

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

2012 Annual Report



ACKNOWLEDGEMENTS

The Florida Council on the Social Status of Black Men and Boys is responsible for the content of this report. The Council acknowledges the diligent work of the Strategic Planning committee. The Council would also like to thank the Florida Department of Corrections for providing the time and expertise of Dr. Evelyn Ploumis-Devick for facilitating the strategic planning process. In addition, the Council also acknowledges and thanks staff of the Attorney General Pam Bondi's Office for their efforts and contributions to this endeavor.

Council Members

Dennis Baxley, State Representative, Florida House District 24
Yata Caine, Professor, Florida Agriculture & Mechanical University
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Argatha Rigby-Gilmore, Chief of Police, Lake City Police Department
Matthew Gregory, Human Resource Consultant, Department of Management Services
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Angelia Rivers, Bureau Chief, Family and Community Outreach, Florida Department of Education
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Gary Siplin, State Senator, Florida Senate District 19
Alan Williams, State Representative, Florida House District 8
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Arto Woodley, Jr., President Frontline Outreach

Strategic Planning Committee

John Davis, Committee Chair, Director of External Affairs, Department of Children and Families
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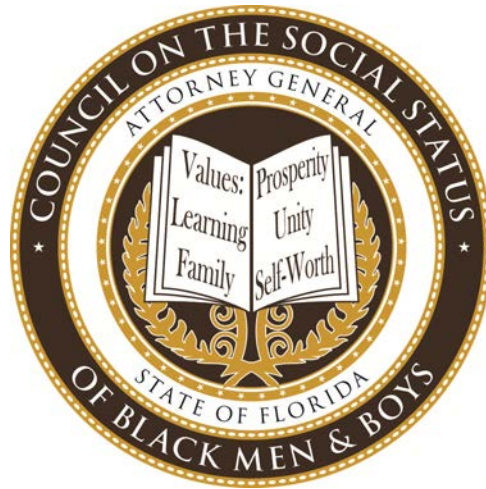
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Strategic Vision

Florida commits to engaging, educating, equipping and, encouraging black men and boys to achieve their full potential successfully.

Mission

To research and propose measures that improves conditions affecting black men and boys.

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

State of Florida



Pam Bondi
Attorney General



The 2006 Florida Legislature established the Florida Council on the Social Status of Black Men and Boys to study conditions negatively affecting black males in our state. The Council is housed in the Office of the Attorney General and has a 19-member board led by Dr. Eddy Regnier, APS Healthcare of Sarasota, Florida.

The Council's mission is to research and propose measures that will improve conditions which are negatively affecting black men and boys.

Over the past five years, the Council has continued to study areas such as education, health, family, economics, and criminal justice. The Council has concentrated its efforts on developing programs and services that will improve the lives of black men and boys.

In 2012, the Council created a strategic action plan it hopes to use to guide its work from recommendations to concrete actions positively affecting African-American male risk factors.

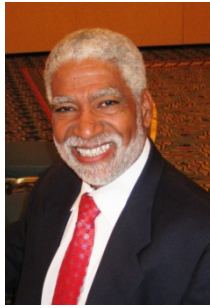
It is the Council's hope that this report will increase awareness for both citizens and the leaders of Florida about the socioeconomic disparities and the disproportionate number of minority children in the state's child welfare system. Furthermore, the Council hopes that this report will encourage community partnerships to employ effective programs and best practices that will have a positive impact on the lives of Florida's black men and boys.

Addressing the needs of black men and boys is important to our entire state, and I appreciate the tremendous effort and contributions of each member of the Council. This annual report highlights the importance of the Council's work and its impact on Florida.

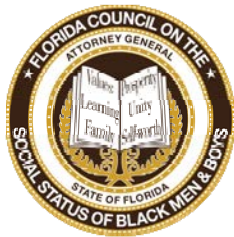
Sincerely,

Pam Bondi

Chairman



Dr. Eddy M. Regnier



It is with great pleasure that I present this year's annual report to Governor Rick Scott, Attorney General Pam Bondi, Speaker of the House Will Weatherford, Senate President Don Gaetz, state agency heads, community advocates and the citizens of the state of Florida. On behalf of the Florida Council on the Social Status of Black Men and Boys, I would like to express a heartfelt thank you to everyone that has participated in ensuring that the Council achieves its mission of "hope" for black males. This year, the list of people to whom we express our gratitude is fortunately very long.

First, I would like to thank Governor Rick Scott for making time in his schedule to meet with me and share his ideas, and for allowing his staff to help in our growth process. To Lieutenant Governor Jennifer Carroll, we are thankful for her leadership in helping the Council refine its work product so that we can meet the needs of black men and boys throughout the state. To Attorney General Pam Bondi, we appreciate her patience and tolerance during our uneven growth process and for extending the expertise of her staff to assist the Council during a year of amazing progress. I also wish to express a special thank you to Florida Representatives Dennis Baxley, Perry Thurston, Alan Williams as well as Florida Senators Gary Siplin and Stephen Wise, for working tirelessly with the Council so that we could reach our objectives. Finally, to the Florida Legislative Black Caucus for their unwavering support, without which the Council would not be able to achieve its mission.

In past annual reports, the Council sought to research and bring about awareness regarding the disparities that many black men and boys face in the great State of Florida. The Council's annual report shows that, when compared to other ethnic groups, black males have the highest illiteracy and dropout rates, resulting in low college attendance rates and a general lack of preparation to meet the future workforce demands of a growing society. As a result of poor educational opportunities, statistics on black males indicate unacceptably high crime related activities resulting in higher incarceration and unemployment rates. This in turn leads to poverty, family disorganization and substance abuse. There appears to be a strong relationship between poor educational opportunity and crime related activity.

In past years, the Council's research suggested that, despite the best intentions of many state agencies, these disparities showed little remediation or relief. This suggests that unless fundamental changes are enacted by Florida lawmakers, black males will continue to fall behind every other ethnic group in society.

This year, the Council embarked on the momentous task of creating a formal structure providing measurable goals and outcomes from which to continue the work of changing the disparities that negatively impact the lives of black men and boys. With the assistance of Dr. Evelyn Ploumis-Devick, on loan from the Department of Corrections, the Council created a much needed Strategic, Operations and Action Plan that will guide the future work of the Council for the next three years.

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

Our strategic plan is ambitious. The Council hopes to significantly change negative indicators that have traditionally affected black males in the areas of education, criminal justice, employment and health care by acting as a conduit to publicize best practices that have resulted in good outcomes to areas of the state where it is most needed. We hope to partner with state government agencies and local community stakeholders to improve outcomes for black men and boys in those areas of the state where they are statistically falling behind.

We also hope to have active dialogue with district school superintendents in order to reduce dropout and suspension rates, and improve literacy rates; encourage law enforcement to use diversion programs wherever possible to reduce the criminalization of black youths. Encourage the judicial system to offer alternative sentencing when appropriate; and to reach out to business communities in order to assist in increasing employment opportunities.

It continues to be a pleasure and a satisfying experience to serve as Chairman of the Council; and I am privileged to lead such a dedicated group of hard-working people. The Council has been challenged by the economic recession as well as a reduction in the number of Council members available to serve. However, despite these challenges, I believe the Council is well on its way to earnestly changing disparities, and I remain committed to serving the citizens of the state of Florida with new-found hope and a stronger faith in the belief that our Creator leads the way.

Sincerely,

Eddy M. Regnier, PhD

EXECUTIVE SUMMARY

Each year, the Florida Council on the Social Status of Black Men and Boys gladly upholds the responsibility, as assigned by the Florida Legislature, to lead vigorous investigations that seek to reveal and convey greater understanding about the current status of black men and boys; and, more importantly, the means by which Florida law makers can reduce the disparities in economic, educational, criminal justice and health status issues.

As a result of our growing experience with reducing disparate conditions that negatively impact black males in the state of Florida, the Council decided to embark on an ambitious plan with measurable outcomes for remediating such negative conditions. This Report provides the Strategic plan that will guide the Council's efforts for the next three years. The Strategic plan outlines areas for focused efforts to change disparate conditions in Education, Health & Families, Criminal Justice & Crime Prevention and Employment in which black males fall behind. It is the hope of the Council to marshal in positive changes by encouraging black males to achieve their full potential and through partnering with government, law enforcement, the judiciary, community agencies and private business communities to bring together resources to meet our strategic goals.

Education

In 2012 the Council focused on adding a performance component to the Florida Education Finance Program (FEFP) calculations for improving the educational outcomes of low performing students in 2011. This year and in the future the Council believes that in the current economy, education from early childhood and throughout life is the new currency that is inseparable from the development of the human capital necessary for establishing a strong workforce, and quality of life in our communities.

Health & Families

In 2012 the Council offered support for legislation that promoted healthy choices through the following: Healthy Choices & Life Styles: Promoting better diet and eating habits, promoting physical fitness to decrease obesity, lowering the consumption of alcohol, decreasing the use of tobacco, and encourage or promote safer sex practices. However, in 2012 with the approach of the new Affordable Health Care Act, medical care may be more accessible to all and the Council is motivated to assist Florida's Black citizens with information that will lead to healthy choices.

Criminal Justice & Crime Prevention

The Council recommends promoting and expanding comprehensive diversion and supervision strategies aimed at decreasing the representation of black men and boys in the criminal justice system: 1. Civil Citation (Diversion Programs); 2. Unsupervised population community based collaboration strategies; 3. Delivery of targeted programs and services

Employment & Economics

In 2012 the Council continues to focus on increasing participation in employment and training workforce programs for black men and boys to decrease unemployment, increase self-sufficiency, and reduce the incidence of re-entry to prison. In addition, the Council will focus on working with others to change the conditions that lead to lack of education and job readiness, high rates of incarceration that makes employment difficult upon release from incarceration, and higher rates of the black population lacking basic resources required for self-sufficiency.

MEETING HIGHLIGHTS

Tallahassee



The Council held a business meeting on January 26, 2012, at the Betty Easley Conference Center in Tallahassee, Florida.

Discussions included the Council's mission and the need to identify areas that could make a difference, initiatives of focus for 2012 such as, ways to prevent black boys from getting into the judicial system, how to keep black youths in school, helping black youths get back in school that have been discharged from school, putting troubled black youths under surveillance, focusing on black men who are incarcerated with mental issues, providing proper health care, and making the "Baker Act Law" discretionary. Nominations took place to gather nominee's for the 2012 election year. The slate of nominee's included, Eddy Regnier as chair, Albert Simpson as Vice-chair, Ben Shirley as 1st Vice-chair and Ronald Henderson as 2nd Vice-chair.

Tallahassee



The Council held a business meeting on March 1, 2012, at the Florida Senate Office Building in Tallahassee, Florida.

Discussions included the need for extra funding, the need of a funding committee for anticipated funding and the need to formulate a Strategic Plan for the Council. Guest speakers included Pat Gleason, Deputy Attorney General and Chief Counsel with a presentation on seconded degree misdemeanors or non-criminal infractions in violation of the Sunshine Law; Eugene Morris who spoke on behalf of Wansley Waters, Secretary, Florida Department of Juvenile Justice Secretary Waters on Civil Citations issues; Tom Clendenning, Florida Department of Economic Opportunities Director who gave a presentation on Economic Opportunities; John Davis, Director of External Affairs, Florida Department of Children and Families and Council member who gave a presentation explaining the four E's empowering, enabling and engaging and equipping; and Gerard Robinson, Commissioner of the Florida Department of Education who gave a presentation on problems Black Men and boys face, the FCAT, and the need to encourage students to become teachers.

Lake City



The Council held a business meeting on April 23, 2012 at the Police Department in Lake City, Florida.

The purpose of this meeting was to generate a 3-year Strategic Plan for the Council. Discussions included core values, guiding principles and priority issue area.

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

Tampa



The Council held a business meeting on May 16, 2012, in conjunction with the Preventing Crime in the Black Community Conference, which took place in Tampa, Florida.

The Council continued to formulate ideas on the development for the 3-year strategic plan. On May 17, the Council held a workshop session with the theme "Educate, Engage, Empower and Encourage: Exploring the Recommendations of the Social Status of Black Men and Boys Council." In this workshop,

participants were educated on the responsibilities of the Council, the issues faced by the black population in communities across Florida, and the workshop offered the opportunity for participants to share their observations and experiences related to black men and boys. Panelists included: Argatha Gilmore, Criminal Justice and Gangs Committee, the topic of discussion was crime in Lake City; Andre Smith, Education Committee, the topic of discussion was creating better reading performances; Lois Scott, Employment and Economics Committee, the topic of discussion was Economic Opportunities; Eddy Regnier, Health and Families Committee, the topic of discussion was the health of the body and mind.



Pensacola



The Council held a business meeting on July 12, 2012, at General Daniel "Chappie" James, Jr. State Office Building, Regional Office Center in Pensacola, Florida.

The business portion of the meeting was a continuation of the Strategic Plan development and the inclusion of an Operational Plan. Several guest speakers were invited, including John Jerrals, Pensacola Council member, District 5 gave a presentation on curfews and the impact it has on children; John

Lanza, Pediatrician & Director of Escambia Health Department gave a presentation on the issues of health specifically affecting black men and boys in Escambia County. On July 13 the Council held a public forum at City Hall. Guest speakers were Chip Simmons, Pensacola Chief of Police, who gave a presentation about factors that affect the city of Pensacola and programs in support of the department such as role models, re-entry and workforce mentors; and Deborah Brown, Circuit Administrator, Pensacola Circuit Office who gave a presentation about the responsibility of her department and the assistance that is given to individuals upon release from incarceration that includes assisting with vocational skills, transitional services, but not limited to residential treatment services, obtaining drivers licenses, employment, fresh start programs and a stable support system. Several Pensacola residences shared many concerns about the disparities of black men and boys.

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

Fort Lauderdale



The Council held a business meeting on September 20, 2012, in Fort Lauderdale, Florida.

On September 21, the public forum took place at New Mount Olive Baptist Church and was hosted by Dr. Marcus Davidson, Pastor. Guest presenters included the Honorable Michael A. Robinson, Circuit Court Judge. He expressed his concerns about the young black boys who are incarcerated. Robert Runcie, Superintendent of Schools discussed the need to talk about

student achievement and the need to stop labeling a child as having a learning disability when in fact it is a reading deficiency. Other presenters were Gabe Carmichael and John Nesteruk, Fort Lauderdale Police Department who discussed Juvenile Civil Citations; Al Lamberti, Sheriff discussed over the counter purchases of synthetic drugs by kids; and Evelyn Ullah, Director of the HIV Prevention Program at the Broward County Health Department discussed the HIV prevention program.



Judge Michael A. Robinson

Orlando



The Council held a business meeting on November 15, 2012, in Orlando, Florida.

Discussions included the Council's strategic issue priorities initiatives, nominations for a single slate for the offices of Chair, Vice Chair, First Vice Chair, Second Vice Chair and the 2012 Annual Report.



On November 16, 2012, Eddy Regnier, Council chair met with the Florida Black State Legislators and presented them with the At-A-Glance Strategic Plan.

2012-2015 STRATEGIC PLAN

STRATEGIC PLAN & GOALS

The Florida Council on the Social Status of Black Men and Boys (Council) has the statutory responsibility to focus and lead the research and efforts that will alleviate and correct the underlying conditions that affect black men and boys throughout the State of Florida. The Council strives to build community and interagency partnerships to bring about an environment that promotes the values of learning, family, prosperity, unity, and self-worth. Council members commit to their statewide leadership role to identify, plan, and serve as a catalyst for addressing issues, trends, and disparities that may affect black men and boys. As directed by statute, the Council systematically studies conditions affecting black men and boys, including homicide rates, arrest and incarceration rates, poverty, violence, drug abuse, death rates, disparate annual income levels, school performance in all grade levels, including postsecondary levels, and health issues. The Strategic Plan serves as a blueprint for addressing the Council's statutory mission while cultivating future **Right Relationships, Actions, Systems, and Processes** that will create a more accountable reality for Florida's collective future.

The Council is particularly committed to "Smart Justice" prevention and intervention solutions to address underlying factors that contribute to school readiness, academic, social, and workforce preparation. Relevant areas include: the early intervention programs targeting at-risk youth, understanding the conditions impacting school dropout rates, suspensions, detention, and incarceration among youth. "Smart Justice" requires collaboration, research, and a vision that commits to an investment in the long term quality of life of citizens and visitors in all Florida communities.

The Florida Legislature gave the Council the authority to research and recommend prevention and intervention solutions that can change current negative outcomes into more promising economic and societal realities for black men and boys in Florida. Research into the current state and national conditions and trends that impact the social status of black men and boys identified in the following Strategic Issue Areas:

- One: Remove Barriers to Healthy Lifestyles, Prevention, and Families Services**
- Two: Ensure Educational and Lifelong Learning Success**
- Three: Address Disproportionate Employment and Economic Conditions**
- Four: Promote Crime Prevention & Address Disproportionate Criminal Justice Issues**
- Five: Promote Community Awareness, Leadership, & Sustainable Partnerships**

To address the strategic issue areas and achieve identified strategic goals, the Council will focus its research and strategic methods on one or more of the five following thematic action areas.

1. **ENGAGE & LEAD** Community and Interagency Awareness, Collaboration and Recognition
2. **EDUCATE & CONNECT** to Learning, Education, and Workforce Development Opportunities
3. **EQUIP & ENABLE** Personal Growth and Development for Lifetime Success
4. **ENCOURAGE & MENTOR** Individual Achievement Potential and Accountability
5. **RESEARCH & INFORM** for Change, Innovation and Implementation

Strategic Vision

Florida commits to engaging, educating, equipping, and encouraging black men and boys to achieve their full potential successfully.

Mission

To research and propose measures that improves conditions affecting black men and boys.

Core Values

Responsibility	Learning	Economic-empowerment
Community	Dignity	Accountability
Leadership	Family	Confidence

Guiding Principles

The Council's guiding principles are the fundamental truths upon which the actions of staff and Council members are based. They represent the basic and essential elements that produce positive outcomes. The Council will achieve excellence by promoting and implementing an organizational culture that fosters the following core principles.

- Commitment to transparency
- Commitment to result-driven best practices
- Commitment to remain priority-focused
- Commitment to work with community partners to maximize resources
- Commitment to perform all responsibilities in a professional manner and to the highest ethical standards, and
- Commitment to demonstrating excellence and innovation

STRATEGIC ISSUE AREA ONE: REMOVE BARRIERS TO HEALTHY LIFESTYLES, PREVENTION, AND FAMILY SUPPORT SERVICES

Family & Community Support Services

An ongoing priority of the Council is to continue working closely with Florida's Departments of Children and Families and Department of Health to assess and remove barriers that prevent families and care takers from accessing community-based support and prevention services. Program and service efforts strive to guide even the most vulnerable of Florida's families toward self-sufficiency. In conjunction with community partners, the Council will continue to support leadership in the community with state-level support to improve conditions and build accessible infrastructures for more black men and boys to develop healthy lifestyles, opportunities, and services that support and sustain quality of life opportunities. The Council will work with the Department of Health to protect, promote and improve the health of black men and boys in Florida through integrated state, county, and community efforts.

The most recent data available lists the five leading causes of death for black males in Florida as cancer, heart disease, unintentional injury, complications from HIV/AIDS, and homicide. Despite improvements for black male infants, perinatal conditions and congenital malformations remain the leading causes of death. For other black males under the age of 15, the leading cause of death is unintentional injury. This data mirrors the leading causes of death for infants and for children under age 15 for the population within all racial and ethnic groups, but this changes for Black males, at age 15.

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Homicide remains the leading cause of death across the state of Florida for black males between ages 15-34. The black male population is the only subgroup for which homicide is the leading causes of death. Unintentional injury, the second leading cause of death for this age group, accounts for fewer than half the homicide deaths among black males. Suicide is the third leading cause of death for black males between ages 15-24, and HIV/AIDS is the third leading cause for those between ages 25-34. Among those aged 35-44, HIV/AIDS is the leading cause of death compared to white and Hispanic males. Diabetes moves into the top five leading causes of death for Black males between ages 55-84.

Access to Healthcare

Barriers for black males to access healthcare remain in the following categories: cultural factors, lack of health insurance, client-specific issues, and provider organizational issues. Better understanding of barrier variables may provide healthcare providers means for strengthening their ability to create techniques for providing black males with access to needed services.

Family Influence

Black men have the worst health indicators of any racial or ethnic group in the U.S. They have the lowest life expectancy and the highest death rates compared to men and women of all races or ethnicities. Black males have higher death rates than men from other racial groups for heart disease, HIV/AIDS, and certain cancers, including prostate, lung, and colon cancer. They are also more likely than white men to experience hospitalization for complications from diabetes, hypertension, and angina.

Strategic Goal 1.1: To promote healthy life style choices/physical fitness among black males.

Key Performance Indicators:

1. Involvement in physical fitness activities
2. Awareness of safe sex practices
3. Awareness of good mental health
4. Reduction of incidents of family violence and self -violence
5. Reduced incidents of prescribed and illegal drug abuse
6. Increased educational outreach
7. Interagency, community, and stakeholder collaboration
8. Proposed measures to alleviate and correct the underlying causes
9. Related research briefings and reports

Strategic Objectives:

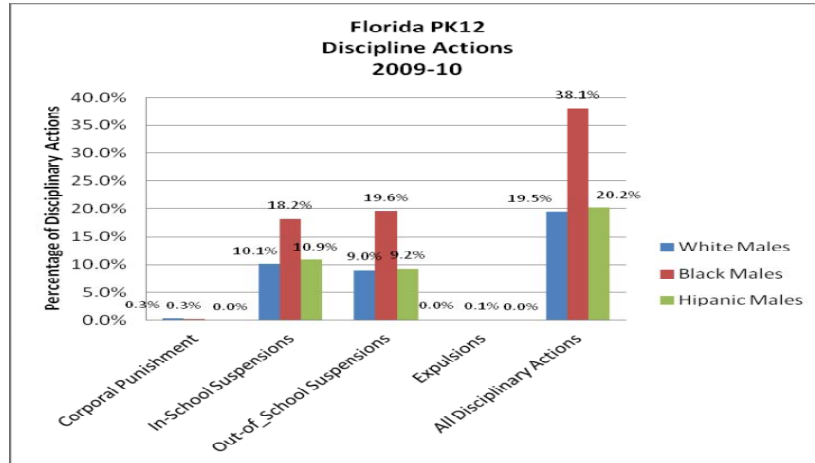
- 1.1.1 There will be an annual decrease below the 2012 baseline in the areas of obesity, cardiovascular disease, smoking, diabetes, colon cancer, and prostate cancer among black males as reported by the Florida Department of Health.
- 1.1.2 There will be an annual increase in good mental health among black males above 2012 baselines as reported by the Florida Department of Children & Families (DCF).
- 1.1.3 There will be an annual decrease in drug and alcohol abuse, family violence, and sexual abuse among black males as reported by the Florida Departments of Health and Children & Families.

Health & Families Committee Members

Dr. Eddy Regnier, Chair
Representative Dennis Baxley
Bill Hardin
Ron Henderson
Dr. Albert Simpson
Ben Shirley

STRATEGIC ISSUE AREA TWO: ENSURE EDUCATIONAL AND LIFE-LONG LEARNING SUCCESS

The educational plight of black males in the public school system across Florida is alarming given the role that education plays in producing human capital and in the quality of life one achieves. Human capital, within this context, refers to the knowledge, skills, and social attributes that allow an individual to perform successfully in the workforce. In a knowledge economy, education from early childhood and throughout life is the new currency and is inseparable from the development of the human capital necessary for establishing a strong workforce, economy, and quality of life in our communities.



In a knowledge economy, education is the new currency by which nations maintain economic competitiveness and global prosperity. “Education today is inseparable from the development of human capital” (U.S. DOE, 2011, paragraph 3). The data provided above illustrates that black males continue to lag behind their racially different counterparts in terms of potential human capital and high quality of life as reading is a prerequisite to all aspects of learning and achieving. It is disconcerting to find that only 18% of 10th grade black males reached proficiency in reading on FCAT; equally disturbing is the 64% graduation rate with only 37% prepared for college. Accordingly, the Council will monitor and report the impact of current and new educational policies/school improvement strategies on the above indicators.

Data provided by the Florida Department of Education in 2011 revealed the following observations related to how black males are progressing through Florida’s K-20 education system compared to their white and Hispanic counterparts in obtaining the knowledge, skills, and social attributes needed to work in our global economy, as measured by the Florida Comprehensive Assessment Test (FCAT), Graduation Rate, College Readiness, Dropout Trends, and Discipline Actions. Observations reported that are of immediate concerns and reported in the Council’s 2011 Annual Report include the following:

Reading

1. The percentage of black male students reading at level three and above in 3rd grade has seen minimal gains over the last five years and trails their white counterparts by 30%.
2. The percentage of black male students reading at level three and above in 10th grade continues to be significantly low 18%.

Math

1. The percentage of black male students scoring at level three and above in 3rd grade math continues to trail their white counterparts by 23%.
2. The percentage of black male students scoring at level three and above in 10th grade math continues to trail their white counterparts by 33%.

High School Graduation Rates & College Readiness

1. Black males are 19% less likely to graduate than white males.
2. Black males are two times less likely to be ready for postsecondary education than white males.

Disciplinary Actions

1. As identified in the chart below, black males are approximately two times more likely to be disciplined than white males.

Strategic Goal 2.1: Ensure all black male students are passing all courses and performing at age appropriate levels for reading, mathematics and science

Key Performance Indicators:

1. Number of black male students grades 3-10 (including those students with Individual Performance Plans (IEP)) who are proficient in reading based on state competency measures.
2. Identified successful reading strategies that relate to frequency and fluency for black male students.
3. Number of black male students grades 3-10 proficient in mathematics and science assessments.

Strategic Objectives:

- 2.1.1 On an annual basis, identify and publicly recognize high performing reading programs in Schools based on state competency measures that serve a high number of black male students.
- 2.1.2 On an annual basis, identify and publicly recognize schools with proven track records for improving low reading scores for black male students.
- 2.1.3 On an annual basis, identify and publicly recognize high performing mathematics and science programs in schools based on state competency measures that serve a high number of black male students.
- 2.1.4 On an annual basis, identify and publicly recognize schools with proven track records for improving low mathematics and science related scores for black male students.

Strategic Goal: 2.2: Support black males to successfully transition from high school to college

Key Performance Indicators:

1. Number of black male students taking accelerated courses in high school
2. Number of black males taking algebra in middle school
3. Number of black males eligible for college credits through accelerated course examinations
4. School ranking of black male students based on performance on common placement tests
5. Related research briefings and reports

Strategic Objectives:

- 2.2.1 From a 2012 baseline, there will be an annual increase in the number of black males eligible for college credit in high school.
- 2.2.2 From a 2012 baseline, there will be an annual decrease in the number of black males required to take a remedial college courses.

Strategic Goal 2.3: Support decreased dropout rates and increase graduation rates for black males in public high schools.

Key Performance Indicators:

1. Dropout rates among black male students
2. Graduation rates (Federal Calculation)
3. Related research briefings and reports

Strategic Objectives:

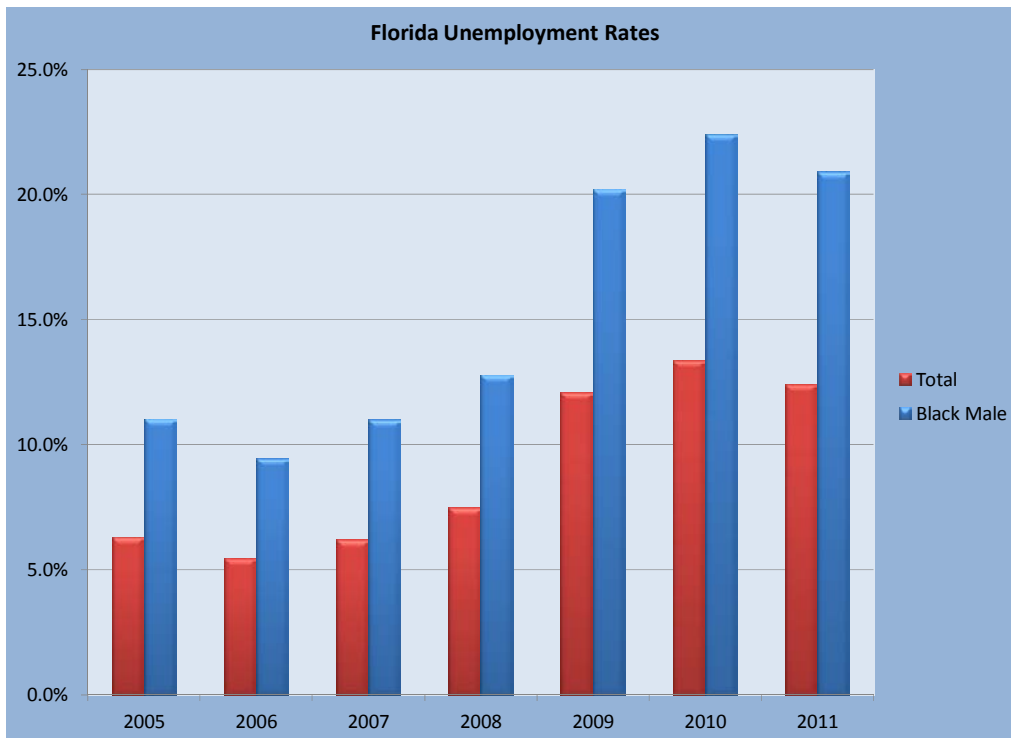
- 2.3.1 On an annual basis, identify and publically recognize high performing drop-out prevention programs that address the needs of black males.
- 2.3.2 From a 2011/12 baseline, there will be an annual increase in Florida's federal graduation rate for black males.

Education Committee Members

Andre Smith, Chair
Representative Dennis Baxley
Yata Caine
Chief Argatha Gilmore
Matthew Gregory
Bill Hardin
Angelia Rivers
Senator Gary Siplin
Representative Alan Williams
Senator Stephen Wise

STRATEGIC ISSUE AREA THREE: ADDRESSING DISPROPORTIONATE EMPLOYMENT AND ECONOMIC CONDITIONS

Although the economy has shown signs of improvement, according to the Census Bureau the overall unemployment rate in Florida in 2011 was 12.4 percent; an increase of 6.1 percentage points from 6.3 percent in 2005. During this same time, the unemployment rate of black males increased 9.9 percentage points from a rate of 11.0 percent to 20.9 percent. While many of Florida's citizens struggle because of the economy, the number of black men negatively impacted is disproportionate relative to the total population.



In 2011, the total population in Florida was 19,057,542. Of this total, black males accounted for 7.7 percent of the population but 12.2 percent of all persons unemployed. For black males aged 16-19 the unemployment rate was 54.7 percent compared to 36.2 percent for the general population in the same age group in 2011. In addition to the higher rate of unemployment, black men are negatively impacted from lower median wages than the general population. In 2011, for example, the median earnings for black workers (males and females) were \$22,371, 15.8 percent below median earnings for the total population. The median earnings for black males, in particular, were \$23,472, 22.6 percent below the median earnings for the total male population. The number of black males considered to earn below the poverty level was 28.3 percent in 2011.

Strategic Goal 3.1: Improve economic opportunities for black males

Key Performance Indicators:

1. Increased employment outcomes for black males
2. Increased vocational skill training for black males
3. Partnerships with schools to promote career and workforce opportunities

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

4. Collaboration with Workforce Boards
5. Outreach and marketing strategies
6. Entrepreneurial program offerings promoted
7. Related research briefings and reports

Strategic Objectives:

- 3.1.1 Based on performance outcomes for fiscal year 2011-12; there will be a statewide annual increase in the number of black males obtaining jobs.
- 3.1.2 Based on performance outcomes for fiscal year 2011-12, there will be a statewide annual increase in the number of black male youth (Ages 14-22) obtaining industry certification.

Employment & Economics Committee Members

Lois Scott, Chair
John Davis
Matthew Gregory
Ron Henderson
Shila Salem
Ben Shirley
Dr. Eddy Regnier
Senator Gary Siplin
Representative Alan Williams

STRATEGIC ISSUE AREA FOUR: ADDRESSING CRIME PREVENTION & DISPROPORTIONATE CRIMINAL JUSTICE ISSUES

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 U.S. residents being held in state or 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 Trusts 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. Staggering statistics also indicate that 1 in every 53 adults in their twenties is behind bars in comparison to the rate for those over 55 being 1 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.

Significance of the Problem in Florida

In Florida, 87% of all inmates incarcerated will eventually be released. During FY 2011-12, 34,463 inmates completed their sentences and were released back into our communities. Approximately 10,340 (30%) of those released inmates are projected to return to prison within three years. On June 30, 2012, there were 100,527 inmates incarcerated by the Florida Department of Corrections. Of those 46,149 or 46% were black males and white males represent 43% of the prison population.

Smart Justice Strategies to Address Crime Prevention and Intervention

Being smart on crime requires a proactive evidence-based approach for addressing criminal justice issues and the related costs to taxpayers. The Collins Center for Public Policy and the Florida Tax Watch Center for Smart Justice have focused on researching reforms and recommending policies to prevent crime as well build community and interagency collaboration to more effectively prepare juvenile and adult offenders to re-enter Florida's communities as contributing members of society and their families. The Center for Smart Justice is committed to providing metric-driven research that will guide public policy and proactive results-driven initiatives that will enhance public safety throughout Florida communities. The proactive research, analysis and recommendations will support the mission of the Council to *research and propose measures that improve conditions affecting black men and boys.*

Strategic Goal 4.1: To support opportunities for black males to participate in diversion and other "Smart Justice" programs

Key Performance Indicators:

1. Collaborative research, implementation, and reported outcomes of "Smart Justice" strategies that positively impact black males
2. Criminal Justice agencies identify connection to community resources for re-entry
3. Documented implementation of civil citation program for black males
4. Number of black males participating in diversion programs
5. Implementation of diversion programs supported by research outcomes
6. Recidivism rate of black males who participate in evidence-based diversion programs
7. Smart Justice related program outcomes for black males
8. Statewide framework for "Smart Justice" that addresses black males and integrates community partners, state agencies, and other stakeholders
9. Statewide summit on Smart Justice that includes issues related to black males
10. Related research briefings and reports related to black males

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

Strategic Objectives:

- 4.1.1 On annual basis, “Smart Justice” strategies will increase statewide for black males
- 4.1.2 By 2015, diversion programs will be implemented in all Florida counties

Criminal Justice & Crime Prevention Committee Members

Chief Argatha Gilmore, Chair

Yata Caine

John Davis

Eugene Morris

Shila Salem

Dr. Albert Simpson

Senator Stephen Wise

**STRATEGIC ISSUE AREA FIVE:
COMMUNITY AWARENESS, LEADERSHIP, & SUSTAINABLE
PARTNERSHIP**

The Council on the Social Status of Black Men and Boys is dedicated to being a leading entity that provides and promotes an environment conducive to productivity, success, and excellence for all black men and boys in the state. The Council has been focusing on establishing strategic allies and community partnerships and is committed to moving forward systematically in establishing local councils that reflect the statutory mission of the State Council in Florida's 20 Judicial Circuits. The intent for each Local Council will be to address problems that are unique to each city and its surrounding area. The strategic development of Local Councils will enable communities to optimize and leverage scarce existing resources, while simultaneously providing focal points throughout the State where initiatives from the Council can be directed. While the development of Local Councils throughout the entire State of Florida is a long-range goal, the Council recognizes that the myriad challenges confronting black males can vary significantly and require customized intervention and prevention strategies.

Strategic Goal 5.1: Partner with agencies represented on the Council and community stakeholders to research and propose measures that improve conditions affecting black men and boys.

Key Performance Indicator:

1. Established agency partnership research projects
2. Established mission-focused community stakeholder partnerships
3. Identified research issue areas and baseline outcome data
4. Established criteria and guidelines for selection, role, responsibility of community representatives, strategic partners, and strategic alliances
5. Established criteria and guidelines for selection, role and responsibilities of Local Councils on the Social Status of black men and boys
6. Related research briefings and reports

Strategic Objectives:

- 5.1.1 On an annual basis, identify priority issues and conduct a minimum of two research projects in conjunction with each state agency partner with representation on the Council.
- 5.1.2 On an annual basis, review and propose as appropriate, legislation aimed to result in systematically improving conditions affecting black males in Florida.
- 5.1.3 By June 2013 establish a baseline for black male participation rate in agency and stakeholders programs.
- 5.1.4 On an annual basis, increase the number of community representatives recognized by the Council. On an annual basis, select and recognize the contributions of strategic partners and alliances
- 5.1.5 On an annual basis recognize the sustainable contributions made by Local Councils on the Social Status of black men and boys.

Community Representatives Committee Members

Eugene Morris, Coordinator
Arto Woodley

FINANCIAL SUMMARY

Background of Funding/Allocations

Upon the creation of the Florida Council on the Social Status of Black Men and Boys in FY 2007-08, the Florida Legislature appropriated \$100,000 to provide for the operational and administrative costs of the Council. In FY 2008-09, the Florida Legislature reduced the Council's appropriation from \$100,000 to \$50,000. In FY 2009-10, again the Florida Legislature appropriated \$50,000 to provide for the operational and administrative costs of the Council. FY 2010-11, the Florida Legislature appropriated \$50,000 to provide for the operations and administrative costs of the Council. In FY 2011-12, the Florida Legislature increased the Council's appropriation from \$50,000 to \$150,000 to provide for the operational and administrative costs of the Council. In 2012 the Council developed a Strategic Plan to serve as a road map to assist in guiding the Council to strategically achieve its objectives. In the development of the Strategic Plan the Council realized the need for additional funding and resources that is necessary for the Council to effectively carry out its mission successfully.

As authorized in section 16.615(e), Florida Statutes, the Florida Council on the Social Status of Black Men and Boys may "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 under this section."

Challenges

Currently, Florida is facing an uncertain economy. State agencies have been required to cut costs while continuing to provide high levels of service. Because agency heads must cut costs, allocations for special projects and initiatives like those espoused by the Council are extremely difficult to obtain. Fewer dollars are available for projects during these difficult economic times. Most philanthropic foundations, charitable organizations, and federal grant programs have begun to shrink their pool of funding for new projects.

ADDITIONAL ACKNOWLEDGEMENTS

The Council acknowledges the diligent work and commitment of State leaders, professional staff and fellow members with special presentations. Photos include captures of special presentations of the Council's 2011 Annual Report, a live radio interview and Certificates of Appreciations.

Senate Office Building

The Council held a business meeting on March 1, 2012, at the Senate Office Building in Tallahassee, Florida. Chairman Eddy Regnier presented Senator Larcenia Bullard and Commissioner Gerard Robinson with a copy of the 2011 Annual Report.



Senator Larcenia Bullard



Commissioner Gerard Robinson

Florida A & M University



Council members and Lieutenant Governor Carroll

The Council held a public forum on March 2, 2012, at Florida A & M University in Tallahassee, Florida. Chairman Eddy Regnier presented Lieutenant Governor Jennifer Carroll with a copy of the 2011 Annual Report.

Lake City Police Department



Representative Dennis Baxley

The Council held a Strategic Planning Workshop on April 23, 2012, at the Police Department in Lake City, Florida. Chairman Regnier presented Representative Dennis Baxley with a Certificate of Appreciation in recognition of his support and enthusiasm.

Embassy Suites Conference Room



Left to right: Eugene Morris, Eddy Regnier and Gary Siplin

The Council held a business meeting on September 20, 2012, Embassy Suites in Fort Lauderdale, Florida. During a thirty minute break Senator Gary Siplin, Council member and radio show host conducted a live interview featuring Chairman Regnier and Council member Eugene Morris on “Truth & Power”

New Mount Olive Baptist Church



Representative Perry Thurston

The Council held a public forum on September 21, 2012, at New Mount Olive Baptist Church in Fort Lauderdale, Florida. Chairman Regnier presented Representative Perry Thurston with a Certificate of Appreciation in recognition of his support and enthusiasm

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

Hilton Orlando

The Council held a business meeting on November 15, 2012, at the Hilton Orlando in Orlando, Florida. Chairman Regnier and Vice-Chair Albert Simpson presented Dr. Evelyn Ploumis-Devick and several Council members with Certificates of Appreciation in recognition of their support and enthusiasm.



**Dr. Evelyn Ploumis-Devick
Department of Corrections**



**John F. Davis
Department of Children and Families**



**Shila A. Salem
Department of Corrections**



**Angelia Rivers accepted a Certificate of
Appreciation for former Council member
Andre Smith
Department of Education**

COMMUNITY REPRESENTATIVES

A “Community Representative” 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 Representatives are not considered members of the Council or any of its committees.

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

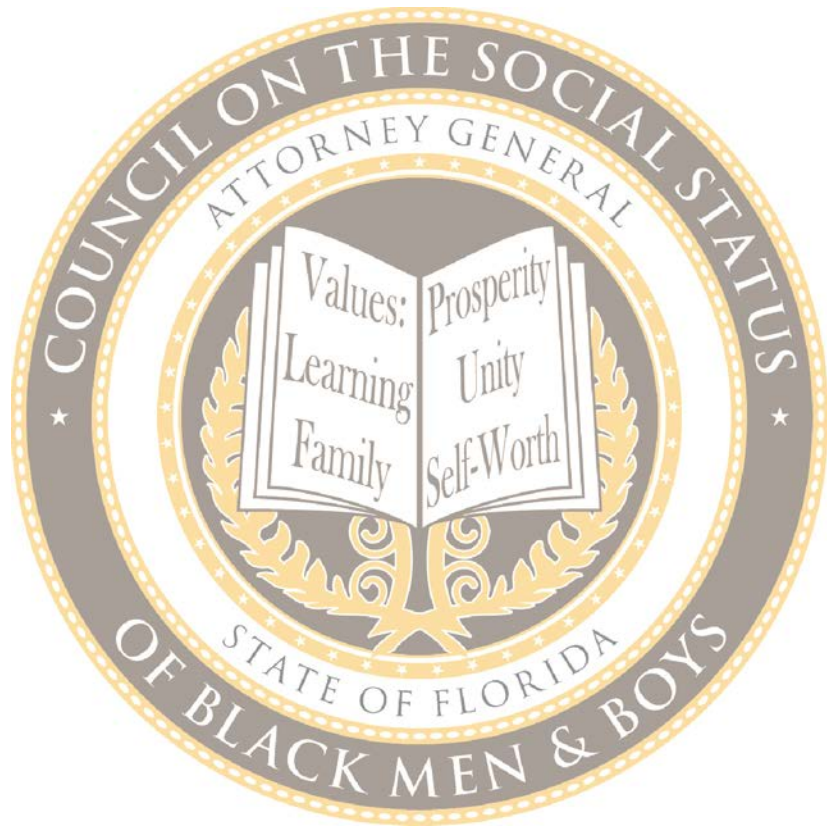
All Community Representatives shall have a set term of service not exceeding one year. Community Representatives may serve additional terms if each term is approved by the Council.

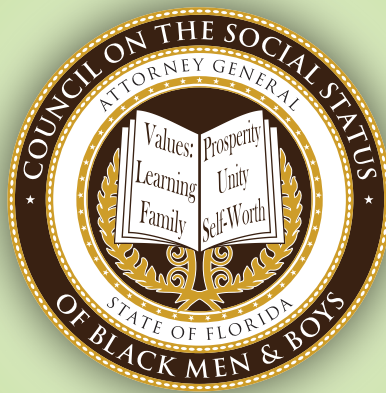
Community Representatives and staff are considered to be partners in implementing the mission and vision of the Council. Community Representatives are encouraged to attend Council and committee meetings.

The Council acknowledges the participation and helpful comments of the following Community Representatives:

Erick Brown, Tallahassee
Befaithful Coker, Lake City
Reggie Daniels, Madison
David Denson, Jr., Tampa
Marcus Dixon, Miami
Anna Hart King, Tallahassee
Carl Reeves, Pensacola
Larry Simmons, Tallahassee
Brian Turner, Pensacola
Cory Williams, Jacksonville

To learn how to become a Community Representative, please visit www.cssbmb.com.





FLORIDA COUNCIL ON THE SOCIAL STATUS OF BLACK MEN AND BOYS

2012 Annual Report

December 2012

Office of the Attorney General
Bureau of Criminal Justice Programs
PL-01 The Capitol
Tallahassee, Florida 32399-1050

<http://www.cssbmb.com>