



**POSITIVE
CHANGE**
THE FERGUSON COMMISSION

A PATH TO CHANGE

June 2015



THE COMMISSIONERS

- Rev. Starsky Wilson
- Rich McClure
- Rev. Traci Blackmon
- Dan Isom II
- Scott Negwer
- Bryon Watson
- Gabriel E. Gore
- Brittany Packnett
- Rose Windmiller
- Rasheen Aldridge, Jr.
- Grayling Tobias
- Becky James-Hatter
- Felicia Pulliam
- Kevin Ahlbrand
- Patrick Sly
- T.R. Carr, Jr.
- Bethany Johnson-Javois (*ex-officio*)



OUR CHARGE

To guide the community in charting a new path toward healing and positive change for the residents of the St. Louis region. Through our collective efforts, to serve as a role model and offer best practices to communities across the country.

The learning of the past 100 days makes one thing clear: the St. Louis region **must face its reality in order to thrive**. The Commission's role is to facilitate the awareness and building of knowledge necessary to identify the skills and actions needed to realize the full potential of the region and its people.

100+ DAYS OF ENGAGEMENT

- On November 18, 2014, Missouri Gov. Jay Nixon appointed the Ferguson Commission – a volunteer group of 16 diverse community leaders to listen to area organizations, national thought leaders, institutions, experts and citizens.
- By December, the Commission began collecting **data and research that revealed some of the underlying social and economic conditions** limiting the region’s potential to thrive.
- The Commission heard the public call for an **unflinching report** with transformative recommendations for making the region stronger and a better place for everyone to live. It is working toward a delivery date of September 15, 2015 for a final report.

CITIZEN PRIORITIES SHAPE OUR WORK

	<u>Priorities</u>	<u>Working Groups</u>
Central Issues	Citizen Law Enforcement Relations (68%)	Citizen-Law Enforcement Relations (Dan Isom & Brittany Packnett)
	Municipal Governance (17%)	Municipal Courts and Governance (Traci Blackmon & T.R. Carr)
	Municipal Courts (15%)	
Disparity Focus	Education (63%)	Child Well-Being & Education Equity (Becky James-Hatter & Grayling Tobias)
	Economic Opportunity (58%)	Economic Inequity and Opportunity (Pat Sly & Felicia Pulliam)
	Racial and Ethnic Relations (53%)	Racial Equity and Reconciliation (Cross Cutting Work)

WHAT WE'VE LEARNED:

The Washington Post



By **Michael Gerson** Opinion writer November 27, 2014 

 Follow @mjgerson

My home town of St. Louis has given up its sad secrets. Journalists — like tourists taking in the sights of social dysfunction — have explored its courthouses, its speed traps, its racial tensions and its redlined housing history. Cable television has carried images of [burning cars and tear gas](#), which better qualify as “breaking news” than clergy-led marches and civic dialogue. [From the coverage](#), one would think a whole city walks on broken glass. Perhaps it does.

WE MUST CONFRONT OUR REALITY



CONFRONTING OUR REALITY

A tale of two ZIP codes⁷

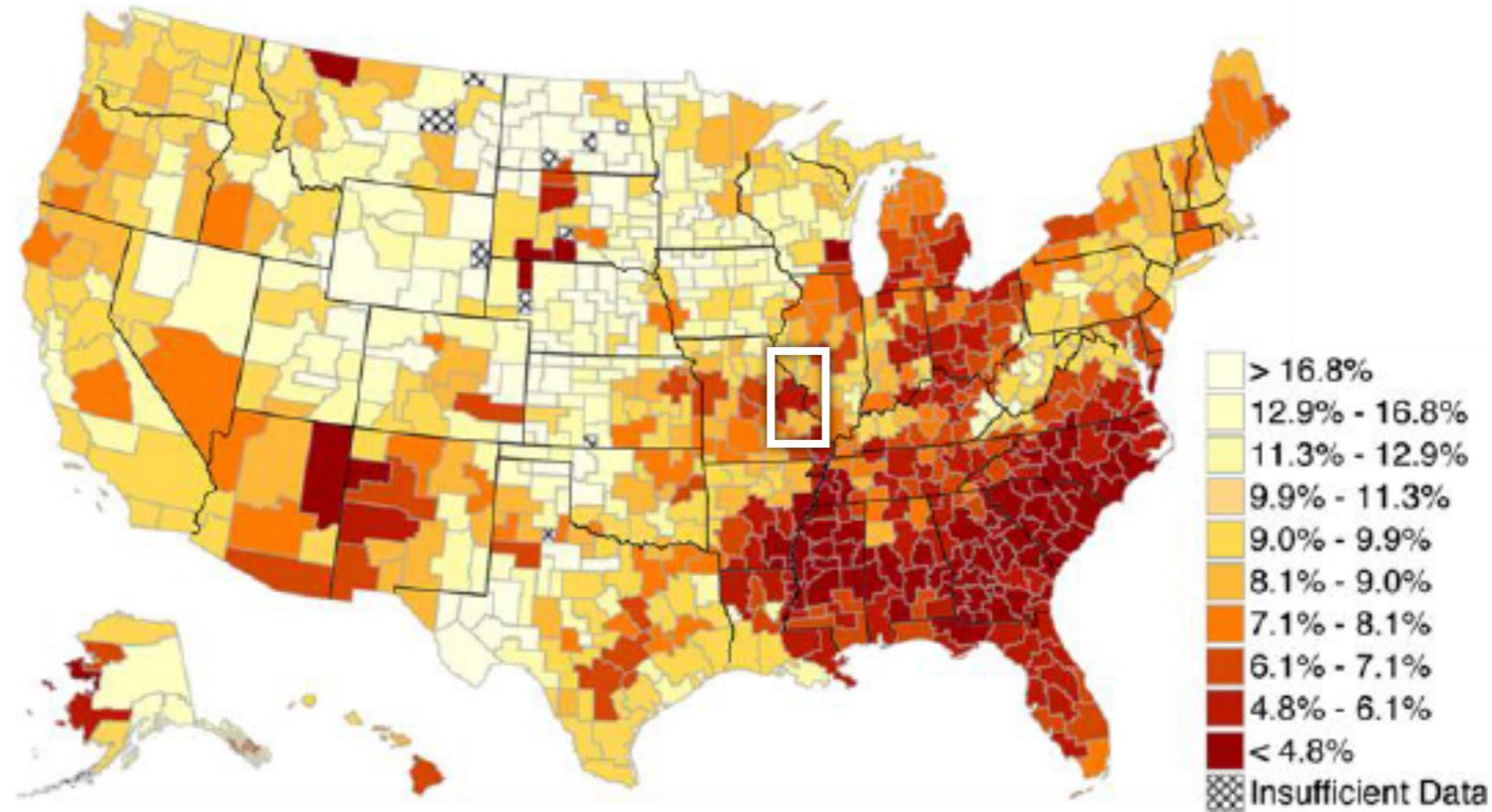


Source: City of St. Louis Department of Health-Center for Health Information, Planning, and Research; Census 2010; MODHSS, Death MICA 2010

Notes: ZIP code life expectancies were derived using population counts from Census 2010 and deaths from Death MICA 2010. Total percentage for race may exceed 100% due to rounding.

An 18-year gap in life expectancy between zip codes less than 10 miles apart.

CONFRONTING OUR REALITY



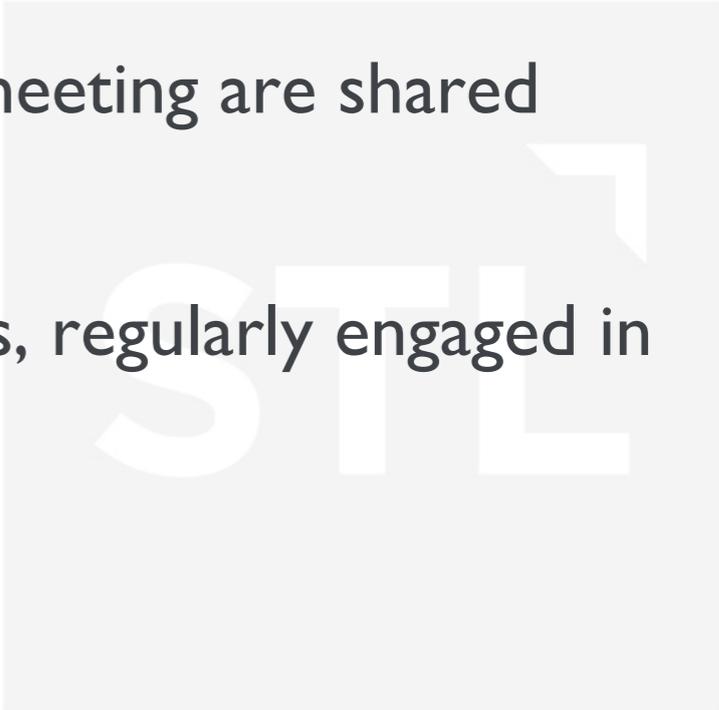
St. Louis ranks **43rd** of 50 large metro areas in economic mobility: The likelihood that a family will move up the income ladder from one generation to the next.

WHAT WE'VE LEARNED: THE FACTS MAKE CHANGE INEVITABLE

- With only 22 percent of the state's population, the St. Louis region represents 46 percent of the state revenue from municipal fines and fees.
- St. Louis is the 5th most racially segregated of 50 large metro areas.
- Between 2000 and 2013, the number of residents living below the federal poverty line in St. Louis' suburbs grew by 53 percent.
- 61 percent of the region's jobs are located more than 10 miles away from downtown, making it one of the most decentralized labor markets in the nation's 100 largest metropolitan areas.
- Regional zip code data on the number of children living in poverty runs as high as 46.3 percent. There are nine St. Louis area ZIP codes with child poverty rates above 30 percent.
- **Not addressing the economic mobility of poor children will decrease United States GDP by about 4 percent per year over the lifetime of these children, costing the whole country about \$7 trillion.**

WE'VE LEARNED THIS HAND-IN-HAND WITH YOU

- Twenty-eight public meetings with more than 2000 attendees, including open comment sessions and small group breakout discussions.
- Eighteen (20) subject matter expert presentations
- Sixteen Commissioners have shared and listened in their spheres of influence and by invitation.
- Notes, research, transcripts and video from every meeting are shared publicly and online following each meeting.
- Over seventy (70) leaders, experts and practitioners, regularly engaged in the working group process.

A large, faded version of the STL logo is positioned in the bottom right corner of the slide. It consists of the letters 'STL' in a large, white, sans-serif font, with a small white square containing a stylized '7' above the 'L'.

STL

FROM KNOWLEDGE, PRIORITIES BEGIN TO EMERGE

To thrive, the St. Louis region must be a place where:

- People of our region are not placed in jail because they don't have the money to pay fines.
- A ten-mile difference in zip code does not show an 18-year swing in life expectancy.
- Neighborhoods are safe with mutual respect and reciprocal accountability.
- People can be equipped for and find jobs with wages capable of supporting their households.
- Children and youth of our region have equitable opportunities to learn and succeed.
- We recognize and appreciate the full value of being a racially and ethnically diverse region.

A large, faded version of the STL logo, consisting of the letters 'STL' in a bold, sans-serif font, set against a light gray background.

STL

FEEDBACK FROM YOUTH SPEAK EVENT

Police Aggression

- Police brutality and harassment are rampant

Nightlife for Teens

- Teens have limited options after 8pm

Race Relations & Interactions

- We need to talk about race, addressing discrimination and white privilege

Unequal Access

- Education, community resources...

Community Pride & Development

- Need to respect community assets
 - Need more retail development & amenities

Community Safety

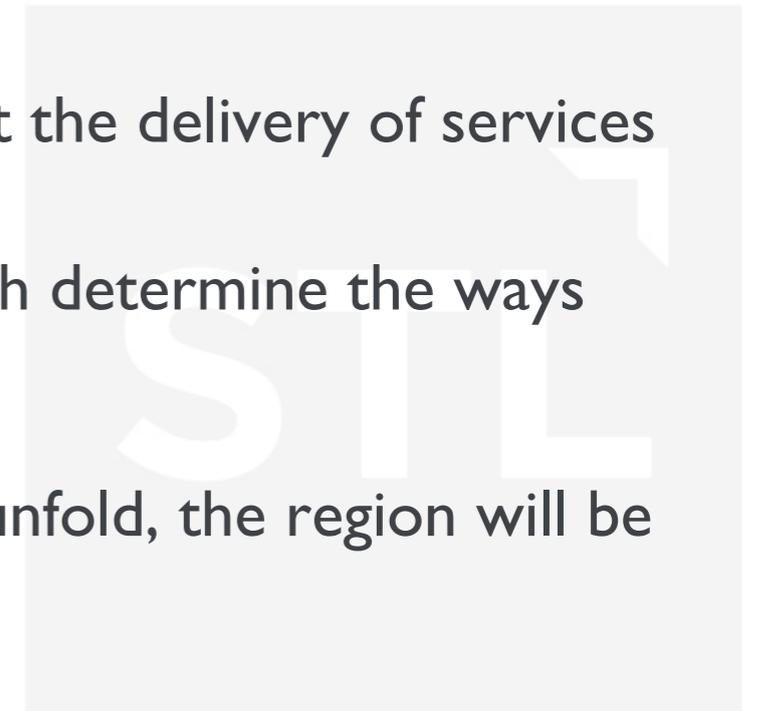
- Violence is prevalent

WHERE DOES CHANGE HAPPEN?

Our challenges are complex and are woven into the fabric of our region. To address them, the work will be shared by all and happen on many levels:

- **Policy** – legislation, ordinances and orders guiding various settings and levels of government
- **Systems** – structures impacting advancement, promotion and access for citizens
- **Practice** – actions, mores and approaches that affect the delivery of services
- **Individual** – values, priorities and assumptions which determine the ways we interact and hold one another accountable

As the work continues and the plans of the working groups unfold, the region will be called upon directly to act on each of these levels.



WORKING GROUP UPDATE: CITIZEN-LAW ENFORCEMENT RELATIONS

DESIRED CHANGE

Design accountability measures and policies that enable law enforcement agencies to serve and protect all citizens based on principles of:

- Trust;
- Mutual respect;
- Transparency;
- Cultural competence; and
- Justice

TACTICAL APPROACH

Use of Force, Civilian Oversight, Anti-Bias & Cultural Competence, Accreditation & Accountability, Community Policing, Mass Demonstration, Special Prosecution and Officer Wellness

WORKING GROUP UPDATE: MUNICIPAL COURTS & GOVERNANCE

DESIRED CHANGE

Just governance aimed at restoring community trust and enforcing laws in fair and intended ways with a focus on:

- Restorative justice and equity;
- Judicial independence;
- Fiscal responsibility; and
- Transparency

TACTICAL APPROACH

Uniform List of Rights - Informing Public on Court Procedures and Individual Rights, Address Failure to Appear Charges, Ability to Pay Hearings, Alternative to Jail Time, Establishment of Alternative Community Service

WORKING GROUP UPDATE: MUNICIPAL COURTS & GOVERNANCE

UPDATE ON SENATE BILL 5

On Wednesday, May 6, and Thursday, May 7, the Missouri General Assembly passed the Conference Committee Substitute for Senate Bill 5, making substantive changes to state law that meet many of the Ferguson Commission's Working Groups' Calls to Action.

- Revenue from traffic fines cannot exceed 12.5% of St. Louis County municipalities' operating budget
- No arrest warrants, jail or other charges for Failure to Appear at a hearing for a minor traffic violation can be issued
- People can now demonstrate inability to pay fines for traffic violations
- Municipal police departments in St. Louis County must receive accreditation from Commission on Accreditation for Law Enforcement Agencies (CALEA) or Missouri Police Chiefs Association within six (6) years

WORKING GROUP UPDATE: ECONOMIC INEQUITY & OPPORTUNITY

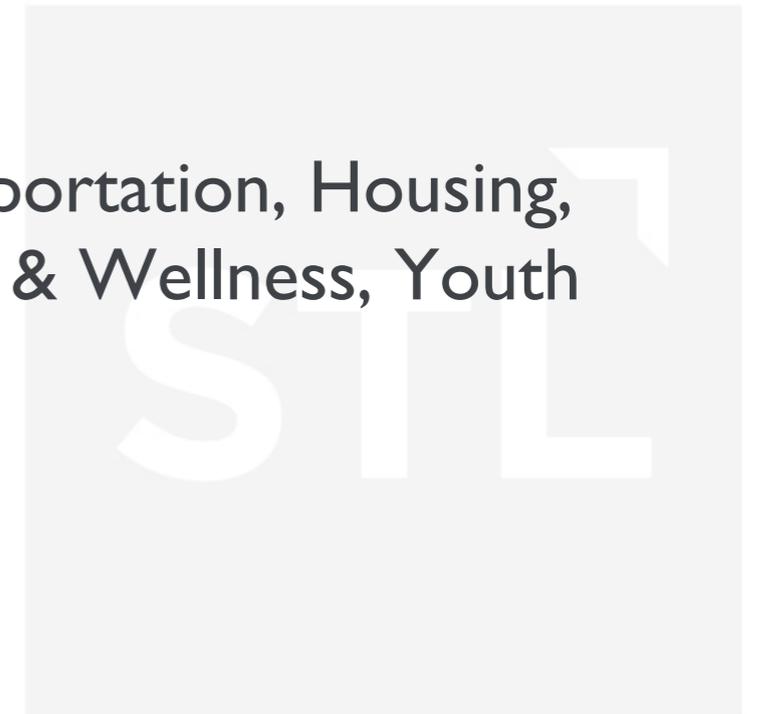
DESIRED CHANGE

Enable new, proven and innovative pathways for all residents to have strengthened and equal access to economic opportunity by addressing critical needs *through*:

- Family & community stability;
- Institutions & organizations; and
- Systemic policy & practices

TACTICAL APPROACH

Job Skills & Training, Employment & Income, Transportation, Housing,
Entrepreneurship & Small Business Growth, Health & Wellness, Youth
Investment



WORKING GROUP UPDATE: CHILD WELL-BEING & EDUCATION EQUITY

DESIRED CHANGE

Child Well-Being: A region that ensures that all children, ages 0-25, are thriving in their daily lives including:

- Growing and developing to their full potential;
- Retaining the ability to be children; and
- Preparing to become fulfilled and contributing adults

Education Equity: Securing educational achievement, fairness, and opportunity for all youth by:

- Setting high expectations ;
- Recognizing unique differences and developmental stages
- Advancing outcome-based approaches;
- Aligning and coordinating customizes services;
- Producing college-ready and career-ready students





WORKING GROUP UPDATE: CHILD WELL-BEING & EDUCATION EQUITY

TACTICAL APPROACH

School District and School Accreditation

Food Instability, Public Education Funding, College Access and Affordability,
Human Capital in Education; Social Service Coordination with Schools,
Caring Adults (mentors, coaches); Early Childhood Education; Parent
Education and Engagement; Childhood Health



RACIAL EQUITY AND RECONCILIATION

WORKING GROUP STANDARD OPERATING PRINCIPLES

In advancing our commitment to racial equity and reconciliation, we ask working groups to “Intentionally apply a racial equity lens to the work” by asking the following three questions:

- 1) Who does this recommendation benefit?
- 2) Does this recommendation differentially impact racial and ethnic groups?
- 3) What is missing from this recommendation that will decrease or eliminate racial disparities?



CALLS TO ACTION: CITIZEN-LAW ENFORCEMENT RELATIONS

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Update use of force statute and consider adequate documentation	Update use of force statute to reflect the Tennessee v. Garner; Establish statewide database that would document Use of Force incidences	Missouri Legislature/Governor
Create legal mechanism for empowered civilian oversight that emphasizes civil rights enforcement	Use Missouri Statute 590.653.1 to ensure civilian oversight is in place	Municipalities with police departments in the St. Louis Metropolitan Area
Implement measures and standards for anti-bias training and core cultural competencies	Update Missouri Statute 590.650 so its consistent with principles of impartial policing	Missouri Legislature/Governor Municipalities with Police Departments Peace Officer Standards Training Board (POST)
Increase rigor of law enforcement preparation through new certification standards or training opportunities	Support legislation that encourages certification for police departments; Each municipality should evaluate its police department to see how it may be improved; Encourage capacity building opportunities for law enforcement	Missouri Legislature/Governor Municipalities with Police Departments Civic Organizations POST
Ensure police agencies have access to prior records of prospective hires	Legislate to provide access to prior records of prospective hires	Missouri Legislature/Governor POST



CALLS TO ACTION: MUNICIPAL COURTS & GOVERNANCE

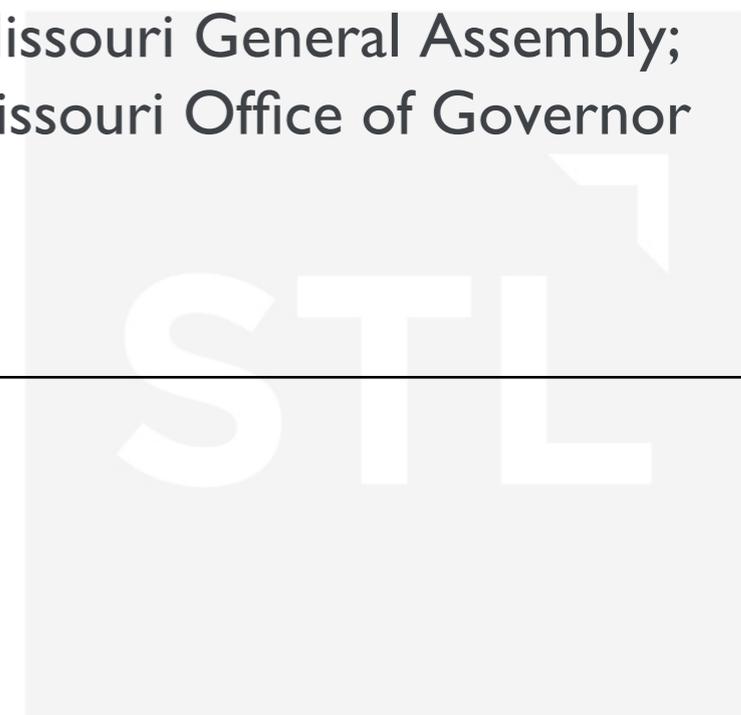
<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Enforce the state-established cap on municipal traffic fine revenue and clarify reporting requirements, enforcement responsibility and definition of traffic revenue	Strengthen SB 5 to include unintended consequences and other Calls to Action noted	Missouri Legislature/Governor
Develop alternatives to imprisonment and fines for Failure to Appear and other issues	No jail for minor traffic violations <i>and other (non-traffic-related) minor infractions</i> ; Address Failure to Appear charges and suspensions	Missouri Legislature/Governor Missouri Circuit Courts Municipalities
Provide for an “ability to pay” hearing before any individual can be detained or otherwise penalized for failure to do so	Uniform fine schedule with an analysis of ability to pay <i>in advance</i>	Missouri Legislature/Governor Missouri Circuit Court
Create uniform list of rights and procedural options and consequences across municipalities	Consolidate violations per stop; Re-evaluate the point system	Missouri Legislature/Governor Missouri Circuit Court

CALLS TO ACTION: CHILD WELL-BEING & EDUCATION EQUITY

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Ensure accountability for students	<p>Prioritize accredited schools in same district when transferring students from unaccredited schools;</p> <p>Adopt the Voluntary Inter-District Choice Corporation (VICC) calculation of \$7,200 as the maximum rate; No denial of transfer based on criteria that does not exclude him/her from attending a school in their resident district (exception: Safe Schools Act violation);</p> <p>Districts accepting students and funds held accountable.</p>	Missouri Legislature/Governor
Strengthen the capacity of school districts to implement policy	<p>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</p>	Missouri Legislature/Governor

CALLS TO ACTION: ECONOMIC INEQUITY & OPPORTUNITY

<u>Priority Area</u>	<u>Call to Action</u>	<u>Accountable Body</u>
Youth Investment	Expand the current scope of the MOST 529 Program so it is used as a platform for progressive, universal Child Development Accounts that are: <ul style="list-style-type: none"> a) Statewide and b) Automatic (opt-out) 	Missouri State Treasurer; Capacity-building Organizations for Public-Private Partnerships; Missouri General Assembly; Missouri Office of Governor



WHAT WE KNOW: SUBSTANTIVE CHANGE TAKES TIME AND ENGAGEMENT

Change is a process that can only begin with an **awareness** and admission that there is a problem to be addressed. That is followed by a gathering of **knowledge**: How did the problem get here?

What's keeping the problem alive? What other factors are at play?

That knowledge reveals the **skills** and **capacities** needed to truly address the problem. **Action** is then backed by an understanding and a plan.



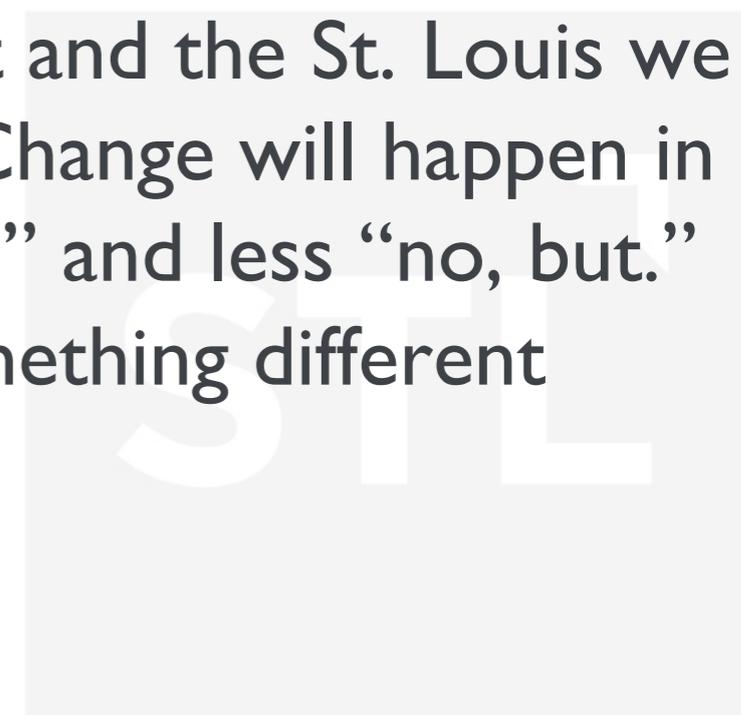
THE ONLY WAY FORWARD IS THROUGH

Through uncomfortable conversations, investment, empathy, facing our present, finding a collective vision for our future.

The Ferguson Commission is to set the table for this work. The region's people, organizations, institutions and leaders are the engine for this work.

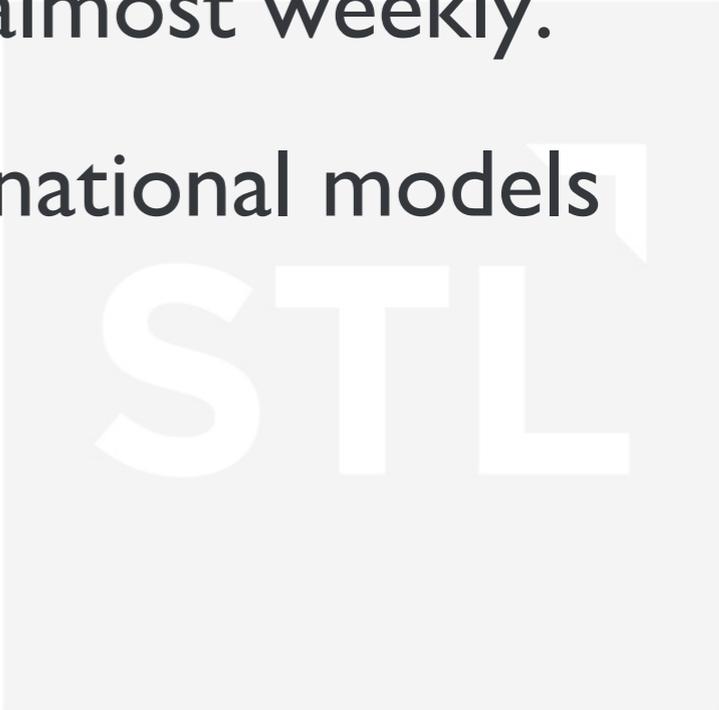
The difference between the St. Louis we want and the St. Louis we have is each and every person in the region. Change will happen in an atmosphere where there is more “yes, and” and less “no, but.” We get to a different tomorrow by doing something different today.

What will you do?



WHAT HAPPENS NEXT?

- Working groups continue to develop policy priorities and calls to action.
- Public meetings continue to take place almost weekly.
- The Commission continues to explore national models that have applicability for St. Louis.

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