements. The department maximizes the impact of these events by partnering with other City agencies and community organizations to connect attendees to job opportunities, GED services, and other supports.

Additionally, Parks and Recreation works with City agencies, municipal courts, and community partners to engage high-risk and justice-involved youth. The Common Ground program uses Parks and Recreation facilities for programming that connects youth referred by the courts to mentors who foster social-emotional growth, support record clearing, and create connections to services and opportunities. Further, the Parks and Recreation Summer Internship Program provides paid work opportunities to at-risk young people in partnership with the Housing Authority and Offender Alumni Association. In some cases, this has even led to permanent employment within the department. These are just a few examples of how Parks and Recreation supports youth and young adult development.

4.5 Increase gun safety

The City will work to prevent unplanned youth gun access by distributing gun locks and providing gun lock training to ensure the safe storage of firearms. The City will also engage in a communications campaign that will educate the public on the importance of and process for gun registration.

Timeline

The following timeline maps out the first year of implementation for the Birmingham Violence Reduction Strategic Plan. For the remaining years covered by this plan, the timeline will be updated annually by the Community Safety Initiatives team.

STRATEGIES	YEAR ONE ACTIONS
PILLAR 1: SUPPORTING SAFETY AND WELLNESS	
Develop Cohesive CVI Ecosystem	• Conduct a CVI landscape scan (CBOs, services, geographies, capacities). • Identify gaps, duplications, and coordination opportunities. • Establish a CVI coordination table (City agencies and CBOs). • Develop a shared referral and communication protocol.
Coordinate Community and Government Partnerships	• Define clear roles for City departments, police, public health, and community partners. • Develop MOUs or partnership agreements where appropriate. • Hold regular cross-sector coordination meetings.
Establish Coordinated Domestic Violence Response	• Assess current DV response systems and gaps. • Strengthen coordination between law enforcement, advocates, and service providers. • Integrate DV screening and referral into broader safety strategies. • Establish DVFRT.



STRATEGIES**YEAR ONE ACTIONS****PILLAR 2: ENGAGING AND EMPOWERING COMMUNITY****Strengthen
Community
Education and
Communications**

- Develop a citywide violence reduction communications strategy.
- Create shared language about safety, prevention, and CVI.
- Launch public education campaigns tied to reduction and resources.

**Integrate
Community Input**

- Establish regular community listening sessions in priority neighborhoods.
- Create feedback loops to show how input informs decisions.
- Include residents in advisory or planning roles.

**Provide Capacity
Building for CBOs**

- Assess organizational capacity needs.
- Offer training in grant management, data collection, trauma-informed care.
- Provide technical assistance for compliance and sustainability.

**Grow and
Strengthen
Wraparound
Supports**

- Identify core wraparound needs (housing, mental health, employment).
- Pilot coordinated service referrals for high-risk individuals.
- Reduce duplication and intake burden.

**Bolster Reentry
Programming**

- Map reentry services and gaps.
- Coordinate with probation, parole, and community providers.
- Pilot targeted reentry supports for high-risk individuals.

**Expand Victim
Services**

- Inventory victim services across Birmingham.
- Improve referral pathways and awareness.
- Ensure trauma-informed and culturally competent services.

STRATEGIES**YEAR ONE ACTIONS****PILLAR 3: STRENGTHENING POLICY AND OVERSIGHT****Increase Data Capacity and Public Safety Accountability**

- Improve data-sharing across agencies.
- Implement data management system and records management system for OCSI and BPD, respectively.
- Establish clear performance measures.
- Launch public-facing dashboards where appropriate.

Enhance Data-Driven Policing

- Align policing strategies with prevention and CVI goals.
- Use data to prioritize problem-solving approaches.

Maintain BPD Growth

- Conduct internal and community trust assessments.
- Advance training in trauma-informed and constitutional policing.
- Increase transparency and accountability measures.

Advance Measures to Reduce Gun Trafficking

- Partner with ATF and regional agencies.
- Improve intelligence sharing and tracing.

Foster Sustainability

- Identify long-term funding streams.
- Begin codifying violence reduction structures.
- Align public and philanthropic investments.

PILLAR 4: INCREASING YOUTH SAFETY**Increase Gun Safety**

- Distribute gun locks.
- Educate youth and families on safe storage.

Appendices

Glossary

ATF - Bureau of Alcohol, Tobacco, Firearms, and Explosives

BPD - Birmingham Police Department

CBO - Community-based organization

CSI - Community Safety Initiatives

CVI - Community violence intervention

CVIPI - Community Violence Intervention and Prevention Initiative

DV - Domestic violence

DVFRT - Domestic Violence Fatality Review Team

HEAT - Habilitation, Empowerment, Accountability, Therapy curriculum

HVIP - Hospital-based violence intervention program

IPV - Intimate partner violence

KPI - Key performance indicator

LAP - Lethality Assessment Program

NICJR - National Institute for Criminal Justice Reform

OAA - Offender Alumni Association

RESTORE - Reduce, Educate, Support, Train, Organize, Realize, Empower program

RFP - Request for proposals

TA - Technical assistance

UAB - University of Alabama at Birmingham

VIP² - Violence Intervention and Prevention Partners program

VSU - Birmingham Police Department Victim Services Unit

A detailed, light blue line-art map of Birmingham, Alabama, showing the city's street grid, major highways, and surrounding areas. The map is oriented with North at the top and serves as the background for the entire document.

City Of Birmingham, Alabama
**VIOLENCE REDUCTION
STRATEGIC PLAN**
August 2026 – July 2031

NICJR ★
National Institute for
Criminal Justice Reform

National
OVP
Network

City of
Birmingham
PUTTING PEOPLE FIRST