



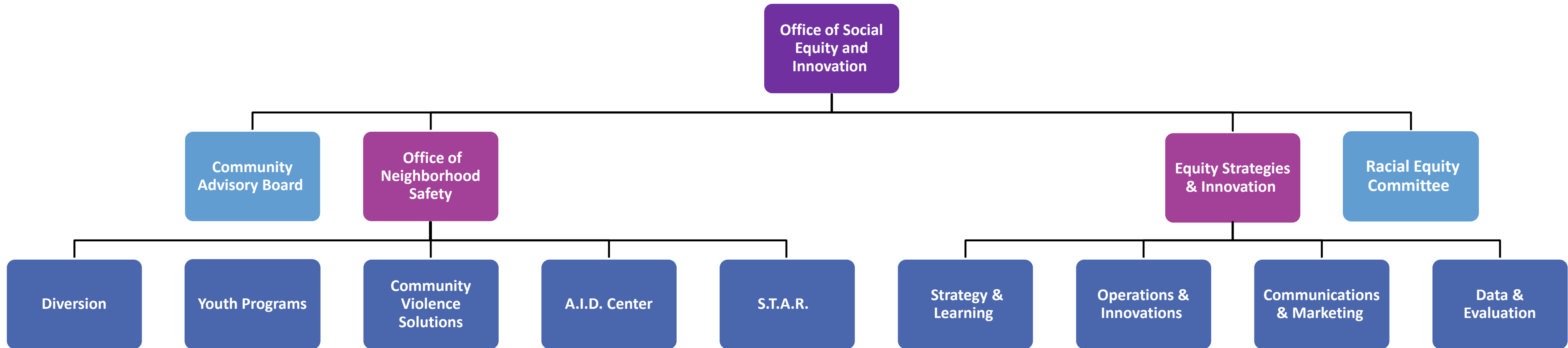
Office of Neighborhood Safety

March 2025

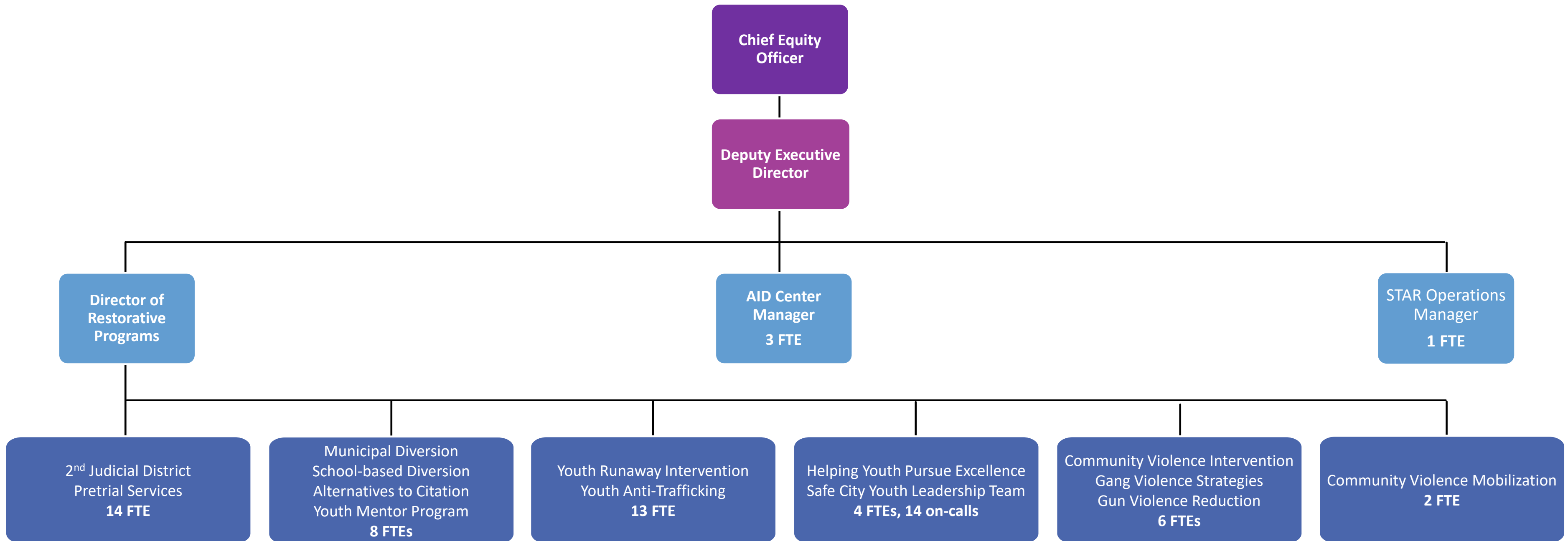
Chief Equity Officer, Dr. Ben Sanders
Deputy Executive Director, Daelene Mix
Deputy Executive Director, Brian Firooz



Office of Social Equity and Innovation (OSEI) Organization Chart



Office of Neighborhood Safety (ONS) Organization Chart



Office of Neighborhood Safety (ONS) Mission, Vision and Purpose



Vision Statement

To support a safe and resilient city where community and government work together to help Denver neighborhoods thrive.

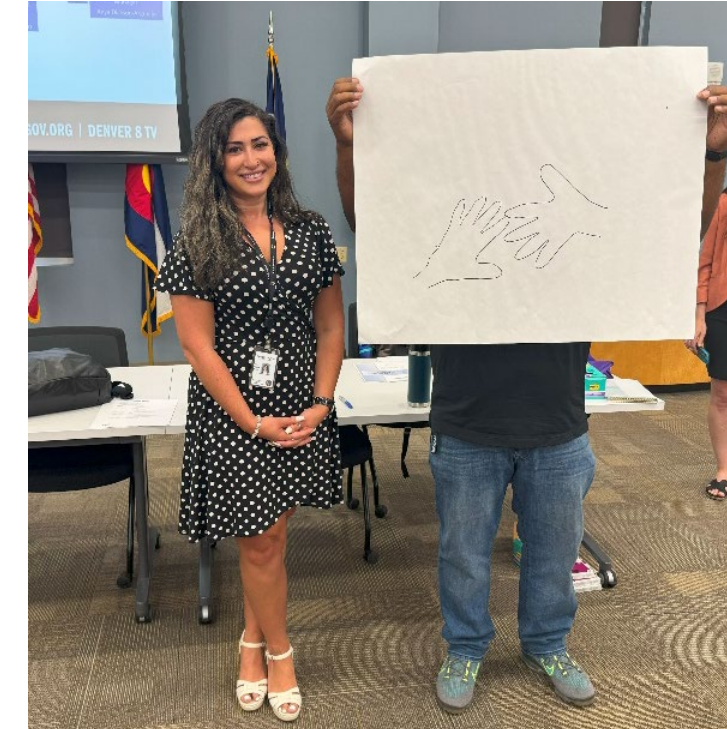
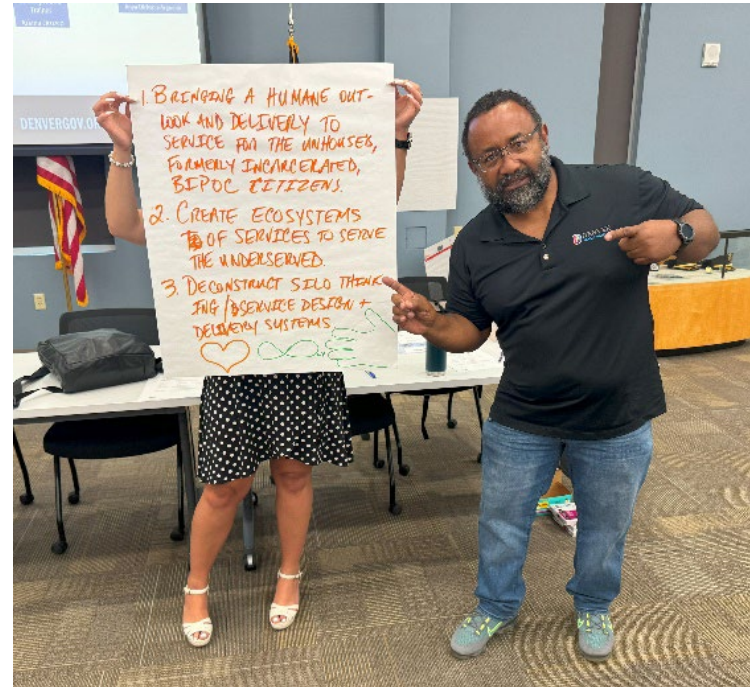


Mission Statement

To foster neighborhood safety and well-being by providing comprehensive and compassionate support to individuals and families affected by crime, violence or involvement in the justice system.

Employee Engagement Feedback Sessions

Three separate PEAK sessions were held to capture employee feedback



Employee Feedback Themes & Response

Communication & Information Sharing

- Monthly Comms Events, Updates, and Notable Shares
- Shared Information Hub & Standardized Communication Protocols
- Senior Leadership Office Hours
- OSEI-Wide Shared Calendar

Meeting Structure & Efficiency

- OSEI Meeting Guidelines
- Meeting-Free Fridays
- Updated Meeting Structure

Workload & Role Clarity

- Workload Alignment Exercise
- Prioritization by Leadership
- Define Roles & Responsibilities

Engagement & Collaboration

- OSEI Cross-Team Learning Sessions & Collaborative Project Groups
- Leadership Listening Tours
- Shadowing Leadership Days
- All-Staff Culture-Building Meetings

Community Engagement Feedback Sessions

Twelve separate listening sessions were held with four community stakeholder groups to capture resident feedback.

Blair-Caldwell Library:
Invited Black/African American leaders

Bob Ragland Library:
Invited LGBTQ, Indigenous, Faith based, health care leaders

Rodolfo “Corky” Gonzales Library:
Invited Latino/a & Hispanic leaders

Sakura Square:
Invited AANHPI leaders

**See Addendum Section for Community Stakeholder Quotes*



Community Feedback Themes

Communication & Awareness

- Clearly communicate program mission, target audience, and impact.
- Define and communicate the target population for services.
- Enhance program clarity, awareness, and operational cohesion.

Data Driven Decision Making

- Ensure data transparency and analysis to drive decision-making.
- Continuously evaluate and ensure program effectiveness and fidelity.

Program Design & Development

- Design programs that address root causes of issues.
- Improve and expand culturally responsive programming.
- Focus on long-term solutions by tackling root causes of violence.

Community Engagement & Partnerships

- Strengthen authentic and meaningful community involvement.
- Strengthen community partnerships to enhance impact and coordination.
- Expand and effectively share resources.

Support Services

- Provide family wraparound services for comprehensive support.
- Connect individuals to critical resources and support.
- Address fears of retaliation with trauma-informed approaches.

Responses to Community Feedback

Communication & Awareness

- Developed vision and mission statements informed by staff and community.
- Established social media platforms to amplify our message.
- Created a webpage with information on ONS programming, including a reporting platform for runaway youth.

Data Driven Decision Making

- Conduct a comprehensive evaluation of ONS data system strengths and opportunities.
- Invest in automated solutions to address high-priority short-run needs.
- Establish baseline reporting of current inputs, outputs, and outcomes

Program Design & Development

- Conducting program inventories to identify opportunities for process improvement and resource sharing.
- Developing a resource directory of program services and how to access them.
- Focusing on preventative measures and advancing social determinants of health.

Community Engagement & Partnerships

- Engage and collaborate with community-based organizations, schools, faith-based organizations, and civic partners.
- Participate on community coalitions and multi-disciplinary teams.
- Establishing a Community Advisory Board to inform program planning and decision-making.

Support Services

- Offer services that address multiple needs, such as financial, education, health care, housing, & social supports.
- Maintain updated list of available services and providers & assist clients in navigating resources.
- Provide trainings on gender-specific programming and group, gun and gang violence.

City Initiatives

Gun Violence Awareness and Intervention Network

A data-driven approach to violence reduction that addresses the underlying risk factors of individuals who have a high likelihood of becoming a victim or perpetrator of violent crime.

Place Network Investigations (PNI)

Initiative focused on understanding and addressing location-based violence through environmental design.

Roads to Recovery

Initiatives that support recovery and rehabilitation for affected individuals and communities.

Newcomer Program

Programs aimed at assisting Newcomers in integrating into the community safely.

Safe City & Youth Tiger Team

Cross-agency, collaborative efforts to develop comprehensive strategies to enhance overall safety within the city, and to ensure Denver is the best city to raise a family.

Office of Neighborhood Safety – On the Horizon



Establish ONS Community Advisory Board governance in collaboration with board members



Refine the operational focus of the AID Center



Create a resource directory and service access guide



Collaborate with TS on an agency-wide, centralized data collection, analysis, and reporting system



Develop budget request for 2025



QUESTIONS?



ADDENDUM

Community Statements on the Office of Neighborhood Safety

Sondra Young, President of the Denver NAACP: “I am looking forward to collaborating with the Office of Neighborhood Safety and bringing together a better Denver.”

Rudy Gonzales, President & CEO of Servicios de la Raza: “On behalf of the Servicios de La Raza familia, I am writing this letter to proudly express our support for Mayor Johnston's historic efforts to establish a city-run Office of Neighborhood Safety within the Office of Social Equity and Innovation. We believe this initiative holds significant promise for enhancing the safety and well-being of our community.”

Fran Campbell, President & CEO of the Asian Chamber of Commerce: “I do look forward to working with the Office because of the position that I'm in working with Asian businesses. Safety is such a huge part of running a business -- it didn't use to be. My family had dry cleaners at 12th and Elizabeth for 20-30 years and we never had to worry about this stuff. Now, it is a bigger issue, and it's an issue that our Asian small business owners need to know they can receive help on, there is someone that they can go to.”

Kevin Farrington, jewishCOLORADO: “We really appreciate being included. Looking forward to the partnership and excited about the possibilities.”

Imam Abdur-Rahim Ali, Northeast Denver Islamic Center: “We are enthusiastic about the City's Office of Neighborhood Safety and its purpose to foster partnerships between the City and local community leadership to impact safety at the neighborhood level. We are committed to work with Dr. Ben Sanders through this Office towards the successful outcome of safety for all.”

Rick Waters, Executive Director of the Denver Indian Center: “Our contacts with the police department are very strong, and very good with our neighborhood. I think (the Office of Neighborhood Safety) could help out in terms of communication.”

Community Statements on the Office of Neighborhood Safety (cont.)

Sochi Gaytan, Denver School Board: “I appreciate the significant effort the city is doing towards equity and all processes, especially with the Office of Neighborhood Safety and the work they plan on doing directly with community orgs that will have a positive impact on safety for DPS students.”

Debra Richardson, Executive Director of ACLU-CO: “I really appreciated the collaborative process that allowed the opportunity for feedback from a wide variety of stakeholders. I hope there will be an opportunity for us to continue to provide feedback and input on the Office of Neighborhood Safety.”

Derek Okubo, former Executive Director of the Agency for Human Rights and Community Partnerships: “Comprehensive programming, collaborative internally across city departments and externally with the community – the Office of Neighborhood Safety brings new opportunity and potential for far-reaching impacts with our community.”

Kayla Anderson, Member of the Denver Health Workers Union: “It's reassuring that the feedback people gave has been taken seriously and organized into goals.”

Donna Garnett, Executive Director of Montbello Organizing Committee: “We look forward to supporting the Office of Neighborhood Safety and forming deeper partnerships to readily address the issues that impact our community, and especially (the issues) that put our young people at risk. We look forward to a mutually impactful relationship.”

The Rocky Mountain NAACP (CO, MT, WY) State Conference: Denver Mayor Mike Johnston announced the Denver Office of Neighborhood Safety & RMNAACP is glad to partner with the new initiative.

Angeles Ortega, CEO of MiCasa Resource Center: “I really appreciate the effort that has been placed on reaching out and listening to the community's needs in order to create this Office of Neighborhood Safety.”

Community Statements on the Office of Neighborhood Safety (cont.)

Harry Budisidharta, former Executive Director of the Asian Pacific Development Center: “I support Mayor Johnston's historic efforts to establish the Office of Neighborhood Safety within the Office of Social Equity and Innovation. I have attended several community meetings regarding this new office, and I am impressed with how much time and efforts that Dr Ben Sanders has put into soliciting community feedback and incorporating the feedback into the operations of this office. I am optimistic that this office will help the AAPI community address the rise of hate crimes that has been impacting our community.”

Khalil Halim, Executive Director of the Second Chance Center: “The Second Chance Center looks forward to working with the Office of Neighborhood Safety to realize a vision of a safer Denver.”

Coach Eye, Struggle of Love: “We’re looking forward to working with everyone when it comes to community safety. We are really looking forward to the new things that the Office of Neighborhood Safety is going to bring to the table as well and also having an open ear to even allow us to have some input.”

Helen Bradshaw, NE Park Hill Coalition: “I’m looking forward to working with the Office of Neighborhood Safety to make sure we provide wraparound services and accountability.”

Pastor Eugene Downing, New Hope Baptist Church: “I’m excited to anticipate the outcomes of building bridges between the city Office of Neighborhood Safety and leaders in the community doing the work.”

Dr. Thomas Mayes, First VP of the Rocky Mountain NAACP & Pastor of Living Water Christian Center: “I’m looking forward to working hand in hand with the Office of Neighborhood Safety to achieve a safer Denver for all of our communities.”

Community Statements on the Office of Neighborhood Safety (cont.)

Jean Crowley, Co-Founder of the Crowley Foundation, Inc: “I appreciate that Office of Neighborhood Safety is reaching out to the community orgs to have initial conversations to collect or address our concerns before building your space that will soon connect with the true community and the people that really need the assistance, and also for us to be able to support what the Office of Neighborhood has... For us to be able to validate you, that means a lot.”

Rashad Younger, Second VP of the Rocky Mountain NAACP: “I am excited about the new Office of Neighborhood Safety and looking to be able to expand so the community receives the resources that they need so we can build holistic lives.”

Kurt Ogbewe, Mind Body Spirit is your Business: “I am continuing to learn about the Office of Neighborhood Safety, I love your heart and the programs you’re supporting... I think you guys will be able to come up with some type of vision to support the city as a whole.”

Dianne Cooks, Executive Director of Families Against Violent Acts: “Yes, I appreciate the Office of Neighborhood Safety, and I do appreciate that they are getting ready to start the advisory board so that we can get on the board and help, you know, share our opinion about what needs to happen.”

Bianka Emerson, President of Colorado Black Women for Political Action: “I thoroughly believe in the ONS’ ability to deliver a safer Denver.”

Marlene De La Rosa, Denver School Board: “In my different roles being on the Parks and Rec Advisory Board, the Denver Latino Commission, and DPS Board of Education, this work is so crucial to our community and especially to the youth in our community. I look forward to the continued collaboration to change the way we engage and react to safety issues in the community.”

Cecelia Garcia, Board Member of Servicios de la Raza & Principal of Celina, Inc: “As a longtime Denver native involved with many initiatives in the City and County of Denver, I want to fully support the Office of Neighborhood Safety for their in-depth analysis and collaboration of safety for our neighborhoods.”

Community Statements on the Office of Neighborhood Safety (cont.)

Celina Benavidez, former state legislator & Principal of Celina, Inc: “As a small business owner, the Office of Neighborhood Safety is critical to making the necessary changes to making our city and the departments work for the benefit of all of us.”

Milo Marquez, Community Leader: “I would like to express my strong support for the Denver City and County’s creation of a city-run Office of Neighborhood Safety within the Office of Social Equity and Innovation. I believe that by working directly and collaboratively with marginalized communities, this initiative holds great promise for supporting Latino and other communities of color. I am confident it will foster a safer, more inclusive environment for all.”

Jim Garcia, Tepeyac Community Health Center: “Representing a community health center located in one of Denver's most underserved communities (GES), I appreciate the holistic approach that the Office of Neighborhood Safety has adopted to addressing the core issues impacting our communities.”

Gerardo Lopez, Executive Director of Homies Unidos: “Looking forward to working with the city and community organizations to help and find more solutions to violence. I believe that if we all work together we can help the youth of Denver prosper.”

Marlene Bedoya, Justice and Mercy Legal Aid Clinic: “Looking forward to working with you and also to see more organizations involved in these initiatives.”

Luis Torres, first Chair of the MSU Chicana/o Studies Department: “I asked about how the responders learn about cultural responsiveness; as an educator, I know how long it takes to provide instruction about different cultures. From the point of view of someone witnessing an emergency situation, the confluence of that emergency, the person engaging in evaluating whether he or she should call, say, 911 or 311 or whatever other option, how can he or she determine quickly how to intervene? And especially, what kind of instruction do the responders receive for that cultural responsiveness? I think this is a more complex situation than it appears in the presentation. I think this entire approach is very good, and I look forward to working with the staff, including Andres Carrera, Dr. Ben Sanders, and Daelene Mix.”

Community Statements on the Office of Neighborhood Safety (cont.)

Sade Cooper, Co-Founder & CEO of Collaborative Healing Initiative within Communities Denver: “We are proud to support the City & County of Denver’s unprecedented effort to officially establish an Office of Neighborhood Safety bolstered by the robust infrastructure, resources, and legitimacy of the City. We are deeply satisfied that this historic initiative was created in concert with diverse community members and organizations who have worked tirelessly to ensure that Denver is a city where all of its residents – regardless of their background – can live, work, and play without fear for their safety.”

Mimi Luong, Property Manager of the Far East Center & Co-Owner of Truong An Gifts: “They listened to what I said when we gave our opinions. When I invited them to be a participant at our event to engage with our attendees, they attended... This is a good way to start to something that can bring safety and more awareness for the community who may not know the language or may not know that the program exists. It starts with these leaders sharing it out. Being able to have these kinds of meetings so people know who we are. I really do feel like, with everyone who is a part of the city, this is how we build relationships. Our community can be stronger. Just having that transparency and connection and having that bridge... This is where we build that bridge by having us help you guys and you guys also listen to our needs.”

Sara Moore, Executive Director of Colorado Dragon Boat: “Super excited to be working with this group and providing the community with more resources, especially when it comes to safety and comfort within our home. Especially with Colorado Dragon Boat being the premier celebration for the AANHPI community, it’s so good to pair all of it together with safety, comfort, art, culture, and community. And really thankful that you guys are taking the initiative to provide for the community.”

Tim Higashide, CEO of Sakura Square: Definitely appreciate the partnership with the office. It’s really important for us at Sakura Square to be a part of a larger community, part of the city, downtown, being part of that diverse, inclusive community. So, we appreciate everything you guys do. We look forward to continuing to work with the office and see how we can be supportive of your initiatives and the Mayor’s initiatives moving forward. I was just impressed about how the community came together to talk about the same issue.

Community Statements on the Office of Neighborhood Safety (cont.)

Mas Torito, District Manager of Kokoro Restaurant: As a small business owner in the community for many years, we're always looking for ways to engage in our community, and this is a perfect opportunity for us to do so. We look forward to working with the new Office of Neighborhood Safety.

Andrew Ho, President of the Asian Pacific American Bar Association: "We look forward to working with the Office of Neighborhood Safety to create a safer Denver where everyone can feel secure regardless of their background."

Stella Yu, Asian Roundtable of Colorado: "Society needs to acknowledge that our justice system does not keep pace with the impact technology has on our state of mental health. A growing number of people are not adapting to the pressure of change. As a result, our crime and punishment solutions have grown increasingly apart. The Denver Office of Neighborhood Safety begins to address this gap more holistically. The Action Against Hate Initiative of the Asian Roundtable of Colorado looks forward to collaborating with this office to find solutions to bias-motivated attacks on Asians."

Lara Ann Frey, Hope Communities: "I think the community engagement has been thoughtful and intentional... (the Office of Neighborhood Safety) makes sense, it's smooth, it flows. We look forward to working with the Office of Neighborhood Safety."

Targeted Universalism

A concept developed by scholars John A. Powell and Stephen Menendian, in which universal goals are set that positively impact all while implementing targeted strategies to address the most critical components of a policy, program, or systems/structural challenge.

The Office of Neighborhood Safety applies this approach by using social determinants of health—such as housing stability, economic opportunity, and community well-being—to reduce disparities and address the root causes of crime, violence, and socioeconomic instability.

Within the larger Office of Social Equity and Innovation, targeted universalism ensures that ONS efforts to improve safety are both equity-driven and beneficial to all Denver residents.

Social Determinants of Health (SDOH)

Social Determinants of Health (SDOH) encompass the environmental conditions affecting health outcomes. These include the places where individuals live, work, learn, and play, significantly impacting their health risks and overall well-being.

Addressing SDOH is essential for reducing disparities and improving quality of life and health outcomes for Denver residents.

The Centers for Disease Control and Prevention defines Social Determinants of Health (SDOH) as the conditions in the places where people live, learn, work, and play that affect a wide range of health risks and outcomes.

- 1. Economic Stability:** Employment, income, expenses, debt, medical bills, support.
- 2. Education:** Literacy, language, early childhood education, vocational training, higher education.
- 3. Health Care Access:** Health coverage, provider availability, linguistic and cultural competency, quality of care.
- 4. Neighborhood Environment:** Housing, transportation, safety, parks, playgrounds, walkability.
- 5. Community and Social Context:** Social integration, support systems, community engagement, discrimination, stress.

The Colorado Youth Detention Continuum (CYDC)

The Colorado Youth Detention Continuum (CYDC) is overseen by the Department of Human Services, Division of Youth Services, and implemented locally within each of Colorado's 22 Judicial Districts. The program, funded by the Colorado General Assembly, aims to manage youth referrals to secure detention, assess risk, and provide services tailored to each district's needs. A Statewide Advisory Board, comprised of juvenile justice professionals, advises on policy and allocates funds. Local CYDC programs are governed by Juvenile Services Planning Committees (JSPC) and local coordinators, with additional guidance and structure outlined in the CYDC Reference Manual. The City and County of Denver serve as the Fiscal Agent.



Economic Stability

Safe release options reduce financial burdens on families and enhance prospects for stable employment.



Education

Keeps youth in school by minimizing detention. Supports educational pursuits and life skills development.



Health Care Access

Provides substance misuse education, behavioral health support, and healthcare referrals, promoting overall wellness.



Neighborhood Environment

Promotes community reintegration and positive contributions.



Social & Community Context

Reduces justice system involvement, decreasing the stigma of system involvement that reduces opportunities.

ONS Diversion Programming

The Municipal Juvenile Diversion Program provides an alternative sentencing option for youth cited for Municipal Ordinance Violations. Programming focuses on identifying underlying issues contributing to negative behavior, holding youth accountable for their actions, and creating a diversion plan that supports positive youth development

The Alternatives to Citation Program diverts Denver Public Schools (DPS) students from the juvenile justice system, reduces school-based citations, and provides interventions to help DPS students avoid risky behaviors that might lead to municipal citations.

School-Based Diversion provides at-risk youth, and their families access to support services without formal involvement in the juvenile justice system. By enhancing family support, improving peer interactions, and fostering community connections, the program strengthens the social fabric surrounding students, leading to healthier outcomes.



Economic Stability

Avoids court fees and detention costs. Protects parents' income stability. Prevents juvenile records that impact future employment.



Education

Alternative sentencing prevents removal from school. Interventions are made around school schedules and resources address educational gaps.



Health Care Access

Treatment programs address issues like depression, anxiety, and trauma. Connections to healthcare providers improve overall well-being.



Neighborhood Environment

After school activities and community service promote positive behaviors that contribute to safe communities.



Social & Community Context

Connects youth with positive role models & support groups. Highlights the importance of family engagement and individual accountability.

Runaway Outreach Notification Initiative (RONI)

RONI locates runaway youth under 18, providing services and support to reduce running behavior, increase youth safety, and prevent system involvement. A key goal of the program is to reunite youth with their families and connect them with resources to address the root issues leading to running, including substance misuse, domestic violence, human trafficking, and behavioral health.

Economic Stability



Assists youth and families in accessing financial assistance, housing support, and employment services, alleviating financial stressors and creating a stable home environment.

Education



Supports reintegration into educational settings.
Collaborates with schools to improve attendance and performance.

Health Care Access



Connects youth to medical care, mental health services, and substance abuse treatment.
Helps youth overcome barriers to healthcare.

Neighborhood Environment



Addresses substance misuse, behavioral health needs, domestic violence, and human trafficking.
Creates personalized safety plans to address individual needs and challenges.

Community and Social Context



Provides counseling and social service referrals that strengthen family bonds and community ties.

Denver Anti-Trafficking Alliance (DATA)

DATA supports youth up to 24 years of age who are high-risk or confirmed victims of human trafficking. Provides trauma-informed support and essential resources to help youth overcome challenges, develop skills to maintain safety in situations of risk, achieve their personal goals, and break the cycle of violence affecting them. Assists youth and families in identifying and accessing necessary resources, navigating various systems to find appropriate services, and meeting their basic needs.



Economic Stability

Helps youth and families access financial assistance, housing support, and employment opportunities. independence.



Education

Assists youth in navigating education systems and re-enrolling in school. Offers mentorship and emotional support to achieve academic success.



Health Care Access

Connects youth to medical care, mental health services, and substance abuse treatment. Helps youth overcome barriers to healthcare.



Neighborhood Environment

Develops skills for maintaining safety. Assists with locating stable housing. Partners with local organizations to offer services within neighborhoods.



Social & Community Context

Helps rebuild trust and relationships by strengthens social connections and community support.

Safe City Youth Leadership Team

The Safe City Youth Leadership Team was established to empower youth ages 14-24 from diverse backgrounds to actively participate in creating solutions to anti-crime and violence issues. The program aims to develop leadership, civic engagement, and self-esteem by involving young people in meaningful actions that positively impact their communities and lives. The focus on employment, education, and mentorship contributes to individual growth, community development, and social equity.



Economic Stability

Provides employment, skill development, and scholarships to youth aged 14-24.



Education

Mentors middle school youth, offering educational workshops and activities. Promotes academic engagement, critical thinking, and lifelong learning.



Health Care Access

Empowers youth, builds self-esteem, and reduces isolation and anxiety. Promotes mental well-being through supportive activities.



Neighborhood Environment

Involves youth in addressing crime and violence, improving neighborhood safety.



Social & Community Context

Gives youth a voice in policymaking and fosters social networks. Encourages civic participation and strengthens community ties.

ONS Violence Interruption Programming

Gang Violence Intervention Strategies emphasize proactive measures to interrupt gang violence, focusing on identifying potential or ongoing conflicts, which is crucial for timely intervention. The overall strategy integrates interruption efforts with individualized services to create a comprehensive approach to gang violence intervention.

Community-Based Gang Violence Intervention aims to prevent gang violence before it occurs and utilize interventions to respond to and manage conflicts that have already arisen within the community. By implementing proactive measures to prevent gang violence, responding to existing conflicts, addressing the needs of at-risk individuals, and facilitating communication within the community, the Program contributes to the well-being and resilience of individuals and communities.

Gang Intervention Support Teams provide coordinated case management services to individuals and families involved in high-risk or gang-related situations. Teams focus on implementing strategies that encompass both individual and family dynamics to support holistic gang intervention.



Economic Stability

Preventing gang violence lowers costs associated with law enforcement and medical care. Job training and employment support financial stability.



Education

Helps youth return to school or obtain a GED, offering academic support. Promotes lifelong learning and breaking cycles of poverty and gang affiliation.



Health Care Access

Reduces violence-related injuries and trauma, offers counseling and therapy for PTSD, anxiety, and depression, and connections to treatment.



Neighborhood Environment

Reduces crime by intervening in gang activities and partnering with local authorities to foster safer, more vibrant neighborhoods



Social & Community Context

Addresses root causes of gang involvement, offering alternative activities that promote community cohesion and resilience.

Safe Haven

The Safe Haven Initiative responds to critical incidents of gang violence in the community, bringing faith and community organizations together to coordinate community-based approaches to heal trauma.



Economic Stability

Provides connections to job placement, financial counseling, and social services, reducing financial stress and economic-driven recidivism.



Education

Raises awareness about gang violence. Educates the community on risks, discourages gang affiliation, and promotes positive alternatives for youth.



Health Care Access

Connects those affected by gang violence to mental health services, counseling, and medical care, to address immediate and long-term health needs.



Neighborhood Environment

Restores safety and stability by responding to critical incidents and coordinating community-based approaches. Reduces violence and fosters community healing.



Social & Community Context

Builds a support network through faith and community organizations. Provides guidance and services to reduce isolation, foster resilience, and promote solidarity.

Helping Youth Pursue Excellence (HYPE)

The HYPE program provides structured support to youth ages 14-18 who have interacted with the justice system by encouraging academic participation, offering diverse support mechanisms to address various needs, and preparing them with the necessary skills to enter the workforce. By providing support tailored to the unique needs of justice-involved youth, the HYPE Program empowers youth to overcome challenges associated with system involvement, promoting positive life choices and personal growth.

Economic Stability



Enhances employability, guides youth toward practical career paths, and provides diverse support to address barriers. This fosters economic stability, reducing poverty and financial insecurity.

Education



Motivates justice-involved youth to continue their education, providing tutoring, mentoring, and educational resources.

Health Care Access



Offers connections to mental health services, substance abuse counseling, and healthcare resources. Provides personalized support and emphasizes well-being, improving access to healthcare.

Neighborhood Environment



Reduces youth re-engagement in criminal activities, fostering safer neighborhoods. Encourages youth to become positive contributors, creating safer, cohesive communities.

Community and Social Context



Promotes reintegration into society and strengthens community connections. Enhances personal development of social inclusion.

Gun Violence Prevention & Firearm Safety

The Gun Violence Prevention & Firearm Safety Initiative aims to reduce gun violence and promote firearm safety by providing education, resources, and opportunities for safe firearm disposal, contributing to a safer community, and addressing gun violence prevention at multiple levels.



Economic Stability

Converts disassembled firearms into garden tools and jewelry. Reducing gun violence lowers medical costs and lost wages, enabling economic stability for families & communities.



Education

Promotes gun safety awareness, distributing locks and teaching secure storage to prevent accidents. Educates on risks and prevention, fostering a culture of safety & responsibility.



Health Care Access

Links individuals affected by gun violence to medical and mental health services. Reduces emergency visits and long-term health issues, improving access to comprehensive healthcare support.



Neighborhood Environment

Provides safe firearm disposal, removing weapons from streets. Tailors approaches to community violence trends, encouraging outdoor activities and fostering a sense of security.



Social & Community Context

Hosts community events and safe surrender programs. Transforms firearms into useful items, symbolizing healing and fostering unity.

Mentor Program

The Mentor Program serves 6th-8th grade students enrolled in Denver Public Schools or those living in areas with higher-than-average crime and violence rates. The Program aims to provide group and individual mentoring, build supportive mentor-student relationships, improve social skills, encourage civic engagement, foster leadership, and empower youth to positively contribute to their communities and avoid delinquency.



Economic Stability

Equips youth with essential soft skills, enhancing employability and earning potential. Prevents juvenile records, avoids legal fees, and reduces financial burdens on families.



Education

Provides guidance and support for educational needs, improving attitudes toward school, attendance, and academic performance.



Health Care Access

Reduces stress, anxiety, and feelings of isolation through positive interactions.



Neighborhood Environment

Encourages respect for the community and promotes community service. Contributes to safer, more vibrant neighborhoods by reducing youth involvement in crime.



Social & Community Context

Provides trusted adults for guidance and support. Encourages civic participation, enhancing social cohesion and community support.

Secondary Gang Prevention Strategies

Secondary Gang Prevention Strategies aim to prevent gang involvement among high-risk youth who are most likely to become involved in gangs by intervening early in their lives. Key objectives include addressing problem behaviors that indicate a high risk for gang involvement, reducing the likelihood of gang membership, improving behavior, and strengthening family support systems.

Economic Stability



Offers alternatives to incarceration, reducing economic burdens. Supports job readiness, job placement, and financial education, promoting legitimate pathways to economic stability.

Education



Re-engages youth with education through tutoring, mentoring, and personalized learning plans. Offers GED programs and empowers youth with decision-making and goal-setting skills.

Health Care Access



Provides behavioral health services to address trauma, depression, and anxiety. Supports addiction recovery fostering resilience and healthier lifestyles.

Neighborhood Environment



Engages youth in community activities and to youth centers and safe hangouts. Involves youth in beautifying their surroundings, fostering pride and reducing gang influence.

Community and Social Context



Strengthens family dynamics through counseling and support services. Connects youth with positive role models and like-minded peers, fostering community and reducing the appeal of gangs.

Specialized Juvenile Gun Intervention

The Specialized Juvenile Gun Intervention Program provides rigorous intervention for juvenile gun offenders under probationary supervision by the Denver Juvenile Court. It includes both supervision and restorative justice practices, where participants engage with victims of gang violence to understand the harm caused by their actions.



Economic Stability

Focuses on rehabilitation over punishment, avoiding long-term consequences that hinder employment. Provides pathways to economic independence, reducing recidivism and fostering financial well-being.



Education

Engages in restorative dialogue, facilitates a return to education, and teaches decision-making, problem-solving, and communication skills to empower youth and decreasing reoffending.



Health Care Access

Provides counseling and therapy to address trauma, anger, and anxiety. Connects individuals with addiction treatment services that address root causes of violent behavior.



Neighborhood Environment

Reduces gun violence, contributes to safer neighborhoods, and includes community service to improve surroundings.



Social & Community Context

Connects youth with community leaders and mentors, fostering belonging and responsibility.

Assessment, Intervention and Diversion Center (AID)

The AID Center is a service hub that connects people with community and systems-based service providers through a singular access point to support individual's holistic health needs. The aim is to address the root causes of non-violent crime, while empowering individuals to make positive life changes, contributing to overall community prosperity.

Economic Stability



Connects individuals with employment opportunities and removes legal obstacles to employment and housing.

Education



Offers guidance on legal processes, record expungement, and warrant forgiveness, increasing employability.

Health Care Access



Connects individuals with mental health and substance misuse services, dental treatment, and mobile medical services.

Neighborhood Environment



Centralized location for easy access to services enhances neighborhood safety and quality of life.

Community and Social Context



Creates opportunities for connectivity and peer support through programs like Terrific Thursdays and felony-friendly job readiness events.

Support Team Assisted Response (STAR)

The STAR Program is an alternative response team that includes behavioral health clinicians and paramedics to engage individuals experiencing mental health distress and substance use disorders. STAR responds to low-risk calls where there are no significant safety concerns. STAR is a civilian emergency response that is dispatched by Denver 9-1-1.



Economic Stability

Connects individuals experiencing poverty to financial assistance programs, employment services, and housing resources



Education

Links individuals to adult education, job training, and school re-engagement programs, enhancing education access and quality.



Health Care Access

Connects individuals to medical and behavioral health services, addressing distress and improving health outcomes.



Neighborhood Environment

Proactively addresses crises, contributing to safer communities and better living environments.



Social & Community Context

Builds trust by providing non-judgmental assistance, reducing stigma, and fostering positive relationships within the community.