

The logo features a stylized, three-dimensional arch or bridge shape in a light blue color, positioned above the text. The text "STL Positive Change" is written in a white, serif font, centered below the arch.

STL
Positive
Change

100 Days of Learning
Ferguson Commission Report

March 2, 2015

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.

A VISION FOR OUR REGION

Many individuals and organizations have long been dedicated to addressing the challenges facing the St. Louis region. The past six months have made it clear that this work needs support, awareness, infrastructure and participation at greatly intensified levels. With that support we could be a region:

- Where all people, businesses and communities thrive.
- Where interconnectedness is our strength.
- Where empathy and respect drives citizens to be informed, engaged and invested in their families, neighborhoods and the region as a whole.

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
	Municipal Governance (17%)	Municipal Courts and Governance
	Municipal Courts (15%)	
Disparity Focus	Education (63%)	Child Well-Being and Educational Equity
	Economic Opportunity (58%)	Economic Inequity and Opportunity
	Racial and Ethnic Relations (53%)	Begins on 3/2

AT THE TOP OF THE LIST: CITIZEN-LAW ENFORCEMENT RELATIONS

Community feedback fell into six major categories:

- Strengthening citizen/police connections
- Improving youth/police interactions
- Enhancing officer training and preparation
- Reforming police practices
- Increasing funding for community policing

This feedback provided the framework for the Citizen-Law Enforcement working group

HOW WE ARE DOING THE WORK IS IMPORTANT

We are engaging all voices and informing the community in real time through community meetings, data sharing and outreach.

We are elevating awareness and mobilizing for action to address inequities, disparities, and racial and ethnic relations issues facing the St. Louis region.

The work is done under these guiding principles:

- Transparency
- Equity & Fairness
- Civic Engagement
- Sustainable Actions with Accountability & Urgency
- Diversity & Inclusion
- Integrity

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.

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

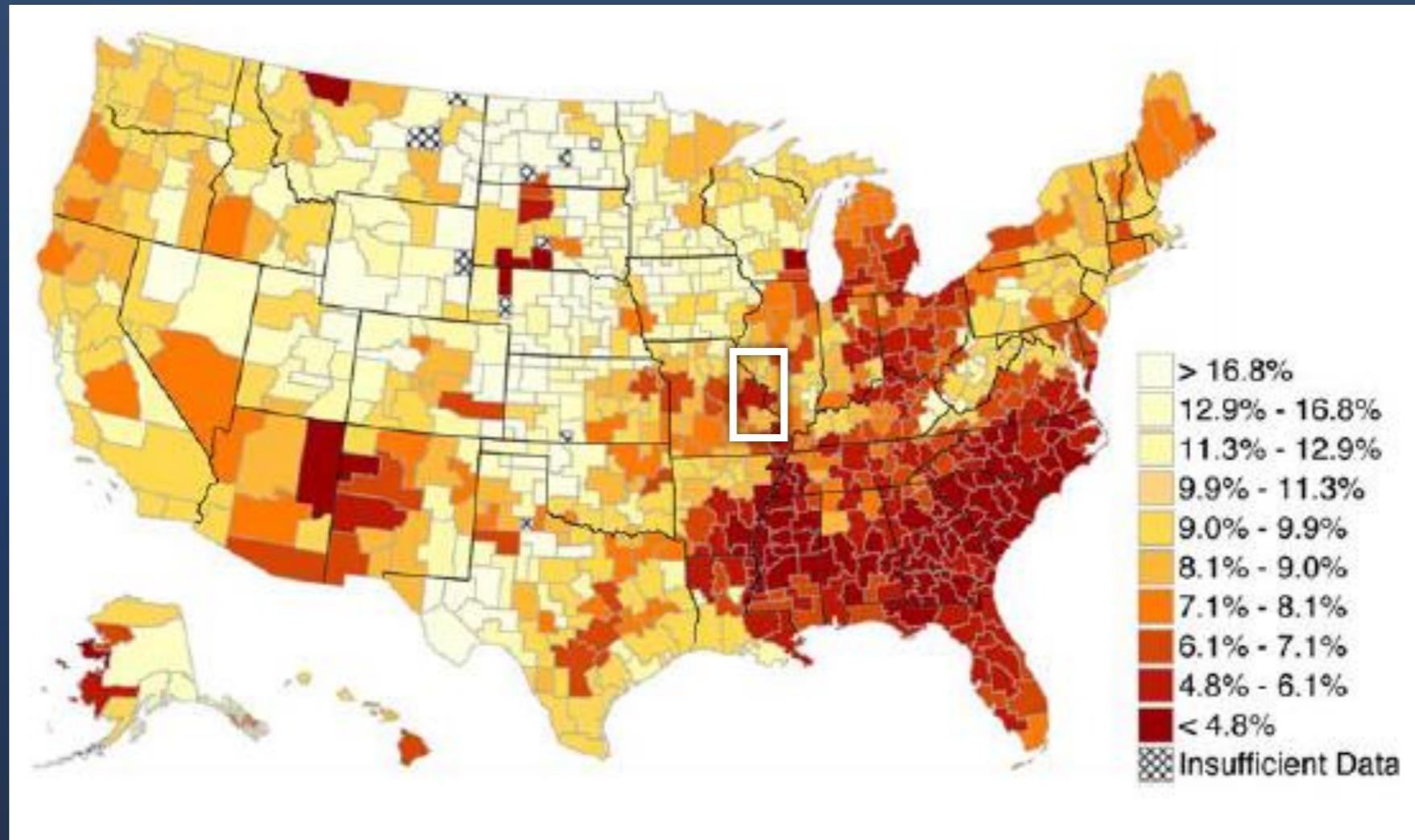
A tale of two ZIP codes⁷



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 **42nd** 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.
- In Missouri, African Americans were 66 percent more likely than whites to be stopped based on their respective proportions of the Missouri driving-age population in 2013.
- St. Louis is the 5th most racially segregated of 50 large metro 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.
- 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.

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

- Eleven public meetings with more than 1096 attendees, six open comment sessions and 12 facilitated small group breakout discussions.
- Eleven subject matter expert presentations.
- We've collected and made publicly available 22 informational and research documents about our region's challenges.
- Sixteen Commissioners have shared and listened in their spheres of influence and by invitation.
- Notes, transcripts and video from every meeting are shared publicly, online, following each meeting.

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.

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.

WHAT HAPPENS NEXT?

- Racial and Ethnic Relations work group launches.
- Work groups develop policy priorities and calls to action.
- Public meetings begin taking place almost weekly.
- Continue to explore national models with applications for St. Louis.

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?

START HERE

- What have you become aware of that you weren't aware of before?
- What have you learned about that issue?
- How has that knowledge changed how you see things?
- What will you do differently today because of it?