



THE UNIVERSITY OF CHICAGO

CRIME LAB  
Urban Labs

# CVI Leadership Academy Application Info Session

Presented August 14th, 2024 | 12 – 1 pm CST

*Presented by University of Chicago Crime Lab*

# Welcome



# Agenda

- 1** Welcome
- 2** Program Overview
- 3** Research Overview
- 4** Eligibility & Application Overview
- 5** Q&A



On February 9, 2024, **Vice President Kamala Harris** recognized the work of the University of Chicago Crime Lab's Community Violence Intervention Leadership Academy (CVILA) at an event that acknowledged the accomplishments of its inaugural cohort at the White House.



# How We Built It: CVILA Steering Committee



**Dr. Shani Buggs,  
Ph.D., M.P.H.**

Assistant Professor, University of  
California-Davis



**Dr. Antonio Cediell**

Managing Director, Live Free USA



**Erica Ford**

Founder, LIFE Camp



**Amber Goodwin**

Executive Director, Community  
Justice Action Fund



**Marcus McAllister**

National violence prevention expert



**Rev. Michael McBride**

Executive Director, Live Free USA



**Oresa Napper-Williams**

Executive Director, Not Another Child



**Anthony Smith**

Executive Director of Cities United

# CVILA Program Team



**Dr. Chico Tillmon**  
CVILA Executive Director



**Kim Smith**  
Dir. of Programs, Crime Lab



**Marcus McAllister**  
Dean of Students



**Jvani Cabiness**  
Chief of Staff



**Mark Saint**  
Dir. of Student Affairs



**Miguel Angel Cambray**  
Program Director



**Alesisia Cobb**  
Program Manager



**Heather Bland**  
Research Manager



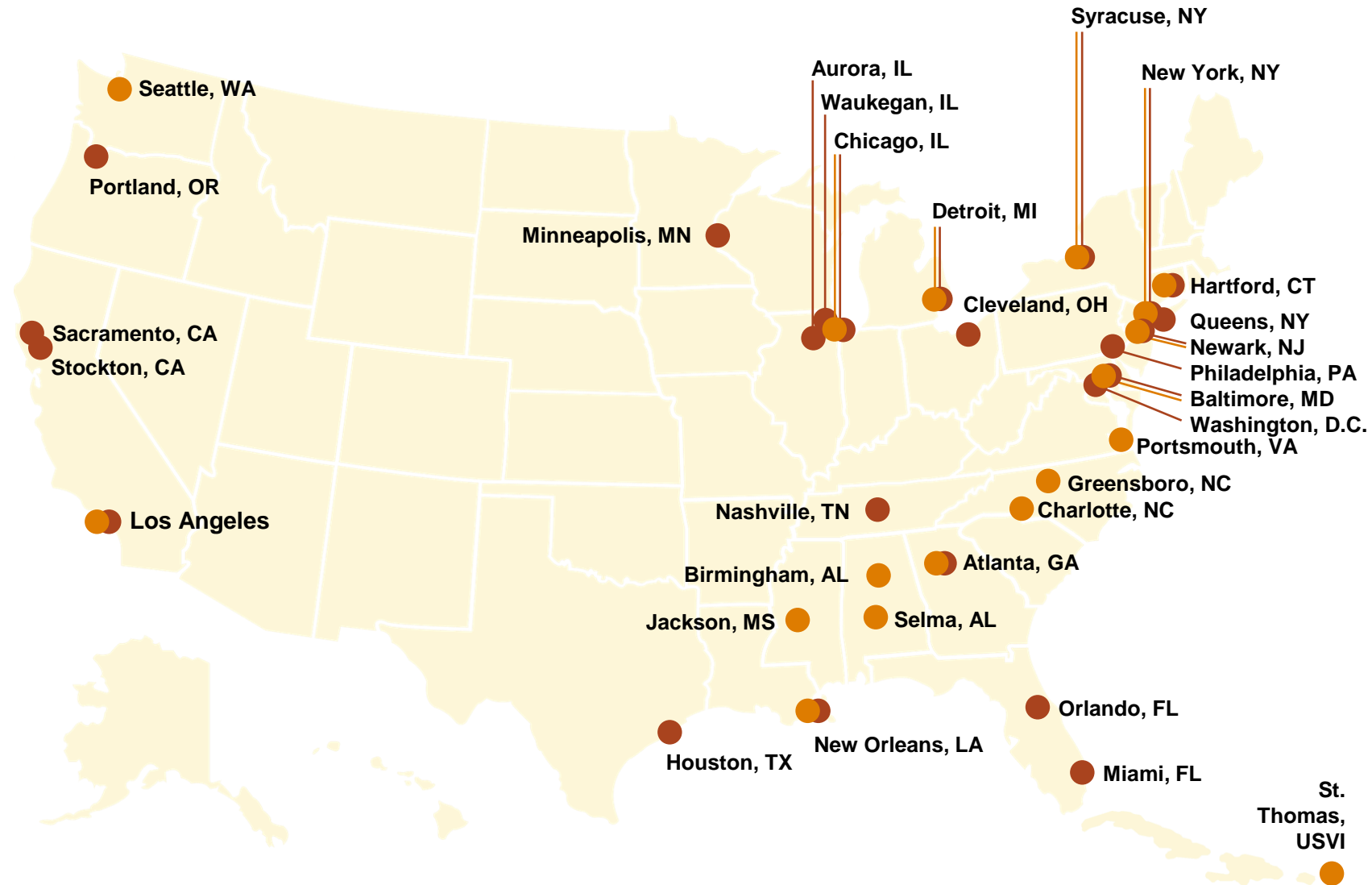
**Tiara Robinson**  
Executive Assistant

# CVILA Reach & Impact

The first cohort graduated **31 community violence intervention leaders** representing **22 localities**

The second cohort is composed of **31 community violence intervention leaders** representing **20 localities**

- Cohort 1
- Cohort 2



# Program Overview





# The Community Violence Intervention Leadership Academy

- First-of-its-kind program
- Deepens the leadership and management practices of CVI leaders
- Supports leaders to more effectively manage their organizations and scale CVI





# Program Details



5-month curriculum covers Personal/Organizational Leadership and Management, Strategic Decision-Making, Building Healthy Communities, and Community Organizing and Political Advocacy



Classroom instruction + immersive field experiences



Instruction by scholars & subject matter experts



Individualized advising & technical assistance





# Module Snapshot

Module 1: Personal / Organizational Leadership and Management   May 2024				
Primary Location: Chicago Theological Seminary (1407 E 60th Street, Chicago, IL, 60637)				
Instructors (in order of appearance): Dr. Kathryn Bocanegra, Dr. Julian Thompson, Jose Rico, Mark Saint, Marcus McAllister, Kelli Spencer, Peter Cunningham, Vanessa DeReef, Cliff Nellis, Esq., Sherese Johnson, Norman Kerr, Christa Hamilton				
Date	Mon (5/20)	Tue (5/21)	Wed (5/22) *	Thu (5/23)
Focus	Wellness	Leadership and Management	Community Immersion	Stakeholder Collaboration
9 - 11 am	Kickoff Ceremony	Managing and Leading Non-Traditional Staff	Building High-Impact Teams (UCAN Chicago)	CVI Ecosystems: Strategies and Models
11 am - 2/3 pm	Wellness and Understanding Trauma	Creating Safe Workplaces	Restorative Justice in CVI Work (LCLC)	Strategic Planning & Implementation
2/3 pm - 5 pm	Self-Care Healing Circles	Storytelling for Leaders	HR Policies for System Impacted Staff (NLEN)	Building a Non-Profit Board / Committee

Module 2: Strategic Decision-Making   June 2024				
Primary Location: Chicago Theological Seminary (1407 E 60th Street, Chicago, IL, 60637)				
Potential Instructors: Soren Tsui, Rohit Molhotra, Tara Harper, Timmeke Perkins, Dr. Lance Williams, Jvani Cabiness, Michael-Sean Spence, Esq., Barbie Robinson, Esq., Dr. Chico Tillmon*				
Date	Mon (6/10)	Tue (6/11)	Wed (6/12) *	Thu (6/13)
Focus	Situational Analysis	Building Sustainability	Community Immersion	Organizational Planning
9 - 11 am	Keynote Address	Organizational Capacity Building	Including the Community in Needs Assessments (INVC)	Building and Maintaining Strategic Partnerships



# Program Expectations

- Attend in-person sessions each month for 5-months
- Meet with advisor at least twice per month
- Attend four virtual workshops
- Submit monthly capstone assignments
- Submit final capstone written report
- Provide written feedback to peers
- Submit final presentation deck
- Present capstone





# Program Costs

- University of Chicago covers the cost of airfare, lodging, and tuition expenses
- Breakfast and lunch provided daily
- One-to-two d
- Student's organizations must cover the cost of ground transportation, dinners, and incidentals for in-person weeks



# Research Overview

“In order for CVI to be recognized as an equally vital part of community safety, we have to professionalize the field. We have to create fidelity across the nation [through] best practices and standards...”

–Dr. Chico Tillmon, Executive Director of CVILA

# CVILA Research Team



**Rodrigo Canales**  
Associate Professor



**Terence Chau**  
Research Director



**Meredith Patten**  
Senior Research Manager



**Danny Lopez**  
Senior Research Manager



**Leah Luben**  
Research Analyst



**Kailey White**  
Qualitative Portfolio Director



**Germalysa Ferrer**  
Project Associate



**Lluvia Gonzalez**  
Qualitative Research Manager



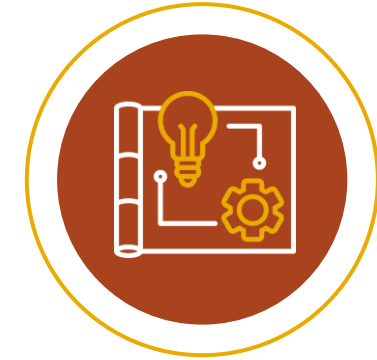
# ○ Research Goals



**Evaluate the impact** of the academy on participants' practices and beliefs and perceptions of leadership and management.



**Create a first-of-its-kind description** of the national CVI management landscape.



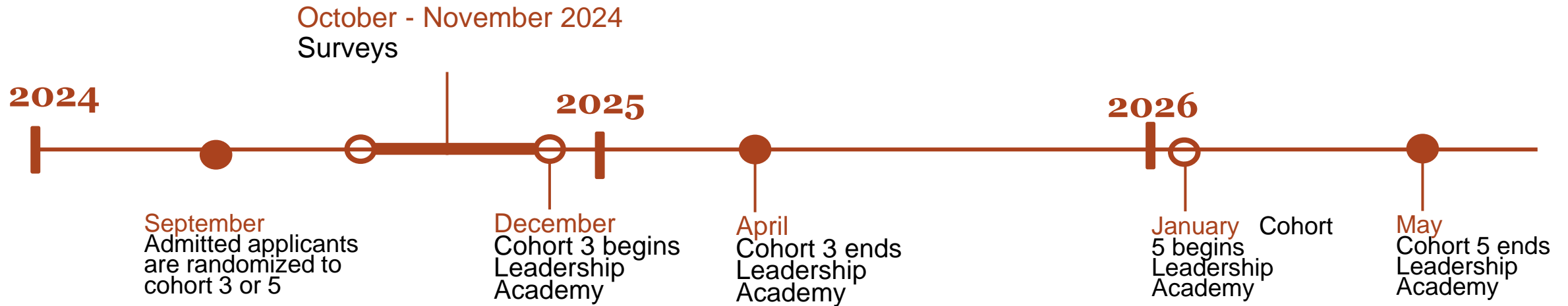
**Create blueprints for best practices** in CVI management and training.

# How we are meeting our research goals

1. **Leadership Interview:** Students in the Academy participate in 120-minute Zoom interview about their experiences and perspectives as a CVI leader.
2. **Management Survey Interview:** A colleague of the student's participates in a 120-minute Zoom interview about the organization's operations and management practices.
3. **Classroom Observations:** Staff identify moments of learning during instructional sessions & immersives.



# Research Timeline



# **Eligibility & Application Overview**



# Scheduled Cohorts

Cohort 1: September 2023 – February 2024

Cohort 2: May 2024 – September 2024

Cohort 3: December 2024- April 2025

Cohort 4: July 2025 - Nov 2025

Cohort 5: January 2026 - May 2026

# Applicant Eligibility Criteria

- Minimum **five years of experience** in the field of CVI.
- Currently hold a **senior or executive-level position** within a CVI organization that serves Black and Brown Communities disproportionately impacted by gun violence.
- While there is **no minimum educational level** requirement, candidates must demonstrate a high degree of motivation and interest in enhancing their leadership skills and the impact of their work.
- Demonstrated **experience implementing CVI strategies** in alignment with the values and principles embraced by the CVI Academy.

# Organizational Eligibility Criteria

## The organization:

- Delivers services in Black and Brown communities **disproportionately impacted** by gun violence.
- Has a primary service population of community members at-high risk of gun violence involvement
- Provides at least **one** of the following CVI services:
  - Street Outreach/Violence Interruption
  - Case Management
  - Hospital-Based Services
  - Intensive Mentorship
  - Survivor Services
  - Therapeutic Services
  - Youth Development/School-Based Prevention
  - Victims Advocacy
- Has at least **3 employees** and an annual budget of at least **\$300,000**.

# Application Materials

Each applicant must submit the following to be considered:

- 1 Completed Google Form
- 2 Resume
- 3 Contact information for 3 references
- 4 1 Letters of Recommendation





# 2024-25 Application Timeline



# Q&A

Submit your questions in the chat or raise your virtual hand

In the meeting/webinar controls, click **Reactions** , then click **Raise Hand**   
The host will unmute you when it is your turn

# Thank You!

Questions? Email Alesisia Cobb  
([acobb1@uchicago.edu](mailto:acobb1@uchicago.edu))

Learn more at [crimelab.uchicago.edu](http://crimelab.uchicago.edu)

[CVI Leadership Academy - University of Chicago Crime Lab](http://uchicago.edu)  
([uchicago.edu](http://uchicago.edu))

