

**Safe & Sound Hillsborough Collaborative**  
**Thursday, January 15, 2015**  
**County Center, 26th Floor Conference Room**

**Leadership Council Members Present**

Kevin Beckner, Chair, BOCC  
Chief Kenneth Albano, City of Temple Terrace  
John Chaffin, HCSO  
Julianne Holt, Public Defender  
Michael Bridenback, Court Administrator  
Michael Sinacore, State Atty's Office  
Kelley Parris, Chair, Community-Based Orgs.  
Walter Niles, Chair, Health Committee  
Jerry Seeber, City of Temple Terrace  
Karen Buckenheimer, More Health

**Alternates Present**

Michael Carr, City of Plant City  
Cindy Stuart, H/C School Board  
Nichole Hanscom, Public Defender's Office  
Daragh Gibson, Florida Dept. of Health  
Kent O'Connor, Tampa Police Dept.

**Others Present**

Dr. Leslene Gordon, Florida Dept. of Health  
Jamie Robe, Planning Commission  
Robert Blount, Abe Brown Ministries  
Ruina He, USF Harrell Center  
Nnadozie Emechebe, USF Health, Harrell Center  
K. Angela Smith, Court Administration  
Glen Brown, Children's Board  
Tonia Williams, Children's Board  
Elissa-Beth Gross, The Art of Prevention

**Staff Present**

Brandon Wagner, Government Services  
Orlando Perez, County Attorney's Office  
Lori Hudson, Communications Dept.  
Lynne Tierney, Division of Children's Services

The meeting was called to order at 1:09 p.m. Commissioner Beckner led the group in the Pledge of Allegiance.

Safe & Sound Hillsborough received copies of the minutes from the December 11, 2014 meeting via email to allow the opportunity for review prior to this meeting. Ms. Holt made a motion to approve the minutes, seconded by Mr. Sinacore. The minutes were approved unanimously.

**NEW BUSINESS:**

The first order of business was a report from Vice Chair Julianne Holt on the UNITY/PI Convention held in Oakland California January 7-9. UNITY brought together representatives from over 21 groups around the country who are implementing violence prevention programs in their communities to share experiences and discuss best practices.

Ms. Holt noted that for the duration of the conference one focus for attendees was integrating health and public safety, which was modeled by serving all attendees health-conscious meals. That was a reminder to her that while we often talk of public health and healthy lifestyles, we may often not live up to those standards ourselves.

It was apparent that in many of the jurisdictions taking part in violence prevention efforts across the country that Law Enforcement is taking the lead. Ms. Holt appreciates the Safe & Sound Hillsborough Leadership Council bringing together a variety of members with many different perspectives and advised the Council to increase participation by other community members, including youth, in order for our efforts to have a direct effect on them.

Some attendees were surprised to hear about Hillsborough County's cooperative efforts between agencies traditionally acknowledged to be adversarial working together to keep youth out of the juvenile justice system. Most of the jurisdictions are concentrating their efforts on the areas where crime is highest. While at the convening, the group paid a site visit to the REACH Ashland Youth Center located in a neighborhood identified by data to be high crime. The multi-sector organizers invested in a 10-year plan in that area, centered on developing a youth facility that adjoins a public school and little league field. There is now new construction of affordable housing. The multi-purpose building offers free membership and programming in education, personal health and hygiene, weightlifting, art, music, a video-media station, and a computer lab that teaches web development. Medical and dental services are also provided. The Oakland group went door to door to engage residents in the process and interviewed neighborhood children so that their desires could be considered in the design. The management is very self-reflective and responsive, constantly changing to meet the needs of the children coming through the door. For example, some of the 15 and 16 year old children have children, so the center now provides day care to encourage young parents to attend classes to attain their GEDs (also offered at the center).

Ms. Holt advised a frank discussion on things we have and have not done well without focusing on appearances and engage the community at each step. Ms. Holt will distribute the material brought back from the conference and encouraged the members to read at least the executive summary. The obstacles that we are facing have also been faced by the REACH Ashland Youth Center organizers, and they often worked through impediments utilizing Memorandums of Understanding (MOU's). They remain committed to continuing to offer free membership and have been fortunate to have strong community support, such as doctors willing to donate their services time and law enforcement officers who request assignments related to the Center.

The next item for discussion was the Interlocal Agreement. Mr. Perez informed the group that all comments on the draft Interlocal Agreement have been received and all of the requests from the agencies have been incorporated into the documents. Changes were primarily contact persons for different agencies. The final Agreement will be sent to all agencies for signature as soon as possible, hopefully the first of next week. Once it is signed, it will be formally presented to the BOCC.

Commissioner Beckner noted that some agency representatives in attendance were new to the group and asked them to introduce themselves. Major Keith O'Connor attended for Deputy Chief Dugan on behalf of Tampa Police Department, and Assistant to the City Manager, Michael Carr attended for Bill McDaniel of the City of Plant City.

Mr. Wagner was not available to present the RFQ Update, so the item was deferred and the group moved to the next item on the Agenda.

## OLD BUSINESS:

The Committees have been restructured around the four goals of the strategic plan, as discussed in previous meetings. Commissioner Beckner asked each to introduce their chairs and vice chairs and present their work to date.

Family Health & Well Being: Mr. Blount, Chair, Mr. Sinacore, Mr. Bridenback, Ms. Williams, Mr. Flowers, Mr. Chaffin and Ms. Hanscom and Ms. Joan Boles.

Conference call was held in December and Mr. Blount disclosed to the group that he is working on kicking off the Ready 4 Work program in his capacity with Abe Brown Ministries. This effort directly ties in to the selected Strategy of “successful reentry.” Objectives to achieving the strategy include to identify the top five non-governmental employers in the community, identifying resources in the community and looking at partners for the effort. Mr. Blount is reaching out to Mayor Buckhorn, Jeff Vinick and other business leaders identified in the Tampa Bay Business Journal to become partners. Commissioner Beckner suggested Mr. Blount contact Mr. Tod Leiweke, the Chief Executive Officer of the Lightening who serves on the Board of Directors for the Tampa Hillsborough Homeless Coalition.

Commissioner Beckner asked that all groups provide Dr. Gordon a copy of their action plans.

Improving Neighborhoods: Mr. Niles, Dr. Mamuta, Ms. Smith

Mr. Niles presented the Strategy of implementing “Trauma Informed Systems.” He highlighted the Objective of linking emergency room staff with mental health providers, perhaps using a Memorandum of Understanding. Another Objective is to develop a policy that would ensure victims and perpetrators are seen by appropriate counselors. The Strategy “Neighborhood Environment” has the Objective to connect with the school system to ensure children who have been exposed to violence are seen by a counselor.

Commissioner Beckner asked if any other members would like to be part of this goal. Ms. Cummings and Mr. Brown offered to serve on the committee as well. Commissioner Beckner asked Mr. Niles to have the group select a Chairman when they next convene.

Maximizing Impact: Ms. Gibson stated the group has eight members but no formal chair selected yet. The Strategy is to “Coordinate Multi-Sector Initiative.” The Objective is to create a comprehensive map of programs and services related to violence prevention and distribute to the Safe & Sound Hillsborough Collaborative and partners for effective coordination and planned initiatives. The time frame of June 2015 may be moved. Ms. Gibson asked the Leadership Council and the committee chairs to submit to her a list of the key players in violence prevention in Hillsborough County, any services or programs that exist and contact persons for those programs.

Commissioner Beckner asked Ms. Gibson to send out a communication to the group to let them know specifically what she is looking for. Ms. Gibson mentioned hearing about a list of programs and services already compiled in the work of the first round of subcommittees. Mr. Robe mentioned that the interns from the USF Harrell Center were tasked with collecting data sources from providers, and that may be a good place to begin.

Cultivating Community: Ms. Parris, Chair; Mr. Robe, Vice Chair

The committee focused on the Strategy “Social Connections in Neighborhoods” with the Objective of holding six Town Hall Meetings with residents. The first meeting was held at the Family Resource Center in Ybor City on December 11<sup>th</sup>. Residents were introduced to the concept of Safe & Sound Hillsborough and discussed the risks in their particular neighborhoods. An upcoming Town Hall meeting will be held in the Town N Country area on February 12<sup>th</sup>. Mr. Robe is using the zip code heat maps to invite attendees. Ms. Parris spoke to the board representatives of the neighborhood associations and introduced Safe & Sound to them to get them familiar with the concept. The Objectives for the “Quality Education and School Climate” in the targeted areas have not yet been determined. The committee is waiting for the School Board to get back to them regarding which schools will be open during the summer.

The Training Committee has looked into a trainer specializing in Trauma Informed Care to provide training to law enforcement and are waiting on the Sheriff’s Department and Tampa Police Department to provide some dates that would be most convenient for them.

The committee discussed adding an additional Objective, to reach out to and listen to the youth in the high risk neighborhoods about what they feel like are the greatest risks in their areas. These are the voices that need to be heard above and beyond the information gathered through the Youth Surveys. Mr. Robe added that he found the first Town Hall meeting to be very exciting and advised the members to try to attend one of the five remaining Town Hall meetings.

Ms. Parris provided a summary of the outcomes from the meeting. Mr. Sinacore asked what the turnout was for the meeting. Ms. Parris estimated about 25 citizens.

The Chair asked if there were any comments or questions regarding the presentation. There were none.

Data Committee: The Data Committee has 12 members, and Mr. Robe and Mr. Chaffin are Co-Chairs. The data committee members will each serve on a committee as liaisons to assist as needed, and to bring back information on what data the committees may need to gauge progress over time. Mr. Robe has set up an email tree to assist the members of the committee to send emails to one email address and it will go to the whole group. He offered his assistance to other committees if they would like to set up a similar email trees which would assist in simplicity as well as complying with Sunshine Law requirements.

Commissioner Beckner asked each of the chairs/champions to send the most updated membership lists to his office. The Commissioner also advised that that all of our work is in the Sunshine and please be cognizant of keeping all communication in the public record. If anyone would like more direction, please contact the County Attorney’s office.

The group moved to the next item on the agenda, facilitation to complete and adopt the Actions Plans, led by Dr. Gordon.

Dr. Gordon reviewed some areas of progress for the Collaborative and talked about how we choose to move ahead:

- The group has spent many months creating a great (Strategic) Plan, a nice logic model and good outcomes, but until this effort is operationalized it risks sitting on the shelf like a well written book.
- The way to operationalize the Strategic Plan is completing an Action Plan with measureable objectives that determine if the action was successful or not.
- For each action, we must determine what will be done, who will do it, do we have the resources or must additional resources be located, what is the measureable product or result of the action should be and when the action will be taken. Most importantly, does it line up with our broader outcomes in the logic model: Has it impacted violence in Hillsborough County or has it not?
- The Action Plans need thought and time, and that may impact progress of the 100-Day Plan.
- After much discussion and thought about how or if it fits into the larger document, the committees write out their Action Plans, then present them to the Leadership Council for approval. Once the plans are approved by the Leadership Council, the plans need to be implemented.

Commissioner Beckner asked to move forward with the completed Action Plan for the Goal #1 Family Health & Well Being and the Objective *Identify the top five non-governmental employers / host focus group to identify existing and new incentives for hiring formerly incarcerated individual / identify barriers to implementing those incentives.*

Mr. Blount distributed copies of the Action Plan to the attendees and reviewed his Objective and expected outcomes. Dr. Gordon and Mr. Blount discussed the Action Steps to accomplish the Objective and Dr. Gordon reminded him not to begin to contact the possible employers until the Action Plan is approved by the Leadership Council. Dr. Gordon pointed out that for the Action Step 3) the committee should figure out who is going to lead the focus group and perhaps include that in Resources Needed.

Commissioner Beckner added that violence prevention is a community issue and responsibility does not rest solely with the government. Part of the job of the Leadership Council is to cultivate interest in the community and private sector and sell them on the vision and value of what we are doing. After discussion, it was agreed the original Action Plan wording "Focus Group" be replaced with "Business Leader Work Group."

Mr. Blount emphasized the value of having business leaders tell the Committee what employers are looking for before hiring an individual in need of re-entry. They would be best suited to identify the barriers to hiring someone with a checkered past and to help the Committee understand what we can do to overcome those barriers. Mr. Robe felt it would be important to present some success stories to the round table group.

Dr. Gordon asked what would be done with the information collected from the business group, and Mr. Blount responded that he would bring back the results of the round table to the Leadership Council and that would allow the Council to begin to identify entities that currently fulfil or are addressing these needs, as well as identify the gaps that need filled to mitigate the barriers that have been identified. Dr. Gordon recommended including that in the expected outcome of the Action Plan.

Mr. Robe added the Data Committee will need a means to measure the impact that the program has on reducing violence. Would it be determined at 10 people? At 100 people? Would it be measured at 2 year or 5 years? Mr. Blount replied that it currently costs \$25,000 to incarcerate one person, but if it costs us \$10,000 per person to graduate this program and become self-sufficient, then we have saved \$15,000 per successful placement. That is a huge return on investment.

Mr. Bridenback added that would need to be tracked over time to determine if the ex-offenders then have any further contact with the criminal justice system. The assumption is that recidivism is reduced when an individual is stabilized with a job, living accommodations and some type of health care. Can we prove that assumption with data by tracking these clients?

Mr. Niles noted the current efforts under way to remove arrest questions off of job applications. That adjustment in policy could significantly reduce one barrier to employment. Dr. Gordon added that the Action Plan should include identifying barriers to employment for these individuals.

Dr. Gordon suggested some additional steps. Currently #5 reads "Send Invitations to Respective Employers" but for this Activity additional steps include planning the meeting, scheduling the meeting, facilitating the meeting and, finally, compiling the results of the meeting. She also suggested flushing out the resources category, perhaps engaging some partners to include as resources. She recommended inserting time frames and considering the data collection, i.e., what types of outcomes can be included as quantitative evidence.

Mr. Blount asked for clarification on how far the Committee would be going with these Goals. Will it continue to be the work of the Committee, or at some point does the Safe & Sound Coordinator take over and implement the plan? Dr. Gordon responded that it depends on the Action Plan. At some point, the Action Plan will identify who is the best person to do the work, and the Council will need to decide who would continue the future steps. Each Activity should be considered. Perhaps the Committee would do the Brainstorming Actions Step, and the Coordinator and his or her staff would be sending the invitations and setting up the actual Business Round Table meeting.

Commissioner Beckner expressed his view of the process was that the Committee develop the Action Plans so that when a Coordinator or agency is on board we have direction in place. It will be a shared responsibility, but our job will be to preliminarily identify people and resources required to execute the Action Plan, and then, once the Coordinator is in place, the Leadership Council will revisit and guide the execution of the plan(s).

Dr. Gordon stressed that our new Coordinator will have additional things to work on, but will have the framework of the direction that the Leadership Council wants to take. Commissioner Beckner concurred and added that he expects the Coordinator or agency chosen will certainly have input, but the Leadership Council provides the direction that they will follow.

Dr. Gordon asked the Leadership Council if they were OK with direction of this Action Plan and for approval.

Ms. Buckenheimer asked for clarification of the expected outcome. Mr. Sinacore identified the two immediate outcomes as being 1) Bring the business leaders together in a round table discussion, and 2) collect the information regarding obstacles and possible incentives to hiring former offenders. Hopefully what follows is that the group is able to identify and reduce those obstacles. At that point, we can actually get to the increase in employment for those ex-offenders in the Tampa Bay community.

Dr. Gordon added although the Action Plan isn't implemented yet, the group already performed Action Step #1 Brainstorm Employers. The committees will find that for some Action Plan steps, committee members are

engaged already, for example, the brainstorming of the Town Hall Meetings. The action plan must still be flushed out, to include resources, timelines and expected outcomes.

Dr. Gordon asked for feedback before this Action Plan is finalized. There was no additional feedback and the Leadership Council moved forward.

The Chair determined there was enough time to review one more Action Plan, and moved forward with Goal #2 Cultivating Community and the Strategy "Social Connections in Neighborhoods".

Objective #1 is to hold six Town Hall Meetings with residents of high risk communities to discuss child safety and to introduce the Collaborative. Invitations and information packets were provided to residents within a certain radius drawn around the high risk zip code areas. The expected Outcome for Action Step #1 is development of an end of year report that could be distributed to non-profits, government agencies and neighborhood associations. The report will provide detail that demonstrates that the area is at high risk for violence and serve as a prevention tool to drive funding to those areas and target children's safety.

Objective #2 is for an After School Program during summer break to provide out of school programming to middle school children living in areas identified to be high risk. The committee is waiting to hear back from the schools regarding which locations would be available for use over the summer. The outcome for that Objective would be to develop some permanent supports for those children.

Dr. Gordon asked Ms. Parris to address the responsible key person of Objective #2. Ms. Parris replied that the Tampa Bay Buccaneers may be partners in that effort and assured the group that funding for this Objective is already established.

Objective #3 is for Trauma-Informed Care Training for law enforcement in order to better serve the youth population. A training professional has been identified and Ms. Parris is working to coordinate a date/location for a seminar. The training will be recorded so that it can be utilized by officers that unable to attend the seminar. The Outcome for Objective #3 will be for a majority of law enforcement officers in Hillsborough County to have been provided Trauma Informed Care Training, and to document a reduction in confrontations with citizens.

Objective #4 was recently added, a Youth Summit. This objective will need to wait until the RFQ is successfully filled, but the Outcome for it will be for youth living in areas affected by violence to have a voice in the prevention efforts in their neighborhoods. Dr. Gordon suggested fleshing out the second column by specifying the Responsible Team Member for Objective #3 and #4.

Ms. Parris added they would return to the venues and present the finding to the citizens as well as to non-profits, government agencies and neighborhood associations. Because these objectives tie into what the Communications Committee has been doing, Comm. Beckner asked the group to consider building our social media presence. The Town Hall meetings build community in person, and a Safe & Sound Hillsborough Facebook presence could give people a chance to participate in the live presentations, keep up with what we are doing and plant the seeds to begin growing our community awareness.

Mr. Sinacore that Law Enforcement participate in the Town Hall meetings. Commissioner Beckner suggested contacting Col. Luszczynski at HCSO so that she could pass the information and dates to the Community Resource Officers most familiar with the neighborhoods and residents. Chief Albano suggested the importance of defining the role of Law Enforcement at the meetings so that it doesn't become a crime prevention meeting.

There being no further discussion on the Goal, Commissioner Beckner deferred the presentations for Goal 3: Improve Neighborhoods and Goal 4: Maximize Impact.

The final item of business was an update on the RFQ. Mr. Wagner informed the group he has worked with the County's Procurement Department to shape the final document. It will be loaded into the County's Oracle system and should be out by next week with a short turnaround time, 25 days on the street. There will be a bid conference for interested parties to ask questions or make corrections, if needed. Mr. Wagner would like to have RFQ committee members attend the bid conference, along with Procurement Department staff, Mr. Perez and himself.

There were no further questions or comments and the Chairman thanked attendees for their continued commitment.

The meeting was adjourned at 2:53 p.m.

*There is no financial impact to Hillsborough County BOCC as a result of this meeting.*

The next scheduled meeting of the Safe & Sound Leadership Council will be:

Tuesday, February 24, 2015  
24th Floor Conference Room  
1:00 p.m.