



Safe & Sound

HILLSBOROUGH

MOVING FORWARD

A "COMMUNITY CONVERSATION"



A summary report from a community conversation held on June 6, 2020 with public/elected officials, law enforcement and community members



TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
ATTENDEES AND PARTICIPATION	2
Public Officials Attendance and Participation.....	2
Community Participation – Invitation Process.....	2
Tampa Bay Buccaneers Player Participation.....	2
Live Broadcast Participation.....	2
AGENDA AND PROGRAM FLOW	3
Serial Testimony and Cross Talk Explained	3
Top Community Concerns to be Addressed	3
TOPIC 1: GOVERNMENTAL RESPONSE.....	4
TOPIC 2: LAW ENFORCEMENT AND COMMUNITY	5
TOPIC 3: EQUALITY, EQUITY, JUSTICE AND POLICY.....	6
TOPIC 4: JUVENILE AND CRIMINAL JUSTICE	7
TOPIC 5: YOUTH, SCHOOLS AND OUR FUTURE	8
CONCLUSION	9
Attachment 1: Questions and Responses (ALL)	10

EXECUTIVE SUMMARY

In the wake of protests that have expanded across the country and world-wide, including here in the Tampa Bay area as a result of the death of Mr. George Floyd and a community outcry to address racism, excessive use of force by law enforcement, criminal and systematic reform and to ensure their voices are heard, Safe & Sound Hillsborough facilitated a “Community Conversation” to address possible solutions and/or topics for future conversations.

While we are still saddened by the events that led to this forum, we are hopeful that it helped us to:

- accept that our systems have failed our communities through injustice and inequity.
- recognize that we must work together to increase trust, strength, and resilience throughout our communities.
- acknowledge that we must face REAL TRUTHS, have REAL CONVERSATIONS and work on REAL SOLUTIONS if we are to move forward.
- agree that we must ALL commit to work to condemn, battle and eventually eradicate racism and all other forms of discrimination.

Safe & Sound Hillsborough facilitated **Moving Forward – A “Community Discussion”** on Saturday, June 6 to bring elected and public officials, law enforcement agencies, faith-based and community leaders and residents together to discuss issues and concerns in the community regarding policy and community safety and identify topics for future “Community Conversation.”

Public officials and law enforcement were required to listen and write down the suggestions and solutions of everyone in the room and those watching online.

The goal was to ensure that participants came with the intent to listen, share and work to create a framework for future conversations.

Issues in the forum were broken into 5 main components:

- Governmental Response
- Law Enforcement & Community
- Equality, Equity, Justice & Policy
- Beyond Arrest: Juvenile & Criminal Justice System
- Youth, Schools and Our Future

Moving Forward – results of the “Community Conversations” indicate the need for a broader conversation concerning broad topics identified through the initial process.



ATTENDEES AND PARTICIPATION

In the wake of COVID19, physical attendance to this event was limited, and confined to a total number of 90 persons, 48 persons at individual workstations, 24 in an overflow room and 18 staff and volunteers to coordinate the event. The event was however live streamed via Zoom and Facebook Live to allow for persons not in attendance to watch as well as participate in the discussion and online polling/voting of topics for future conversation.

Public Officials Attendance and Participation

The following public officials participated in this event/workshop:

State Senator Daryl Rouson	State Representative Diane Hart
State Representative Jennifer Webb	County Commissioner Pat Kemp ¹
Tampa Mayor Jane Castor	Tampa City Council Member Orlando Gudes
TPD Major Calvin Johnson ²	Temple Terrace Mayor Andy Ross
Temple Terrace Police Chief Kenneth Albano	HCSO Major Thomas St. John ³
13 th Judicial Circuit Chief Judge Ron Ficarrotta	13 th Judicial Circuit Judge Barbara Twine-Thomas
Public Defender Julianne Holt	State Attorney Andrew Warren
School Board Member Cindy Stuart	School Board Member Karen Perez
School Board Member Tamara Shamburger	Children's Board CEO Kelley Parris

Community Participation – Invitation Process

Residents, Business Leaders, Faith Based Leaders, Youth and Advocates throughout Hillsborough County were invited to physically participate in this event. To be as fair as possible, a call to action was issued by Safe & Sound Hillsborough's Executive Director via social media to hold a "Community Conversation", and those responding individuals were given priority to participate.

Tampa Bay Buccaneers Player Participation

Through the Social Justice Program Partnership, several players from the Tampa Bay Buccaneers organization participated in this event, as part of their ongoing effort and commitment to the Social Justice Program. Three of the four players (Ali Marpet, Carlton Davis and Donovan Smith) in attendance are part of the Social Justice Player Board. Also participating in the event was 2nd year player D'Cota Dixon and Sarah Evans, Senior Manager of Player Relations.

Live Broadcast Participation

Though the number of physical attendees was limited, utilizing social media the "Community Conversation" opened across to the broader community to receive input from as many people as possible. The Facebook Live video was saved and has since reached over 6,000 people.

¹ Neither BOCC Chair Lesley "Les" Miller nor Vice Chair Kimberly Overman were able to attend to represent Hillsborough County. Commissioner Pat Kemp was requested by Vice Chair Kimberly Overman in their stead.

² Representing Tampa Police Department Chief Brian Dugan

³ Representing Hillsborough County Sheriff Chad Chronister

AGENDA AND PROGRAM FLOW

Agenda;

- Intro – “The Talk”
- Moment of Silence – 84.6 seconds
- Welcome and Purpose
- Rules and Expectations of the Day
- Live Facebook / Polling Explanation
- Introduction of Serial Testimony
- Topic 1: Governmental Response
- Topic 2: Law Enforcement and Community
- Topic 3: Equality, Equity, Justice and Policy
- Topic 4: Juvenile and Criminal Justice
- Topic 5: Youth, Schools and our Future



Serial Testimony and Cross Talk Explained

In order to get the most out of this forum, Safe & Sound Hillsborough followed Serial Testimony rules. Groups were set up in tables of four (Socially distanced). Each group included one public official. During the discussion, each person was allowed two to three minutes (as allowed by the moderator) to give their input, with a hard stop as the timer completed. The turn was then rotated throughout the group until all four people were able to speak. During any individual's turn to speak, all other participants were required to remain silent. Upon the next turn, no one was allowed to comment, provide rebuttal or debate the prior discussion point(s). This “forced” an environment of listening to understand versus listening to respond.

After the initial round completed, “Crosstalk” was then allowed for a certain time by the moderator to open up discussion for all four members of the group.

Top Community Concerns to be Addressed

After the completion of “Crosstalk”, a question was prepared for all participants to consider and suggest solutions. Each workgroup's suggestion was then put on display for both participants in the room as well as persons watching via social media via a polling software.

CRITICAL NOTE: What made this component critical was that during this portion of the discussion, all public officials and members of law enforcement were required to remain SILENT and NOT participate in the exchange of ideas from community members. This was done intentionally to allow for community members to be heard and to offer their suggestions. The job of the public officials and law enforcement officers was to be the scribe and reporter of each group, fostering an environment where residents can be empowered to suggest and/or promote change. At the conclusion of each topic, assigned public officials provided “READ-OUTS” of suggested solutions to be considered at the highest levels of relevant decision makers.

TOPIC 1: GOVERNMENTAL RESPONSE

Serial Testimony Questions for Discussion

- How do you feel the City of Tampa, City of Temple Terrace, City of Plant City and/or Hillsborough County has responded to the concerns of residents through the current events in Minneapolis and beyond?
- How do you feel about the protests that have been put together? Do you have any concerns?
- Do you feel that the protestors have been heard?
- Do you feel that local officials and law enforcement understand the protestors? Do you feel they are responding in the correct manner?



DISCUSSION QUESTION:

What could the City of Tampa, City of Temple Terrace, Plant City and Hillsborough County do to help the community move forward?

Readout completed by Tampa Mayor Jane Castor, Temple Terrace Mayor Andy Ross, County Commissioner Pat Kemp, Tampa City Councilman Orlando Gudes

RESULTS (SHOWING TOP 2 RECOMMENDATIONS IN ORDER OF TOP VOTES

Develop programs to unite the community and law enforcement that also provides accountability and transparency
--

Defund the police and refund the community
--

REQUESTED AGENCIES TO PROVIDE CONSIDERATION AND RESPONSE TO:

- Hillsborough County Board of County Commissioners
- Tampa City Council
- Mayor's Office of the City of Tampa
- Temple Terrace City Council
- Mayor's Office of Temple Terrace
- Plant City Commission
- Mayor's Office of Plant City
- Tampa Police Department
- Plant City Police Department
- Temple Terrace Police Department
- Hillsborough County Sheriff's Office

TOPIC 2: LAW ENFORCEMENT AND COMMUNITY

Serial Testimony Questions for Discussion

- How have the recent events changed or not changed your perception of law enforcement?
- For Law Enforcement: What one commitment can you do to improve community trust?
- For Law Enforcement: Explain the training (Implicit Bias, Cultural Sensitivity, etc.) that is MANDATORY vs OPTIONAL for your officers. What other training is may be available that would improve relationships with the community?
- For community: What suggestion do you have for officers to engage with community?



DISCUSSION QUESTION:

What is one suggestion you would like to see implemented that addresses increased trust for law enforcement?

Readout completed by Temple Terrace Police Chief Kenneth Albano, Tampa Police Department Major Calvin Johnson, Hillsborough County Sheriff's Office Deputy Marilyn Alvarez

RESULTS (SHOWING TOP 3 RECOMMENDATIONS IN ORDER OF TOP VOTES

Make hiring practices more open to the community with better screening criteria, mandatory psychiatric evaluations and mandatory racial bias training and evaluation
Create and/or allow Police Oversight Committees with subpoena powers and authority
Implement programs such as St. Petersburg and Temple Terrace Police Departments' "Park, Walk and Talk" initiative, requiring officers to become more involved in establishing more positive relationships with community members

REQUESTED AGENCIES TO PROVIDE CONSIDERATION AND RESPONSE TO ACTION PLAN RECOMMENDATIONS:

- Hillsborough County Sheriff's Office
- Tampa Police Department
- Plant City Police Department
- Temple Terrace Police Department

TOPIC 3: EQUALITY, EQUITY, JUSTICE AND POLICY

Serial Testimony Questions for Discussion

- Where is there a need to address either equality, equity, justice or policy with respect to:
 - Schools/Education
 - Housing
 - Workforce (JOBS)
 - Criminal Justice
- For Public Officials - What initiatives are you working on to address disparities? What support do you have?
- For Community - If applicable, how have you witnessed disparities? How have you witnessed injustice or bias?
- ALL: What do you feel is the most unjust and inequitable issue in our community and why?

DISCUSSION QUESTION:

What one issue do legislators need to consider during the next Legislative Session regarding law enforcement and community safety?

Readout completed by State Senator Darry Rouson, State Representative Jennifer Webb, Tampa City Councilman Orlando Gudes

RESULTS (SHOWING TOP 3 RECOMMENDATIONS IN ORDER OF TOP VOTES

Bail Reform addressing “Cash Bail” system
Mandate annual implicit bias training for police, in addition to cultural sensitivity training
Defund prisons and fund more to community efforts

REQUESTED AGENCIES TO PROVIDE CONSIDERATION PLAN RECOMMENDATIONS:

- Florida Legislature (Local State Representatives and Senators)



TOPIC 4: JUVENILE AND CRIMINAL JUSTICE

Serial Testimony Questions for Discussion

- Juvenile Justice - What does it mean to you?
- How do you feel the Criminal Justice System is working with respect to fairness in prosecution vs consideration of systemic barriers?
- What do you feel is the current state of our youth today? What are priority issues to address?
- Family Support - What are barriers to family stability?
 - Secure Stable Employment
 - Obtain fair and affordable safe housing
 - Feel safe and secure at home and in their community



DISCUSSION QUESTION:

What issues should be addressed to help youth make a positive exit out of the juvenile system interrupting the cycle of incarceration?

Readout completed by 13th Judicial Circuit Chief Judge Ron Ficarrotta, 13th Judicial Circuit Judge Barbara Twine-Thomas, Hillsborough County Public Defender Julianne Holt, Children's Board CEO Kelley Parris

RESULTS (SHOWING TOP 3 RECOMMENDATIONS IN ORDER OF TOP VOTES

Develop methods and programs to identify root causes of underlying issues and target and/or implement restorative justice programs
Totally eliminate juvenile justice records once youth become adults
Provide more funding support for mentorship programs, mental health and drug abuse services

REQUESTED AGENCIES TO PROVIDE CONSIDERATION RECOMMENDATIONS:

13th Judicial Circuit
Hillsborough County Public Defender's Office
Hillsborough County State Attorney's Office
Florida Department of Juvenile Justice
Children's Board of Hillsborough County

TOPIC 5: YOUTH, SCHOOLS AND OUR FUTURE

Serial Testimony Questions for Discussion

- What is the role of the school district in keeping our youth safe?
- Are all children being considered, treated fairly, receiving supports with equity at the center?
- For school personnel/board: With the new Superintendent now in place, what suggestions do you have that will eliminate barriers for our black and brown children that would create a pathway for a positive future?
- Youth: How do you feel now? What are we doing right? What are we doing wrong? What issues need to be brought to the attention of adults and the community to support our children?
- Youth: How can the school system, community and policy makers further help you in the wake of all that is going on, combined with COVID19?



DISCUSSION QUESTION:

What one issue should the School District address the climate we are in and move us forward?

Readout completed by School Board Member Tamara Shamburger, School Board Member Karen Perez, School Board Member Cindy Stuart, Hillsborough County School Teacher (Jennings Middle School) April Cobb, Woodmont Charter School Teacher MarQuav'is Hamilton, Jefferson High School Senior Kyron Defraites

RESULTS (SHOWING TOP 3 RECOMMENDATIONS IN ORDER OF TOP VOTES

Provide funding for more school counselors and mental health supports
Incorporation of the teaching of Black History and injustice into the curriculum
Ensure funding and the distribution of resources for schools and educators are equitable across the district

REQUESTED AGENCIES TO PROVIDE CONSIDERATION RECOMMENDATIONS:

School District of Hillsborough County

Florida Legislature

Hillsborough County Board of County Commissioners

CONCLUSION

As we move to a larger community discussion, Safe & Sound Hillsborough will convene more of these forums to help heal and move the community forward. Safe & Sound Hillsborough pledges that we will continue to hold these hybrid style forums to ensure community concerns are at the forefront of policymaking. We are also working on a larger scale forum in which multiple communities can participate simultaneously. As we embark on helping to be a convener of such change making forums, we ask that those interested in helping us please reach out to us. No one agency can truly make change happen. It takes us all, policy makers, churches, advocacy groups, students, teachers, parents, law enforcement, courts, the private sector and more to help us all in MOVING FORWARD.

We call upon our local, state and national elected officials to hear/listen to the community input. We must have these uncomfortable conversations or change will never occur and equity will never be achieved. Safe & Sound Hillsborough, its Leadership Council, staff and partners stand at the ready to assist in anyway possible.

For our children
For our community



ATTACHMENT 1: “COMMUNITY CONVERSATIONS” QUESTIONS AND RESPONSES

SPECIAL NOTE FOR ALL QUESTIONS AND RESPONSES:

While we recognize that some of the following suggestions/concerns are similar to one another and could be merged into one suggested action, this report includes all suggestions as they were inputted by the participants of the forum.

Question 1: What action should the City of Tampa, City of Temple Terrace, Plant City and Hillsborough County take to help the community move forward?

Develop programs to unite the community and law enforcement that also provides accountability and transparency.
Defund the police and refund the community
Identify and remove racist police officers publicly
Actionable solutions for economic empowerment in the black and brown communities to include funding and specific actionable plans.
More communications monthly meetings between public officials, police and community
Do more to help juvenile offenders before putting them in the adult system.
Accountability, Community relationships, proactive building relationships
Assist financially to the national trust for the development of the African American men
Each city should conduct a needs assessment specifically targeted to the issue of "equity" in their respective areas
Form a community council to assess the system the officers follow in order to help correct the issues.
Policy around housing inclusionary
Community and public leaders should speak their hearts on what they see as the problem with LEA policies and practices

Question 2: What issue would you like to see moved forward for future discussions?

Hiring practices - more open to the community with better screening, psychiatric evaluations, racial bias evaluation.
Police oversight committees with subpoena powers and authority.
Real consequences to negative action and behaviors
Implement programs such as "pack walk and talk" requiring officers to become more involved in establishing more positive relationships
Having real conversations with the people in the community who are actually experiencing.
Increase use of body cam video body should be public property; police union made accountable for actions of officers
Stop law enforcement code of silence.
More officers matching the demographics of the area they patrol. Transparency in policies.
Increase communication between law enforcement the community on both a one-on-one and agency level
Have police officers do mandatory community service with measurable results.

Question 3: What issues do legislators need to address during the next legislation session regarding law enforcement and community safety?

Bail reform/ no "cash" bail
Mandate annual implicit bias training for police, in addition to cultural sensitivity training
Defund prisons and fund communities
Equity in education
Change entry and ongoing mandatory training; 4-year degree
Develop a nationwide system to track, record and respond for all local, state departments.
Creating a community report that would result in additional local funding for agencies who receive good reports.
Decrease in felonies to mandatory minimum
Require stronger evaluations in hiring and monitoring of law enforcement

Question 4: What issues should be addressed to help youth make a positive exit out of the juvenile system and interrupting the cycle of incarceration?

Identify root cause of underlying issue - target restorative methods through the community
Totally eliminate juvenile justice records once they become adults
Mentorship, mental health, drug abuse (need help in all of the above)
More programs: after-school, diversion, job skills) to set up career path and mentor
Prevention: Early intervention; male mentoring programs
To fund community based focus programs to ensure youth are exposed, educated, inspired and incentivized
Investigate pipeline to prison system
Larger investments in preventative programs such as urban gardening and holistic development programs
Give schools more training to recognize signs and have access to resources that will follow through with the child
Legislation to seal the records of juveniles
Parental guidance - advice hotline, classes, mental health
Assessment of the youth's mental health and placement in a structured environment

Question 5: What issues should the School District consider to address the climate we are in and move us forward?

More school counselors and mental health support
Incorporating of the teaching of Black History and injustice into the curriculum
Equitable funding and equality in the distribution of resources and educators across all schools in the district
Equitable funding, deal with policies that deal with family, community and listen to the people
Financial support for prevention programs such as national trust for the development of African American men
Stop defunding schools and bring in staff, mentors that can relate to students
Make sure every student is provided resources to help them be successful
School system should exist to educate and not be used as a defacto law enforcement agency
Addressing access to mental health opportunities and more than one trained person (psychologist) at each school
Equitable educational, cultural, social, emotional environments
Accountability, community relationships, proactive building relationships
Comprehensive diversity plan to create common language