



URBAN
ALCHEMY

Birmingham



What is UA?

Founded in 2018, Urban Alchemy brings a fresh approach to the problems of homelessness, crime, and challenging street conditions faced by communities throughout the nation.

Currently operating in and around San Francisco, Los Angeles, Portland, Austin, and now Birmingham, Urban Alchemy's unique approach provides meaningful, well-paid jobs to the formerly incarcerated. Our Practitioners leverage their emotional intelligence and leadership skills to empathize and de-escalate, helping create safe communities, clean communities, and housed communities.

Learn more and contact us at urban-alchemy.us.

What is HEART?

Homeless Engagement Assistance Response Team (HEART) is Urban Alchemy's community-based public safety response program focused on those who are experiencing non-violent homelessness, addiction, and/or or mental health crises.

By sending Urban Alchemy to respond, cities can refocus police on essential activities and protect the safety of those who need help.

Because 96% of our staff is formerly incarcerated or homeless themselves, we empathize with people in crisis. Our Practitioners are unarmed and trained to talk to people in crisis without judgment, helping to ensure their presence de-escalates situations safely.

Artie

Director of Operations
- Bay Area



Artie Gilbert has been a part of Urban Alchemy since its early days. Shaped by his experience serving 26 years in prison starting when he was 19, he developed a strong drive for leadership and to bring safety and comfort to the people around him.

He was drawn to working with Urban Alchemy because of its focus on helping people. He initiated much of the organization's early street cleaning work, which also involved engaging people with mental health issues living on the streets. He is proud to have helped bring onboard several other members of the Urban Alchemy team and of being an involved uncle with his many nieces and nephews.

Kirkpatrick

Chief of Community and
Government Affairs



Kirkpatrick Tyler is responsible for leading government and community relations for Urban Alchemy and oversees operations in southern California. Trained and cultivated to provide high levels of service, advocacy, and community engagement, Tyler has emerged as a leader within the public service community.

Tyler has worked for both nonprofit and government agencies throughout the United States. Before joining Urban Alchemy, he worked for Los Angeles Mayor Eric Garcetti, managing community relations in south Los Angeles, including the Skid Row neighborhood, and later served as a policy advisor on homelessness.

Frequently Asked Questions

What is Urban Alchemy?

Urban Alchemy is a nonprofit organization that hires individuals who were once incarcerated and trains them to transform people and places through respect, compassion, and love. We provide services that heal communities challenged by the intersection of extreme poverty, mental illness, addiction, and homelessness.

Who does Urban Alchemy employ to do this work?

Approximately 96% of our Practitioners have been incarcerated and/or experienced homelessness, and over 80% of Urban Alchemy employees are Black or people of color. These shared experiences create a deep bond and a spirit of mutual support that produces thriving employees who do outstanding work.

Does Urban Alchemy perform a police or security function?

Urban Alchemy Practitioners build trust with both housed and unhoused individuals by engaging with everyone in the community, making emotional deposits to foster relationships. When a crisis occurs, they can leverage this trust to de-escalate situations, redirect behavior, and connect individuals to services.

What kind of training do you provide staff?

Practitioners complete rigorous training built around transforming trauma into resilience. Every Practitioner must understand our core values of respect, integrity, empathy, empowerment, self-discipline, self-control, and self-esteem, beginning with 40 hours of classroom instruction followed by 40 hours of on-the-job training. This ensures that Practitioners are equipped to bring peace to struggling communities with respect, compassion, and love.

Why the focus on hiring those who are previously incarcerated?

Urban Alchemy provides people who were incarcerated with meaningful employment and opportunities to give back to their communities.

In our experience, the best people to facilitate the kind of healing we envision are those who have experienced that level of healing themselves, and the work that Practitioners do is part of their own healing process.



**URBAN
ALCHEMY**