



2024-2027 Strategic Plan

Established in 2015 with support from the Marion County Public Health Department, the Marion County Youth Violence Prevention Coalition represents organizations with a shared interest in preventing youth violence in Indianapolis, IN. The Coalition remains focused on its mission to “convene community stakeholders, conduct research, provide leadership, and empower people to create opportunities that build more peaceful homes, schools, neighborhoods, and workplaces.”

The Marion County City-County Council formally declared gun violence and violent crime as public health dangers in 2018. At the same time, the Center for Disease Control and Prevention has continued to demonstrate the adverse impact that exposure to violence has on a young person’s lifelong health and wellbeing – an effect that can lead to a generational cycle of violence, trauma, and poor health outcomes. In 2020, the consequences of the COVID-19 pandemic and the public movement to address systemic racial inequities have further exposed the realities of this crisis and its impact on our city’s youth.

This strategic plan guides the collective efforts of the Coalition to prevent youth violence in Indianapolis.

STRATEGIC FOCUS: The Marion County Youth Violence Prevention Coalition activates community partners to prevent youth violence in Indianapolis through two strategic initiatives:

1. Advocate for system-level change
2. Champion direct support for youth and families.

INITIATIVE #1: Advocate for system-level change

- 1A. Promote a public policy agenda focused on addressing sources of youth
- 1B. Lead the community’s messaging around incidents of youth violence and progress
- 1C. Elevate youth voices in violence prevention

INITIATIVE #2: Champion direct support for youth and families

- 2A. Promote trauma informed care for youth
- 2B. Ensure youth of all ages have access to skill development and employment
- 2C. Equip parents and caregivers to meet physical, social, mental, and emotional needs of their families



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Operational Plan: To ensure the success of the strategic initiatives included in this plan, the Coalition recognizes the importance of adopting the following operational practices.

NECESSARY PRACTICES	ACTIONS TO INSTITUTE THESE PRACTICES
<p>Communication of clear roles and responsibilities for all members</p>	<ol style="list-style-type: none"> 1. Update and adopt formal bylaws and strategic planning documentation clearly articulating the purpose and practices of the Coalition, the steering committee, and each task force (Policy, Crisis Response, Youth Voices, Trauma, Youth Employment, and Family Care) 2. Publish the bylaws and strategic plan in such a manner that each member and the community have easy access to them
<p>Inclusive membership</p>	<ol style="list-style-type: none"> 1. Create an easily accessible Coalition member directory that is updated annually 2. Proactively engage and re-engage organizations that have been involved in the Coalition over time, inviting their active participation in task forces aligned with their work and communicating expectations for membership 3. Provide opportunities, and incentives where available and applicable, for youth and families (the community) to engage with the Coalition
<p>Integrated systems and collaboration</p>	<ol style="list-style-type: none"> 1. Continue to structure Coalition meetings to focus on task forces and members sharing opportunities, challenges, and progress related to strategic initiatives 2. Provide central, easily accessible forums (in-person and/or online) where organizations working in this space can share and access resources, best practices, trainings, information about events, etc. 3. Leverage available Coalition funding to support youth violence prevention initiatives that meet the strategic goals of both the Coalition and its member organizations 4. Link Coalition members, task force efforts, and the community based on expressed needs



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Initiative #1: Advocate for system-level change

1A. Policy – Promote a public policy agenda focused on addressing sources of youth violence

1. Provide opportunities to educate coalition members and the community on a) the legislative process, including how to connect with local government, and b) the coalition's public policy agenda.
2. Connect directly with each coalition task force and with city and state systems leaders (such as City-County Council, state legislators, law enforcement, healthcare, education, and the Office of Public Health and Safety) to share the coalition's public policy positions and identify opportunities for short- and long-term legislative advocacy.
3. Monitor City-County Council proposals and bills introduced in the Indiana General Assembly, considering each Task Force and the Coalition's full strategic plan, to identify opportunities for advocacy (such as testifying before a committee).

1B. Crisis Response – Lead the community's messaging around youth violence and progress

1. Connect organizations that provide crisis intervention and response to facilitate networking, collective impact, and improved support for families.
2. Gather direct accounts of the lived experiences of youth and families impacted by violence. Promote comprehensive and trauma-informed storytelling with coalition members and community stakeholders, including media outlets.
3. Gather and share community-level data around both violent injuries/deaths, but also delinquent behavior, social determinant of health needs, and barriers which families experience before, during and after crisis.

1C. Youth Voices – Elevate youth voices in violence prevention

1. Engage youth ambassadors, affiliated with member organizations, to empower these young people as leaders in their communities. Working within the coalition's network of organizations and resources to provide them with access to tools, education, and employment opportunities.
2. Focus on existing youth spaces (schools, community-based programs, churches, skating rinks, parks, sporting events, etc.) to receive youth voice.
3. Identify and share best practices to engage and empower youth voice.



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Initiative #2: Champion Direct Support for Youth and Families

2A. Trauma – Promote trauma-informed care for youth

1. Provide all coalition members, including youth, with clear training and resources (in-person and online) on trauma-informed care, diversity and inclusion, culturally competent care, and racial bias/implicit bias.
2. Organize or endorse member-led trauma-informed education for educators, school administrators, youth employment and skill development program staff, families, and other young workers.
3. Create a youth advisory board to review and edit content for coalition-based and youth-focused social media. Educate youth on existing teen apps, resources, and opportunities around trauma.
4. Identify and address opportunities to provide direct trauma care to youth before they ever have to interact with the juvenile justice system.

2B. Youth Employment – Ensure youth have access to skill development and employment

1. Identify and address existing barriers preventing youth from gaining employment opportunities.
2. Identify organizations that are actively seeking and employing youth. Provide a list for coalition members and assist in creating connections between coalition members and youth.
3. Take advantage of existing youth spaces and gatherings (schools, churches, service providing organizations, skating rinks and parks, sports gatherings, etc.) to link youth with employment opportunities and meaningful trainings, which can include but not be limited to: exploring ways to use one's gifts and talents to generate income, applying and interviewing for jobs, leadership/management development, starting and owning a business.
4. Create synergy between youth-hiring agencies in an effort to be the place organizations can go to when they have youth opportunities and need support.

2C. Family Care – Ensure parents and caregivers have access to the resources they need to meet the physical, social, mental, and emotional needs their families

1. Collect and share direct feedback (with both coalition member organizations and the community itself) from community members/families of ways in which we can effectively meet their continued needs.
2. Create or identify a system (i.e. community calendar, Facebook group) that will effectively connect member organizations together to share events and services, then identify ways to share that information with the community (i.e. mailed newsletters, electronic app).
3. Encourage and empower community members/families to get involved in prevention-focused programs and initiatives by addressing barriers and uncertainties.