Moving Towards Organizational Best Practice

# Operations: Integrating Street Intervention

Street intervention work is often siloed within nonprofit organization; staff rarely described instances where they collaborated with non-violence prevention coworkers in their own organization. Street intervention is usually one of many different program areas for community-based non-profits; in fact, street intervention work is typically one of many and diverse forms of community engagement performed by nonprofits. Their same organizations may also hire community health promoters and community organizers.

Analysis indicates there may be multiple levels of benefits for integrating street intervention workers more intentionally across program areas within community-based organizations. Street intervention workers shared that a source of organizational trauma was adverse exchanges with administrators that undermined their sense of professional legitimacy. If street intervention workers are integrated with other staff who do community outreach it can enhance a sense of support and cohesion within their organization. For example, street intervention workers could work collaboratively with community health workers in their community canvassing efforts so that both the safety and health concerns of neighborhood residents can be attended to.

Integrating street intervention workers across program areas could eventually lead to enhanced employment stability. If street intervention workers are engaged in community outreach, health promotion, neighborhood organizing, or other areas of work, then there is an opportunity to fund their positions through a variety of grants. Moving street intervention workers employment stability from single grants to multiple funding streams benefits both workers and organizations. Long term it may reduce the number of unemployment claims the organization is responsible for and contribute to more organizational stability due to lower levels of staff turnover.

# Food for Thought

* + How many forms of community outreach and street-level work does our organization engage in?
  + Does our street intervention team collaborate with other program areas in our organization? Are there unrealized opportunities for collaboration?
  + Are there opportunities for other program staff to lend support to street intervention clients through collaborative work?
  + What are the major obstacles to collaborative work centering street intervention in our organization?