



**Florida Council on the
Social Status of Black
Men and Boys**

2009 Annual Report

ACKNOWLEDGEMENTS

This report is authored by the Florida Council on the Social Status of Black Men and Boys. Research support was provided by leading state institutions – Agency for Workforce Innovation, Department of Children and Families, Department of Corrections, Department of Education, Department of Health, Department of Juvenile Justice, and Department of Management Services. The Council acknowledges the administrative support provided by the Office of Attorney General Bill McCollum.

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Lillian Lima

Eddy M. Regnier, Ph.D.

Richard D. Davison

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Travis Dudley, Administrative Assistant

ABOUT THE COUNCIL



The Florida Council on the Social Status of Black Men and Boys is administratively housed in the Office of Florida Attorney General Bill McCollum, and consists of 19 members: the Governor, the Speaker of the House of Representatives, the President of the Senate, the Attorney General, the Secretary of Children and Family Services, the director of Mental Health Program Office within the Department of Children and Family services, the State Surgeon General, the Commissioner of Education, the Secretary of Corrections, the Secretary of Management Services, the Director of the Agency for Workforce Innovation, the Deputy Secretary for Medicaid in the Agency for Health Care Administration, and the Secretary of Juvenile Justice, with each entity appointing members to serve 2-year or 4-year terms.

The Council's mission is to strive to alleviate and correct the underlying conditions that affect black men and boys throughout the State of Florida, and to bring about an environment that promotes the values of learning, family, prosperity, unity, and self-worth among black men and boys. It is in accordance with this mission that the Council has produced its 2009 annual report.

The Council's vision is to be a leading entity providing and promoting an environment that is conducive to productivity, success, and excellence for all black men and boys in the State of Florida. It is the Council's hope that this report will bring awareness to citizens and the Florida legislature about socioeconomic disparities and the disproportionate number of minority children in the state's Child Welfare System. Furthermore, the Council hopes that this report will encourage community partnerships throughout the state to help local communities and grassroots organizations model effective programs and best practices that will have a positive impact on the lives of Florida's black men and boys.

To learn more about the work of the Florida Council on the Social Status of Black Men and Boys and to view other publications, please visit our website at www.cssbmb.com.

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Letter from Attorney General McCollum



STATE OF FLORIDA

BILL McCOLLUM
ATTORNEY GENERAL

The Council on the Social Status of Black Men and Boys is charged with studying and proposing measures to alleviate and correct the conditions negatively affecting Black men and boys in Florida. Led this year by Chairman Anthony D. McCoy, the Council spent countless hours studying these issues, discussing remedies, and listening to concerned citizens. The tremendous public participation that went into the recommendations detailed in this annual report underscores the importance of the Council's work and its impact on our neighborhoods and communities.

With the Council's fourth year of existence already underway, I look forward to seeing a particular focus on criminal justice and prevention programs. Additionally, with the state and the nation experiencing significant increases in unemployment, I support the Council's continued focus to research and develop recommendations for workforce system programs.

The Council's findings and recommendations are important to our entire state, and I urge all Floridians to read this year's report and work with your legislators, educators and community leaders to resolve the issues brought to light by the Council.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill McCollum", written in a cursive style.

Bill McCollum

Letter from Chairman McCoy



The Florida Council on the Social Status of Black Men & Boys has fulfilled its statutory charge to complete the annual report for 2009. We have completed our third annual report for review by the Citizens of our Great State of Florida through its elected officers: the Governor, the Attorney General, Speaker of the House, and the President of the Senate. The report represents many hours of research, study, and testimony. The Council has held meetings in Jacksonville, Tallahassee, and Orlando, and we thank all the Citizens who attended and provided helpful comments. I want to thank our Attorney General Bill McCollum, for his support and guidance, as well as his staff of dedicated professionals. I also want to thank all members of the Council on the Social Status of Black Men & Boys, and the editorial crew of this annual report.

The decision to include the stark realities in the letter from the Chair was difficult this year. The Florida Council on the Social Status of Black Men & Boys has been working toward the completion of its annual report, and building on prior annual reports, which included extensive research and generated thirty-three recommendations. Letters from the two previous chairpersons acknowledged everyone who was of assistance, explained some of the Council's journey, and mentioned issues of great social concern. Information reviewed and reported by the Council included disparate conditions in regards to the overrepresentation of black males in the criminal justice system, lagging educational progress, unequal economic status, overrepresentation in the foster care system, and issues of health disparities. Most of the recommendations in the prior reports continue to need consideration and management within the Council, and need the support of outside entities to alleviate conditions.

Given the multitude and magnitude of the previous recommendations, the Council has limited its scope of immediate interest this year. Members of the Council decided to explore several topics for the annual report. High on the list of priorities were the economic disparities experienced by blacks and the overrepresentation of black children in the foster care system (this is the current order in which they are reported). The Council also studied the needs of individuals associated with the criminal justice system. Selection of the previously mentioned topics in no way diminishes the Council's consideration and management of the remaining thirty-one topics.

I remind all readers not to become disheartened because of the length of time that problems have existed, or because of the length of time needed to fulfill recommendations. In America, achieving any reasonable goal is possible.

On January 20, 2009, the United States of America inaugurated Barack H. Obama as the 44th President. President Obama shares a heritage of black African and white European ancestries. His service as President in our democracy is a testimony that traditions have significantly changed. Most Americans are beyond the affliction of conscious and systematic racism. We have a qualified man of color chosen to complete the American mission. Who is able to say with credibility that skin color is an impenetrable barrier to achieving the pinnacle of American success! The American people elected President Obama based on his character and skills.

In our age, and on our watch, the challenge before us will be the final reversal of effects caused by historically racist systems. The effects are weaker, but still present. We will care for those afflicted, and we will win.

Sincerely,

A handwritten signature in black ink, appearing to read 'AD McCoy'. The signature is stylized and written in a cursive-like font.

Anthony D. McCoy, PhD
Chairman

Executive Summary

Each year, the Florida Council on the Social Status of Black Men and Boys upholds the responsibility, as assigned by the Florida Legislature, to lead vigorous investigations that reveal and convey greater understanding about the current status of black males; and more importantly, the means by which Florida can reduce the significant disparities in their economic, educational and social achievement.

This 2009 Annual Report details current conditions and provides recommendations in the five areas below. The report also outlines concrete prescriptions for state-level policy makers and statewide agencies, along with their regional and local counterparts, to chart pathways to progress.

Socioeconomic Status

Current Conditions: Segments of the black male population in the State of Florida face many daunting hurdles in life before they can become productive, contributing members of their communities. Gainful employment is a key outcome in defining how well an individual has been successful in meeting those challenges. This year, both the state and the nation experienced a significant increase in unemployment. The US Census Bureau reported that there are approximately 1,416,190 African American males in the state of Florida. *African American males represent 7% of the total civilian labor force compared to 12.7% of the state's total unemployment population.* These statistics demonstrate that black men represent a disproportionate percentage of the states overall number of unemployed.

Workforce Florida Inc. and the Agency for Workforce Innovation have made significant strides toward the implementation of a statewide approach to reducing the disparity. That includes the formation of a State interagency collaboration staffed by representatives from the Departments of Education, Corrections, Juvenile Justice, Children and Families, Community Affairs, and Health, who have developed specific partnerships, such as the *Florida's Strengthening Youth Partnership*, to focus more attention and resources on ensuring that every young person – especially disadvantaged youth – is ready and able to pursue a meaningful job path upon exiting secondary education.

The report outlines nearly a dozen workforce system programs, accomplishments, and best practices that may be helpful in improving employment outcomes for black men and boys.

Recommendation:

Workforce Florida Inc., The Agency for Workforce Innovation, and Florida's Regional Workforce Boards shall continue to offer a full range of employment and training services, through its One-Stop Career Centers, to meet the needs of a number of targeted populations, including dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farm workers, women, minorities, veterans, public assistance recipients, individuals with multiple barriers to employment, including those with limited English proficiency, as well as others who have been identified with special needs.

Education

Current Conditions: The Council considered a ground-breaking model for quantifying the taxpayer cost of the persistent achievement gap among black males. A 2007 study entitled "The Meter is Running: The taxpayer cost of the achievement gap among black males in Pinellas

County,” identified a near 1-to-1 correlation between the 78% of black males in Pinellas who fail to graduate high school with a standard diploma and the 76% of black men who are in prison, unemployed, underemployed, institutionalized, homeless or involved in the “underground” economy, including crime and drug trade.

The report found that the taxpayer cost of that reality exceeds \$1 billion for one generation of black men in the “Midtown” community alone (a 5.5 square mile area of St. Petersburg, Florida).

If the situation is similar elsewhere in the state, Florida taxpayers incur annual costs in excess of \$11 billion to stop-gap the fall-out of the black achievement gap. That includes the cost of imprisonment, juvenile detention, local police resources, and public welfare.

In 2010, the Council intends to use this new analytical approach to quantify the cost of the black achievement gap on a statewide level; and to leverage that quantification as an imperative to policymakers to make Florida a national leader in developing a time-bound plan for closing the gap.

Recommendation:

Develop and implement a time-bound, statewide targeted tracking and intervention plan to substantially reduce the achievement gap for black males; initially staging it to increase proficiency in reading and mathematics, with the aim of increasing graduation rates similar to the Philadelphia Early Warning/Dropout Prevention Program. In tandem, utilize the state universities, particularly Florida A & M University and Florida State University, as vehicles to develop extensive research and longitudinal studies to aid with assessing the measurable progress of the tracking and intervention plan.

Foster Care and Family Issues

Current Conditions: Although blacks comprise 14-15% of the general population in Florida (2000 Census), data reported that in 2005-2006 black youth made up 42% of youth served in Out of Home Foster Care Services [52% of those were black males] and 37% of youth served In-Home Services [50% of those were black males] (*2007 Annual Report of the Council on the Social Status of Black Men and Boys*). In 2005-2006 the State of Florida acted as the parent (state custody) for 13,000 [est.] black children at any moment in time (*2007 Annual Report*). Family structure and the promotion of healthy family relationships can positively impact the well-being of black children (*2008 Annual Report*).

In fiscal year 2008-2009, over 36,000 children received Out-of-Home Services and over 33,000 children received In-Home services through the Florida Department of Children and Families (*Note: Children may be counted in both Out-of-Home and In-Home if they received both services during the fiscal year*). Of those children served, black youth made up 37% [13,624] of youth served in Out-of-Home Services and 33% [11,020] of youth served in In-Home Services (*AdHoc Report, Department of Children and Families- Office of Family Safety, July 1, 2008 - June 30, 2009*). In this year’s report, the Council’s Foster Care and Families Sub-Committee and the Health Sub-Committee began the work of framing the basis for a comprehensive approach to reducing the number of black children entering state care through prevention and intervention programs, services, and best practices, as they relate to risk factors identified by the three theories of causation: the Value of Family Preservation Programs; the Value of Family Planning/Teen Pregnancy Prevention Programs; and the Value of Cultural Competence in the Child Welfare Workforce.

Recommendation:

Establish an Office of Minority Affairs within the Department of Children & Families with the mission to focus on the causes and concerns identified by the theories of causation associated with disproportionality in Child Welfare, to advise the Secretary on program activities affecting minority communities, and to provide leadership and oversight in the implementation of initiatives, projects, and programs serving black communities.

Health Status

Current Conditions: Working together with the Council's Foster Care and Families Sub-Committee, the Council's Health Sub-Committee focused its efforts in 2009 on identifying concrete recommendations for ameliorating the mental health status of children served through Florida's Foster Care system, where mental health challenges are far more prevalent than in any other documented sub-segment of black children.

Recommendations:

The Department of Children & Families in collaboration with the Foster Care system should set up criteria and recognize the value of mental health services within Family Preservation Programs and address a) the Need for Specialized Therapists; b) the Need for Qualified Therapists; and c) the Need for New Regulations to require that specialized mental health services are made available to every child taken into Foster Care, regardless of the time the child remains in the care of the Department of Children & Families.

Criminal Justice and Gangs

Current Conditions: From a national perspective, at midyear 2008, the U.S. Bureau of Justice Statistics reported that there were 4,777 black male inmates per 100,000 United States residents being held in state prisons, federal prisons, and local jails, compared to 1,760 Hispanic male inmates per 100,000 U.S. residents and 727 white male inmates per 100,000 U.S. residents. Backed by U.S. Department of Justice data, the 2008 Pew Charitable Trust Public Safety Performance Project report, *One in 100: Behind Bars in America 2008*, revealed that while 1 in 30 men between the ages of 20 and 34 is behind bars, the figure is 1 in 9 for black males in that age group.

The United States now incarcerates more people than any other country in the world, with incarceration most heavily concentrated among men and racial and ethnic minorities. For men, the highest rate is with black males aged 20-30 and among women, black females aged 35-39ⁱ. The demographics in the Pew report revealed that 36 states and the Federal Bureau of Prisons observed an increase in incarcerated populations during 2007. Of the seven states that incarcerate the highest number (over 50,000) three increased (Florida, Ohio, and Georgia) while four (New York, Michigan, Texas, and California) decreased.ⁱⁱ Although crime in Florida dropped substantially between 1993 and 2007, the prison population grew from 53,000 to over 97,000 during the same periodⁱⁱⁱ. While Florida's overall population growth plays a role, analysts agree that the significant increase in the prison population is more a result of public policies and practices that resulted in longer prison sentences served and recommitment rates related to technical violations of probationers.

In Florida, black males make up approximately 8 percent of the population of the State of Florida^{iv}, yet account for 47 percent of the prison population^v. In contrast, white males make up forty percent of the population of the State of Florida^{vi} and account for forty-two percent of the prison population^{vii}. On June 30, 2009, there were 100,894 inmates incarcerated by the Florida Department of Corrections^{viii}. Of those 47,499 were black males^{ix}. Eighty-eight percent of all inmates incarcerated will eventually be released.^x During FY 2008-09, 37,391 inmates completed their sentences and were released back into our communities^{xi}. Approximately 12,264 (32.8 percent) of those released inmates are projected to return to prison within three years^{xii}. The reality of these data suggests the urgent need for proven interventions to substantially reduce the rate of prison re-entry.

Recommendations:

1. The Council should develop an Interagency Strategic Action Plan between the Department of Corrections, Department of Juvenile Justice, the Florida Department of Law Enforcement, and the Office of the Attorney General to address the short- and long-term issues and challenges of black men and boys in the criminal justice and juvenile delinquency systems.
2. Each represented agency should develop active workgroups within the agencies and entities represented on the Council whom will be responsibility for implementing the recommendations of the Council within their agencies and among the constituencies impacted by the recommendations.
3. The Legislature should expand the Council membership to include an appointee from the Florida Department of Law Enforcement.
4. Local governments and community organizations should implement programs in other areas of the state that are similar to the Rural Gadsden County Leadership and Law Career Academy.
5. The Council should develop issue briefs and seminar briefings for legislative, judicial, law enforcement, prosecution, educational, and community leaders on the issues relating to black men and boys in the criminal and juvenile justice systems.
6. The Council should use model and high performing programs as exemplars develop and implement evidenced-based prevention, diversion, intervention, and reentry programs.
7. The Council should seek executive and cabinet agency funding for the implementation of collaborative programs that focus on the cause and underlying factors behind the disproportionate representation of black men and boys in the criminal justice and juvenile delinquency systems.

Educational Outcomes to Increase Economic Stature

Subcommittee Report

During 2009, the Council considered a ground-breaking model for quantifying the taxpayer cost of the persistent achievement gap among black males.

A 2007 study entitled “The Meter is Running: The taxpayer cost of the achievement gap among black males in Pinellas County,” identified a near 1-to-1 correlation between the 76% of black males in Pinellas who fail to graduate high school with a standard diploma and the 76% of black men who are in prison, unemployed, underemployed, institutionalized, homeless or involved in the “underground” economy, including crime and drug trade.

“The Meter is Running” contained a report that the taxpayer cost for the achievement gap and associated aftermath *exceeds \$1 billion* for one generation of black men in the “Midtown” community alone (a 5.5 square mile area of the City of St. Petersburg, Florida).

If the situation is similar elsewhere in the state, Florida taxpayers incur annual costs in excess of \$11 billion to stop-gap the fall-out of the black achievement gap. That includes the cost of imprisonment, juvenile detention, local police resources, and public welfare.

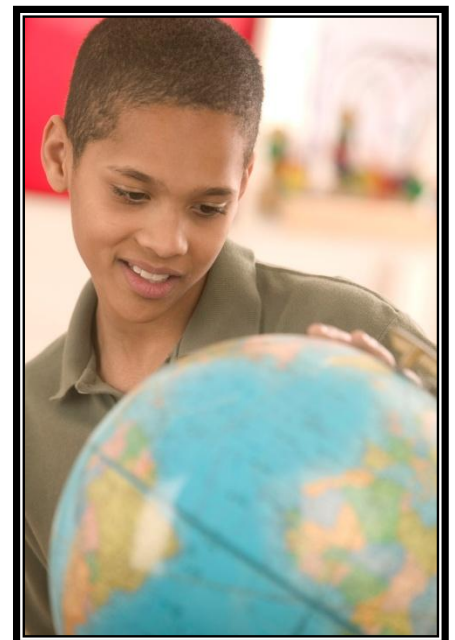
In 2010, the Council intends to use this new analytical approach to quantify the cost of the black achievement gap on a statewide level, and to leverage that quantification as an imperative to policymakers to make Florida a national leader in developing a time-bound, Governor-championed plan for closing the gap.

The Value of Dropout Early Warning Indicators within the School District of Philadelphia

Research abounds relative to the country’s concern over the dismal high school graduation rate for many states. Significant efforts and programs designed to improve students’ graduation success are also well documented. Unfortunately, many of the results have been disappointing at best. Essentially, there are few “best practices” with proven records to reference. Yet, the literature suggests that early warning/dropout prevention programs have the potential to improve students’ successful outcomes. Recent research indicates that schools matter as much as individuals in the decision to either remain in school or to dropout.

This simple concept sums up the challenges facing many state and local education agencies as they attempt to identify effective dropout prevention approaches to alleviate the dropout phenomenon within their respective communities. The following research briefly describes the School District of Philadelphia and its blueprint towards transforming their secondary education system through data-driven decisions.

The District of Philadelphia has been lauded for its implementation of a data system to track and analyze potential at-risk students as early as the 6th grade. Philadelphia’s system is appealing because of its ability to conduct longitudinal studies, large diverse population, and graduation rate increase during the past six (6) years. In addition to increased graduation rate, reading and mathematics proficiency have increased. In addition, cohort studies are relatively inexpensive.



Researchers found that 50 percent of future high school dropouts could be identified as early as the 6th grade. Factors that were found to be powerful dropout predictors in 6th grade were low attendance, poor classroom behavior, and a failing grade in English or mathematics. These factors, plus failing one or more courses in 8th grade and being retained in 9th grade were identified as at-risk factors for high school students (Achieve, Inc.). The study also maintains that dropouts are more prevalent at transitional stages, such as elementary to middle school, and middle school to high school.

Since the implementation of the intervention, there have been signs of progress. At the first marking period, students served through the Early Warning Intervention had higher attendance than they had the previous year. Of the 250 students in the pilot program who were not on schedule to graduate, 54 percent showed improvement, and nearly two-thirds had improved their grades in math and English (The Notebook 2009).

Equipped with the results from the longitudinal “Early Warning/Dropout Prevention” study, the School District of Philadelphia entered a collaborative initiative with the Philadelphia Education Fund and developed strategies to move potential dropouts to graduates. The result of this initiative was “Embracing the Challenge: A five year Blueprint for increasing achievement in secondary grades in the School District of Philadelphia.” At the high school levels this translated into:

- rigorous, standardized core curriculum in grades nine through eleven;
- increased learning options enhanced through neighborhood school magnet program selections, such as the International Baccalaureate program, and the development of formal articulation agreements between universities and high schools;
- expanded academic and counseling support through increased PSAT/SAT training and testing, and the creation of 9th grade academies; and
- state of the art learning environments that includes the creation of small high schools.

The Middle Grades Framework sought to develop high performing schools for all children. To this end, the Blueprint included:

- high expectations for all students by placing them in academically rigorous classes staffed by experienced and expertly prepared teachers;
- curriculum, instruction, assessment, support, and the time needed to meet rigorous academic standards;
- recognition that early adolescence is characterized by dramatic cognitive growth moving towards more abstract and complex ways of thinking; and
- small, stable and mutually respectful relationships that provide emotional, ethical and social growth for all students;

Additional components of the Blueprint were the creation of a broad base of stakeholders that included parents, students, teachers, principals, administrators, community members and other external partners. Anchor teams, high school focus groups, steering committee, school symposia, school-based study groups, and related district and partner committees were implemented to ensure inclusion and buy-in of constituents.

Philadelphia's Early Warning/Dropout Prevention program provides a model for Florida to examine in addressing the state's graduation rate. Parenthetically, Florida is uniquely positioned to develop a longitudinal study given its existing data warehouse that includes data for all Florida students. State universities can be utilized as vehicles for extensive research support.

Recommendation

Develop and implement tracking and intervention strategies designed to increase proficiency in reading and mathematics, with the aim of increasing graduation rates similar to the Philadelphia Early Warning/Dropout Prevention Program.

- Assess the impact of accountability data on low performing students particularly black males.*
- Utilize the state universities as vehicles to develop extensive research using longitudinal studies to aid with developing and implementing the targeting tracking and intervention strategies.*

Recommendation

Redirect and prepare individuals involved with gangs or the criminal justice system for the workforce by developing and implementing evidenced-based prevention, diversion, intervention, and reentry programs. *(See Criminal Justice and Gangs' Subcommittee Report)*

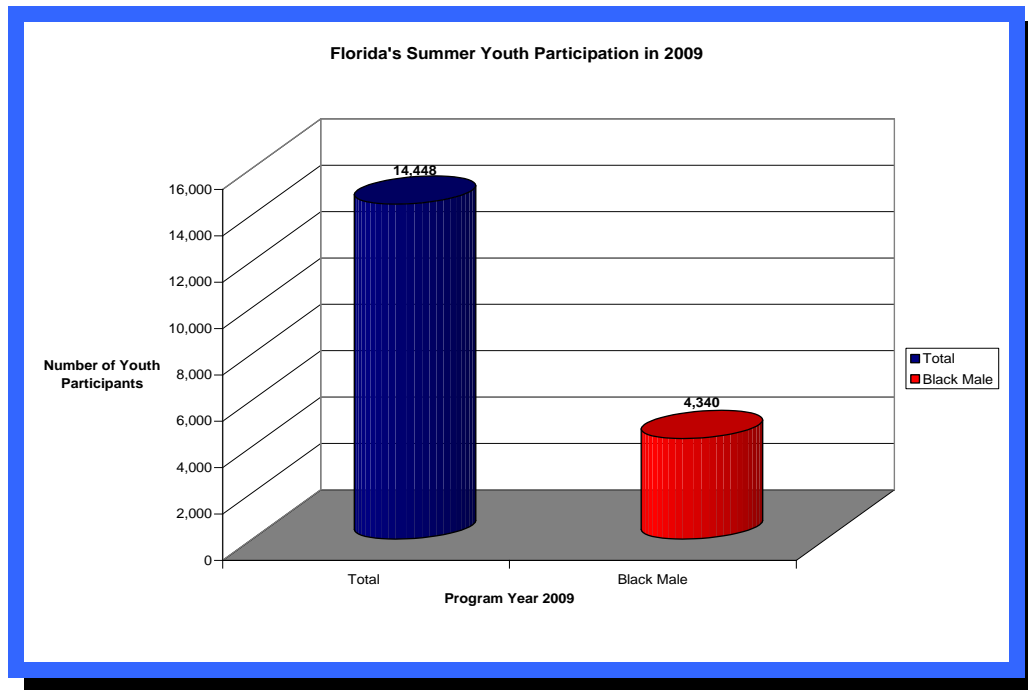
Socioeconomic Status Subcommittee Report

Segments of the black male population in the State of Florida face many daunting hurdles before they can become productive, contributing members of their communities. Gainful employment is a key outcome in defining whether someone has successfully met those challenges. This year, both the state and the nation experienced a significant increase in unemployment. The US Census Bureau reported that there are approximately 1,416,190 African American males in the state of Florida. African American males represent 7% of the total civilian labor force compared to 12.7% of the state's total unemployment population. These statistics demonstrate that black men represent a disproportionate percentage of unemployment.

Governor Charlie Crist and Florida's Workforce System support a framework of innovation to grow the state's economy through competing in global markets. The ability to compete in global markets will expand Florida's business operations and strengthen its economy. The Governor's strategy is to gain competitive advantage in global markets by the increasing the presence of specialized skills in the Floridian workforce. Training individuals to become skilled workers is not new to Florida. Through past initiatives such as Employ Florida Marketplace and Employ Florida Banner Centers and Career Academies, Florida's Workforce System has provided with various partners skilled to support high-value industries.

Florida's Workforce System serves more than 1 million Floridians annually seeking jobs and/or training and more than over 30,000 employers seeking workers. The system is a major entity creating and nurturing talent in the state. The workforce system implements strategies that help Floridians enter, remain in, and advance in the workplace. Advancement benefits individuals and families, businesses, and the state. Florida's workforce system is designed to be demand-driven and to respond to local and statewide needs, including economic shifts and meeting strategic priorities.

The American Recovery and Reinvestment Act provided additional time-limited resources to assist the state with talent development and job placement. The Act infused 165 million dollars into the Florida workforce system to meet the needs of local communities for enhanced job placement and job training services. Florida's young people, ages 14 to 24, benefited from \$43 million of ARRA funding dedicated to summer youth employment services. Florida served a total of 14,479 summer youth participants from May 1, 2009 – September 30, 2009. Of that total served, 4,340 were African American males (See Graph 1).



GRAPH 1: 2008-2009 AWI DATA

A major factor in providing workforce services to black men and boys is the coordination of activities and the leveraging of funds received by the workforce system and its partners. State interagency collaboration currently includes representatives from the following agencies: Workforce Florida Inc., Agency for Workforce Innovation, Department of Education, Department of Corrections, Department of Juvenile Justice, Department of Children and Families, Department of Community Affairs, and the Department of Health. These agencies are aware of the disparities of black men and boys and have incorporated programs to elevate the economic status of this population. A specific interagency partnership has been established to develop a coordinated approach for serving disadvantaged youth. Florida's Strengthening Youth Partnership (SYP) initiative focuses attention on ensuring that every young person in Florida is ready and able to pursue a meaningful job path upon exiting secondary education. Today's youth are our future workforce. The completion of education and training programs are of paramount importance to prepare youth for labor market entry. These accomplishments will enable them to transition to independent living, a critical task that must be a high priority if economic prosperity is to be realized for them individually and sustained for our communities, state, and nation.

This annual report references some of Florida's workforce system programs, accomplishments, and best practices that are helpful in improving employment outcomes for black men and boys. One of the goals of this report is to heighten the awareness of available national, state, and local workforce initiatives available to assist black men and boys with successful entry into the workforce. Additionally, there are other available initiatives that provide services designed to address the social development needs that also impact the ability of black men and boys to make successful transitions into the workforce.

The following national, state, and local programs have demonstrated innovative approaches that positively affect workforce conditions in black communities. These programs support and provide opportunities for young black males.

National

- **100 Black Men of America Inc.** is committed to the intellectual development of youth and the economic empowerment of the African American community based upon respect for family, spirituality, justice, and integrity. This holistic program addresses the social, emotional, and cultural needs of children ages 8-18. Members of the 100 are trained and certified to become mentors, advocates, and role models for the youth within their communities. Through chapters operated one-on-one and group mentoring efforts, members forge relationships that positively impact their greatest resource, the youth. The program focuses on building essential skills needed to become productive, contributing citizens. As of 2009, 100 Black Men has roughly 100,000 students enrolled in its mentoring and outreach programs.
- **The Latin American Youth Center (LAYC)**, one of the nation's leading youth development agencies, which began offering services in the 1960s, is a multicultural community-based organization whose mission is to support youth and their families to live, work, and study with dignity, hope, and joy. LAYC provides multi-lingual, culturally sensitive programs in five areas: Educational Enhancement, Workforce Investment, Social Services, Art + Media, and Advocacy. During FY08, LAYC served 3,517 individuals through its 58 programs in the District of Columbia and Maryland. LAYC serves an ethnically and culturally diverse community of individuals through its programming, as shown in the race and ethnicity chart below:

Race/Ethnicity of LAYC Individuals Served in Fiscal Year 2008	
Race/Ethnicity	% of Individuals Served
Latino (any race)	61.80%
African American	30.90%
African Descent	2.50%
Caucasian	1.20%
Multiracial	0.80%
Asian/Pacific Islander	0.70%
Arabic Descent	0.30%
Other	1.70%

- **Twenty-First Century Foundation (21CF)** works to advance the welfare of the black community through strategic and collective grant making, special initiatives and research, donor education, and donor services. The goals of the Black Men and Boys Initiative (BMB) are to provide strategic grants aimed at addressing the root causes of problems facing black men and boys; raise the visibility of critical issues facing black men and boys nationally in a way that leads to substantive action; and to leverage additional financial support dedicated to strategies that view black men and boys as assets. As of January 22, 2008, 21CF has distributed 191 grants to 108 organizations for a total of \$2,839,365. An estimated 63% of

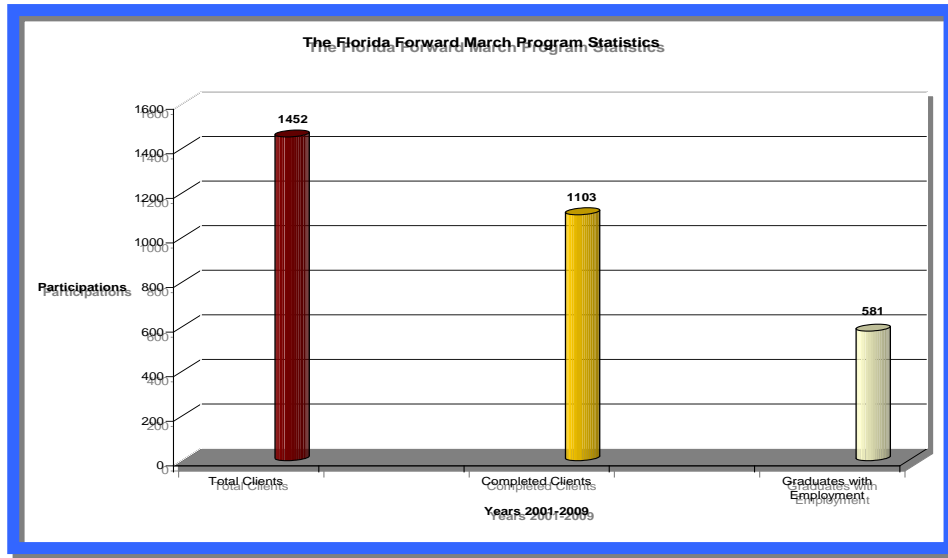
the funds have gone to black-led organizations and 23% to faith-based organizations which benefit black youth.

- **Concerned Black Men (CBM)** was founded in 1975 when several Philadelphia police officers sponsored social events for kids at risk of gang violence. CBM's vision was to fill the void of positive black male role models in the community by providing mentors and programs that affirmed the care and discipline that all youth need, while providing opportunities for academic and career enrichment. The Peer Education and Reproductive Counseling for Young Men project is the National Organization of Concerned Black Men's (CBM) teen pregnancy prevention program. The CBM Fatherhood Initiative promotes effective and responsible fathering through parenting education and economic stability. The Saving Lives and Minds project is a tutoring program designed to help at-risk teens improve their grades and scores on standardized tests. The program targets youth with truancy histories and behavioral problems, and provides academic assistance and mentoring to encourage these children to improve both their school performance and attendance. The program also includes a summer enrichment component that provides instruction in art, science, sports and reading.

State

- **Forward March** is a training and job placement program designed for older youth and adults. The Department of Military Affairs and the Florida National Guard are working in conjunction with the Florida Department of Children and Families and the state to provide job readiness services through Forward March. Participants receive activity-oriented training on topics that directly relate to the skills required for workplace success. Forward March will deliver a life skills curriculum with a goal of attaining a 70% completion rate. Successful completion is defined as either job placement or completion of 70% of the training modules.

GRAPH 2: STATISTICAL ANALYSIS OF CLIENT PARTICIPATION SINCE MARCH 2001.



- Big Brothers Big Sisters** (African American mentoring program) is the oldest, largest, and among the most effective youth mentoring organizations in the United States. Big Brothers Big Sisters matches children ages 6 through 18 with mentors in professionally supported one-to-one relationships. They have been the leader in one-to-one youth services for more than a century, developing positive relationships that have a direct and lasting impact on the lives of young people. By participating in our youth mentoring programs, Little Brothers and Sisters are:

More confident in their schoolwork performance
Able to get along better with their families
46% less likely to begin using illegal drugs
27% less likely to begin using alcohol
52% less likely to skip school

Tierney, J.P., Grossman, J.B., and Resch, N.L. (1995) [Making a Difference: An Impact Study of Big Brothers Big Sisters](#). Philadelphia: Public/Private Ventures

Local

The Boys' Choir of Tallahassee is a community based outreach program for African American males from low-income or disadvantaged families, ages eight to eighteen enrolled in schools throughout the Tallahassee area. Members of the choir get counseling and academic tutoring, must participate in three three-hour study halls each week and show up for three two-hour rehearsal sessions. They are also required

to attend sessions focusing on self-esteem, literacy, decision-making and social skills. Its mission is to foster academic excellence, build character and self-esteem, develop interpersonal skills and help young men realize their fullest potential while acquiring life skills. In the five years since the program began.

Here are a few quick facts for 2007:

Number of choir members	87
Dropout rate	0%
Percentage of boys who demonstrate academic improvement of at least one letter grade	86%
Percentage of boys who demonstrate an improvement in school attendance	98%
Percentage of boys who demonstrate an increase in self esteem	91%
Percentage of boys involved in the Juvenile justice system	0%

- **5000 Role Models of Excellence Project** grew from the realization that there is an ongoing crisis in the lives of many young males. The program serves 82 schools, which include 16 elementary, 34 middle and 32 senior high Miami-Dade County Public Schools. The project’s mission is to intervene in the lives of at-risk boys in order to provide them with alternatives that will lead them away from a life of crime and violence. The majority of students enters the program in middle school and continues activities throughout their high school and post-secondary educational years. The program was founded by then Miami-Dade County School Board Member, Dr. Frederica S. Wilson, now a member of the Florida Senate.

Addressing Workforce Services

- The Workforce system including state and local partners offers a variety of workforce, unemployment compensation, and early learning programs that benefit Floridians across the state. Moreover, the following programs enhance workforce skills of youth and adults in black communities and provide incentives to employers who hire them. **Workforce Investment Act** offers a comprehensive range of workforce development activities through statewide and local organizations. Available workforce development activities provided in local communities can benefit job seekers, laid off workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers. The purpose of these activities is to promote an increase in the employment, job retention, earnings, and the occupational skills of program participants. This, in turn, improves the quality of the workforce, reduces welfare dependency, and improves the productivity and competitiveness of the nation.
- **The Federal Bonding Program** is a U.S. Department of Labor initiative that provides businesses with insurance policies for a period of six months to protects the employer in case of any loss of money or property due to employee dishonesty. Each bond insures the

employer for theft, forgery, larceny or embezzlement by the bonded employee. Black men who consider themselves at-risk job applicants are eligible for bonding services. Ex-offenders, recovering substance abusers (alcohol or drugs), welfare recipients and other persons having poor financial credit, economically disadvantaged youth and adults who lack a work history, individuals dishonorably discharged from the military, and others will benefit from this hiring incentive.

Based on recent statistics, there is a need for federal initiatives, like the bonding program, that encourage employers to hire people with criminal records or other barriers to employment. Incarceration is a factor that is often overlooked in research on employment inequality, and it is even more important now that incarceration rates have reached record high levels.

- **The Work Opportunity Tax Credit (WOTC)** offers private for profit employers an opportunity to earn a federal income tax credit for hiring individuals from certain target groups. By hiring individuals from certain targeted groups, employers can reduce their taxes by \$4,800 during the first year of employment, and as much as \$9,000 over two years. The targeted groups are Temporary Assistance to Needy Families Recipients, Veterans/Disabled Veterans, Ex-felons, Designated Community Residents, Vocational Rehabilitation Referrals, Summer Youth, Food Stamp Recipients, Supplemental Security Income Recipients and Long-Term Family Assistance Recipients. The American Recovery and Reinvestment Act of 2009 recently expanded WOTC to include two new targeted groups: disconnected youth and unemployed veterans.

The WOTC program was designed to facilitate the employment of jobseekers who consistently have particularly high unemployment rates. Historically, minorities face serious barriers to employment and are in need of workforce tools to assist them in their job search.

- **Florida Ready to Work** is a skill assessment and workforce credentialing program being implemented by regional workforce boards, community colleges, high schools, and other workforce development, and education partners statewide. The program gives jobseekers a competitive edge through a credentialing process that proves to employers that job seekers have the right skills, and the right attitude for the job. For employers, it takes the guesswork out of hiring, saving time and money. The program provides for individual skill assessments, remediation training, credentialing, and job profiling services. The centerpiece of Florida Ready to Work is the issuance of a Florida Ready to Work credential, a career readiness certificate – signed by Governor Charlie Crist – that certifies that a Florida student/jobseeker has the fundamental job skills necessary to succeed in today's workplace. All high school students who earn the credential receive a Florida Ready to Work designation on their high school diploma. The program is sponsored and funded by the State of Florida and administered by the Florida Department of Education in partnership with Workforce Florida, Inc., and the Florida Agency for Workforce Innovation. The Florida Chamber of Commerce, Associated Industries of Florida, the HR Florida State Council, Manufacturers Association of Florida, and other business/industry groups statewide support the program. There is no cost for employers or jobseekers to participate in the Florida Ready to Work Program.

A goal of the Florida Ready to Work Program is to increase the quality, rigor, and outcome of the academic experiences for all students. The program identifies strengths and deficiencies in the areas of Math, Reading, and Locating Information. This program can be extremely beneficial for underrepresented students and job seekers by offering workforce related assessment and self-paced

remediation training. Encouraging minority students and job seekers to participate in the Florida Ready to Work and other workforce readiness programs will increase their employment opportunities and postsecondary education options.

- **Florida's Non-Custodial Parent Employment Program (NCPEP)** provides innovative options for eligible, non-custodial parents through training and support services. A non-custodial parent is the parent who does not live with the child. According to Florida law, every child under the age of 18 has the right to the support of both parents, including the non-custodial parent. In many cases, males may stop paying child support due to limited or no income. Failure to pay child support may result in income deductions, IRS intercepts, lottery intercepts, liens, decrease in credit scores from consumer reporting agencies, suspension of licenses, passport denial, and even jail time.

Participation in this program increases employment retention, vocational training, and education programs that may result in a positive impact on child support payments.

- **The Career and Professional Education Program** allows students who complete a Career and Professional Academy program to graduate from high school with one or more industry recognized certifications and/or college credits. A career academy includes the following essential elements: a small learning community; a college-prep curriculum with a career theme; and partnerships with employers, the community, and higher education. The Florida Career and Professional Education Act was created to provide a statewide partnership between Department of Education (DOE) and the Agency for Workforce Innovation (AWI). This partnership includes Workforce Florida Inc. along with industry groups and other associations.

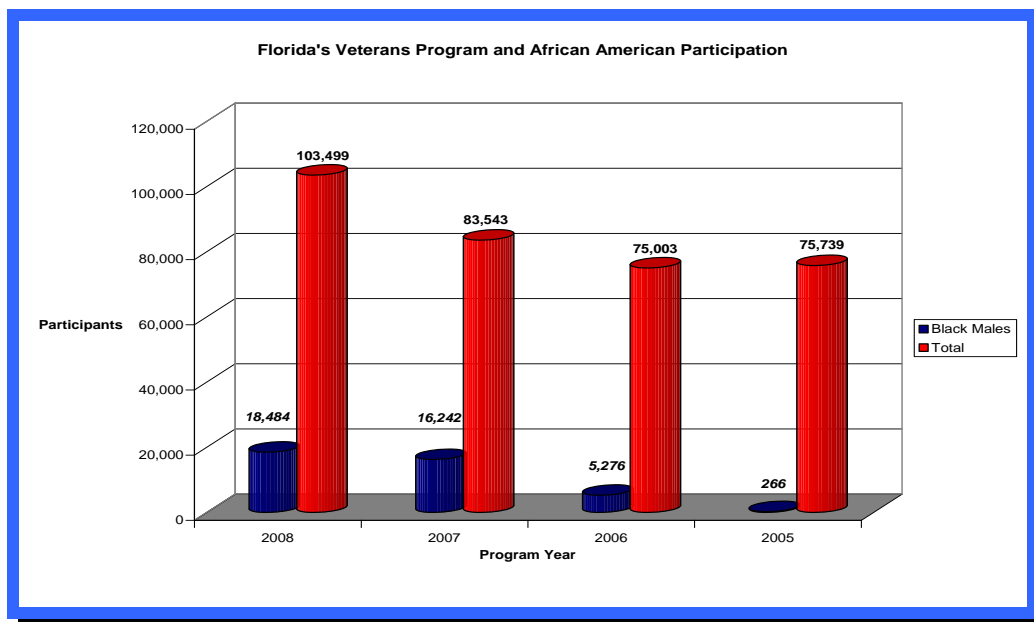
Black males participating in career academies had more satisfactory outcomes than black males enrolled in traditional secondary schools in relation to grade point average (GPA), number of absences, completing secondary education with a standard diploma, and continuing into postsecondary education. Black males enrolled in career academies had a higher GPA than black males in traditional secondary schools. Black males enrolled in career academies also had a lower chronic absenteeism rate than black males in traditional secondary schools. Based on a Florida Department of Education report, black males enrolled in grade 12 at career academies during 2005-06 had higher rates of standard diploma completion and transition to postsecondary education than black males enrolled in traditional secondary schools. Of the 1,673 black male career academy students, 1,249 (74.7%) completed with a standard high school diploma, while only 9,934 (57.1%) of the 17,393 black males at traditional schools completed with a standard diploma. Overall, the outcome measures reported suggest that black male students enrolled in career academies are more likely to perform better academically, have better attendance, and are more likely to finish with a standard diploma and continue into postsecondary education.

- **The Job Corps Program** provides youth, ages 16 to 24, with opportunities to gain their independence, complete and enhance their education, learn a vocational trade, improve their social skills, and obtain long-term employment. Job Corps offers hands-on training in more than 100 career technical areas, including automotive and machine repair, construction, finance and business services, health care, hospitality, information technology, manufacturing, renewable resources, and many more. Job Corps provides alternative education and training approaches for youth who do not succeed in traditional classroom settings.

Job Corps participation increases the time spent in academic classes and vocational training and ultimately gives young people an opportunity to enter the labor market with job ready skills.

- **Veterans' Programs** provides veterans with job placement assistance, counseling, career and vocational guidance, support services, referrals to training, testing and other workforce services. These programs also provide employment and training services to certain military personnel spouses and dependents.

Veterans often face serious barriers to employment and may even suffer from a disability, which poses an additional obstacle to obtaining employment. An array of veteran programs is available to address the transition to the civilian labor force. These programs may include employability skills training, counseling, case management, job search, and placement assistance. Since 2005, the workforce system has seen a significant increase in participation by black males (See Graph 3) in the receipt of services from Veterans Programs. Graph 3 depicts the numbers of black male veterans and other veterans that participated in the Veterans Program between 2005 and 2008.



GRAPH 3: 2005-2008 AWI DATA

2009 has been a challenging time for charting the course of Florida's workforce system in response to the economic recession that has persisted throughout the year. The challenge and focus for Florida's Workforce System is clear – helping Floridians find and retain employment during these tough economic times and helping the state in its overall efforts to help the economy rebound. The workforce system has identified the following recommendation that advocates for a broad framework for establishing a partnership approach in addressing the workforce needs of black men and boys. In this framework, the Council on the Social Status of Black Men & Boys, working with the workforce system and other involved organizations, will be able to expand and strengthen existing efforts to increase employment and other workforce outcomes for this vulnerable group.

Recommendation

Workforce Florida Inc., The Agency for Workforce Innovation, and Florida's Regional Workforce Boards shall continue to offer a full range of employment and training services, through its One-Stop Career Centers, to meet the needs of a number of targeted populations, including dislocated workers, displaced homemakers, low-income individuals, migrant and seasonal farm workers,

women, minorities, veterans, public assistance recipients, individuals with multiple barriers to employment, including those with limited English proficiency, as well as others who have been identified with special needs.

Foster Care and Family Issues Subcommittee Report



Highlights from 2007/2008 Annual Report:

- Although blacks comprise 14-15% of the general population in Florida (2000 Census), data indicated that in 2005-2006 black youth made up 42% of youth served in Out of Home Services [52% of those were black males] and 37% of youth served In-Home Services [50% of those were black males]. (*2007 Annual Report*)
- In 2005-2006 the State of Florida acted as the parent (state custody) for 13,000 [est.] black children at any moment in time. (*2007 Annual Report*)
- Family structure and the promotion of healthy family relationships can positively impact the well-being of black children. (*2008 Annual Report*)

I. Introduction

Theories of Causation

In October 2006, the Casey-CSSP Alliance for Racial Equity in the Child Welfare System reported a Synthesis of Research on Disproportionality in Child Welfare. The research provided theories on causation of the overrepresentation of minorities in child welfare and classified those theories into three types of factors: *Parent and Family Risk Factors*, *Community Risk Factors*, and *Organizational and Systemic Factors* (McCrorry, Ayers-Lopez, & Green, 2006; National Association of Public Child Welfare Administrators, 2006; US ACF, 2003). According to theories about Parent and Family Risk Factors, minorities are overrepresented in the child welfare system because they have disproportionate needs. These children come from families that are more likely to have risk factors such as unemployment, teen parenthood, poverty, substance abuse, incarceration, domestic violence, and mental illness,

factors that result in high levels of child maltreatment (Barth, 2005; Chaffin, Kelleher, & Hollenberg, 1996; Walker, Zangrillo, & Smith, 1994; Wells & Tracey, 1996). Proponents of *Community Risk Factors* assert that overrepresentation has less to do with race or class and more to do with residing in neighborhoods and communities that have many risk factors, such as high levels of poverty, welfare assistance, unemployment, homelessness, single-parent families, and crime and street violence; all factors that make residents more visible to surveillance from public authorities (Coulton & Pandey, 1992; Drake & Pandey, 1996; Garbarino & Sherman, 1980). The theories about *Organizational and Systemic Factors* contend that minority overrepresentation results from the decision-making processes of CPS agencies, the cultural insensitivity and biases of workers, governmental policies, and institutional or structural racism (Bent-Goodley, 2003; Everett, Chipungu, & Leashore, 2004; McRoy, 2004; Morton, 1999a; Roberts, 2002).

Safely Reducing the Number of Black Children in the Child Welfare System

In fiscal year 2008-2009, over 36,000 children received Out-of-Home Services and over 33,000 children received In-Home services through the Florida Department of Children and Families (*Note: Children may be counted in both Out-of-Home and In-Home if they received both services during the fiscal year*). Of those children served, black youth made up 37% [13,624] of youth served in Out-of-Home Services and 33% [11,020] of youth served in In-Home Services (*AdHoc Report, Department of Children and Families- Office of Family Safety, July 1, 2008 - June 30, 2009*).

In this year's report, the Foster Care and Families Sub-Committee and the Health Sub-Committee will take a comprehensive and holistic approach in addressing potential solutions to reducing the number of children entering State care through prevention and intervention programs, services, and best practices as they relate to *risk factors identified by the three theories of causation*. The 2007 Annual Report, highlighted adoption as a solution to reducing the number of children currently under State care. Therefore, the Council will also provide a progress report, located in the matrix section, on the success of adoption through One Church One Child, an adoption servicing agency funded by the Department of Children and Families specializing in the adoption of black children.

II. Programs, services, and best practices worth replicating

Addressing the Risk Factors

The Value of Family Preservation Programs

According to the Family Resource Coalition, child abuse usually occurs in families under stress in conjunction with other problems. In one family, child abuse may result from a parent's lack of knowledge about child development or the circumstances of his or her own childhood. Unfortunately, the patterns learned in childhood are often what parents use, and without treatment and insight, the cycle of child abuse often continues. In another family, the stress of poverty, combined with a substance abuse problem may contribute to child maltreatment. Research shows that parental stress due to sudden unemployment, financial hardship, and uncertainty about the future leads to a greater risk of child abuse (*Field Center for Children's Policy, Practice & Research*).

Effective Family Preservation Programs take a proactive approach toward the prevention of problems, thereby providing the ability for families to successfully nurture their children and play key role in the prevention and intervention of State custody. The *2002 Evaluation of Family Preservation and Reunification Programs: Final Report-Volume One* submitted to the Department of Health and Human Services Assistant Secretary for Planning and Evaluation reports that early evaluations were unequivocally positive and reported high placement prevention successes (*Westat, Chapin Hall Center for*

Children, James Bell Associates). The evaluation identifies three variations of models that Family Preservation Programs are built on:

Crisis Intervention Model. This model, based on crisis theory and intervention, stresses the situation of everyday people confronted with unstable and insecure circumstances from precipitating events, and the belief that symptoms can be worked through in a brief amount of time (Barth, 1990). Crisis theory also holds that those experiencing a crisis - that is, families about to have a child placed in foster care - will be more amenable to receiving services and learning new behaviors (Nelson et al., 1990, citing Kinney et al., 1988).

Home-Based Model. This model focuses on the behavior of the family overall, how members interact with one another, and attempts to change the way in which the family functions as a whole and within the community.

Family Treatment Model. This model focuses less on the provision of concrete and supportive services and more on family therapy (Nelson et al., 1990, citing Tavantzis et al., 1986). Services are provided in an office as well as in the home and are less intensive than those using the crisis intervention model.

Project Profile - Cassat House in Jacksonville, FL

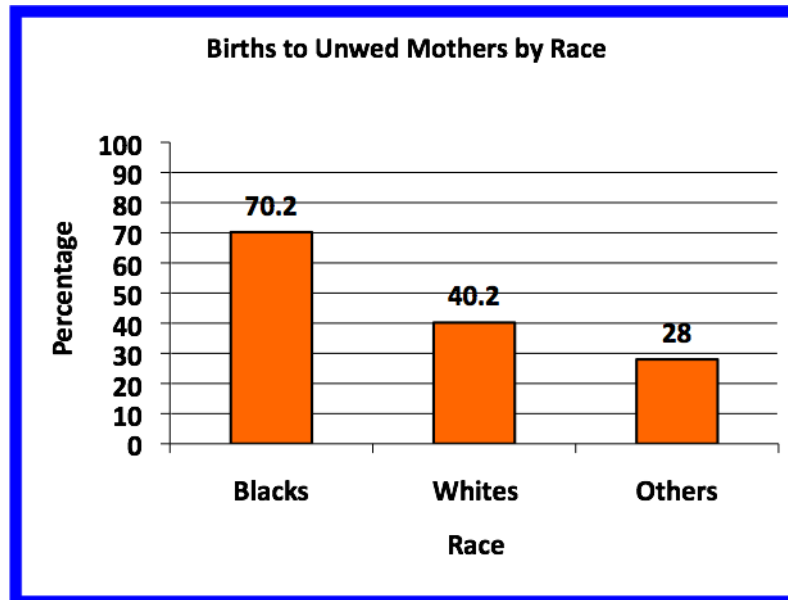
Cassat House is a one-stop neighborhood service center and supportive meeting place for community service providers and families in need. The Cassat House brings families and resources together. Their services include: Parent education and guidance to help them better care for their children; coordinating family services with other non-profits; and providing computer access for families to apply for Medicaid and food stamps. In fiscal year 2008-2009, the Cassat House provided services to 351 clients (60% Black, 39% White, 5% Asian, and 5% Hispanic). The location of the Cassat House was determined by the zip code with the highest number of abuse/neglect call-in reports in Jacksonville from previous years.

The Value of Family Planning/Teen Pregnancy Prevention Programs

Correlating factors between teen pregnancy, poverty, and foster care within black communities:

- The Centers for Disease Control and Prevention preliminary data for 2006 indicate that teen birth rates rose for the first time in 15 years and show that the largest increases reported were for non-Hispanic black teens whose overall rate rose 5 percent in 2006.
- The Florida Department of Health 2007 Vital Statistics Annual Report indicates...
 - About 23 out of every 50 resident live births (46.1 percent) were to an unwed mother. For blacks, about seven out of every ten births (70.2 percent) were to unwed mothers. Among white mothers, about two out of every five births (40.2 percent) were to unwed mothers. Among mothers of other races, approximately seven out of every twenty-five live births (28.0 percent) were to unwed mothers (see graph 6).
 - Of the live births to unwed mothers, 13.1 percent were to women 18 years old and younger.
 - Of the mothers aged 15-19 years giving birth in 2007, 18.4% of them had one or more previous live births.

Graph 6: Comparison of live births to unwed mothers by race 2007.



- Child Trends Research Brief Publication #2009-11 states that in 2007, children living in households headed by single mothers were more than five times as likely as children living in households headed by married parents to be living in poverty.
- The Government Accountability Office July 2007 report indicated that a higher rate of poverty is among several factors contributing to the higher proportion of black children entering and remaining in foster care.
- According to the National Campaign 2006 Report to Prevent Teen and Unplanned Pregnancy early pregnancy and parenthood is closely linked to a host of critical issues, including poverty and income disparity, education, and overall child well-being. Data indicates the following...
 - Children born to teen parents are significantly more likely than children born to adult parents to enter the foster care system.
 - Teens in foster care – many of whom suffered abuse and neglect before leaving their homes – are at increased risk for getting pregnant and becoming parents than other teens.
 - Forty-six percent of teen girls in foster care who have been pregnant have had a subsequent pregnancy compared to 29% of their peers outside the system; and half of 21-year-old men aging out of foster care report they had gotten someone pregnant compared to 19% of their peers who were not in the system.
 - The costs of teen childbearing are associated with negative consequences for the *children* of teen mothers. The sons of teen mothers are two times more likely to end up in prison and teen daughters are three times more likely to become teen mothers themselves compared to mothers ages 20-21.

Best Practices of the California Wellness Foundation's Teenage Pregnancy Prevention Initiative (TPPI)

The TPPI constructed a statewide multi-level strategy with the stated goal to decrease the incidence of teenage pregnancy by defining teen pregnancy as not only an individual and family problem, but also as an adult and societal problem; reinforce community norms that value healthy adolescent sexuality instead of rewarding pregnancies and high risk sexual behaviors; and increase the proportion of teens that delay the initiation of sexual activity and/or effectively use contraception. With TPPI being part of a statewide effort, California's teen birth rate declined to 37 per 1,000 at the conclusion of the Initiative, down from 75 per 1,000 from when it began.

The Value of Cultural Competence in the Child Welfare Workforce

According to the University of Florida IFAS Extension Publication #FCS9219:

- Cultural competence is a better understanding of individuals within the cultural groups that we currently serve and/or desire to serve. Knowledge of the history, culture, traditions, customs, language or dialect, values, religious or spiritual beliefs, art, music, learning styles, and practices of individuals is vital when laying the foundation for programs that encourage true connections (Dresser, 1996; McPhatter, 1997). This knowledge helps to better understand members of a particular community and how they interpret their world (Okun, Fried, & Okun, 1999). Respecting and learning about culture promotes a focus on the positive characteristics and strengths of a community and the individuals that reside within it (Okun, Fried, & Okun, 1999). This leads to an appreciation of cultural differences. Corey and Corey (2003) assert that first one must be aware of his or her assumptions, biases, and values to become increasingly aware of the cultural values, biases, and assumptions of culturally different learners in nonjudgmental ways. "With this knowledge helpers will begin to develop culturally appropriate, relevant, and sensitive strategies for intervening with individuals and with groups" (Corey & Corey, 2003).

- Culturally competent programs are effective and powerful because they are "customer driven." They are designed to understand and respond to the specific needs of a cultural community (Guion, Chattaraj, & Sullivan, 2003). Learning and respecting the particular needs of a cultural group in order to better serve them is far more effective than simply doing what has always worked with other, more mainstream populations (McPhatter, 1997). Cultural competence entails improving relationships with various ethnic communities and designing programs that are directly related to their needs, lives, and individual goals (Murphy & Nesby, 2002).

Best Practices of the Florida Department of Health Office of Minority Health

The Office of Minority Health advises the State Surgeon General on program activities affecting minority communities. The office works to ensure that all of the divisions and bureaus in the Department of Health have a better understanding of the cultural aspects of the groups they are serving and/or desiring to serve and provide leadership in improving minority health and reducing disparities through education, collaboration, mobilization and coordination.

Recommendation

Establish an Office of Minority Affairs within the Department of Children & Families with the mission to focus on the causes and concerns identified by the theories of causation associated with disproportionality in Child Welfare; to advise the Secretary on program activities affecting minority communities; and to provide leadership and oversight in the implementation of initiatives, projects, and programs serving black communities.

Health Status Subcommittee Report

The Value of Mental Health Services within Family Preservation Programs

The magnitude of the problem:

Children in foster homes are a heterogeneous group ranging in age from the very young infant to late teens. Such children come from every corner of the great state of Florida and cover every ethnic group, educational, and socioeconomic class. Foster care children are removed from unhealthy environments where they have frequently been neglected or suffered emotional and physical injury perpetuated against them by their caregivers. Some of these children may have witnessed domestic violence perpetrated against their mothers, sibling, and other members of the family. Other foster children may have been exposed to impaired parents who abuse illegal drugs, prescription drugs, and alcohol causing these parents to behave in irrational ways. Violence against children resulting in multiple losses has become a public health crisis (Groves, Zukerman, Marans & Cohen, 1993; Knopp, 1992).

Life is frequently unpredictable in violent settings. The Children Health Fund (2001) noted that child exposed to violence may never know what to expect when they return home from school or during a weekend or holiday. Children may think that this type of behavior from adult caretakers is normal (Schuler and Nair, 2001). Their nights may be full of the wrong type of excitement- this is when the drug use, drinking, violence and irrational behavior may reach their crisis peak. Bedtime may not be safe, as children may be awakened from sleep for the sexual pleasure of another person, and exposed to sexually transmitted diseases. The victim may have witnessed the arrest of a perpetrator, which could include parent causing guilt and shame.

Life after Rescue:

Following a child's rescue from immediate abuse and harm the child may experience powerful aftereffects to include bewilderment, guilt, anxiety, withdrawal, self-abashment, and possibly nightmares. The child may ask many questions inconsistent with stability and contentment. Where will I go? With whom will I live? What can I expect? Will I remain in the same school or be allowed to see my siblings and friends? What will happen to my parents? Was it my fault? Oh my God, am I to blame? If only I was a better son/daughter? Answers to these questions are difficult to find.

When established in safe settings away from environments of abuse, foster children are frequently forced to leave behind cherished relationships with supportive family members, friends, neighbors, teachers, and even loved pets. Familiar places may have significance only in memory and the heart. In addition, when professionals intervene, the American Public Human Services Association noted in 1995 that struggles develop between the practice of rescuing children from dysfunctional families and supporting those families so they could better protect their children.

The Face of Coping:

Mather, Lager, and Harris (2007) suggested that family preservation models which failed, failed largely because the focus has been too much on environmental factors. Once removed from a dangerous setting and placed in a safe environment, some foster children may show a stoic face and seem happy with their new environment (Benedictis, Jaffe, and Segal, 1996). They may express indifference, relief or outright joy about being placed in a foster home. Foster children may or may not respond favorably to their foster parent. They may show up to new schools with a happy demeanor and reach out to make new friends as if nothing had ever been wrong in their life. This cool demeanor may fool others into thinking that the child is a thoughtful and wonderful adolescent (Seligman, 1996).

Other children may be withdrawn, angry, and display indifference about what has happened to them. They may cling to the foster parent or some other person for safety. They may attempt to test the safety of the new environment by being oppositional and defiant and act out sexually. They may force the foster parent to discipline them, and then accuse the foster parent of abuse. Unfortunately, with limited funds and personnel resources, it is the difficult child that gives the most trouble and is frequently offered mental health services.

It has been the authors experience that in many instances, this service is provided by untrained or undertrained mental health services providers who are ill-prepared to understand that the patient is the whole system and not simply the foster child and in particular in regard to Florida]. Children who act out (externalizing behavior) will likely get mental health services, while those who present with few or no symptoms (internalizing behavior) may not receive services. These sets of coping strategy can be grouped into two types: internalizing and externalizing behavior (Hughes and Fantuzzo, 1994; Kashani and Allen, 1997).

The Offending Caregiver:

Some offending caregivers respond favorably to having lost their child and act responsibly to get the child back. On the other hand, some do not respond favorably leading to a long difficult process that may or may not result in reunification with the child. The long difficult process occurs when caregivers suffer from severe mental health problems, have cognitive limitations, are chronic substance abusers, are sexual offenders, or suffer from incurable health problems.

Symptoms associated with being a Victim; Separation and Loss:

As a group, foster children may be victims of neglect, emotional abuse, violence, sexual assault, and suffer multiple losses. Such experiences may cause the adolescent to experience feelings of separation and loss and result in the manifestation of mental disorders such as depression and post traumatic stress. The adolescent may feel abandoned and traumatized by the very act of rescue. Foster children may manifest mental health problems by becoming depressed, experiencing insomnia, displaying poor anger regulations, having academic difficulties, and developing appetite disturbances. They may become suicidal or act out aggressively against others. In addition, they may have behavioral problems in school that force educators to discipline them with suspensions and or expulsions causing more emotional problems. Furthermore, they may run away from the foster parent, thereby putting themselves in greater danger.



Recommendations

Need for Specialized Therapist:

Since the early 1980s, poor conceptualization and delivery of services to families and children have been identified as problems in the foster care system (Child Welfare: Policies and Best Practices, 2007); Children's Health Fund, 2000). Inkelas and Halfron (1997) discovered that a majority of cases were closed despite substantiation of maltreatment. It is noteworthy that even when children were referred for specialized care, services rendered were frequently inadequate (Cohn, 1979). A number of studies suggest that this pattern results in a large number of families being served over and over again because of the special nature of this population and because treating people in crisis is not a required part of the curriculum for mental health training programs of most schools (Mather, Lager, & Harris, 2007). Therefore, the State

needs to adopt new regulations to encourage school and mental health training institutions across the state to graduate people who specialize in treating post traumatic stress disorder, and specifically, foster care children in crisis. Such action would unburden the system by making available trained resources to respond to the unique crisis created when the state is force to place a child in foster care.

Qualifications of the therapist:

Each child placed in a foster home should be immediately evaluated by a licensed therapist trained in the treatment of this special population regardless the length of time spent in foster care. Such therapists should be trained to understand the effects of trauma, and separation, loss, and bereavement in children who have been victims of abuse and who have been placed in foster care. The therapist should understand how the foster care system works and be skilled in managing the system processes, as well as provide behavioral and mental health consultation to foster families and case managers. The therapist should understand the use of psychopharmacology to manage various forms of mental health problems, particularly the treatment of Post Traumatic Stress disorder and be available on an emergency basis to foster families and their support systems to manage crisis unique to the foster care system.

New Regulations:

The State and the Department of Children and Families should make it a requirement that specialized mental health services as described above, are made available to every child taken into Foster Care, regardless of the time the child remains in the care of the Department.

Criminal Justice and Gangs Subcommittee Report

Purpose and Introduction

Addressing the social status of black men and boys currently incarcerated or detained in Florida's criminal justice system, as well as the prevention of those at risk of entering, requires an understanding of underlying and interrelated life factors that affect social conditions and behaviors. This report segment aims to present current conditions, core issues, evidence-based interventions and proposed recommendations to achieve the Council's expressed mission "*to constantly strive and correct underlying conditions that affect black men and boys throughout the State of Florida and bring about an environment that promotes the values of learning, family, prosperity, unity, and self-worth.*"

The issues that are of considerable concern relate to the disproportionate representation of black men and youth involved in Florida's criminal justice system. By carefully examining systemic state and national pre-incarceration issues and problems that lead to criminal behavior, more deliberate and effective evidenced-based interventions can be developed and successfully implemented and replicated. The Council's vision is to bring awareness to Florida citizens and the Florida Legislature about the socioeconomic disparities and the disproportionate minority youth that are affected directly and indirectly by the criminal justice systems. By planning and proactively developing interagency, community and grassroots programs and partnerships, supportive social infrastructures can promote environments that will have an ongoing positive intergenerational impact on the lives of black men and boys, as well as the Florida communities in which they live, learn, and contribute as valued citizens.

Current Condition and Problem

National Perspective

At midyear 2008, the U.S. Department of Justice, Bureau of Justice Statistics reported that there were 4,777 black male inmates per 100,000 United States residents being held in state prisons, federal prisons, and local jails, compared to 1,760 Hispanic male inmates per 100,000 U.S. residents and 727 white male inmates per 100,000 U.S. residents. Backed by U.S. Department of Justice data, the 2008 Pew Charitable Trust Public Safety Performance Project report, *One in 100: Behind Bars in America 2008*, revealed that while one in 30 men between the ages of 20 and 34 is behind bars, the figure is one in nine for black males in that age group. Staggering realities also indicate that one in every 53 adults in their twenties is behind bars in comparison to the rate for those over 55 being one in 837. As of January 1, 2008, the Pew report revealed that for the first time in U.S. history, one in every 100 adults is in jail or prison.

Racial and Minority Populations

The United States now incarcerates more people than any other country in the world. For the most part, however, incarceration is heavily concentrated among men, racial and ethnic minorities, and 20 to 30-year olds. For men, the highest rate is with black males aged 20-30 and among women, black females aged 35-39^{xiii}. The demographics in the Pew report revealed that 36 states and the Federal Bureau of Prisons observed an increase in incarcerated populations during 2007. Of the seven states that incarcerate the highest number (over 50,000), three grew (Florida, Ohio, and Georgia) while four (New York, Michigan, Texas, and California) decreased.^{xiv} Although crime in Florida dropped substantially between 1993 and 2007, the prison population grew from 53,000 to over 97,000 during the same period^{xv}. While Florida's overall population growth plays a role, analysts agree that the significant increase in the prison population is

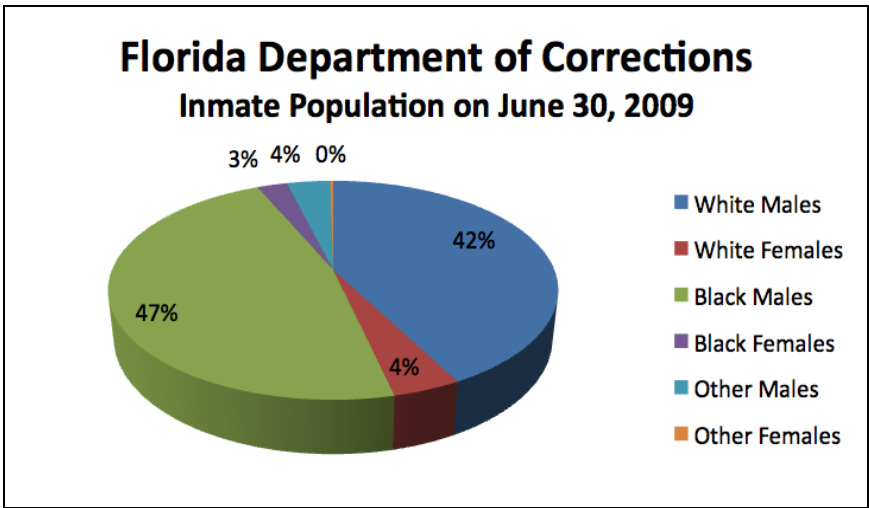
more a result of public policies and practices that resulted in longer prison sentences served and recommitment rates related to technical violations of probationers.

Significance of the Problem in Florida

In Florida, eighty-eight percent of all inmates incarcerated will eventually be released.^{xxvi} During FY 2008-09, 37,391 inmates completed their sentences and were released back into our communities^{xxvii}.

Approximately 12,264 (32.8 percent) of those released inmates are projected to return to prison within three years^{xxviii}.

On June 30, 2009, there were 100,894 inmates incarcerated by the Florida Department of Corrections^{xxix}. Of those 47,499 were black males^{xxx}. Black males make up approximately 8 percent of the population of the State of Florida^{xxxi}, yet account for 47 percent of the prison population^{xxxii}. In contrast, white males make up forty percent of the population of the State of Florida^{xxxiii} and account for forty-two percent of the prison population^{xxxiv}.



Crime Specifics

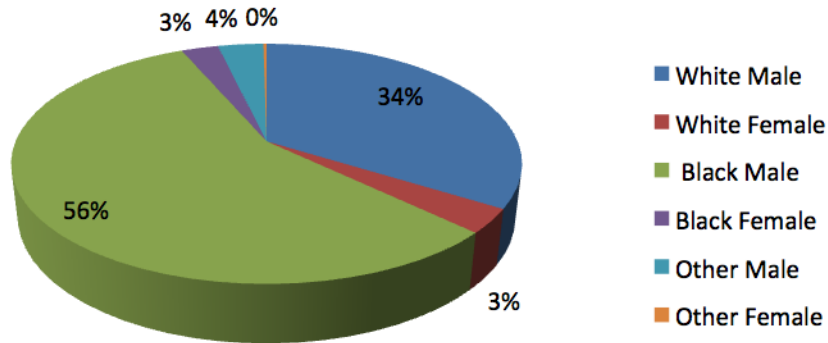
During FY 2008-09, 39,354 individuals were admitted to prison for a variety of crimes including: Murder/manslaughter, violent/other, sexual/lewd, robbery, weapons/property/theft/fraud/damage, burglary, and drugs.^{xxxv}

Black males surpass any other demographic in the commission of three types of crimes: Robbery, Drug, and weapons related crimes.^{xxxvi}

Florida Department of Corrections

FY 2008-2009 Admissions

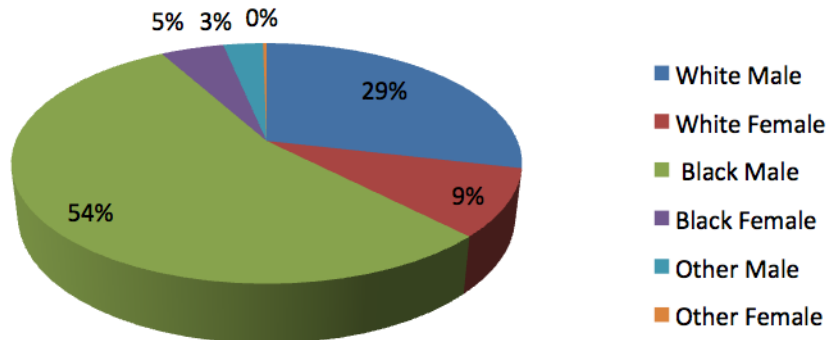
Primary Offense - Robbery



Florida Department of Corrections

FY 2008-2009 Admissions

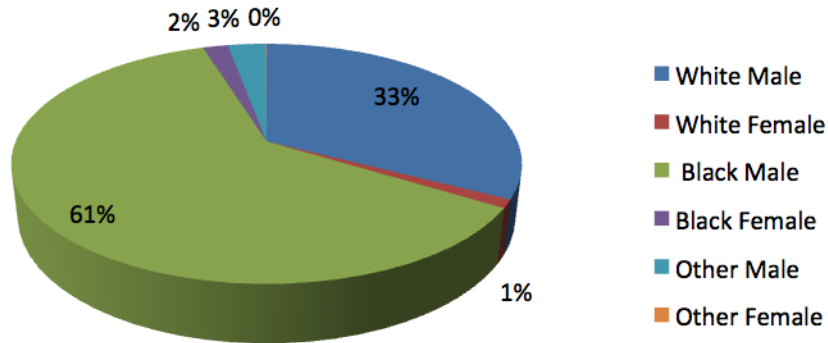
Primary Offense - Drugs



Florida Department of Corrections

FY 2008-2009 Admissions

Primary Offense - Weapons

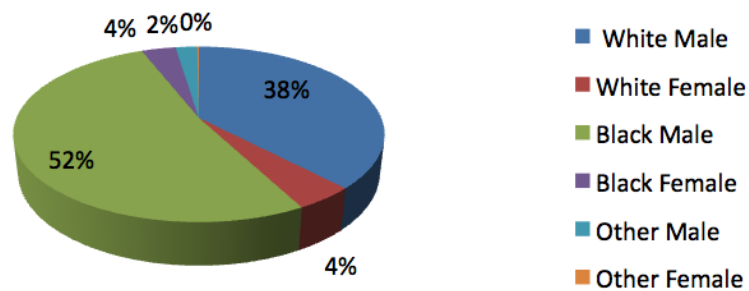


- Of those admitted to prison in FY 2008-09, 16,974 (forty-three percent) had previously been incarcerated^{xxvii}. Of the 16,974 individuals who had one or more previous commitment(s), 52 percent were black males, while 38 percent were white males^{xxviii}.

Florida Department of Corrections

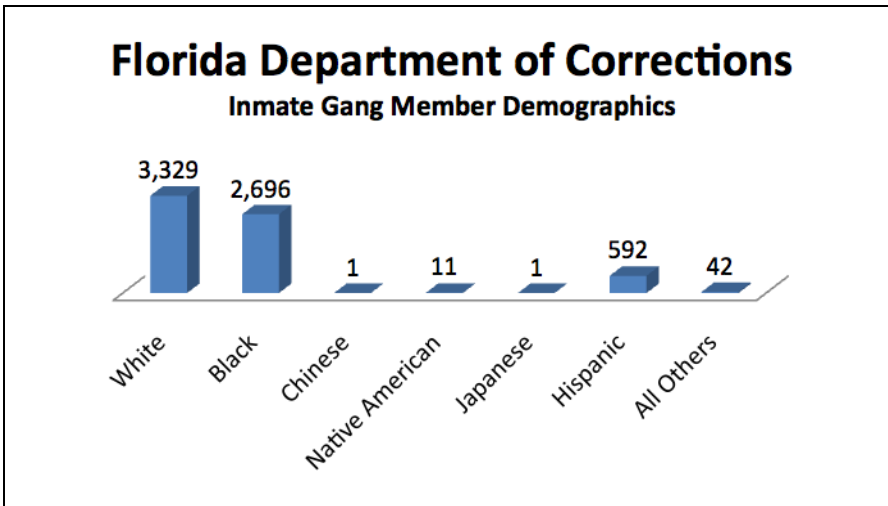
FY 2008-09 Admissions

One or more prior commitments



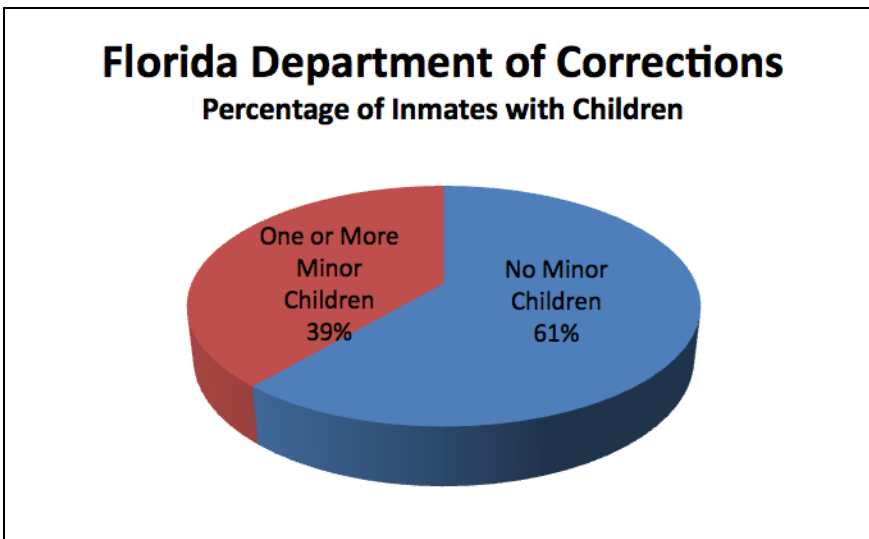
Gang Members

As of September 30, 2009, 6,672 inmates in Florida’s prison system had some gang affiliation. Blacks account for 2,296 of these individuals or 40 percent of the gang member population. Whites account for 3,329 or 50 percent of known gang members.^{xxix}

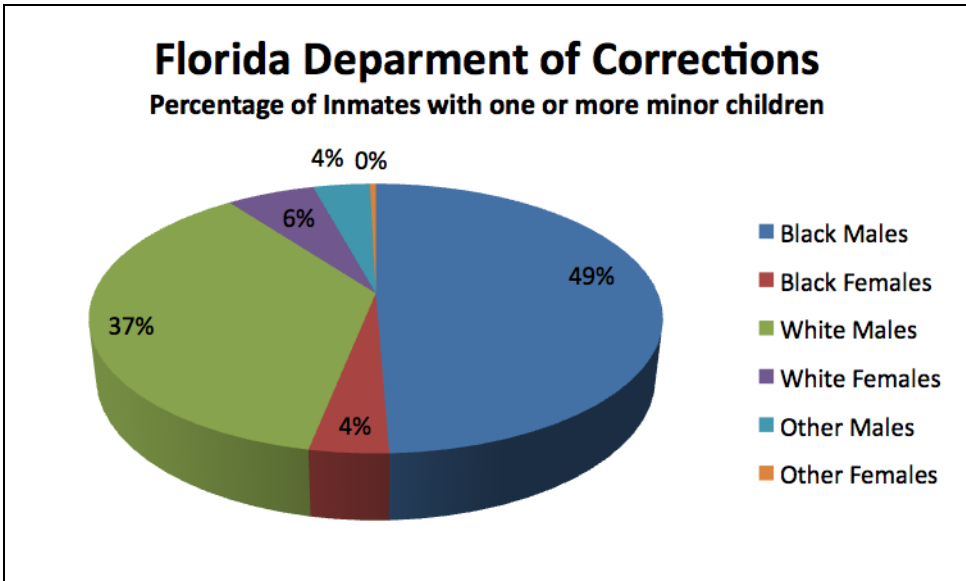


Incarcerated Parents

There were 100,781 inmates incarcerated by the Florida Department of Corrections on June 5, 2009^{xxx}. Of those incarcerated, 39 percent had one or more minor children^{xxxi}.



In Florida, black males make up 49 percent of those inmates with one or more minor children^{xxxii}. In contrast, white males account for 37percent of inmates with one or more minor children^{xxxiii}.



Parental Incarceration Issues on Minor Children

The Bureau of Justice Statistics reported an estimated 809,800 of the 1,518,535 inmates held in the nation’s prisons at mid-year 2007 were parents of minor children, or children under age 18 accounting for an estimated 1,706,600 children or 2.3 percent of the U.S. resident population under age 18. Black children (6.7 percent) were seven and a half times more likely than White children (0.9 percent) to have a parent in prison. Hispanic children (2.4 percent) were more than two and a half times more likely than white children to have a parent in prison. In addition, more than 4 in 10 fathers in state or federal prisons were reported as black.^{xxxiv}

National data from the Bureau of Justice Statistics on children with incarcerated parents indicate the number of children with a mother in prison since 1991 has more than doubled, rising by 131 percent. The number of children with a father in prison has grown by 77 percent. This finding reflects a faster rate of growth in the number of mothers held in state and federal prisons (up 122 percent), compared to the number of fathers (up 76 percent) between 1991 and midyear 2007. These demographic factors can have a compounding effect on the social, psychological and emotional development of children. The full impact of these statistics on families, health, educational, and social services systems is important to consider and proactively address.

The Charge and the Challenge

Black males represent less than 8 percent of the population in the State of Florida while representing 47 percent of total incarcerated individuals.^{xxxv} The challenge in Florida is twofold: (1) to prevent black men and boys from becoming involved in the criminal justice system; and (2) once involved in the criminal justice

system, to ensure black men and boys have the ability to succeed once released from, prison, commitment, or community supervision.

Prevention, Intervention, and Transition

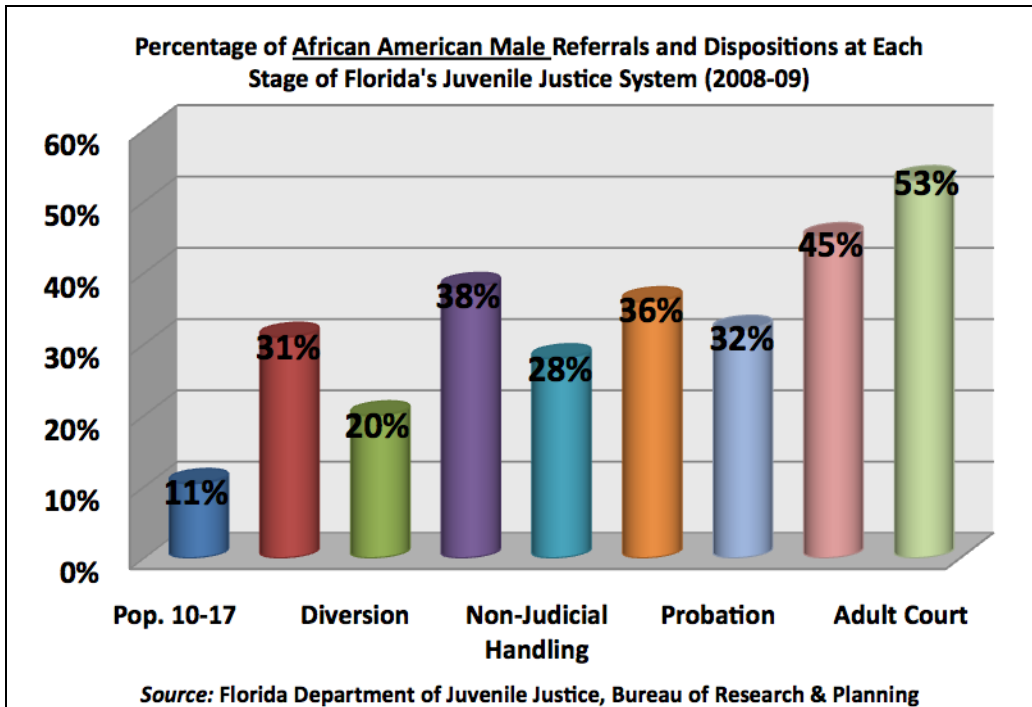
The Florida Department of Corrections and Florida Department of Juvenile Justice are in unique positions to spearhead the state's effort to reduce the rate of offender recidivism by being able to work with both inmates in prison and offenders on community supervision.

Issues Related to Juvenile and Youthful Offenders

Juvenile Justice System

Addressing the root of the problem and prevention also requires the careful examination of key issues addressed by the Florida Department of Juvenile Justice (DJJ). The overrepresentation of black youth in the juvenile justice system is particularly impacted by the following:

- 1. Delinquency Referrals Received by DJJ:** Although black males account for approximately 11 percent of Florida's at-risk juvenile population, they represented 31 percent of the cases handled by the department during FY2008-09. During the same period, white males accounted for 28 percent and Hispanic males accounted for 11 percent of the cases handled by DJJ^{xxxvi}.
- 2. Secure Juvenile Detention:** Secure detention is the temporary care and custody of a youth within the physical confines of a detention center pending adjudication, disposition, or placement. During FY2008-09, 38 percent of admissions to secure juvenile detention involved a black male. During the same period, white males accounted for 26 percent and Hispanic males accounted for 11 percent of the admissions to secure detention^{xxxvii}.
- 3. Delinquency in Florida's Schools:** Black youth are over represented in the delinquency referrals DJJ receives for school-related offenses. During FY2008-09, 34 percent of school-related delinquency referrals involved black males compared to 26 percent for white males and 11 percent for Hispanic males. There are substantial differences in the types of school offenses for black youth compared to white youth. DJJ determined that there was a much higher number of black youth being charged with disorderly conduct and assault and battery, compared to whites. In addition, there were a much higher number of drug and alcohol offenses among white youth compared to black youth^{xxxviii}.
- 4. Residential Commitment:** Delinquent youth in Florida can be ordered by a court into a residential commitment facility. Circuit judges determine the appropriate level of confinement for these youth. DJJ is responsible for the placement of each youth in an appropriate program based on the youth's identified risk and needs. During FY2008-09, 45 percent of the delinquency cases disposed to residential commitment involved black males. During the same period, white males accounted for 28 percent and Hispanic males accounted for 8 percent of residential commitment cases^{xxxix}.
- 5. Transfers to Adult Court:** Youth in Florida may be transferred to the adult court for serious offenses or if they have an extensive history of juvenile offending. Youth are primarily transferred to adult court through a "direct file" action at the discretion of the State Attorney. During FY 2008-09, 53 percent of the delinquency cases transferred to adult court involved black males. During the same period, White males accounted for 24 percent and Hispanic males accounted for 13 percent of cases transferred to adult court^{xl}.



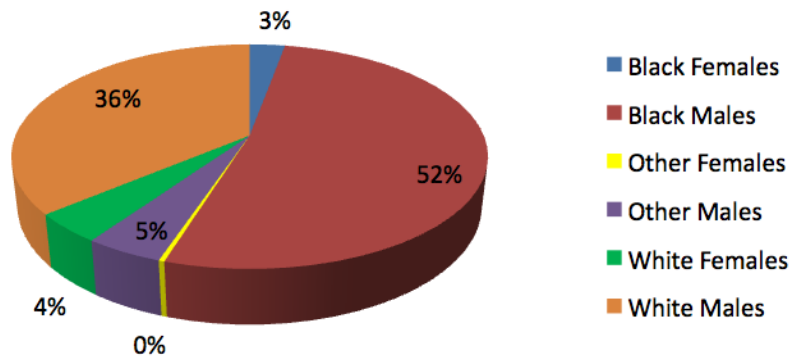
Youthful Offenders in the Florida Department of Corrections

Florida law currently provides for the management of “youthful offenders.” Section 958.04 establishes the criteria for judicial sentencing as a youthful offender, and 958.11 provides for two facility groupings based on age groups: 14-18, and 19-24. Section 958.11, F.S., also sets forth the conditions under which these offenders can be re-assigned to non-youthful offender facilities, and directs the Department to screen the population for inmates meeting the criteria of s. 958.04(1) and (c), but who are not sentenced as youthful offenders by the court and whose sentence is 10 years or less. Additionally, section 958.11(6) allows for inmates 19 years of age or less to be housed in a youthful offender facility if the inmate’s physical and mental vulnerabilities would place him at risk in a setting with older or more experienced inmates.

Placement at a youthful offender facility is to prevent youthful offenders from associating with older and more experienced criminals during the terms of their incarceration. To improve their chances of successful re-entry, the Department of Corrections provides youthful offenders with: 1) enhanced vocational opportunities; 2) educational opportunities; 3) counseling opportunities; 4) public service opportunities; and 5) adequate space for the physical, social, and emotional needs and personal interactions and group activities.

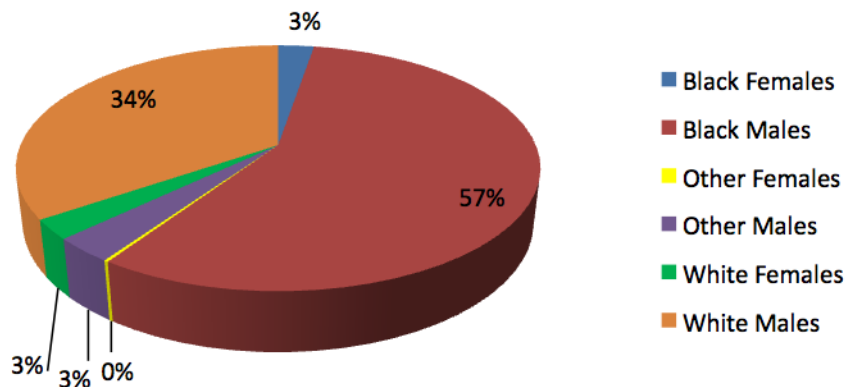
On June 30, 2009, the Department of Corrections had 4,209 Youthful Offenders in its custody^{xli}.

Florida Department of Corrections Youthful Offenders

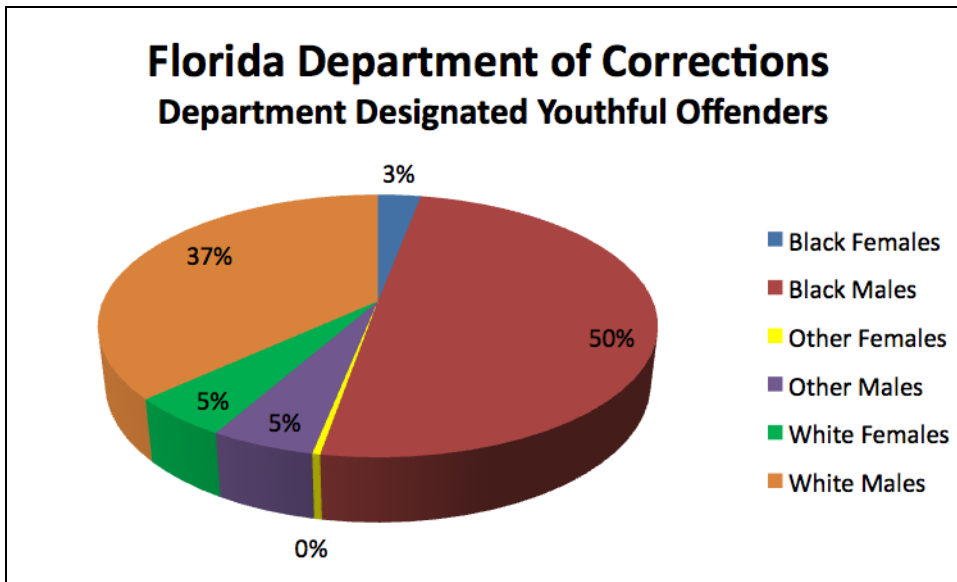


Of the Youthful Offenders in custody on June 30, 2009, 1,321 were designated by the courts and 2,888 were designated by the Florida Department of Corrections^{xlii}. Black males accounted for 57 percent of the court designated youthful offender population^{xliii}.

Florida Department of Corrections Court Designated Youthful Offenders



Black males made up 50 percent of the department designated Youthful Offenders^{xliv}.



Recidivism Issues

During FY 2008-09, 37,391 inmates completed their sentences and were released back in to their communities^{xlv}. Approximately 12,264 (32.8 percent) of those released inmates are projected to return to prison within three years^{xlvi}. More can be done to support the increases in law enforcement spending, and the enhancements that have been made to our crime laws, by working toward lowering the rate of repeat criminal behavior. A “lock’em up and throw away the key” mentality is only effective if inmates are never released.

On the contrary, 88 percent of the inmates at the Department of Corrections will one day be released back to their communities. One long-term approach to reduce the rate of recidivism is to work toward the rehabilitation and reentry of ex-offenders. This can be achieved by providing substance abuse treatment, life skills, parenting, education and vocational training to inmates, and by linking inmates and offenders with services in the community upon their release.

A Commitment to Leadership and Change

Addressing public safety in Florida and at a national level requires a commitment to an open dialogue among all stakeholders and decision makers at every level in order to fully understand and address the interrelated short and long-term issues and factors, both societal and economic, that impact successful prevention and intervention among black men and youth. The issues that must be confronted to realistically address the disproportionate representation of black men and boys in Florida’s criminal justice system requires a systemic approach to examine current results and causes. With a clearer understanding of the problems, a strategic plan can be developed that permits a seamless approach to interagency and community interventions that achieve more lasting results.

Re-Entry: A Commitment to Planning, Programs & Partnerships

Evidence-Based Reentry Strategies

The Florida Department of Corrections has taken a progressive approach to recidivism reduction by creating a system of reentry that emphasizes evidence-based reentry strategies proven to be successful. There is a growing recognition by correctional leaders, academics and public policy makers that success of the reentry

depends on a seamless delivery of services and program interventions that begin at reception and continue through to the end of sentence. This system increases inmates' chances of successfully transitioning back into society.

The process of reentry begins for an inmate at the reception process. During the reception process, a tentative road map is created that details the physical and rehabilitative measures an inmate will need to address while serving time at an institution. After an inmate is assigned to a permanent correctional facility, staff works to the best of their abilities and within limited resources to link inmates to programming that will assist them after they are released. Then, as inmates near the completion of their sentence the transition process begins and inmates are prepared for life back in their communities.

Regional Reentry Centers

The Department of Corrections is implementing reentry centers in each region that will service groups of inmates with significant needs. These centers are being strategically placed in counties where a disproportionate number of inmates and offenders are returning. The Department is attempting to site these centers within the top 10 counties receiving returning inmates. Inmates within 36 months of release will participate in intensive life skills, substance abuse, mental health, educational, and vocational programming following a holistic approach. Program participants will be selected based on their risk to reoffend. The program is similar to the therapeutic community concept, with the addition of a vital component—community support. Selecting inmates from the area in which the institution is located will allow for supportive family, friends, and mentors to participate more frequently in the rehabilitative process. Each program will also have staff dedicated to working with the inmates on their housing, employment and other important social service needs as they prepare for release. Currently, the Department operates two institutions using this model: Demilly Correctional Institution and Baker Correctional Institution.

Demilly Correctional Institution

Demilly Correctional Institution operates as a lower custody facility providing programming and work experience necessary for successful reentry into the community. Demilly C.I. is located in Polk County, Florida. In fiscal year 2007-08, 2,095 inmates returned to Polk County upon release from prison. Only Hillsborough, Broward, and Miami-Dade counties received more inmates. Demilly C.I. houses lower custody inmates expected to be released within a short period of time, allowing for programming and movement into the community work release program in an effort to improve the prospect of reentry into the community.

Baker Correctional Institution

Baker Correctional Institution serves inmates being released to Duval and surrounding counties. In fiscal year 2007-2008, 1,864 inmates returned to Duval County, which ranked sixth out of the 67 Florida counties in terms of inmate releases. Baker C.I. is located in Sanderson, Florida and houses various custody inmates. The facility provides comprehensive services that focus on cognitive-behavioral model and evidence-based practices with the aim of reducing recidivism. Inmates released from Baker C.I. are connected to the Jacksonville Sheriff's *Portal of Entry*. This *Portal of Entry* is a partnership between the Department and the Jacksonville Sheriff's Office that will include various re-entry services to improve the transition inmates back into the community.

In areas without a Reentry Center, the Department is taking significant steps to collaborate with federal, state, and county agencies. Additionally, the Department is making efforts to partner with faith and community-based organizations to expand the scope of re-entry services provided to inmates while incarcerated, and to then establish a continuum of care for services that best meets the needs of inmates upon their release from prison.

Implementing Evidence-based Program Models

Fatherhood Initiatives for Incarcerated Men

According to the Florida Department of Corrections, approximately 88 percent of the more than 100,000 inmates currently incarcerated will be released. Research demonstrates that family support and connections are vital to release success. The Vera Institute of Justice states that “supportive families were an indicator of success across the board, correlating with lower drug use, greater likelihood of finding jobs, and reduced criminal activity.”^{xlvi} Research has shown that strengthening the family network and maintaining supportive family contact throughout an inmate’s prison sentence can improve outcomes. Equally important is a child’s connection to his or her incarcerated parent. Research has also shown that 1.5 million children have at least one parent in prison^{xlvi} and in 94 percent of those cases, that parent is the father.^{xlvi} Additionally, according to the Pew Center, one in 30 males between the ages of 20 and 34 is behind bars, while for black males in the same age range that figure is one in nine.¹ These figures are staggering and it is clear that black men and boys are affected by the current situation. The Criminal Justice and Gang Subcommittee understands this issue and in an attempt to offer a solution highlighted the InsideOut Dad program in its 2008 report.

InsideOut Dad: This is a national model reentry program, which seeks to connect/reconnect incarcerated fathers with their children. The program provides practical and innovative ways to overcome the physical and psychological challenges that incarcerated fathers face. InsideOut Dad helps inmates prepare to reenter society by learning more about themselves as men and fathers. By increasing the number of men who successfully reenter the community, we are helping the current generation of children, as well as, the generations to come.

Second Chance Act Grant: The Florida Department of Corrections, the City of Jacksonville and the Jacksonville Sheriff’s Office recently received a \$750,000 grant under the Federal Second Chance Act to provide comprehensive pre-release and post-release services to inmates convicted in Jacksonville or returning to Jacksonville, Florida (Duval County). As part of the Second Chance project, the Department will be utilizing the InsideOut Dad program. Additionally, the Department is currently utilizing the program at five correctional institutions, including one of its Re-Entry facilities.

Diversification Programs

Expansion of Drug Courts

It has been more than 20 years since a trial court in Miami pioneered the first drug court in America. The creation of drug courts in Florida has allowed judges, lawyers, probation officers, and other criminal justice professionals to improve public safety by therapeutically ending an offender’s cycle of addiction and crime.

Drug courts were created under the premise that diverting non-violent, substance abusing offenders from prison and jail into treatment would lower recidivism rates and improve public safety. Drug courts are able to achieve lower recidivism by providing closer, more comprehensive supervision. This is achieved by effectively supervising offenders with more frequent drug-testing, and the ability to receive expanded treatment services. The process employed represents the strongest opportunity for long-term reduction in addiction and related chronic criminal activity, while offering significant savings in justice and societal costs.

A new, significant opportunity now exists to expand the number of eligible offenders for drug courts. During the 2009 Legislative Session, the Florida Legislature appropriated \$20,883,223 of Edward Byrne Memorial Justice Assistance Grant (JAG) funding to expand adult post-adjudicatory drug courts. The goal of the project is to expand adult post-adjudicatory drug courts to reduce future prison admissions. The expansion plan targets 4,000 prison bound non-violent felony offenders to be sentenced to post-adjudicatory drug courts in nine counties over the next two years.

Byrne grant funding will provide additional resources to State’s Attorneys and Public Defenders to handle the increase in drug court eligible cases. In addition, more drug court case managers will be provided to

assist offenders with treatment referrals, proper placement in programming, and treatment progress updates to the court.

Note: The nine counties are: Hillsborough, Duval, Broward, Polk, Pinellas, Orange, Marion, Volusia, and Escambia.

Criminal Street Gangs

The prevalence of gangs and gang-related violence in Florida is a growing threat to the safety and security of all Floridians. Law enforcement alone cannot stop the threats to public safety brought about by gang violence. In order to achieve real impact in the reduction and deterrence of gang-related crime and violence, targeted response must involve the active engagement of local and state leaders from the faith-based community, education, prevention and intervention organizations, the business community, criminal justice, government, and other concerned citizens.

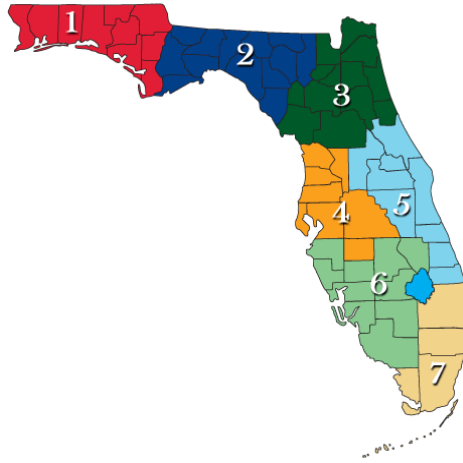
In October 2007, the Office of the Florida Attorney General initiated a collaborative effort to develop a statewide Gang Reduction Strategy. The Strategy outlines a comprehensive plan for communities to develop specific solutions to dramatically reduce gang membership and gang-related activities by:

- Empowering youth to lead productive gang-free lives;
- Improving law enforcement suppression efforts; and,
- Addressing rehabilitation and reentry issues.

The Strategy calls for the formation of seven regional Gang Reduction Task Forces. The mission of each task force is to mobilize the Region to coordinate, develop, and implement well-informed community-based interventions that will combat gang problems at the local level. Each Task Force is chaired by a local Sheriff and is co-chaired by a Florida Department of Law Enforcement Special Agent in Charge. While the Chair and Co-Chair of each regional Task Force is a law enforcement officer, the members consist of a wide array of prevention, intervention and rehabilitation experts from throughout the region.

The regional Task Forces are an opportunity to bring together various partners to focus on the issue of gang activity and their related consequences. It is also an opportunity to network and coordinate local and state agencies and organizations as regions develop their specific plans of action. It will be the formation of lasting partnerships at the local level, with support and guidance from state level leadership, which will create the meaningful solutions that will lead to the success of the Strategy.

Regional Gang Reduction Task Forces



Recommendations for Improving Outcomes for Black Men and Boys in Criminal Justice and Juvenile Delinquency Systems

- The Council should develop an Interagency Strategic Action Plan between the Department of Corrections, Department of Juvenile Justice, the Florida Department of Law Enforcement, and the Office of the Attorney General to address the short- and long-term issues and challenges of black men and boys in the criminal justice and juvenile delinquency systems.
- Each represented agency should develop active workgroups within the agencies and entities represented on the Council and charge them with the responsibility of implementing the recommendations of the Council within their agencies and among their constituencies impacted by the recommendations.
- The Legislature should expand the Council membership to include an appointee from the Florida Department of Law Enforcement.
- Local governments and community organizations should implement programs in other areas of the state that are similar to the Rural Gadsden County Leadership and Law Career Academy.
- The Council should develop issue briefs and seminar briefings for legislative, judicial, law enforcement, prosecution, educational, and community leaders on the issues relating to black men and boys in the criminal and juvenile justice systems.
- The Council should use model and high performing programs as exemplars develop and implement evidenced based prevention, diversion, intervention and reentry programs.
- The Council should seek executive and cabinet agency funding for the implementation of collaborative programs that focus on the cause and underlying factors behind the disproportionate representation of black men and boys in the criminal justice and juvenile delinquency systems

APPENDIX A – COPING WITH CHALLENGING TIMES

The issue of funding is topical given the sluggish economy and state budget cuts. The Council lags behind their counterparts in terms of shared state funding, which presents a challenge in fulfilling its statutory duties to the Florida legislature. Additionally, as a result of budgetary restraints, staff has to do more with less due to the Council's inability to expand its operations.

In light of continued state government funding cuts, the Council has been given statutory authority *to apply for and accept funds, grants, gifts, and services from the state, the Federal Government, or any of its agencies, or any other public or private source for the purpose of defraying clerical and administrative costs as may be necessary for carrying out its duties* (F.S. 16.615).

The Council will continue to research and pursue private foundations and corporate sponsors to help fill its budgetary shortfall.

APPENDIX B – LETTER FROM BROWARD COLLEGE



Office of the President
Willis Holcombe Center
Phone 954-201-7401
Fax 954-201-7357



www.broward.edu

WILLIS HOLCOMBE CENTER
111 East Las Olas Blvd.
Fort Lauderdale, FL 33301

INSTITUTE FOR
ECONOMIC DEVELOPMENT
111 East Las Olas Blvd.
Fort Lauderdale, FL 33301

A. HUGH ADAMS
CENTRAL CAMPUS
3501 S.W. Davie Road
Davie, FL 33314

NORTH CAMPUS
1000 Coconut Creek Blvd.
Coconut Creek, FL 33066

JUDSON A. SAMUELS
SOUTH CAMPUS
7200 Hollywood/Pines Blvd.
Pembroke Pines, FL 33024

PINES CENTER
16957 Sheridan St.
Pembroke Pines, FL 33331

WESTON CENTER
4205 Bonaventure Blvd.
Weston, FL 33332

MIRAMAR AUTOMOTIVE/
MARINE CENTER
7451 Riviera Blvd.
Miramar, FL 33023

MIRAMAR TOWN CENTER
2050 Civic Center Place
Miramar, FL 33025

TIGERTAIL LAKE CENTER
580 Gulfstream Way
Dania Beach, FL 33004

October 5, 2009

Attorney General Bill McCollum
Office of the Attorney General
State of Florida
The Capitol PL-01
Tallahassee, FL 32399-1050

Dear Attorney General McCollum:

The Broward College Council on the Social Status of Black Men and Boys is proud to be a partner of the statewide Council in working to support programs and services to benefit Black males, especially in their pursuit and attainment of a higher education. A long-standing member and former Chairman of our College's District Board of Trustees, Mr. Levi Williams, was the founding Chairman of the Florida Council on the Social Status of Black Men and Boys in 2007. One of the first regional meetings of the State's Council was held on Broward College's North Campus, and thus began the important work of bringing this initiative from the state level to the community level.

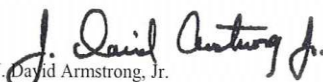
On June 4, 2008 we convened the inaugural meeting of the Broward College Council on the Social Status of Black Males at the College's Willis Holcombe Center in downtown Fort Lauderdale. We were the first community college in Florida to engage in this partnership. Our program mission was clear, based on the recommendations of the State's Council's annual report regarding education: to enhance and expand mentoring programs, support services, student success initiatives and financial aid.

I have made this a priority for Broward College, and we are already seeing good results from our first year's efforts. We will continue to seek more avenues to reach these young men and to impart to them a message of hope and opportunity – hope for a secure and productive future and opportunity for a quality education leading to a rewarding career.

Our overall goal is to increase the number of young men who come to us, and for those who are already enrolled at the college, we need to increase their persistence and graduation rates.

I commend the faculty members, staff, students and friends of Broward College for their willingness and enthusiasm in devoting their time and talents to this important initiative.

Sincerely,


J. David Armstrong, Jr.
President

cc: L. Williams

APPENDIX C – BROWARD COLLEGE COUNCIL ON THE SOCIAL STATUS OF BLACK MEN AND BOYS CELEBRATES FIRST YEAR OF ACCOMPLISHMENTS

Founded in 2008

The Broward College Council on the Social Status of Black Men and Boys, the first community college based council to be formed in the state, was inaugurated in June 2008. It is a partner of the statewide group, Florida Council on the Social Status of Black Men and Boys, whose founding chairman is Levi Williams, a member and past chairman of the District Board of Trustees of Broward College. At the first meeting of the College's council, Broward College's President, President J. David Armstrong, Jr., asserted, "I want to make it a priority for this institution. We have to find ways to reach these young men and we have to get that message of hope and opportunity to them." Through the Council, several initiatives were undertaken throughout the year to further the goals of helping our black male students to succeed.



Reaching Out to Black Males

"Mapping the future for success of black men and boys" was the theme of the August 2008 meeting of the group. The first item on the agenda was the question, "Why are we here?" The answer given by Barbara Cohen Pippin, special assistant to the president for governmental relations was, "What we want to do immediately is come up with a plan for mentoring; providing a go-to person for each participating student."

The College's Vice President for Student Affairs, Angelia Millender, stated, "We want an intentional effort that is college-wide, to reach out to these students and help them navigate through the college. The more we do the better. Let's see what we can do for the students who are already here and are having academic difficulty. We want to reach out to them with academic resources. We have to start something and move forward." She said that a mentorship effort is a way to begin and that we add components to the program as it continues to grow. She also emphasized that funds have been allocated to this initiative that may support college-wide activities.

Participants discussed what a mentorship program might look like. It was noted that there are 115 black men on the Broward College faculty and staff and 3,200 new or continuing self-identified

black male students. Of the 565 new students, there are 120 who require two or more remedial classes before they can go on to college-level work. There are several college-wide programs already in place to help underprepared and at-risk students, but nothing specifically for black males.

Mentorship Program

The first event of the mentorship initiative, “Welcome to College,” was presented on successive days in October 2008 on the college’s three main campuses, from 12:30 p.m. – 2 p.m. These events offered an opportunity for students and mentors to meet in a larger group, as well as one-on-one.

President Armstrong welcomed each group and the campus provosts offered remarks. The mentors were introduced by Vice President Millender. On North Campus, the mentors were introduced by Barbara Cohen Pippin, and supported by Trustee Williams. ‘Campus Mentors, consisting of black faculty and staff, communicated a message of success and informed the students that “contrary to statistics and negative messages, “you are destined to succeed.” Students were empowered and accepted a challenge to pursue their education and reach back and assist other black males.

The program on each campus was followed by lunch and an informal meet-and-greet.

Brother to Brother (B2B)

The “(Brother to Brother) program (B2B), under the umbrella of the Achieving the Dream initiative, began on the Judson A. Samuels South Campus. During the December 2008 meeting, Vice President Millender announced her support of the formation of a new learning community aimed at promoting the success of black males. Two of the Council’s faculty members, Professor Raymond Dunn and Clive Scott, started the learning community in the 2009 winter term with 25 students. Vice President Millender offered each student who completed the paired courses \$500 upon completion with a grade of C or better in each course. The book “African American Men in College,” by Michael J. Cuyjet and associates, was distributed to the group at the meeting so that they might read it and learn about best practices and strategies for retaining black males in institutions of higher learning.

The program continued in fall 2009 at the South campus, with a kickoff breakfast on October 7, 2009, and expanded to North Campus. The college will track the students in the learning communities as far as their retention from quarter to quarter.

Broward College Student Success Specialist, Joseph Metts, reported that 16 of our students as well as staff members had attended the “Black, Brown & College Bound” conference in Tampa in November and “came back with information on other programs in the state and around the country.” Also announced during this meeting was the creation of a scholarship by Tiandra Johnson, an Analyst in the College’s Procurement Services Department that was embraced by the Council as a complement to the College’s initiatives to support black males. This scholarship is spearheaded through the Broward College Foundation, is called EBB and FLOW (Educating Black Boys and

Fostering Learning Opportunities Worldwide.) The College thanks Ms. Johnson and her family for this gift of opportunity that will benefit so many.

“5 Gets 5” in January 2009

The Broward College Council on the Social Status of Black Males launched a new initiative to support student success as a kick-off to black history month in January 2009. Called “5 Gets 5,” the program was designed to encourage black males on the faculty and staff of the College to each reach out to five black male students and offer to mentor them. “5 Gets 5” is tied to the “Finish What You Start” program. The overall campaign is a targeted effort aimed at helping students to define them, create an educational plan, secure financial aid, maintain a GPA of at least 2.0 and complete their classes and degrees.

“This is a very exciting direction for Broward College,” said Vice President Angelia Millender. “The purpose of the Council on the Status of Black Males is to help a targeted population to stay focused and finish what they start.” The involvement of black male faculty and staff members is important in combating the isolation that students may feel. Students were also encouraged to follow this lead and start their own “5 Gets 5” campaign by engaging in a student-to-student mentoring effort that can help their fellow students to Finish What They Start.

College-wide Conference Black Males

The Broward College Council on the Social Status of Black Males hosted a conference on March 27, 2009. The conference was well attended by students, faculty members, staff and administrators. “You are our priority,” Broward College President J. David Armstrong told the students. “I want to see every one of you soon, at graduation, to look you in the eyes, shake your hand, give you a diploma and see you off to the next level of success.”

The conference’s keynote speaker retired Florida State Professor Dr. Na’im Akbar, gave a riveting, motivational talk about the keys to success for today’s black males, which he classified as: consciousness, competence and courage. He also warned against the complacency of thinking a black president in the White House removes all obstacles and racism from American society.

The event provided a foundation for students to learn more about behavior and strategies for achieving success. On the agenda were sessions devoted to minority male challenges in the 21st Century, empowerment, and more. Dwight Stephenson, Miami Dolphins football player and Hall of Famer, spoke about developing healthy relationships. Dr. Willie Myles, founder and president of Friends of Children gave a presentation titled, “Becoming a powerful personality: Tools for marketing yourself.” There was also an opportunity for participants to voice their thoughts.

Members of the committee who coordinated the event included: Vernon Jones, Donald Cleveland, Omoy Watson, Adrian Carter and Tiandra Johnson.

Appreciation Luncheon

The Council celebrated its inaugural year with an appreciation luncheon held on August 5, 2009, at the College's Willis Holcombe downtown center in Fort Lauderdale. Students, council leadership, members and friends attended the event. Dwight and Dinah Stephenson were recognized for their Foundation's support of the scholarship fund. "We're very excited to be part of the Broward College team," said Stephenson, a member of the NFL Hall of Fame and President of D. Stephenson Construction, Inc.

"This was our first year out of the gate. I think we did very well." said Vice President Millender. "This is a cause that is not of a moment – it's for a lifetime." She thanked President Armstrong for his leadership and presented him with a plaque.

"It started with the State Attorney General's Council," said Barbara Cohen Pippin, relating the history of the group. Pippin has been involved with the State's Council since its inception. Levi Williams, member of the Broward College District Board of Trustees and founding Chairman of the Florida Council on the Social Status of Black Men and Boys was also presented with a token of appreciation at the luncheon. Mentors in attendance were thanked for their contribution of time and commitment to mentoring and enabling these students to succeed.

Looking to the Future

The Broward College Council looks forward to continuing the work accomplished thus far and capitalizing on the momentum of the inaugural year's activities in the years to come. Moving forward, the unique B2B model program is really taking off on Broward's three campuses, with the A. Hugh Adams Central Campus cohort pairing courses in student success skills and in math. On South Campus, the college success skills course is linked to one in reading, and on North Campus it is linked to a course in wellness. A total of 68 black male students are currently participating in B2B learning communities at Broward College. In the first cohort, the only one for which results are available at this time, 77% of students successfully completed the college success skills course and 69% passed the math course.

"Nancy Botero, Executive Director of the Broward College Foundation, announced at the Council's appreciation luncheon in August that the EBB and FLOW scholarship fund had reached \$11,565. She said that, "It happened through employee contributions and the philanthropic support of the Dwight Stephenson Foundation." We want to be able to help young males," she said. "These young men deserve a chance and deserve our support."

Going forward, more learning communities are planned. There will be ongoing participation in the "Black, Brown and College Bound" program. To complement and support these initiatives is the addition of a designative program administrative staffer, Mr. Vernon Jones, a member of the college council. Mr. Jones is currently the director of several student success and leadership programs at the college. As a black male mentor, his oversight, given his current duties will be a perfect fit. Mentoring and student success programs will continue to grow, in the classroom, on the

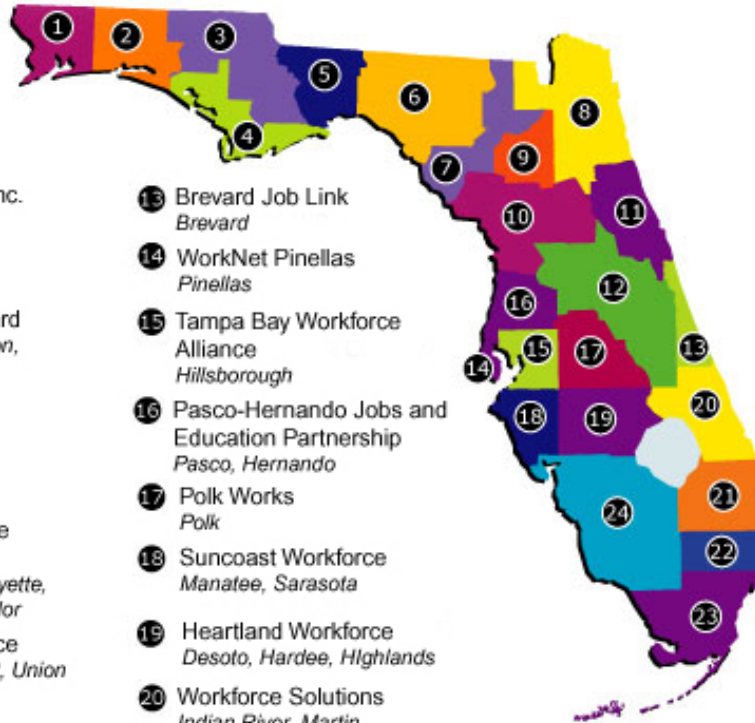
campus and college-wide, as we reach out to black men and boys who are current and prospective students and help them to succeed in their academic studies and in their lives.

Mentors of the Broward College Council on the Social Status of Black Men and Boys

NAME OF MEMBER	EMAIL
Willie Alexander	walexand@broward.edu
Herm Baine	hbaine@broward.edu
Lulrick Balzora	lbalzora@broward.edu
Agnan Felix Beda-Andourou	fbedaand@broward.edu
Elijah Brown	ebrown@broward.edu
Carlton Byrd	cbryd@broward.edu
Adrian Carter	acarter@broward.edu
Donald Cleveland	dclevela@broward.edu
Theo Deroiser	tderosie@broward.edu
Ray Dunn	rdunn@broward.edu
Henry Duperval	hduperva@broward.edu
Lloyd Holness	lholness@broward.edu
Howard Housen	hhousen@broward.edu
Masi James	mjames@broward.edu
Vernon Jones	vjones@broward.edu
Edward Key	ekey@broward.edu
Sherman Rosser	srosser@broward.edu
Norm Seavers	nseavers@broward.edu
Albert Smith	asmith@broward.edu
George Stalliard	gstallia@broward.edu
Winston Thompson	wthompo@broward.edu
Angelia Millender	amillend@broward.edu
Barbara Pippin	bpippin@broward.edu

APPENDIX D – AGENCY FOR WORKFORCE INNOVATION – FLORIDA ONE STOP CAREER CENTERS

**EMPLOY FLORIDA LOCAL AFFILIATE
ONE-STOP CENTER DIRECTORY**



- | | |
|---|--|
| 1 Workforce Escarosa, Inc.
<i>Escambia, Santa Rosa</i> | 13 Brevard Job Link
<i>Brevard</i> |
| 2 Jobs Plus
<i>Okaloosa, Walton</i> | 14 WorkNet Pinellas
<i>Pinellas</i> |
| 3 Chipola Workforce Board
<i>Calhoun, Holmes, Jackson, Liberty, Washington</i> | 15 Tampa Bay Workforce Alliance
<i>Hillsborough</i> |
| 4 Workforce Center
<i>Bay, Franklin, Gulf</i> | 16 Pasco-Hernando Jobs and Education Partnership
<i>Pasco, Hernando</i> |
| 5 Workforce Plus
<i>Gadsden, Leon, Wakulla</i> | 17 Polk Works
<i>Polk</i> |
| 6 North Florida Workforce Development Board
<i>Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor</i> | 18 Suncoast Workforce
<i>Manatee, Sarasota</i> |
| 7 Florida Crown Workforce
<i>Columbia, Dixie, Gilchrist, Union</i> | 19 Heartland Workforce
<i>Desoto, Hardee, Highlands</i> |
| 8 WorkSource
<i>Baker, Clay, Duval, Nassau, Putnam, St. Johns</i> | 20 Workforce Solutions
<i>Indian River, Martin, Okeechobee, St. Lucie</i> |
| 9 FloridaWorks
<i>Alachua, Bradford</i> | 21 Workforce Alliance
<i>Palm Beach</i> |
| 10 CLM Workforce Connection
<i>Citrus, Levy, Marion</i> | 22 Workforce One
<i>Broward</i> |
| 11 Workforce Development Board of Flagler and Volusia Counties
<i>Flagler, Volusia</i> | 23 South Florida Workforce
<i>Dade, Monroe</i> |
| 12 Workforce Central Florida
<i>Lake, Orange, Osceola, Seminole, Sumter</i> | 24 Career and Service Centers of Southwest Florida
<i>Charlotte, Collier, Glades, Hendry, Lee</i> |

2008 Release:

The Meter is Running

Part I - The taxpayer cost of the achievement gap among black males in Pinellas County

With a Special Report -

Where Black Men Go when they Don't Graduate from High School

A case study and analysis of the economic standing of 7,000 black men in and from the Midtown community in St. Petersburg, Florida.

There is a growing hope that Pinellas County stands on the doorstep of a practical new approach to closing the achievement gap for poor and minority children.

“The Meter is Running” is a research project and report series launched in 2007 by the PACT with the goal of quantifying the taxpayer cost and social consequences of the black achievement gap in Pinellas County, Florida

This Part I report focuses on the social costs of the high dropout/low graduation rates among black males, using the Midtown community as a microcosm. It is the largest, most well-defined and concentrated community of African-Americans in Pinellas County.

One of the most important findings of the report is that the black achievement gap is the most expensive social problem in Pinellas County. According to the estimates in the following pages, the taxpayer cost exceeds \$1 billion for one generation of black men in the Midtown community alone.

FACTS about the Black Achievement Gap

Pinellas County, Florida June 2008

Two-thirds of black students enrolled in Pinellas County schools are performing below grade level.

- > No. of black children in Pinellas County Schools – **20,330**
- > Percent performing below grade level in reading – **69% (14,027 children)**
- > Percent performing below grade level in math – **64% (13,011 children)**

(Source: Florida Dept of Education, 2006-07 School Accountability Report *Adequate Yearly Progress Detailed Report*)

2007-08 - Breaking News about the Achievement Gap

FCAT Performance - “The achievement gap between black and white students remained large, and little changed from past years. On the reading portion of the FCAT, Pinellas black students trail their white counterparts by 35 percentage points. In math, the deficit was 38 points.” [St. Petersburg Times, “School Grades Hold Steady,” Thomas C. Tobin, June 30 2007]

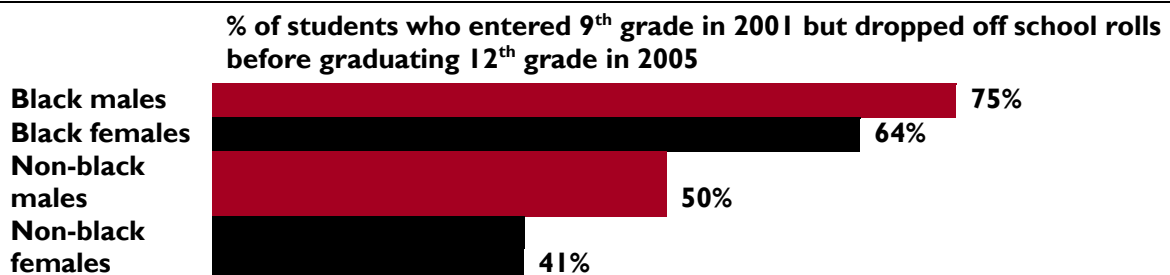
Class Performance – The most recent *Black Student Achievement Report* (released by the Pinellas County Superintendent in Aug 2006) reported that black student GPAs had increased by less than 1% since 2003-04.

Graduation Rate - In the fall of 2007, the Florida Department of Education published data that ranked Pinellas County in **last place** among Florida’s 67 counties for having the state’s lowest graduation rate for black males. Separately, the national EPE Research Center released a 2008 ranking that cites Pinellas as having the 15th lowest graduation rate among America’s 50 largest school districts.

Dropout Rate - A May 2008 white paper by the Pinellas Education Foundation reported that 10 out of 16 Pinellas County high schools are “**drop out factories**” – schools where less than 60% of 9th graders make it to the 12th and graduate. In December 2007, the Times reported “The district is well on its way to surpassing last year’s total of 953 reported dropouts.” [“Wilcox Tackles Graduation Rate,” Dec 7, 2007]

The “Black Hole”– The attrition of students from Pinellas County high schools between 9th and 12th grades – a.k.a. the black hole – grew over the 30 years from 1977 to 2007, according to “A Case for Change in Pinellas Schools” by the Pinellas Education Foundation (May 2008).

Figure 1: The Black Hole is Biggest for Black Boys



(Source: The PACT, “The Meter is Running,” original release, 2007)

The Increase – Since the year 2000, the number of organizations involved with closing the achievement gap has increased at least four-fold. “The Meter is Running,” begun in May 2007 by The PACT, has identified more than 120 organizations now working – individually and collectively – to close the gap for poor and minority children in Pinellas. Request a copy of “A Community United to Close the Gap – Pinellas County Directory,”

Toward Clarity on the Black Male Graduation Rate

“The unacceptably low graduation rates, particularly among children who live in poverty and children of color, **have been obscured for far too long by inaccurate** data, misleading official graduation and dropout rates.....Decades of education policy have relied on faulty information and assumptions.”

“Reputable, independent research has exposed alarmingly low graduation rates that were previously hidden behind inaccurate calculations and inadequate data.”

■ (Source: The Alliance for Excellent Education, 2007)

There is confusion about the graduation rate for black males in Pinellas County. A hard look at the data gives us some clarity, but still does not settle the question.

The Superintendent’s *Black Student Achievement Report 2005-06* cites a graduation rate of 42% for black males in 2004-05 (Note: The report does not cite the rate for the 2005-06 school year)

The Florida Department of Education reported **almost identical numbers** of black male graduates that year (the County cites 292 while the State reports 288). Yet the County reports its number as being equal to 42% of black males who entered 9th grade in 2001, while the *Florida Public High School Graduates 2004-05* report offers a more complete breakdown of non-standard “completion” categories, including “Certificate of Completion,” “Special Diploma” and “Equivalency Diploma.”

Figure 2: Black Boys who “Complete” High School in Pinellas County

Of the 1,160 black boys who entered 9th grade in Pinellas in 2001



288 black boy graduated w/ a standard high school diploma 2004-05 =

24.8%

91 others earned a certificate of completion, special diploma, or equivalency diploma. Added to the 288 who earned a standard diploma, a total 379 black males “completed” a high school credential in 2004-05 = **32.7%**

Pinellas reported a **42%** graduation rate for black males in 2004-05. In July 2008, The PACT requested a breakdown of enrollment & completion data by race, gender and completion category for each year since 2000.

UNKNOWN – The exact number of black boys who dropout, fail, die, or who are diverted into the juvenile justice system is unknown.

What happens to the other 76%?

The 24% graduation rate for black males is tragic. But it is **the other 76%** who should be our concern.

Where do black boys go when they don't graduate from high school? An analysis of black men in the Midtown area of St. Petersburg reveals that 76% of them are a burden to society or under-achieve relative to their economic potential. The study finds a direct correlation between the percent of black boys who fail to graduate from Pinellas County high schools and the percent of black men who are in prison, unemployed, *underemployed*, institutionalized, homeless or involved in the “underground” economy, including crime and drug trade.

Case Study:

Where black men go when they don't graduate from high school

(Snapshot from the 2000 Census – The “Midtown” area in St. Petersburg, Florida)

Black Men in Midtown (age 18+)	6,951	
	# of Black Men	% of Black Men in Midtown
Where did they go?		
In Prison	679	9.8%
Not in the Labor Force (Disabled, Institutionalized, Retired)	1,736	25.0%
Unemployed	687	9.9%
In the “Underground” Economy	1,096	15.8%
Homeless	395	5.7%
Employed in low skill jobs	739	10.6%
Black Men Who Don't “Make it”	5,332	76.7%

The 2000 Census offers a vivid snapshot of black men in Midtown. It tracks 6,951 black males age 18+ who live within the census tracts identified by the City as the area called Midtown.

The Census offers a fairly direct count of the 739 black men who are employed in low-skill occupations like food service and maintenance. It counts 17.9% of black men in Midtown as unemployed – a rate of more than 3 times the national average. The Census also tells us that 45% of black men in Midtown are classified as “Not in the Labor Force,” which is 1.5 times the citywide rate of 30%. Not counting those who were homeless or in prison, 1,736 black men fell into this category in 2000.

The Florida Department of Corrections reports that 38,697 black men were incarcerated in 2000. Approximately 6.2% of them were sentenced in Pinellas County. The conservative estimate that 679 black men from Midtown were in prison in 2000 is a

straight line approach (i.e., 28% of black men in the County live in Midtown; we estimate 28% of black men in prison from Pinellas are Midtown residents).

The ‘underground’ – which includes both **unofficial** and **illegal** commerce – is the least quantified sector of the local economy. Experts estimate it amounts to 20% of the official economy. This puts Midtown's ‘shadow sector’ at \$72 million in 2000 compared with official income of \$362 million. Local data allow us to “guestimate” that nearly 1,100 black men are involved in the underground economy in Midtown.

The Pinellas County Coalition for the Homeless estimates 2,000 homeless adults in the County, of whom 71.9% are male and 23.9% are black. If their concentration is similar to crime rates in Midtown, 395 of its black men were homeless in 2000.

To receive calculations in spreadsheet format, e-mail

reachout@powerbrokeromagazine.com.

How much does that cost Pinellas County taxpayers?

The black achievement gap is the most expensive social problem in Pinellas County.

The cost to taxpayers exceeds \$1 billion for one generation of black men in the Midtown area alone...
and the meter is still running.

Snapshot/Case Study:

Taxpayer Cost of the Black Achievement Gap in Pinellas County, Florida

(20-year cost – year 2000 to 2020 - constant dollars)

<u>Social Costs</u>	<u>Taxpayer Price Tag</u>
Imprisonment	\$ 301,416,606
Policing	331,175,721
Juvenile Justice	265,576,072
Public Welfare	248,970,000
Total*	\$1,148,138,399

*Not including costs for related government functions such as child support enforcement, workforce development, ex-offender reintegration, and operating the criminal and civil court systems.

The Cost of Crime

Over a 20-year period, taxpayers cover the **\$266 million** cost to detain, process, and parole the Midtown portion alone of the **2,200 black male youth** per year in Pinellas County who are charged or referred to the Department of Juvenile Justice for detention, diversion and probation.

It cost taxpayers **\$15 million** to incarcerate **680** black males from Midtown in Florida prisons in the year 2000 (\$22,270 per prisoner). If the yearly average holds steady, the cost adds up to \$301 million over one generation.

Taxpayers pay for the added police needed to serve Midtown, which is only 8% of the city's 60.9 square mile jurisdiction but accounts for **35.5% of crime in the City**. Incidents of crime are 5 times more concentrated in Midtown than any area of its size elsewhere in the City. If the crime level were reduced to citywide levels, the Police Department would save **\$331 million** over 20 years.

Public Welfare

Tax dollars pay for the public support going to women, children and the disabled for an area that encompasses only 11% of the City's households but **33.5% and 31% of public**

assistance and Supplemental Insurance Income tracked by the Census for the City as a whole. The cost to society is one quarter of a billion dollars (**\$249 million**) over one generation.

The cost of the gap is reflected in **state agency budgets** like the Department of Revenue (for child support enforcement case loads), Workforce Development (for training and placement for the unemployed), and the Court system, where black men account for over half of the criminal caseload, and presumably over half of the variable cost of operating the court system.

The achievement gap shows up in the budgets of **human service agencies** like the Resurrection House, Mt Zion Human Services, and Still Standing; for **drug recovery agencies** like Operation PAR; and for **ex-offender programs** like KINFOLKS.

Future Costs

At our current pace of progress toward closing the gap, the cost to Pinellas County taxpayers will exceed \$2.1 billion over the next generation.

To receive calculations in spreadsheet format, e-mail

reachout@powerbrokermagazine.com.

WILL YOU HELP close the gap?

What if 2,000 people in Pinellas County committed 2 hours per month to the mission of closing the achievement gap? What would happen?

Let's find out.

If you can help, please call 727-866-0873

The Meter is Running was researched and written by Gypsy C. Gallardo, and reviewed by Dr. Marie Nelson & Dr. Yvonne Scruggs-Leftwich, who both offered suggestions for improvement that will be incorporated into a subsequent release.

The Meter is Running was originally published by The PACT (which stands for People Advocating Change Together), an advocacy and organizing group dedicated to the interrelated goals of closing the achievement gap and stemming youth violence among black youth, beginning Pinellas County, Florida.

APPENDIX F**COUNCIL ON THE SOCIAL STATUS OF BLACK MEN AND BOYS
2007 AND 2008 STATUS OF RECOMMENDATIONS PROVIDED BY THE COUNCIL**

RECOMMENDATIONS – ECONOMIC OUTCOMES (2007)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
1. Analyze the participation rates black-owned firms.	State of Florida's Office of Supplier Diversity	Encouraged office to post participation and spending with black-owned businesses.	State of Florida's Office of Supplier Diversity publishes an Annual Report that highlights this data.	OSD Annual Report procured from the internet for distribution to the Council. (entry on 9/3/09)
2. Develop an assessment tool to identify business capacities, strengths and/or weakness.	Florida Small Business Development Network	Encourage network to assess business capacities.	The Council submitted a letter to the business network in May 2009.	Torey Alston, Vice Chair is working with Jerry Cartwright of the Small Business Development Network. (entry on 9/3/09)
3. Encourage and support opportunities for joint ventures between and among black-owned businesses.	State of Florida's Office of Supplier Diversity	Encouraged office to create and increase joint ventures and strategic alliances among black-owned businesses.	State of Florida's Office of Supplier Diversity utilizes the Mentor Protégé Program as an avenue to create partnerships and strategic alliances.	Linda South, Secretary, DMS, in a letter of June 11, 2009, reported three Mentor-Protégé agreements with black businesses. (entry on 9/3/09)
RECOMMENDATIONS – ECONOMIC OUTCOMES (2008)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
4. The state needs to continue to prevent and address each barrier faced by the formerly incarcerated with programs, policies, or assistance to all who are at risk of falling back into the justice system. If government is the largest employer in many communities of color, government should be leading the way to employ ex-felons and be an example for private businesses.	AWI	On-Going	Work in Progress	Issues are being re-addressed in this year's report under the Socio Economic section.
5. Several of Florida's existing training and advancement programs reveal inequities, with black men either not equally participating or completing the programs. Research and program evaluations need to be conducted so that policies can be changed or so that initiatives can be added to the programs to bridge the gaps in access for black men and youth. Specifically, the Florida policy change from affirmative action in higher education to the "Top 20" affirmative action alternative needs to be assessed to be certain it is attaining the expected	AWI/DOE	On-Going	Work in Progress	Training programs are addressed in this year's report. The report does not mention to the "Top 20" Initiative. We will ask the respective stakeholders to continue looking into this and keep the Council updated.

goals.				
6. The Bright Future Scholarship Program is the state's premier college support project, and it too reveals disparities with few black male youth participating. Research is needed to identify the causes and to make recommendations for policy changes or programs to increase minority male performance on standardized tests if that is the reason for the inequalities. Improve on inter and intra agency partnerships and coordination of efforts to promote enhanced transition opportunities for former inmates, especially those impacted due to race, ethnicity, and/or socioeconomic statistics.	DOE	On-Going	Work in Progress	Not addressed in this report. We will ask DOE to continue to explore this and keep the Council updated.
RECOMMENDATIONS – EDUCATIONAL OUTCOMES (2007)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
7. Review the impact of statewide and district level policies, procedures and outcomes of school disciplinary procedures on black males throughout Florida and provide an annual report.	Florida Department of Education (DOE), Florida Department of Juvenile Justice (DJJ).	Encouraged leadership of respective agencies to identify or assign appropriate personnel to perform data analysis and/or reports.	On-going	Propose Legislation to develop a Statewide Comprehensive Student Incident Data Form or a Statewide Zero Tolerance Incident Report Form and require comprehensive annual evaluation.
8. Develop a formalized inter-agency agreement to annually evaluate, amend and/or rescind K-12 zero tolerance policies and other practices which may result in the referral of black youth to the DJJ for misdemeanor offenses.	DOE, DJJ, and the Florida Association of District School Superintendents (FADSS)	Encouraged leadership of respective agencies to identify or assign appropriate personnel to data analysis and/or reports.	Pending	Request legislative mandate for the annual evaluation of the impact of zero tolerance policies and referral practices on all students, disaggregated by race, gender, educational level.
9. Provide annual technical assistance and evaluation support to help identify programs with proven records of success working with black males, such as Role Models of Excellence.	DOE	Encouraged leadership of respective agencies to identify and evaluate all state-funded programs working with black males.	Pending	Make annual request for list of programs.
10. Cultural Competence for Teachers	Education Commissioner / DOE	Research & Development of equity and culturally competent initiatives for Administrators / Teachers	Pending	Planning & Implementation
RECOMMENDATIONS – EDUCATIONAL OUTCOMES (2008)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION

11. Propose Legislation to develop a statewide Comprehensive Student Incident Data Form or a statewide Zero Tolerance Incident Report Form. Require training of all principals, teachers, and SRO officers on school disciplinary procedures, cultural competence and conflict reduction.	DOE / DJJ, and the Florida Association of District School Superintendents (FADSS)	Zero-Tolerance Legislation Passed and approved by Governor, will take effect on July 1, 2009.	Pending	Develop a statewide Comprehensive Student Incident Data Form or a statewide Zero Tolerance Incident Report Form.
12. Support the establishment of a university based Educational Research & Policy Institute with faculty whose interests and work supports the efforts of the Council. One goal would be to establish as a goal a measure of accountability for educational institutions within the State of Florida that all black male students in high school and college are routinely graduating on par with rising national graduation rates. Set policies and goals that measure black male students' on-time graduation and college readiness (Sen., 2006)	DOE	None	Pending	Planning & Implementation
13. Establish, monitor, and achieve recruitment and hiring goals of black male and female teachers. Require schools to create supportive, culturally competent, professional environments for black teachers (Sen., 2006).	DOE	Pending	Pending	Planning & Implementation
RECOMMENDATIONS – FOSTER CARE AND FAMILY ISSUES (2007)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
14. Require school districts to implement Kinship Care Support Programs.	Education Commissioner		Under Review	Pending
15. Community Based Care (CBC) agencies serving foster youth should offer weekly independent Living skills (IL) classes to all current and former foster youth age 13 to 23, as well as transportation for the youth to enable them to attend the classes.	Community Based Care Providers	Continued Life Skills Training as a service provision of the Systems of Care Service Provider contract.	On-going	Improving collaborations and partnerships with community based organizations to assist in service delivery.
16. Promote adoption through “One Church, One Child (OCOC).	Department of Children and Families	Implemented a service agreement contract with One Church, One Child as a pilot project. The \$150,000 project is based in Duval and Hillsborough counties, and is focused on recruitment of families for black children in foster care who are awaiting adoption.	On-going	Continued Recommendations: Restoration of the organization structure that provides local staff liaisons within each of the Department of Children and Families districts – this change would greatly expand the capacity of the program to help increase the number of families interested in adopting. Provide funding to

				support OCOC's operation statewide. Statewide coverage would align OCOC with the much needed faith-based initiatives that address the permanency needs of children in care.
RECOMMENDATIONS – FOSTER CARE AND FAMILY ISSUES (2008)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
17. Support legislation to promote and facilitate Fatherhood Initiatives.			Under Review	Pending
18. Support legislation to provide a \$2 per day cost-of-living increase for State's Relative Care Giver Program.			Under Review	Pending
19. Support legislation to promote and facilitate Employment Initiatives for youth and young adults aging and/or aged-out of foster care.	Department of Children & Families	The Department of Children and Families forged statewide partnerships to identify employment opportunities for youth of foster care. Developed collaborations with various Work Force Boards to provide work readiness trainings to foster youth as a priority.	On-going	Continued support of Statewide Employment Initiatives serving youth of care.
20. Support legislation to promote and facilitate access to Higher Education Institutions and Vocational Training for foster care youth and young adults aging and/or aged-out foster care.			Under Review	Pending
RECOMMENDATIONS – HEALTH STATUS (2007)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
21. The state should invest in a public education campaign to promote the benefits of early screening for health care as well as advancing the benefits of good nutrition and reduction of obesity in children.	Department of Public Health	The Department of Public Health to find funds and identify resources for this endeavor.	Continued discussions to be continued	Needs work.
RECOMMENDATIONS – HEALTH STATUS (2008)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOSITION
22. Develop and implement a statewide education and outreach program designed to address the risks associated with a lack of information about the way treatable diseases result in poor quality of life	Department of Health	Ongoing		Distribute Annual Report to Legislators

and unacceptably high mortality rates. The information should highlight the importance of early detection, exercise, and good nutrition.				
<p>23. We suggest one method of dispensing relevant health information to blacks, before there are health issues, is to re-introduce mandatory Health Science courses in school, starting with kindergarten and delivered across the 20 educational systems in developmentally appropriate formats ending with graduation.</p> <p>Health course syllabi can be designed to increase in complexity throughout the educational process with the outcome that students learn important information about the working of the human body, the benefit of exercise, the importance of good nutrition, how communicable diseases like HIV are spread and how the health care system works.</p> <p>Investment in early education can have the potential to reduce the total cost associated with treatment of infected individuals by giving the young valuable health information before poor habits are developed. Furthermore, investment in prevention through education has the potential to reduce the total number of new cases resulting in significant reduction in the total cost of health care.</p>	Department of Education	Ongoing		Distribute Annual Report to Legislators
<p>24. The state could invest in nurses being assigned to all schools, revise the school nurse job description from the current limited role to an expanded role that includes education of children and parents, coordinate referrals to health care providers, and some early screening, much can be done to change health disparity and poor health outcomes.</p> <p>An example is that the school nurse could assist with helping eligible uninsured and underinsured children enroll in Medicare, Medicaid, Healthy Kids and KidCare state program systems.</p>	Department of Education	Ongoing		Distribute Annual Report to Legislators
RECOMMENDATIONS - CRIMINAL JUSTICE AND GANGS (2008)	RESPONSIBLE ENTITY	ACTION TAKEN	STATUS	NEXT STEP OR DISPOITION

<p>25. Develop local criminal justice / community strengthening task forces to advocate for and implement holistic diversionary programs and public health problem solving courts on both juvenile and adult levels of the criminal justice systems.</p>	<p>DOC Office of Re-Entry, Assistant Secretary Franchatta Barber</p> <p>Representatives from the local judiciary</p> <p>Board of County Commissioners</p> <p>Local Public Safety Coordinating Councils</p> <p>Local County Jail Directors</p> <p>Local Faith-Based and other interested community groups</p>			<p>Coordinate with the listed responsible entities and other local community based groups to formulate a plan of action</p>
<p>26. Develop and implement specialized, individualized counseling and mentoring focused on motivating criminal gang members in state or county correctional systems to gain educational, vocational or job training, social skills and lifestyle interests and habits that will turn offenders away from gang membership/participation and toward becoming productive members of society when released.</p>	<p>DOC Office of Re-Entry, Assistant Secretary Franchatta Barber</p> <p>Board of County Commissioners</p> <p>Local Public Safety Coordinating Councils</p> <p>Local County Jail Directors</p> <p>Local Faith-Based and other interested community groups</p>			<p>Coordinate with the listed responsible entities and other local community based groups to formulate a plan of action</p>

<p>27. Correctional facilities should create “Family Zones” which are identified as a secure environment where the participating fathers, after their familial counseling sessions, can interact with their child/children to provide the support and interaction that the child/children need for their own positive growth and development.</p> <p>The “Family Zones”, while secure, will be brightly painted and appointed to be as comparable to a home environment as possible with limited institutional reminders or distractions.</p> <p>This area can be utilized by a number of different family units at the same time to encourage and foster peer learning and modeling.</p>	<p>DOC Office of Re-Entry, Assistant Secretary Franchatta Barber</p> <p>Board of County Commissioners</p> <p>Local Public Safety Coordinating Councils</p> <p>Local County Jail Directors</p> <p>Local Faith-Based and other interested community groups</p> <p>Local and business leadership</p>			<p>Have DOC and the Florida legislator review a formal plan of action for the design and implementation of this recommendation.</p>
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APPENDIX G – MEMBERS OF THE 2009 FLORIDA COUNCIL ON THE SOCIAL STATUS OF BLACK MEN AND BOYS



Anthony McCoy, PhD
Chair
Statewide Forensic Treatment Coordinator
Department of Children and Families

Dr. Anthony McCoy was appointed to the Council in 2007 by Director Kate Lyon of the Mental Health Program Office within the Department of Children and Family Services. He was subsequently reappointed in 2009. He currently serves as the Statewide Forensic Treatment Coordinator for the Department of Children and Families. Dr. McCoy earned a Doctorate from the University of Alabama.



Torey L. Alston
Vice-Chair
Executive Director
Office of Supplier Diversity
Department of Management Services

Mr. Torey Alston was appointed to the Council in 2007 by Florida Secretary of Management Services Linda South. He is the Executive Director for the Office of Supplier Diversity with the Department of Management Services. He served previously in the Communications Department of the Executive Office of the Governor and as a gubernatorial fellow. Mr. Alston is a graduate of Florida Agricultural and Mechanical University and has a Master's Degree in Business Administration.



Earnest Brewer
Field Office Manager
Medicaid Area Two
Agency for Health Care Administration

Mr. Earnest Brewer was appointed to the Council in 2009 by Deputy Secretary Carlton D. Snipes for Medicaid in the Agency for Health Care Administration. He currently serves as a Field Office Manager for Florida Agency for Health Care Administration in Medicaid Area Two. Mr. Brewer earned a Masters Degree

in Business Administration from Tampa College and a graduate certificate in Health Services Administration from Florida State University.



Billy R. Close, PhD
Assistant Professor
Florida State University
College of Criminology and Criminal Justice

Dr. Billy R. Close was appointed to the Council in 2007 by former Florida House Speaker Marco Rubio. Currently, he is an assistant professor in the College of Criminology & Criminal Justice at Florida State University. Prior to his faculty role at FSU, he served as the acting Director of the FSU Black Studies Program; Co-Principal Investigator and Director for the Brotherhood Pride Academy for Young Black Males and Research; President of Paradigm Consultants and Associates, Inc.; and as a Consultant to the Racial and Ethnic Bias Study Commission for the Florida Supreme Court. In addition, he is the founder of Beyond the Athlete, Inc. a 501 (c) (3) nonprofit organization. Dr. Close is a graduate of Lincoln High School in Tallahassee, Florida and received his Master's and Doctorate degrees from Florida State University.



Emile Commedore, M.D., J.D.
Former Director
Office of Minority Health
Department of Health

Dr. Emile Commedore was appointed in 2008 to the Council by Florida State Surgeon General Ana M. Viamonte Ros. Currently, he is the Director of the Office of Minority Health within the Florida Department of Health. Prior to this, he was a Medical Consultant for the Florida Agency of Health Care Administration, and a lawyer. He also has had a private medical practice in Obstetrics and Gynecology. Dr. Commedore earned a Doctorate of Medicine from Louisiana State University and a Juris Doctorate from Stetson University.



Richard D. Davison
Deputy Secretary
Department of Corrections

Richard Davison was appointed in 2009 to the Council by Secretary Walter A. McNeil. Currently, he is the Deputy Secretary within the Florida Department of Corrections. Prior to this, he has served in various legal and legislative positions including Assistant State Attorney for the Ninth Judicial Circuit; Staff Attorney for the Florida House of Representatives; Assistant Statewide Prosecutor for the Attorney General's Office of Statewide Prosecution; and Deputy Secretary for the Department of Juvenile Justice. Deputy Davison earned his Bachelor of Science degree from Florida State University and his Juris Doctorate from the University of Florida.



Gypsy Gallardo
Publisher
Power Broker Magazine

Ms. Gypsy Gallardo was appointed to the Council in 2009 by Governor Charlie Crist. She is the publisher of the Power Broker magazine and e-zine, as well as being Director of Development for Urban Development Solutions, Inc., VP of Development of International Enterprise Development, and the Chief Strategy Officer for Concerned African Women and affiliated companies. Ms. Gallardo earned a Master's Degree in Public Policy from Harvard University's Kennedy School of Government, and a Bachelor degree from the Whitney Young College of Leadership at Kentucky State University.



Lillian Lima
Special Projects Coordinator
Department of Children and Families

Ms. Lillian Lima was appointed to the Council in 2007 by former Department of Children and Families Secretary Robert Butterworth and was subsequently reappointed in 2009 by Secretary George H. Sheldon. She is DCF's Special Projects Coordinator of Youth Development Initiatives for Youth Aging out of Foster Care. Prior to her role as Special Projects Coordinator, she served as the Education Special Projects Coordinator of Educational and Mentoring Initiatives in the Office of the Attorney General and also served

in the United States Coast Guard. Ms. Lima is a graduate of the University of South Florida and earned a Master's Degree from Troy State University.



Eddy M. Regnier, PhD
Clinical and Forensic Psychologist
Assessment and Psychotherapy Services

Dr. Eddy Regnier was appointed to the Council in 2007 by former Florida Senate President Ken Pruitt. Currently, he is an associate professor of the Sarasota School of Professional Psychology and Behavioral Sciences for Argosy University at Sarasota. Prior to his faculty role at Argosy University, he is in private practice at Assessment and Psychotherapy Services where he works as a Clinical and Forensic Psychologist. In addition, he serves on various community boards. Dr. Regnier is a graduate of the University of Massachusetts and received a Master's Degree and a Doctorate from Boston University.



The Honorable Julio Robaina
State Representative, District 117

The Honorable Julio Robaina was appointed to the Council in 2007 to the Council by former Florida House Speaker Marco Rubio. Currently, he is the State Representative to District 117 and is the Chair of the Criminal & Civil Justice Policy Council. Prior to his elections to the Florida Legislature, he has served as Mayor of the City of South Miami and as a City Commissioner. Representative Robaina is a graduate of Miami-Dade Community College.



Ana Maria Sanchez
Assistant Director
Division of Education
Department of Juvenile Justice

Ms. Ana Maria Sanchez was appointed to the Council in 2009 by Florida Secretary of Juvenile Justice Frank Peterman. Currently, she is the Assistant Director of Education with the Department of Juvenile Justice. Prior to her role, she has served as the Legislative Assistant to former State Representative Frank Peterman and Senator Arthenia Joyner. Ms. Sanchez is a graduate of the University of South Florida and received her Juris Doctorate from Florida State University and a Masters of Law degree from Thomas Jefferson School of Law.



Lois A. Scott
Program Manager
Office of One Stop and Program Support
Agency for Workforce Innovation

Lois A. Scott was appointed to the Council in 2009 by Cynthia Lorenzo, Director Agency for Workforce Innovation. She currently serves as Program Manager in the Office of One Stop and Program Support. She administers training, technical assistance, programmatic oversight and performance reporting for Florida's Workforce Development System. Ms. Scott also serves as a member of the Department of Corrections Re-Entry Advisory Council. She is a graduate of Bethune Cookman University.



Rev. Albert Simpson, Jr., PhD
Philemon Missionary Baptist Church

Reverend Albert Simpson, Jr., was appointed to the Council in 2007 by former Florida Senate President Ken Pruitt. Currently, Dr. Simpson is the pastor of Philemon Missionary Baptist Church and is also an advisor to Florida State Senator Stephen R. Wise. In addition, he is the founder of The Share, Care, and Dare Development Program, Inc., and the Philemon Evangelistic Outreach Ministries Bible Institute. Dr. Simpson is a graduate of Revelation Message Bible College and earned a Master's Degree from Jacksonville Theological Seminary and Doctorates from Suffield University and Jacksonville Theological Seminary.



Andre Smith
Director
Florida PK20 Education Data Warehouse

Mr. Andre Smith was appointed to the Council in 2009 by Florida Commissioner of Education Eric J. Smith. Currently, he is the Director of Florida's PK20 Education Data Warehouse. In addition, he is an Oracle Certified Professional Database Administrator. Mr. Smith is a graduate of Florida State University and received a Bachelor's in Management Information System and a Master's in Educational Leadership & Administration.



Representative Perry E. Thurston, Jr.
Florida State Representative, District 93

The Honorable Perry E. Thurston, Jr. was appointed to the Council in 2007 by former Florida House Speaker Marco Rubio. He is currently a State Representative to District 93. Prior to serving in the Florida Legislature, he has a private law practice. He has also served as Co-Counsel for the Broward County NAACP, and as a member of the Board of Directors of the Sistrunk Historical Festival. In addition, he is a member of the Department of Juvenile Justice Board of Directors, and the Broward County Criminal Justice Defense Lawyers Association. Representative Thurston is a graduate of Morehouse College and earned a Juris Doctorate from the University of Miami.



Levi Williams, Esq.
Fertig and Gramling Law Firm

Mr. Levi Williams was appointed to the Council in 2007 by Florida Attorney General Bill McCollum. Currently, he is a partner with Fertig and Gramling Law Firm. Mr. Williams is a graduate of the University of Illinois and received his Juris Doctorate from the University of Florida.



The Honorable Frederica Wilson
State Senator, District 33

The Honorable Frederica Wilson was appointed to the Council in 2007 by former Florida Senate President Ken Pruitt. She currently serves as a State Senator to District 33 and has served in the prestigious position of Senate Democratic Leader Pro Tempore, the second highest position within the Democratic Caucus. Prior to serving in the Florida Legislature, she served as a Miami-Dade County School Board member, and Principal of Skyway Elementary for 12 years. She is the founder of the 5000 Role Models of Excellence Project, providing role models for at-risk boys attending Miami-Dade public schools. Senator Wilson is a graduate of Fisk University and earned a Master's degree from the University of Miami and received an Honorary Doctorate from Florida Memorial College.



The Honorable Stephen R. Wise
State Senator, District 5

The Honorable Stephen R. Wise was appointed in 2007 to the Council by former Florida Senate President Ken Pruitt. He currently serves as a State Senator for District 5 and as the Chair of the Education Pre-K -12 Appropriations Committee. Prior to serving in the Florida Legislature, he was a consultant and a retired educator. Senator Wise graduated from Florida Southern College and earned a Master's degree from Middle Tennessee State University and a Doctorate from the University of Alabama.

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- ^{vii} Florida Department of Corrections. (2009) Bureau of Research and Data Analysis.
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A “Community Participant” is any person, either in his/her individual capacity or as a representative of an entity, who without compensation or expectation of compensation, including but not limited to travel reimbursement, performs a task at the direction of and on behalf of the Council or any of its committees. Community Participants are not considered members of the Council or any of its committees.

Community Participants must be officially accepted by the Council. The Council may only accept the service of Community Participants with the understanding that such service is at the sole discretion of the Council, the Council chair, or the appropriate committee chair.

All Community Participants shall have a set term of service not exceeding one year. Community Participants may serve additional terms if each term is approved by the Council.

Community Participants and staff are considered to be partners in implementing the mission and vision of the Council. Community Participants are encouraged to attend Council and committee meetings.

The Council acknowledges the participation and helpful comments of the following community participants:

David Denson, Jr., *Tampa, FL*
Sharla Head-Jones, *Gainesville, FL*
Pastor Carl E. Reeves, *Pensacola, FL*
Isaiah Weatherspoon, *Tallahassee, FL*
Perri Demps, *West Palm Beach, FL*
Katrina Granger, *West Palm Beach, FL*
Dr. Jordan Williams, III, *Marianna, FL*

To learn how to become a community participant, please visit www.cssbmb.com.