Ferguson Commission was formed by Executive Order:

• Study and recommend ways to make the St. Louis region a stronger, fairer place for everyone to live. Recommendations will be made in four areas – (1) public policy (2) institutional systems (3) organizational practices (4) individual contributions

• Take testimony and gather information; engage the scholarly and research expertise necessary to help inform the commission

• Issue a report containing policy recommendations after undertaking a study of the following subjects:
  – Citizen-law enforcement interaction and relations;
  – Racial and ethnic relations;
  – Municipal government organization, and the municipal court system; and
  – Disparities in substantive areas that include, but not are not limited to, education, economic opportunity, health care, housing, transportation, child care, business ownership, and family and community stability.

“Their most important work will be the changes we see in our institutions and our work places, in our communities and in our interactions with one another. Change of this magnitude is hard; but maintaining the status quo is simply not acceptable.”
• The Ferguson Commission is an empowered, independent and diverse group.

• Openness and transparency will be cornerstones of the Commission’s work.

• The challenges we face are not unique to our region, the Commission looks to serve as a role model and offer best practices to communities across the country.

• The Commission members have the responsibility – and the opportunity – to hear from people from diverse backgrounds and all walks of life, and to form concrete recommendations for making this region a stronger, fairer place for everyone.
Ferguson Commission Values:

- Transparency
- Equity & Fairness
- Civic Engagement
- Diversity & Inclusion
- Integrity
Standard Operating Principles:

Explore the underlying social and economic issues in the St. Louis metropolitan area using a common set of principles including:

(1) Honoring community expertise and youth perspective;
(2) Looking beyond what is to create a model for what can be;
(3) Leveraging new and existing data to generate evidence-based recommendations;
(4) Centering on principles of equity and justice; and
(5) Prioritizing action with a sense of urgency
Child Well-Being/Education Equity Work Group Members:

Rasheen Aldridge, Ferguson Commission Members
Dr. Carol Basile, UMSL, Dean of Education
Koran Bolden, Entrepreneur, Street Dreamz
Dr. Crystal Gale, Principal, Roosevelt High School, SLPS
Dr. Sharonica Hardin, Asst. Superintendent, Ritenour School District
Becky James-Hatter, Big Brothers Big Sisters of Eastern Missouri
Katie Kaufmann, Ready by 21
Dr. Katie Plax, The Spot
Dr. Ramesh Raghavan, Washington University
Dr. Scott Spurgeon, Superintendent, Riverview Gardens School District
Dr. Grayling Tobias, Superintendent, Hazelwood School District
Update Citizen-Law
Enforcement Relations
Co-Chairs: Dr. Dan Isom, Brittany Packnett
Citizen-Law Enforcement Relations Working Group Membership

- Dr. Daniel Isom, Ferguson Commission (Co-Chair)
- Brittany Packnett, Ferguson Commission (Co-Chair)
- Kevin Ahlbrand, Ferguson Commission
- Dr. T.R. Carr Jr., Ferguson Commission
- Karen Aroesty, MO/IL at Anti-Defamation League
- Dr. Jamel Santa Cruze Bell, Eureka College
- Dr. David Klinger, University of Missouri-St. Louis
- Marius Johnson Malone, Better Together
- Dr. Richard Rosenfeld, University of Missouri-St. Louis
- Chuck Walker, Jefferson City Police Department
- Dr. Norm White, Saint Louis University
- Romona F. Taylor Williams, Metro St. Louis Coalition for Inclusion & Equity
### Comparison Presidential Pillars and Preliminary Priorities

<table>
<thead>
<tr>
<th>President’s 21st Century Policing Task Force Pillars</th>
<th>Ferguson Commission’s Citizen-Law Enforcement Working Group Preliminary Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Trust and Legitimacy</td>
<td>Update Use of Force statute and consider adequate documentation</td>
</tr>
<tr>
<td>Policy and Oversight</td>
<td>Create legal mechanism for empowered civilian oversight</td>
</tr>
<tr>
<td>Technology and Social Media</td>
<td>Implement measures and standards for anti-bias training and core cultural competencies</td>
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<tr>
<td>Community Policing and Crime Reduction</td>
<td>Increase rigor of law enforcement preparation through new certification standards or training opportunities</td>
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<tr>
<td>Training and Education</td>
<td>Ensure police agencies have access to prior records of prospective hires</td>
</tr>
<tr>
<td>Officer Wellness and Safety</td>
<td>Strengthen whistleblower protections within police departments</td>
</tr>
</tbody>
</table>
Additions from 21st Century Policing Task Force Recommendations

The Ferguson Commission may consider addressing the following areas in Citizen-Law Enforcement Relations:

- Use of Technology
- Community Policing
- Officer Wellness
- Approach to Mass Demonstration
- Prosecution in Officer-Involved Shootings

In addition to the Task Force recommendations, the community prioritized:

- Special training for engaging with people with mental illness
- Development of specific models for cultural training and alternatives to use of force
Update Municipal Courts & Governance

Co-Chairs: Traci Blackmon, Dr. T.R. Carr
## Policy Reform: Municipal Courts & Governance

<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Call to Action</th>
<th>Accountable Body</th>
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<tbody>
<tr>
<td>Enforce the state established cap on traffic fine revenue that a municipality may collect and clarify reporting requirements, enforcement responsibility and definition of traffic revenue</td>
<td>Strengthen SB 5 to include unintended consequences and other Calls to Action noted</td>
<td>Missouri Legislature</td>
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<tr>
<td>Develop alternatives to imprisonment and fines for Failure to Appear and other issues</td>
<td>No jail for minor traffic violations and other (non-traffic-related) minor infractions; Address Failure to Appear charges and suspensions</td>
<td>Missouri Legislature</td>
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<td>Missouri Circuit Courts</td>
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<td>Municipalities</td>
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## Policy Reform: Municipal Courts & Governance

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<td>Provide for an “ability to pay” hearing before any individual can be detained or otherwise penalized for failure to do so</td>
<td>Uniform fine schedule with an analysis of ability to pay <em>in advance</em></td>
<td>Missouri Legislature</td>
</tr>
<tr>
<td>Create uniform list of rights and procedural options and consequences across municipalities</td>
<td>Consolidate violations per stop; Re-evaluate the point system</td>
<td>Missouri Circuit Court</td>
</tr>
</tbody>
</table>
Additional Policy Reform: Municipal Courts & Governance

“How might we imagine fair and just governance, aimed at restoring community trust, through our municipal courts system?”

• What does the independent operation of the judicial court look like?
• How can accountability and transparency be ensured in the court system?
• Do we have too many municipal courts?
• How can we staff and fund courts without competing allegiances?
• What will it take to re-evaluate the point system?
• How can the responsibility of community service oversight be shared across municipalities?
• How will revenue be generated for municipalities? To what, if any, extent should the courts be responsible for revenue generation?
A Look at the W.K. Kellogg Foundation’s Commitment to Racial Equity and Racial Healing
What does “racial equity” mean to WKKF?

Racial Equity Definition

*Racial Equity* refers to principles of fairness and justice. Racial equity work describes actions designed to address historic burdens as well as to remove present day barriers to equal opportunities. This is accomplished by identifying and eliminating systemic discriminatory policies and practices. Specific remediating strategies, policies and practices are also required. These actions address the effects of historic injustice and prevent present and future inequities.

*Approved by WKKF Board and Executive Council Aug. 20, 2008*
Racial Equity

Racial Equity ≠ Diversity
(Diversity = Variety)

Racial Equity ≠ Inclusion
(Inclusion = Representation)

Racial Equity ≠ Equality
(Equality = Sameness)

Racial Equity = Fairness and Justice
WKKF Definitions

**Racial Healing:** addressing the emotional and physical suffering that is the result of racialized social and opportunity structures. To heal is:

- To restore to wholeness
- To repair damage
- To set right

**Implicit Bias:** the automatic association of stereotypes or attitudes with a particular racial, ethnic or social group

**Structural Racism:** the interaction among institutions, policies and practices that inevitably perpetuates barriers to opportunities and racial disparities

*Approved by WKKF Board and Executive Council Aug. 20, 2008*
“I think we have to be uncomfortable with the present racial arrangement. I think we have to be willing to be uncomfortable, willing to demand more of ourselves and more of our country, and willing to make the invisible visible.”

*john a. powell in Race: The Power of an illusion*
America Healing Objectives

**Objective 1:** Support and create public accountability and transform communications.

**Objective 2:** Support and expand the capacity of community-based efforts.

**Objective 3:** Intensify action-oriented research and analysis.

**Objective 4:** Strengthen advocacy for both policy and systems change.
What does Success look like?

**Racial Equity**... is the condition that would be achieved if one’s racial identity no longer predicted, in a structural sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequity not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

*Center for Assessment and Policy Development*
Update Child Well-Being & Educational Equity

Co-Chairs: Becky James-Hatter, Dr. Grayling Tobias
Policy Reform: Child Well-Being & Educational Equity

1) **Prioritize accredited schools in the same district.** First transfer to an accredited school in the same district, if space is available.

2) Adopt the Voluntary Inter-District Choice Corporation (VICC) calculation of **$7,200 as the maximum rate.**

3) Ensure members of assistance teams are qualified, based on their past performance in failing districts with similar circumstances and omit or change language to “may” consider the recommendations of the assistance teams.
Policy Reform: Child Well-Being & Educational Equity

4) Accept students. **No student shall be denied a transfer based on criteria that does not exclude him/her from attending a school in their resident district.** Only students who have committed a safe schools violation be ineligible for transfer.

5) Mandate accountability. If districts are going to accept students and funds, they must accept accountability. **We do not support any language that would allow a receiving school district to postpone accountability** and the educational welfare of a child.
Five Priority Areas for Next Month

Public Education Funding
College Access and Affordability
Food Instability
Human Capital in Education – Teachers
Social Service Coordination with Schools
Expert Engagement – a part of our charge

Research Assistants – UMSL Doctoral Students
# Process for Creating Recommendations

<table>
<thead>
<tr>
<th>Preserve</th>
<th>Progress</th>
<th>Implementation Recommendations</th>
<th>2015 Goals</th>
<th>Cost/Sources</th>
</tr>
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<tbody>
<tr>
<td>What do you have right; what are we proud of?</td>
<td>Where can we improve; restore, enhance?</td>
<td>Public Policy</td>
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<td>What do you have right; what are we proud of?</td>
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<td>Public Policy</td>
<td>More need based aid available for low income students and increases not impacted by Governor’s withholds (as was the case in FY2015 with $12M increase)</td>
<td>$8-$16.5M in general revenue funds in the Missouri State Budget.</td>
</tr>
<tr>
<td>Collaborative work of STL Graduates to address college access and affordability, first strategic plan established in 2011.</td>
<td>Cost of college cost is increasing but aid is decreasing.</td>
<td>Increase funding for Access Missouri (need based aid) to at least the $78.5M proposed in the Higher Education budget for FY2016.</td>
<td></td>
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</tr>
<tr>
<td>Providing professional development</td>
<td>Funding need based aid for higher ed was withheld in FY2015 budget. (most pressing policy concern)</td>
<td>Current legislation HB3 proposes $70M for Access Missouri, a set in the right direction and an increase from the $62M available in FY2015.</td>
<td></td>
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<tr>
<td>High school to college center (summer pop-up location to address “summer melt”)</td>
<td>Undocumented students who graduated from MO high schools receive in state tuition</td>
<td>Remove language requiring publicly funded higher education institutions to NOT provide in-state tuition rates to undocumented students in the FY2016 budget language.</td>
<td></td>
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<tr>
<td>Lumina Foundation recognized St. Louis as one of 75 regions to participate in College Access Network.</td>
<td>Other recommendations</td>
<td>DESE/Local School District Fund college preparation programs for all high school students.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Louis Regional Chamber is convening a work groups around access and affordability.</td>
<td>College preparation programs in high schools (TRiO)</td>
<td>Set case load limits for school counselors</td>
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<td></td>
<td>Counselors have manageable case loads and can serve as college advisors</td>
<td>Set expectations for amount of time counselors spend on college advising students and professional development in college advising</td>
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Other Issues to Explore/Discuss:

• Possible hang ups: Increased budget...never fund it. Expectation that programs specifically targeted at low income Missourians are easy to underfund or cut.

• Not my problem mentality (especially in regards to school district funding).

• Revisit desegregation/integration tools of the past. Bussing is not necessarily a bad thing but VICC and other programs have become divisive or taboo.

• Not currently thinking about ways to educate rich and poor folks along side each other.

• Need to adopt a “We’re all in this economy together” mindset. State economy is largely dependent on urban centers but we need outstate legislators to be part of the solution in the General Assembly. Consider that rural districts may soon see impact of unaccredited schools.
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<td><strong>What do you have right; what are we proud of?</strong></td>
<td><strong>Where can we improve; restore, enhance?</strong></td>
<td><strong>Public Policy</strong>&lt;br&gt;• Support SNAP and WIC programs&lt;br&gt;• Ensure ease of enrollment through support of FSD positions for SNAP/Food Stamps&lt;br&gt;&lt;br&gt;<strong>Institutional Systems</strong>&lt;br&gt;• Schools identify students who need summer feeding programs before the end of the school year and link families to available food resources.&lt;br&gt;• Regional Effort – Coordinate summer food programs and dinner food programs (perhaps with St. Louis Area Food Bank, Operation Food Search others?)</td>
<td>30 new summer feeding programs in N. County</td>
<td>$100,000 to support a coordinated effort $$$ to support dinner programs (Sources: St. Louis County Children Services Fund, Missouri Foundation for Health, State of Missouri, United Way)</td>
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Quality free and reduced lunch programs that serve breakfast and lunch. School based programs that already provide the third meal of the day—dinner SNAP and WIC
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**Quality free and reduced lunch programs that serve breakfast and lunch.**

School based programs that already provide the third meal of the day--dinner

SNAP and WIC

Organize and support dinner food programs and summer feeding programs. Identify USDA supported feeding opportunities

Organizational Practices
- Food insecurity organizations and stakeholders collaborate and organize a regional volunteer recruitment effort to staff summer feeding sites and coordinate a regional effort (may already exist I am not sure)
- This collaboration then identifies and uses a food screening tool for organizations that work with children to use in the region

Individual Contributions
- Become a volunteer at a feeding site
- Volunteer to serve as a recruiter at your company/church/organization
- Donate funds to the effort
- Donate food to the effort
- Learn to use the screening tool and use it with kids you encounter

($$ to support dinner programs

(Sources: St. Louis County Children Services Fund, Missouri Foundation for Health, State of Missouri, United Way)
VOTE ON “NEXT” PRIORITIES
Tonight’s Breakout Groups:

College Access and Affordability (Feedback and Input)
Katie Kaufmann and Rasheen Aldridge

Human Capital in Education – Teachers (Input)
Dr. Sharonica Hardin

Social Service Coordination with Schools (Input)
Dr. Crystal Gale and Koran Bolden

Food Instability (Feedback and Input)
Dr. Katie Plax
Child Well-Being and Education Equity

(Feedback from Breakouts; Open Mic Public Comments and Questions from Commissioners)
Thank YOU!

Mark your Calendar - TENTATIVE
Child Well-Being and Education Equity
April 21, 2015
5:00pm – 7:00pm
UMSL

www.stlpositivechange.org
contact@stlpositivechange.org