



A NEW DIRECTION

OUR VISION FOR A RENEWED BLACK AMERICA

ENDING CRIME | POVERTY WHILE PROVIDING OPPORTUNITY AND UPWARD MOBILITY

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Blackcaucus.us/AND

A NEW DIRECTION

A PLAN TO END CRIME, POVERTY AND DEPENDENCY UPON THE
FEDERAL GOVERNMENT ONCE AND FOR ALL



OUR IDEAS

BUILD AN ECONOMY

We **MUST** provide accessible revenue streams to black owned banks & lenders that can help strengthen existing black owned businesses while encouraging new entrepreneurship

EDUCATION

We **MUST** offer more flexibility on curriculum, budget & staffing to ensure a greater ability of effective changes be implemented to meet student's needs on a case by case basis

CRIMINAL JUSTICE REFORM

We **MUST** begin to offer opportunity in exchange for punishment as the driving force behind enhancing public safety

COMMUNITY POLICING

We **MUST** build a bridge between residents and officers that fosters more trust and less fear, less tension and conflict while gaining greater cooperation



OUR VISION FOR A RENEWED BLACK AMERICA

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INTRODUCTION

The Civil Rights Era was undoubtedly one of the most tumultuous periods in American History, however the ramifications of such still linger and impose grave affects on black communities across the United States to date. Prior to integration black communities were maintained much like how jewish, chinese and hispanic communities in present day are maintained; grocery stores, dry cleaning services, banks, car dealerships, carpentry shops and even schools, were all owned and operated by blacks. This type of unbeknownst preservation single handedly spun economic ingenuity that not only maintained black families within their respective communities it unilaterally fostered a lifestyle that assisted in the self protection of community sustainability.

Since slavery, christianity and education have remained the cornerstone and epicenter of black communities across America. Such pillars have offered hope and belief in the notion that above all adversity, racial profiling, racial rejection and gentrification one can rise above the still existing informalities of racism that continues to plague *#BlackAmerica* in present day.

Reality is that *#BlackAmerica* is worse off today than when *#BrownVs.Board* 1954 outlined the path to usher in the *#CivilRightsAct* of 1964. As disparities continue to aide as opposition against *#BlackAmerica*, it is time to restore the principles that serve as the catalyst of *#BlackAmerica's* foundation, once and for all offering real hope and real change that every Black American can live for, once and for all being treated as equals the way God intended for all of his children to be. Truly E. Pluribus Unum, One Nation Under God – *A New Direction* (*#AND*).

OVERVIEW: Current State of the Black Union

It is no secret that President Barack Obama missed a golden opportunity to bridge the gap between race relations in the United States. Furthermore President Obama missed and forfeited the chance to help further the wellbeing of *#BlackAmerica*, the very constituency who believed in him most. Black Americans have lost ground on virtually every leading economic and social issue that directly affects *#BlackAmerica*. Even though *#BlackAmerica* was and in many ways still is President Obamas most loyal constituency, ironically President Obama has gone out of his way to prevent that same constituency from gaining any ground.

FACTS:

- Poverty in *#BlackAmerica* has increased from **25.8%** (2009) to **27.2%** (2014)
- **45.8%** of young black children (under age 6) live in poverty, compared to **14.5%** of white children
- Black home ownership has sagged from **46.1%** (2009) to **43.3%** (2014)
- Fewer than **50%** of young black men are working a full-time job
- The black workforce is decreasing, down from **58.6%** (2007) to **52.8%** (2012)
- The black family's median income is a **5th lower** than it was when President Obama took office with a net worth of just **\$18,100**. In contrast, white median wealth has increased by **1%** to **\$142,000** since 2009.
- In 2009, white households were **7 times richer** than black households. Now, white households are **8 times richer**
- Black teenager (ages 16-19yr) unemployment rate rose from **35.3%** (2009) to **36.8%** (2012)
- Blacks participation in the Labor force declined from **63.2%** (2009) to **60.9%** (2014)
- Black teenage participation in the labor force declined from **29.6%** (2009) to **27.2%** (2014)
- Black food stamp recipients increased from **7.4 million** to **10.9 million** (Data Source: United States Department of Labor, Census Bureau, Department of Labor Statistics)

Contributing to these grave facts is the sad realization that President Obama and Obama Administration officials made it an apparent point to racialize many ongoing situations from 2009 – 2016, serving as a detractor from the grim consciousness that *#BlackAmerica* not only suffered but worsened during the two term tenure of the “1st black President” of the United States. Which in part, is why the facts aforementioned above, were never discussed by President Obama, the Obama Administration, black members of congress, the Congressional Black Caucus or black civil rights organizations such as NAACP, National Urban League, etc. moving forward, how do we change the current state of *#BlackAmerica*? How do we offer the same quality of life for young black children as their counterparts from other races? How do we create the same opportunity for economic prosperity as other communities? *#AND* has been designed to offer credible and sustainable recommendations that, if implemented will **END CRIME, POVERTY** and **DEPENDENCY** upon the Federal Government while fostering character of upward mobility. Such recommendations will prevent blacks and minorities alike from having to ever again indefinitely depend upon the social services of the federal government and succumb to the restraints that impose devastating civic outcomes.



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IN REVIEW: OUR IDEAS

OUR IDEAS: Build an Economy

We **MUST** provide accessible revenue streams to black owned banks & lenders that can help strengthen existing black owned businesses while encouraging new entrepreneurship

In the early 20th Century Greenwood, Oklahoma served as the preeminent model for what a thriving black community looked like. As one of the most prominent concentrations of black businesses in the United States, Greenwood was popularly known as the “Black Wall Street”. This community’s businesses consisted of grocery stores, banks, libraries, carpenters, etc. These businesses thrived primarily because blacks wanted their institutions to be successful but also in part because of racial segregation laws that prevented blacks from shopping and conducting business anywhere other than their own community. As desegregation began to take center stage in the 1960’s it allowed for blacks to shop, dine and conduct business in areas from which they were previously prohibited. As blacks began to patronize businesses outside of their communities it became more difficult for black businesses to survive. Moving forward to present day, there is no question that desegregation was one of the most important policies implemented in our Nations existence. However, what is apparent was the disregard for ensuring no particular classification of people suffered from such a transition. What “Black Wall Street” proved is that black people have a better chance of economic progress if they themselves pooled their resources, worked together and supported one another’s businesses. Today, in the 21st century blacks spend close to **1.2 Trillion Dollars** on goods a year with very little to none of that economic impact circulating in the communities in which it originates. In an attempt to identify the obscurity of such a phenomenon, it is important to compare financials of different classifications of communities side by side. **The Chinese Community**: a single dollar (**\$ 1.00**) circulates within the American Chinese community for approximately 29 days. **The Jewish Community**: a single dollar (**\$ 1.00**) will circulate within the American Jewish community for approximately 19 days. **The Black Community**: a single dollar (**\$ 1.00**) will circulate within the Black community for a maximum of 6 hours. Such a travesty, that **\$ 1.00** will not even circulate an entire 24 hours in the black community stems from a lack of economic stability that was inadvertently cancelled out due to the merging of communities by way of **#Integration**. The question now becomes how do we rectify such a problem? As black communities across the United States continue to suffer from this lack of economic stability, such an inadequacy serves as the preeminent precursor to inviting **#crime**, **#poverty** and **#blight** while ultimately, inadvertently ushering in modern day gentrification that pushes out the already existing inhabitants of these communities, making way for new development that does NOT include the very inhabitants we speak of.

OUR IDEAS: Build an Economy Cont.

Objectively, revitalizing black communities must now be the responsibility of community stakeholders, with proper and sound assistance from the Federal Government in order to achieve a prosperous and positive lasting change. Such revitalization consists of providing life skills accompanied with an unwavering support system of mentors and activists that encourage such productivity. It also requires the credible support of lawmakers and community stakeholders alike to create and implement comprehensive programs by way of p3 arrangements that focus on youth development and their education while providing a foundation for economic self-sufficiency that simultaneously presents employment opportunities. What does such a recommendation look like? Youth development must begin in the secondary education stages by way of requiring students to enroll in elective classes that encourage the adopting of interest in a specific trade. Furthermore, partnering with local businesses to offer ambassadorship programs allowing students to work for compensation while concurrently learning the craft of the company they work for, preparing them for opportunity to advance within said company to higher positions while attending school to further their education on the specific field they are working in, or a field similar. To begin building a self-sustaining economy in black communities across the United States, an economy that will singlehandedly reduce dependency upon the federal government and reduce the minority crime rate, also reducing the cost of incarceration to taxpayers we propose the following:

SOLUTIONS

- Provide funding by way of the Department of Education to local school districts solely for the purpose of providing vocational classes that promote trades such as plumbing, carpentry, automotive construction, engine mechanics, commercial painting, nursing and landscape
- Identify local community foundations who can implement business ambassadorship programs that allow for the placement of students in secondary school (specifically 10th, 11th & 12th grades) to work for companies in said community with the focus on training the student to grow with the company, preparing them for the next level of employment in said company while the student maintains their educational studies
- Encourage companies to hire minority adolescents not in school at entry level positions and promote them within while requiring the adolescent to attend educational institutions that encourages the furthering of skillset of said business

OUR IDEAS: Build an Economy Cont.

SOLUTIONS CONT.

- Allocate funding by way of the Department of the Treasury specifically for black owned banks for the purpose of said banks to lend directly to black owned businesses in the expansion phases and agree to hire minorities from the community in which their company is headquartered and/or conducting business in.
- Lessen financial regulations and criteria allowing for the promotion of incorporating new black owned banks
- Lessen federal lending regulations allowing for black owned businesses to more easily access bank funding
- Create incubator programs with local municipalities allowing for minority startup businesses to have temporary access to public resources
- Require black businesses who borrow from black owned banks to reinvest borrowed monies in inner city communities, working with local municipalities to rebuild said community while simultaneously hiring minority trade qualified individuals to conduct rebuilding.
- Implement by way of executive order that mandatory 27% of all funds located within municipal CRA districts be allocated on a FY basis to the re-beatification of blighted communities and inner cities to enhance beautification for the purposes of attracting new economic development in said areas
- Allocate funds through the United States Department of Housing and Urban Development to Local Urban League Chapters for the purposes of providing job training programs, specifically in the areas of: carpentry, road construction, project management, general contractor, construction, painting, plumbing, landscaping, automotive repair and railway construction & operation. *(Said programs shall commence immediately in preparing minorities to be a part of President Trump's Infrastructure rebuilding program in addition to President Trump's inner city rebuilding program.)*
- Redistribute funds from the Infrastructure Program of the American Reinvestment Act to municipalities solely for the use of inner city revitalization: including but not limited to: demolition of abandoned and structurally unsafe buildings, purchasing of private properties and parcels for economic development, rezoning of parcels for economic development, project management, procurement of city planners to strategically outline development plans, hiring of minority firms from respective municipalities to implement the aforementioned above.
- Identify local non-profit organizations to take the lead in offering 40-hour entrepreneur program curriculum. The curriculum shall incorporate a variety of educational training techniques including classroom instruction, interactive activities, computer lab, and field trips to local businesses. The curriculum should be a hands-on learning experience designed to guide program participants in becoming the owner of a real small business.

OUR IDEAS: Education

We **MUST** offer more flexibility on curriculum, budget & staffing to ensure a greater aptitude of effective changes be implemented to meet student's needs on a case by case basis.

As the most powerful and wealthiest Nation in the world, in 2017 the United States continues to trail Nations from around the world less developed and advanced as the United States. Such precedence stems from decades long policies upheld by progressively liberal teachers unions and The Democratic Party who continually claim the major problem afflicting U.S. public schools is "lack of funding". For many years the claim from democrats have been that the U.S. spends more on incarcerating than educating. . .FALSE! Approximately 70 billion dollars is spent yearly on incarceration versus the **600 billion dollars spent on education**.

With per – pupil expenditures nationwide at an all-time high of **\$10,905.00**, Americans continue to question the productivity of public education institutions as these schools repeatedly produce failing grades. Adding insult to injury the Federal Government has infused additional hundreds of billions of extra dollars into programs at schools identified "**Title 1**" with the intent to target predominantly poor, minority students. Ironically no positive results have stemmed from such as these "**Title 1**" schools, in poor minority districts, are still **FAILING**, with school grades averaging "**D**" or below.

To further understand this grave realization, such a lack of progression in U.S. public schools (between 1973 – 2008) the performance of 17 year old high schoolers on the math and reading portions of the National Assessment of Education Progress were unchanged. SAT reading scores for the high school class of 2011 were the lowest on record; the combined reading and math scores of that class **declined to their lowest point since 1995**. Today, the U.S. ranks **25th in math literacy, 17th in scientific literacy and 14th in reading proficiency** WORLDWIDE. Numerous states in the northeast spend approximately between **\$14,000** and **\$19,000** dollars on the education of each public-school students, yet, those pupils invariably register SAT scores that are below – and in some cases far below the national median. As students grades continue to decline and the cost per-pupil continue to soar it is increasingly evident that the policies of democratically controlled school boards and education departments are fundamentally stifling millennials, depriving them of the opportunity to receive sound and quality education. It has become increasingly obvious that these policies (such as tenured educators, unionized districts and outdated curriculum) predominantly help special-interests over the students. As a direct result of Union Lobbying, tenure laws have strengthened so that protect teachers who either teach horribly, discipline incorrectly or all of the above. Subsequently the most frustrating challenges facing public education are teachers unions and unqualified teachers.

OUR IDEAS: Education Cont.

Fixing public education is a “Culture Changing Movement” that unfortunately cannot begin to be adopted until the realization of such is understood in communities across the United States. To begin restructuring the system we propose the following:

SOLUTIONS

- Allow for private and school choice education to be more accessible by way of granting vouchers to students currently performing below grade level, encouraging spirited competition between schools, thus boosting school grades.
- Outsource the management and operations of “D” and “F” grade schools to private education companies with the responsibility of reviving and revitalizing based upon the successful Charter Schools USA Model.
- Cut funding to public schools with “A” and “B” grades, re-distributing cut funds to public schools with “D” and “F” grades.
- Itemize expenses of per-pupil (child) spending (state by state) drafting and adopting yearly budgets where monies per pupil are ONLY spent on outlined items, thus reducing wasteful spending.
- Raise salaries of teachers commensurate to their residential cost of living, per the agreement of opting out of respective union representation.
- Repeal “Title 1” program(s). Implement and expand already existing magnet programs (Arts & STEM) offering both options in same geographical location or district boundary (at every school labeled “D” or “F” grade) with mandatory student participation (commensurate to the students desired area of Arts/STEM interest).
- Grant states authority to opt out of Standardized testing based upon students overall performance (in 3rd, 8th, 10th & 12th grades)

OUR IDEAS: Education Cont.

SOLUTIONS CONT.

- Implement National “One Size Fits All” testing administered per state that coincides with already existing outlined curriculum allowing for standardized test preparation to be in unison with weekly / monthly lesson plans.
- Encourage the founding of all boys / all girls charter schools to be housed in inner city communities, allowing for tax subsidies and tax cuts to drive the creation of such institutions.
- Restore funding to HBCU’s post Obama era
- Implement vocational training courses at HBCU’s for existing students and to be offered to new students without the constraints of strict entry guidelines

OUR IDEAS: Criminal Justice Reform

We **MUST** begin to offer opportunity in exchange for punishment as the driving force behind enhancing public safety.

The upholding of laws pertaining to non-violent drug offenders has forged systemic informalities to take precedence over quality of life where young men and women of color, who in many cases have never committed a violent crime, are now finding their lives changed forever due to sentencing that is un-proportionate to the offense. Such insensitivity over time has resulted in prison population overcrowding, increased racial inequality, misuse of judicial sentencing by state prosecutors and has fueled the demise of young black men and women's motivation, not to mention the systemic breakdown this has caused in black families and their households.

To date, the American criminal justice system holds more than **2.3 million** in 1,719 state prisons, 102 federal prisons, 942 juvenile correction facilities and 3283 local jails as well as military prisons, immigration detention facilities, civil commitment centers and prisons in U.S. territories. The explosive growth of the U.S. jail and prison population from 1970 to now has quadrupled from approximately **500,000** to the current population of **2.3 million**. Such a staggering population is the inevitable consequence of more than a half-century of supposed "**tough-on-crime**" policies. Since the 1970's state and federal legislators have enacted insensitive, oppressive sentencing and parole schemes designed to keep ever-increasing numbers of people in prison for decades. These exorbitant practices have the greatest effect on minorities, particularly Black men. Together, **Blacks and Hispanics comprise an overwhelming 69% of all prisoners**, even though Blacks and Hispanics make up approximately **25% of the U.S. population**. As these numbers sound unbelievable, studies show racial and ethnic disparities in both prisons and jails. Whites are underrepresented in the incarcerated population while **blacks are overrepresented**. The erroneous "**tough-on-crime**" policies include 1) Mandatory minimum sentencing (which forces judges to issue severe sentences regardless of individual factors, meriting leniency) in addition to 2) "three-strikes" laws (enacted by President Bill Clinton) which expand the number of crimes subject to life and life-without-parole sentences. Such policies have singlehandedly increased the number of people imprisoned in addition to the lengths of their imprisonment. Furthermore, such sentencings limit ones opportunities for release, causing the population of both state and federal prisoners to soar. **1 in every 10 black men in his 30's** is in prison or jail on any given day. To date, **1 in 6 black men** are incarcerated. Due to this trend governmental agencies now expect for every **1 in 3 black males** born today to spend time in prison during his lifetime – to this point; state and federal prisons are being built at an exponential rate to meet the expected per capita influx of prisoners.

OUR IDEAS: Criminal Justice Reform Cont.

Drug sentencing disparity is alive and well in the United States judicial system. To understand such significance one must first understand that such a disparity coincides with racial and ethnic disparity, which plays an integral role in drug sentencing disparity. Blacks are incarcerated in state prisons across the United States at more than **5 times** the rate of whites and at least **10 times** the rate in five specific states (Iowa, Minnesota, New Jersey, Vermont & Wisconsin). The disparity is more than **10 to 1**. In **12 states** more than half of the prison population is black: Alabama, Delaware, Georgia, Illinois, Louisiana, Maryland, Michigan, Mississippi, New Jersey, North Carolina, South Carolina, & Virginia. Maryland, whose prison population is **72% black** tops the nation with the highest disparity of all prisons (state & federal). Overall blacks are incarcerated at a rate of **1,408 per 100,000** while whites are incarcerated at a rate of **275 per 100,000**. This equates to blacks being incarcerated at a rate that is **5.1 times** that of whites. In Florida, blacks are incarcerated at a rate of **1,621 per 100,000** while whites are incarcerated at a rate of **448 per 100,000**. **Florida ranks 18** as a state with the highest rate of adult black male imprisonment with **1 in 22** black males being incarcerated. *(Data source: United States Department of Justice, Office of Justice Programs, Bureau of Justice Statistics. National Prisoner Statistics 1978-2016).*

Such disparity derives from several key factors: policy, offending implicit bias from members of the bench, poverty, education outcomes, unemployment history, lack of employment opportunity, criminal history and sometimes a combination of all of the above. As alarming as all of the above may be, Dr. Ashley Nellis of The Sentencing Project says it best *“the simple fact of these disparities should be disturbing given the consequences for individuals and communities. One has to wonder whether there would be urgency to understand and remedy the disparity directly had the ratios been reversed”*. As you begin to understand the significance of racial disparity in the judicial system it is now clear to see how drug sentencing disparity easily plays an integral role in mass incarceration of blacks. Approximately **14 million whites** and **2.6 million blacks** report using illicit drugs. In comparison, **5 times** as many whites are using drugs as blacks however blacks are sent to prison for drug offenses at an alarming **10 times** the rate of whites. Blacks represent **12%** of the total population of drug users; however **38%** of those arrested for drug offense. Blacks serve virtually as much time in prison for a **drug offense (58.7 months)** as whites do for a **violent offence (61.7 months)**. *(Data source: The Sentencing Project).*

OUR IDEAS: Criminal Justice Reform Cont.

Factors that contribute most to such alarming numbers are 1 – inner city crime prompted by isolation of social and economic opportunities 2 – “three-strikes” / “get tough on crime” / “habitual offender” policies (*policies implemented by President William J. Clinton*) 3 – mandatory minimum sentencing, particularly disproportioned in sentencing for crack and powder cocaine possession 4) zero tolerance policies as a result of perceived problems of school violence, thus creating adverse reactions for black children; specifically black children with unstable home environments. **35%** of black children **grades 7-12** have been suspended or expelled at some point in their education careers compared to **15% of whites**. We as a Nation have come to adopt a norm that it is easier to end a child’s life (or the remainder of a young adult’s life) by throwing them to the judicial system than to rehabilitate and educate. Such carnality is a form of abuse and furthermore strikingly indicates a prime replica of modern day slavery. Case in point, in 2002, blacks constituted more than **80%** of the people sentenced under the federal crack cocaine laws and served significantly more time in prison for drug offenses than did whites, despite the fact that more than **2/3** of crack cocaine users in the U.S. are white or Hispanic. When speaking in regards to “**adverse reaction**”, such effects create long-term and in some instances life-long challenges that **DO NOT** bode in the favor of these young men and women. As the prison population continues to explode past control the past 20 years have profoundly shown us that the prison system has **NOT** proven itself to be a rehabilitation for behavior, as more than **2/3 of prisoners will offend again**, thus increasing recidivism rates nationwide. As young men and women are incarcerated, once released, their now blemished records hinder them from procuring sound and quality employment that offers substance and peace of mind. Lastly, we must as ourselves is the cost of housing non-violent offenders to taxpayers worth it? Approximately **\$70 billion dollars** of taxpayers’ dollars are spent yearly on corrections. Close to **\$200 billion** dollars are spent annually on public safety nationwide, of that \$200 billion corrections continues to consume a growing portion of that budget, soon forcing us to add more fiscal resources.

OUR IDEAS: Criminal Justice Reform Cont.

We MUST begin to offer **OPPORTUNITY** over **PUNISHMENT**! Fixing our criminal justice system is no different than fixing our public education. These are systemic issues that must take the forefront of introducing our “Culture Changing Movement” that unfortunately, cannot begin to be adopted until the realization of such is understood in communities across the United States. To begin restructuring the criminal justice system we propose the following:

SOLUTIONS

- Cancel mandatory minimum sentencing, grant judges dominion to sentence according to new recommended sentencing guidelines commensurate and appropriate to the offense
- Offer new minimum sentencing guidelines to judges that DO NOT require enforcement of guidelines but more so serve as recommendation to judges during sentencing, such as: drug rehabilitation, jail assistance for inmates or community service through local organizations (Hands program, boys & girls club, Florida Community Alliance, etc.) in lieu of jail time.
- Repeal “Three-Strikes” legislation
- Create new sentencing guidelines that DO NOT reflect a “one Size Fits All” procedure but instead offer tiered sentencing that more appropriately coincide with the offense and offer alternative sentencing to immediate prison time for first time offenders and non-violent offenders, all on an individualized approach.
- Offer sentences not to exceed a maximum of five years for non-violent offenders
- Implement drug rehabilitation education for repeat non-violent offenders
- Decrease cost of prison operations to taxpayers by contracting with minimum security private prisons to provide housing for those sentenced to prison for repeat offenses.

OUR IDEAS: Criminal Justice Reform Cont.

SOLUTIONS CONT.

- Redirect taxpayer's savings of decreased imprisonment costs to prevention and drug intervention programming governed by local non-profit organizations.
- Automatic rights restoral for non-violent convicted felons sentenced prior to 2016.
- Record expungement for 1st time no-violent convicted felons sentenced on or before May 13, 2001, or born on or before May 13, 1991
- Revoke all rights restoration previously granted if convicted, sentenced and incarcerated for same offense as original offense.
- Modify sentencing laws associated with drug – free school zone laws and reinstate judicial discretion.
- Evaluate judge's psyche whose sentencing has incarcerated blacks at a higher rate than that of their white counterparts in exactly similar sentencings.
- Scale back punishments for serious crimes, especially those that trigger long sentences for repeat offenders
- Adequate and ongoing mandatory racial disparity training on the role of implicit, unchecked bias by key decision makers (judges and prosecutors) followed up by a three (3) month survey to ascertain behavior modification that occurs from the training
- Provide funding (for states and federal) for racial impact statements that can lead to the passing of racial impact legislation
- Identify funding source that allows for "post release support" services to be offered to incarcerated men and women with release dates in the immediate future. Such programs should be tailored to mirror the "GEO Cares" in-prison rehabilitation programs. *(refer to GEOGroup.com/GEOs_Continuum_of_Care for specifics)*

OUR IDEAS: Community Policing

We **MUST** build a bridge between residents and officers that fosters more trust and less fear, less tension and conflict while gaining greater cooperation.

Minority communities huddled within “low-income” regions are often plagued with blight, little to no employment opportunity, lack of development and no beautification. These conditions serve as the perfect recipe for crime to take precedence. As drug distribution, murder rate and domestic violence skyrocket so does the challenge to bring suspects and law offenders to justice. Community policing is a system of allocating police officers to particular areas with the intent to become familiar with local inhabitants. Such a philosophy promotes organizational strategies that support the systemic use of partnerships and problem-solving techniques to proactively address the immediate conditions assisting in the rise to public safety issues such as crime, social disorder and fear of crime and / or retaliation. Community policing is comprised of 3 key components **Community Partnerships, Organizational Transformation, Problem Solving.**

Community Partnerships are alliances between the law enforcement agency and the individuals / organizations they serve to develop solutions to the many problems within the community simultaneously increasing trust in police officers and their respective agencies. When identifying key issues plaguing communities it is imperative to set realistic goals, while first and foremost acknowledging that police solely can NOT solve safety problems alone. Understanding who the community stakeholders are allow for interactive alliances to be forged. Potential partners look like the following:

- Boys & Girls Club
- Urban League Chapters
- Local Churches
- Children’s Home Societies
- School Districts
- School Districts police
- NAACP Chapters
- Rainbow Push Coalition
- National Coalition of 100 Black Women
- Links Incorporated
- Omega Psi Phi
- Delta Sigma Theta
- Big Brother Big Sister
- National Action Network
- 100 Black Men In America
- Urban Youth Impact
- Points of Life

OUR IDEAS: Community Policing Cont.

Organizational Transformation is the alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving. The community policing philosophy focuses on the way that departments are organized and managed and how the infrastructure can be changed to support the philosophical shift behind community policing. It encourages the application of modern management practices to increase efficiency and effectiveness. Community policing emphasizes changes in organizational structures to institutionalize its adoption and infuse it throughout the entire department, including the way it is managed and organized, its personnel, and its technology. Under the community policing model, police management infuses community policing ideals throughout the agency by making a number of critical changes in **climate and culture, leadership, formal labor relations, decentralized decision making and accountability, strategic planning, policing and procedures, organizational evaluations, and increased transparency**. Climate and culture changing the climate means supporting a proactive orientation that values systematic problem solving and partnerships. Formal organizational changes should support the informal networks and communication that take place within agencies to support this orientation. Leaders serve as role models for taking risks and building collaborative relationships to implement community policing, and they use their position to influence and educate others about it. Leaders, therefore, must constantly emphasize and reinforce community policing's vision, values, and mission within their organization and support and articulate a commitment to community policing as the predominant way of doing business. If community policing is going to be effective, police unions and similar forms of organized labor must be a part of the process and function as partners in the adoption of the community policing philosophy. Including labor groups in agency changes can ensure support for the changes that are imperative to community policing implementation.

Problem Solving is the process of engaging in the proactive and systematic examination of identified problems to develop and evaluate effective responses. Community policing emphasizes proactive problem solving in a systematic and routine fashion. Rather than responding to crime only after it occurs, community policing encourages agencies to proactively develop solutions to the immediate underlying conditions contributing to public safety problems. Problem solving must be infused into all police operations and guide decision-making efforts. Agencies are encouraged to think innovatively about their responses and view making arrests as only one of a wide array of potential responses. A major conceptual vehicle for helping officers to think about problem solving in a structured and disciplined way is the **SARA** (*scanning, analysis, response, and assessment*) problem-solving model.

OUR IDEAS: Community Policing Cont.

Rather than simply responding to crimes once they have been committed, community policing concentrates on preventing crime and eliminating the atmosphere of fear it creates. Earning the trust of community and offering individual stakeholders more responsibility in their own safety enables law enforcement to better understand and address both the needs of the community and the factors that contribute to crime. To more effectively implement community policing in inner cities across the United States we propose the follow:

SOLUTIONS

- Encourage and promote employment of minorities by way of offering full sponsorships to local academy
- Identifying academy candidates by way of the community partnership programs
- Restructuring local law enforcement agencies to demographically reflect the makeup of the community it works to protect and serve
- Passing legislation requiring local law enforcement agencies certified officers to racially make up the percentage of its community demographics
- Redirect funding from Department of Justice (COPS Program) to increase bike patrol throughout inner city communities
- Provide funding to create agency sub stations located at high crime density areas within inner cities manned with 2 officers, an on-call mental health clinician and a surveillance volunteer

OUR IDEAS: Community Policing Cont.

SOLUTIONS CONT.

- Provide funding for local law enforcement agencies to train certified officers on identifying when mental health disparities may be a key factor in the behavior of a constituent
- Outsource ongoing surveillance of police cameras in high crime density areas to security companies capable of manning such surveillance 24 hours releasing police manpower to focus more on preventing and intercepting crime
- Implement 24-hour “Citywide Intervention Teams” (CIT) to assist officers and clinicians working with mentally impaired constituents.
- Require municipalities by way of Executive Order to form Community Task Forces comprised of officers, local church members, business leaders from the surrounding communities, residents and reformed gang members for the purposes of patrolling streets on foot and in vehicles 24 hours a day, seven days a week, leaving criminals little time or space in which to operate. Said task forces should work with local departments of social services, housing, environmental health and public works to simultaneously improve immediate living conditions and quality of life
- Provide funding by way of the Department of Health and Human Services to focus on identifying individuals who may be an unintentional threat to society by way of mental illness, providing for mental health evaluations in lieu of incarceration

WHAT ARE THE NEEDS

Law and Order – contrary to the disingenuous recommendations of the Congressional Black Caucus, we feel that President Trump’s staunch approach of enforcing Law & Order is imperative to regaining control of communities across the United States regardless of color, creed or national origin. In remaining concurrent with President Trump’s proposal of Law & Order we recommend the following changes outlined under criminal justice be made swiftly and expeditiously prior to the reinforcement of Law & Order to prevent exacerbating the already ongoing issue of prison overcrowding.

Presidential Support – Unilateral support from the Executive Office of the President by way of Executive Order to direct such solutions and programs be implemented utilizing municipal governments.

Congressional Support – For the purposes of New Funding and redirecting existing funding to specific sources as recommended here within, **#AND** should be adopted by way of a congressional resolution and voted on to be passed into law as acting legislation

Funding – In aligning with the commitment of the Trump Administration to cut the deficit and shrink the Federal Government, the Black Republican Caucus of Florida proposes using already existing funds by way of already enacted legislation with the redirecting of funds from identified identified legislation to bring forth the solutions of **#AND**. Such pieces of legislation include but are not limited to: [*American Reinvestment Act*](#), [*Ending federal marijuana prohibition act of 2017*](#), [*Omnibus Crime Control and Safe Streets Act of 1968*](#), [*COPS Improvement Act of 2017*](#) (excluding the establishment of new program to award grants through the DOJ to pay for additional prosecuting programs), [*Success and Opportunity through quality charter schools act*](#) (Elementary and Secondary Education Act of 1965)

HOW TO IMPLEMENT

To keep the integrity and foundation of history imbedded within inner city communities, their constituents and respective stakeholders the Black Republican Caucus of Florida is sensitive to the implementation of policies outlined here within. The hope is that an overhaul in revitalization, as recommended here within #AND, will single handedly reinvigorate inner city communities across the United States, bringing them to a place of self-sufficiency. In an assertive effort to remain realistic about growth, redevelopment and reinvestment in these communities, it is important to first, face reality in recognizing that these problems did not come about overnight nor can they be fixed overnight. However, the objective in taking #AND is for constituents and stakeholders alike to buy into such changes without feeling forced or pushed to do so, nor without feeling as if this is a precursor to gentrification taking place. An implementation of these policies, in phases, will not only assist in an concerted attempt to remain sensitive to such feelings, it will singlehandedly begin to foster a sense of responsibility amongst the constituents and inhabitants of these communities bringing forth an internal sense of responsibility to take part in such an overhaul.

The implementation of #AND must also address organizational supports which are essential to protecting the fidelity of the community when initiating and then sustaining such practices. Through carefully planned implementation, the adoption of any new practices builds the community's capacity for change. The implementation of #AND should be introduced through Exploration, Installation, Initial Implementation, Full Implementation, Expansion and Scale Up. The goals of the exploration stage are to identify the need for change, determine what innovation or set of practices are likely to meet that need, and to decide whether or not to move ahead with the implementation process. This stage and all other stages should be guided by a State Leadership Team (#SLT). #SLT's should include cross- sector representation of agencies and programs that are to be affected by #AND. #SLT's should ensure that the perspectives of key stakeholders from every entity outlined here within #AND are included as part of a needs assessment on how to activate #AND simultaneously, nationwide. During the Exploration stage, an important consideration for the #SLT's is whether they can commit to a multi-year implementation process. If the decision is to proceed with implementation of #AND, then building public awareness and widespread support for #AND's change is crucial. The goal of #AND's Installation stage is to build stakeholder partnerships which will support the implementation of the new practices as it systematically rolls out in selected cities.

HOW TO IMPLEMENT Cont.

Building stakeholder partnerships requires examining and strengthening the already existing stakeholder partnerships (if any exist) necessary to assure rollout success. Another important installation activity is developing a written implementation plan, which addresses expansion and sustainability. Most of the work of this stage should be done and supervised by #SLT's. The goal of **Initial Implementation** is to identify **Template Municipalities** (#TM) and put the new practices of #AND in place in these #TM's. Site level Implementation Teams should guide the implementation process, review data, make decisions and provide feedback to the SLT's on both the successes and challenges. The goals of **Full Implementation** are to assure the policies and practices of #AND are used with high fidelity, and are achieving expected outcomes in all #TM's. With a focus on both fidelity and sustainability, all professional development and organizational structures are fully functioning and working together. The goal of **Expansion or Scale-Up** is to increase the number of #TM's using the practices of #AND with fidelity. This could include providing appropriate recommendations and respective funding; increasing numbers of stakeholders; and expanding data systems to support the increased number of new #TM's. At the time of state-wide implementation, the new practices and supporting organizational structures are institutionalized and become standard practice within the state. With each new #TM, the stages of exploration, installation, and implementation begin anew. Previous #SLT plans should be used for these stages at each new #TM while maintaining and sustaining high fidelity implementation in previous #TM's. Implementation in new #TM's should be quicker than with the initial #TM implementations as much has been learned from the experiences of those initial #TM's. #TM's that are implementing with fidelity should serve as mentors to new #TM's. #SLT's and Implementation Teams should continue to focus on sustainability over time at all #TM's. When starting at a new #TM #AND should be rolled out in four phases with the first of three phases being beautification of the area. Followed by phase two of Infrastructure Development and lastly phase three with Financial Disbursement to eligible companies from Banks while simultaneously implementing Criminal Justice Reform.

PUBLIC / PRIVATE PARTNERSHIPS

With the support of the Federal Government and with the requirement of States & Local Governments via Presidential Executive Orders the P3 recommendations outlined within #AND should provide for a strong foundation of shared skills and assets as each party involved brings forth their respective service for the use of inner city constituents. The prospective members of this P3 infused policy agenda are the following:

PUBLIC

Federal Government

State Governments

Local County & Municipality Governments

Local Law Enforcement Agencies

Local School Boards

PRIVATE

Local Small Businesses

Sororities / Paternities

Churches

Local Non – Profit Organizations

Black Owned Banks

CONCLUSION

#AND is a policy agenda that simultaneously focuses on key issues systemically plaguing black communities across the United States. The solutions laid before you, have been evaluated and adjudicated by community leaders such as clergy, business executives, urban league directors, law enforcement officials and community activists from 15 different municipalities across the state of Florida, spanning across 7 different counties to further gauge and identify how successful these proposed solutions would be if implemented. We invite you, the American People to offer your ideas that we may then know unequivocally, that [A New Direction](#) is one you are in favor of.

Steadfast & Loyal,



Sean P. Jackson
Chairman of the Board



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GLOSSARY

HASHTAGS:

#BlackAmerica | #AND | #TM | #SLT | #BRCFL

DEFINITIONS:

Black America – collectively references black communities across the United States of America

AND – A New Direction

TM – Template Municipalities

SLT – State Leadership Team

BRCFL – Black Republican Caucus of Florida

CIT – Citywide Intervention Team

SARA – Scanning, Analysis, Response, Assessment

COPS Program – Community Oriented Policing Services

– The purpose of the hashtag is for social media marketing purposes. When referring to A New Direction or any aspect thereof, whether it be via Twitter, Facebook, Instagram or any additional social media outlet, we respectfully request you use the acronym's and hashtags provided to you and available for use in this document.