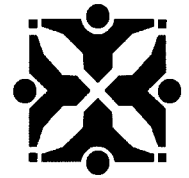


City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: REP 103-15

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: 10/19/2015

Re: REPORT - Task Force on Community Violence Recommendation Status Update

Documents Included With This Agenda Item

Supporting documentation includes: Status Update on the Task Force on Community Violence Recommendations; REP-110-14: The Mayor's Task Force on Community Violence: Recommendations Report

Executive Summary

Per the request of Council, an update on the status of the Task Force on Community Violence's recommendations was generated.

Discussion

The attached report of status updates on the Task Force on Community Violence Recommendations, fulfills the Council request to generate a report that details the status of implementation of each of the Task Force on Community Violence's recommendations. This report includes the Task Force's recommendations, which Pillar and Theme(s) it falls under; who shall be charged with implementation, and the current status of implementation and dollar amounts currently allocated in the FY16 budget for each recommendation.

Fiscal Impact

Short-Term Impact: None.

Long-Term Impact: None.

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Not Applicable

Strategic Plan Impact: Not Applicable

Comprehensive Plan Impact: Not Applicable

Suggested Council Action

This report is informational only.

City of Columbia

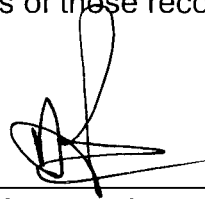
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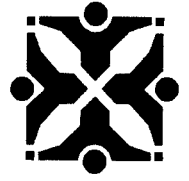


Legislative History

On August 5, 2013 a resolution was signed by Mayor McDavid, which created the Task Force on Community Violence. A final report was submitted to Council on November 17, 2014 that included the Task Force on Community Violence's recommendations for future action. On September 21, 2015, City Council requested that a status report on the progress of these recommendations be generated.


Department Approved


City Manager Approved



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Status Update on the Task Force on Community Violence Recommendations
and

REP-110-14: Mayor's Task Force on Community Violence: Recommendations Report

Recommendation	Pillar	Theme	Implementation	Progress	FY 16 Funding	Future Action
Research Cure Violence and employ violence reduction strategies that treat violence like a disease, and support parenting and early childhood programs that insure the best start in Life for all Columbia residents (http://cureviolence.org/).	Prevention		Non-profits, social services, local and national coalitions	Public Health and Human Services received additional funding from the State Dept. of Health to expand the Healthy Families America program; an evidence based home visiting program for high risk families.	\$306,212 to Healthy Families America program (\$170,040 in County/City General fund, and \$136,172 in Missouri Department of Health and Senior Services funding).	
Increase awareness of existing job training programs and strengthen partnerships between the schools, the City, and nonprofits around job training. Examine and evaluate the effectiveness and accessibility of micro-loan, entrepreneurial and small business development programs for at-risk populations. Find ways to coordinate with companies outside of the Career Awareness Related Experience (C.A.R.E.) program (perhaps through Regional Economic Development Inc., Chamber of Commerce or other groups) to create job opportunities for youth and increase funding for C.A.R.E.	Prevention	Awareness, Coordination	Local non-profits, REDI, City, Chamber of Commerce, Columbia Public Schools	The new strategic plan includes many of these recommendations under the Economy priority. The City continues to provide economic opportunity services for at-risk populations through organizations such as Youth Empowerment Zone, Job Point, and CHA Low-Income Services. CDBG funding is being provided for vocational training for at-risk populations (e.g. Job Point's YouthBuild program) as well as for micro-lending and small business training. The City has been a primary leader of and investor, of both in-kind and cash resources, in the Cradle to Career Alliance which is addressing the educational and vocational achievement gap. https://www.gocolumbiamo.com/wp-content/uploads/2016-2019-Strategic-Plan.pdf	\$492,980 to C.A.R.E, \$50,000 over a 5-year period to Cradle-2-Career, \$110,000 CDBG funding.	
Develop and strengthen community and City communication tools that list and direct people to community resources and programming opportunities for youth and families. New and existing tools will require frequent updates to keep up with changing program availability.	Prevention	Awareness	Local nonprofits and City	The County has awarded funding for the Family Access Center for Excellence (FACE) which will be an excellent resource for referrals to programs. Public Health Human Services (PHHS) staff were involved in the development of the proposal and will be represented on the FACE board. PHHS will be partnering with FACE to provide and link families with resources. With the addition of the Putting Children First Sales Tax in 2012, funding is now available for organizations to provide mental health services, among others, without the need of a referral; which will grant access to programs for many in need. Local organizations have received funding for their youth services efforts. FACE has procured funding and contracts and is currently looking for a location to begin offering services. For more information regarding the Sales Tax: http://boonecountykids.org/ For more information on county-wide funded social services: https://www.showmeboone.com/communityservices/fundedorganizations.asp		Would like to see an all-inclusive web page created that lists all services and contact information provided by the City and local organizations; making it easy for citizens to get information.

Examine our process for Social Services Funding, and insure that it is fair and open. Educate and build capacity for new programs and organizations from the African-American community. Insure that a funding applicant's effort to provide cultural competency training to its staff it considered. Set aside increased funding towards violence prevention.	Prevention		City - Social Services	The City's social services funding process is highly transparent, fair, and open. There are no certification requirements to apply for City social services funding, such as those required by the United Way. The City's social services funding application process includes a capacity building component in which applicants are provided constructive feedback about proposals and then are allowed to submit revised information prior to funding allocations. The City has also provided or partnered to provide a variety of capacity building opportunities for local organizations in the areas of governance, performance management, and diversity and inclusion. City social services funding is at its lowest level since 2008. No additional City social services funding has been made available since it was decreased by 5% in 2008. For information on municipal social services: https://www.gocolumbiainfo.com/Health/HumanServices/Programs/Social_Service/socserv.php	\$893,556 funding for Social Service programs	
Increase support, promotion, and accountability of the Neighborhood Watch program to expand into new neighborhoods.	Prevention	Awareness	City	In FY14 there were 134 members trained in Neighborhood Watch. In May, June, July, and August of FY15 there have been 36 members trained. Currently the office of Neighborhood Services is in the process of updating the database for members and captains, as this has not been done for some time. After this is completed, it will become easier to encourage current members to remain enthusiastic about the program and recruit new members through emails and newsletters. For more information on Neighborhood Watch: http://columbianeighborhoodwatch.org	\$5,000 funding for NW	
The City shall host an annual forum involving neighborhood organizations, churches, public schools, CPD, Family Services Division and other interested parties to address social need, crime, and discrimination.	Prevention	Coordination	City	The Human Rights Commission (HRC) has no current plans to conduct a forum to address social need, crime and discrimination. In June 2015, the HRC had discussions about a community forum that the HRC used to be involved in long ago called the "Study Circles" program. These were monthly public forums to discuss difficult human relations issues facing our community. They were created in 2003 as a result of a recommendation by a Mayor's Task Force on Race Relations. The HRC provided a part time complaint investigator and outreach coordinator that assisted the staff person. During meetings, this staff person would serve as the moderator for the community forum discussions. After time, the interest diminished whereby it was the same people in attendance for all the meetings. The HRC at the time believed they could be more effective directing their time and resources to other projects. We do not believe that the HRC is opposed to partnering with another organization to conduct a forum in the future. But there is no current plan to hold a forum as recommended by the Task Force.		Awaiting further instruction from City Council. Would like to see something similar to the CPS annual meeting.

Use the City Channel in conjunction with Columbia Public Schools to create positive programming highlighting youth activities and involvement in the community.	Prevention	Awareness	City and Columbia Public Schools	<p>The City Channel has promoted within the past twelve months: Columbia Values Diversity Celebration, Adopt-A-Rain Garden Summer Internship, Stormy's Meadow, C.A.R.E. Program, Leisure Times.</p> <p>What City Channel has promoted within the past five years: Job Point, Columbia Crawdads, Youth In Action, Hot Topic Night's, Teen Outreach Program, FitWIC, STD Reality Check, Safe Place Youth Runaway Prevention, Photo Voice, Columbia: A Caring Community for Young People, Columbia Builds Youth, Moving Ahead: Providing a Healthy Learning Environment, Safe Routes to School: Grant and Shepard Elementary Schools, Providing a Safe Learning Environment.</p> <p>It is important to remember however, that the Columbia Public Schools do have their own educational channel that gives them the capabilities to produce programs that highlight different youth activities.</p> <p>To view City Channel programs: https://www.gocolumbiamo.com/tcc/</p>		Would like viewership data gathered on both the CPS stations and City Channel in order to compare the stations. If there is no cross viewership than one group will not receive the same programs as the other.
The community needs to expand youth oriented spaces, activities, and programs that focus on cultural and educational curriculum throughout the City. The parking lot adjacent to the Armory should be considered as an opportunity for the creation of a Youth Community Cultural Center where the staff and programing reflects the diversity of the community it serves.	Intervention	Facility	Community and Parks and Rec	<p>The Teen Outreach Program (TOP) could fit into a couple of the recommendations, including approaching violence as a public health issue, and the group of recommendations that focus on community-building programs that are appealing to youth. After school programs like TOP provide a safe environment for youth from 3:00 p.m. - 6:00 p.m. on school days, which is the prime time for violent juvenile crime to occur. PHHS partners with the Youth Community Coalition and local school districts to provide TOP to nine Boone County Schools and currently has approximately 85 students enrolled.</p> <p>The Armory as well as outside organizations provide a myriad youth programs for little to cost such as seasonal athletics, mentoring and afterschool homework help, educational programs ranging from computer classes, to Black History presentations, to language courses, art programs such as Clay for Play, music programs ranging from instrument lessons to concerts, and faith-based programs.</p> <p>For more information on Armory and City programs: https://www.gocolumbiamo.com/ParksandRec/Activities_and_Programs/community-recreation.php</p>	\$50,000 for scholarships for utilization of City facilities; \$90,917 to TOP (\$43,869 is funded by the Missouri Department of Health and Senior Services and \$47,048 by the Boone County Children Services Board).	Would like to look into the possibility of moving the Armory programming to another building, possibly the new sports complex. The Armory should function as a "true" Youth Center, as in Austin, TX, for example.
Support the implementation of a Family Access Center to provide a safe and neutral facility where youth and their families can obtain the necessary community services in an effort to divert negative behaviors in youth before they escalate. The center would also be a place that law enforcement could utilize to allow a child to obtain the necessary services without placing the child within the framework of the juvenile justice system.	Intervention	Facility	Community, City, and County	<p>The County has awarded funding for the Family Access Center for Excellence (FACE). Public Health Human Services (PHHS) staff were involved in the development of the proposal and will be represented on the FACE board. PHHS will be partnering with FACE to provide and link families with resources. FACE has procured funding, through the 2012 Putting Children First Sales Tax, and contracts and is currently looking for a location to begin offering services.</p>		

Partner with the University of Missouri and local colleges to improve participation in mentoring programs and increase the number of minority mentors. This may be done through academic rewards, class credit, sorority and fraternity participation or other incentives. View quality mentors as a community resource that needs to be used effectively and allowed to grow. Processes are needed for including rehabilitated offenders as mentors.	Intervention	People	Local non-profit, local organizations, University of Missouri, Stephen's College, and Columbia College	Requesting further direction from Council regarding entities for the City to reach out to.		
Establish a program (based on best practices) where community members and school facilitators who facilitate violence interruption and mediation activities like the Chicago model, "Violence Interrupters" or "Street Soldiers".	Intervention	People	City	To implement this type of program, the City will need to acquire a permanent funding source. However, the City is currently looking into this type of program and how best to implement it.		
The Columbia Public School system should more actively engage in intervening in student's lives by identifying risk factors earlier (deficiencies in academic performances, attendance) and acting on these issues immediately with long term individual academic plans and before an Individualized Education Program is needed.	Intervention		Columbia Public Schools	Over the past several years, Columbia Public Schools has continued to increase our efforts to minimize any disproportionality regarding our discipline strategies and consequences for students. Those programs include: Alternative Continued Education (A.C.E.), Restorative Practices, Equity Training, Home School Communicators, and Memorandum of Understanding with CPD and Juvenile Offices (MOU). In addition, students who are disciplined for minor offenses can bring their "case" before the "teen court." This option is only available once a year per student and it teaches young students about accountability while educating students on the processes of the court system. This program is currently offered at Lange and West Middle Schools.		
School resource officers need to be in all middle schools and high school buildings as an opportunity for building a trusting relationship between the officers and the students.	Intervention	People	Columbia Police Department and Columbia Public Schools	The City Manager is authorized to execute an agreement with the Columbia Public School District concerning School Resource Officers. The most recent agreement was signed on August 15, 2015 and expires on July 8, 2016. Currently there are four School Resource Officers located in Hickman, Battle, and Rockbridge High Schools and Columbia Quest School as well as a new initiative for funding off-duty officers in all of the Columbia middle schools.	\$25,000 funding off-duty officer presence in the Columbia middle schools	

Columbia Public Schools needs to adopt strategies that help minimize the negative impacts of students switching school district frequently. This may include standard curriculums on core academic studies (math, reading, etc.) and policies, especially discipline, that apply to all children in order to address the district wide mobility issues. A child should be able to move from one school to another and not become displaced in their academic studies.	Intervention		Columbia Public Schools	Currently Columbia Public Schools (CPS) allow students who are removed from a school within the school year to continue at their home school for the remainder of the year. If the child is determined to be homeless, Federal law mandates that the child be bussed to their original school for the remainder of that school year. Additionally CPS has created a "Curriculum Map" for all elementary and middle schools and would like to create something similar for high schools. The objective is to synchronize the curriculum so that each grade is learning the same material at the same time, thus making it easier for students to transfer schools without falling behind or being ahead of their peers. Currently all of the elementary and middle schools have this synchronized curriculum. SY16/17 CPS will begin a dialogue to develop the high school curriculum map with an implementation goal beginning SY17/18. Also, CPS is engaged in interim assessments for students. This process involves teacher collaboration to assess student needs throughout the school year.		
The Columbia Police Department should implement a system of accountability with independent verification of and public participation in their vision, mission, and goals. CPD should be provided the funding, staff, and leadership to move beyond responsive policing and positively engage the community.	Enforcement	Trust	Community and Columbia Police Department	Now that the City Council has adopted the City of Columbia's new Strategic Plan the Police Department will take time to update and modify its departmental plan based on the new direction and initiatives. The CPD strategic plan workgroup is made up of sworn and civilian personnel. They generally meet once per quarter to update progress on the plan and discuss any obstacles. These updates could be posted on the website for public viewing.		
The "trust gap" between the African American community and police needs to be aggressively addressed by the police department and the community. Building community trust may be the most cost effective way to extend the reach of our police department to both solve and prevent violent crimes. The move toward a Community Policing Model should be continued. Proactive messaging and respectful communications should be highlighted in every opportunity for communication from the department website, to press releases, to every interaction officers have with citizens. Further appearances of militarization should be avoided in the choice of equipment.	Enforcement	Trust	Columbia Police Department	The Columbia Police Department continues to work towards full implementation of the geographic-based, community policing model by pursuing available grants to bolster sworn staffing, requesting increases in personnel (sworn and civilian) each year in the budget process, and continuing civilianization of eligible positions. We also recently hired an outside consultant to study our efficiency capability, given current staffing, in order to determine if a different scheduling or other reorganization plan would help increase our ability to engage in community policing activities. This assessment is also intended to help determine the number of officers needed to fully implement a city-wide, geographically-based, community policing plan. Deputy Chief Jill Schlude has been tasked with creating and implementing a mechanism for regular, face-to-face interaction with the community to discuss crime, answer questions, and provide people an opportunity to discuss issues facing Columbia and what CPD could do to make an impact.	\$100,000 funding for community policy activities	

<p>Cultural competency training should be robust and effective for the police department and public schools, involving diverse members of the community to both enhance training and provide another avenue for relationship building. Cultural competency training programs should be evaluated by an experienced third party, with an ongoing process of accountability that includes anonymous surveys by officers evaluating training programs. Retired officers in the community should be used as a resource for training and mentoring our young police force.</p>	Enforcement	Trust	Columbia Police Department	<p>Over the past few years we have engaged in alternative training programs, including biased-based policing and the recognition of the implicit biases we all have. One of the first training components included the "Unleashing the Power of Unconditional Respect" initiative from the Kansas City, Missouri Police Department. After a lengthy, competitive application process, the department was recently selected by the Department of Justice and the COPS Office to take part in their newly established "Procedural Justice" (PJ) RF training program. On August 20, 2015 all CPD supervisors (with the exception of three Lieutenants who were overseeing Patrol operations, and one Sergeant who was out of state) attended this training. We continue to seek out training opportunities and best practices in this area, and may be approached later for additional blocks of the PJ training (train-the-trainer, etc.).</p>		
<p>The Columbia Police Department should be provided with the resources and the leadership to attract, train and retain the best officers. A system of professional development and promotion should be instituted that rewards the softer skills of relationship building, community involvement, and cultural competency.</p>	Enforcement	Trust	Community and Columbia Police Department	<p>Will explore in budget preparation process for FY17</p>		<p>Council should increase social service funding and cultural competency of the applicants for city funding.</p>
<p>The Columbia community should develop programs to help officers feel appreciated and respected, to aid in recruitment of the highest quality officers that are representative of the diversity of Columbia. The City of Columbia should strive to provide the best pay and benefits to attract the best officers. Community events involving children and youths should be held to allow young people the opportunity to develop a positive view of the police. The community should create and expand homeownership and rental rebate programs to incentivize police officers to live in the neighborhoods they serve.</p>	Enforcement	Trust	Community and Columbia Police Department	<p>Although this is an external initiative, CPD has implemented the International Association of Chiefs of Police (IACP) "Why I Wear the Badge" initiative. This program seeks to humanize officers in the communities they serve by allowing them to tell their personal stories of why they became public servants. These videos are shared via social media.</p>	<p>\$100,000 funding for community policing activities; including programs for children and the community to gain trust.</p>	

Identify offenders returning from prison to the Columbia area who are at the highest risk of committing violent crimes. Research suggests that 80% of the crime is committed by 20% of the people and the bulk of attention needs to be directed toward those with the highest risk to reoffend. Interventions are most effective with the highest risk offenders and evidence-based strategies with this population MUST begin with a valid and reliable assessment. Specific criteria need to be developed to identify this target group including violent history, conduct violations in prison, number of arrests, feedback from police, Probation and Parole (P&P), and community member feedback to name a few.	Re-entry	Higher level of accountability for our highest risk offenders	Phoenix Programs, JobPoint, Love, Inc., City	Will explore in budget preparation process for FY17		
Create a mandatory "City-Level" Reentry Supervision Program for high risk offenders. A team approach will include a designated Reentry Police Officer, P&P Officer, and a Community Liaison who will provide supervision in addition to state parole and will provide increased accountability as well connecting offenders to needed supports and resources. Research suggests that increased accountability as well as increased access to information, resources and support will reduce the likelihood one will reoffend. This strategy will also single out our most dangerous offenders and put them on notice that we are here to help, but they have been singled out for additional accountability and we will act quickly should they revert back to old behavior. The police department would need additional funds to designate police officer(s) to work with this target population. Community Liaisons will need to be identified as well as the criteria needed for these individuals to be effective. The authority of the city to impose sanctions will also need to be identified - for example, can the city place an offender in jail for one week for violating program expectations.	Re-entry	Higher level of accountability for our highest risk offenders	Columbia Police Department	Will explore in budget preparation process for FY17		

Require "Target Population" to attend and complete the Pathway to Change cognitive behavioral therapy program offered by the Division of Probation and Parole. Pathway to Change is an evidence based intervention shown to reduce recidivism in Missouri. Because dysfunctional behaviors are the result of dysfunctional thoughts, this cognitive restructuring program can be expected to reduce crime among violent offenders in the Columbia area. P&P has already indicated they presently have the capacity to immediately begin adding this target group to existing classes.	Re-entry	Higher level of accountability for our highest risk offenders	City	Will explore in budget preparation process for FY17		
Designate two city employees to actively participate on the Boone County Offender Transition Network (BCOTN), one of which is a police officer. The City of Columbia has yet to engage in BCOTN which is our community's only coalition of concerned citizens and service providers who meet monthly to share information and develop strategies to reduce the likelihood returning offenders will reoffend. Participation by the City in this effort is both needed and expected. The City will need to designate one police officer and one other appropriate staff member to participate in monthly BCOTN meetings.	Re-entry	Coordination	City	Steve Hollis from Public Health Human Services (PHHS) is a participant and PHHS has hosted BCOTN meetings since the group's inception. CPD has not yet identified an officer to participate in BCOTN.	There is no funding associated with this recommendation. Employee time and facility space is donated.	

<p>Consolidated Plan and other Federal and State funding granted to the City: During the task force's process the City's Consolidated Plan was being updated. The Consolidated Plan is a planning document required by the Department of Housing and Urban Development (HUD). The Consolidated Planning process assesses affordable housing and community development needs and market conditions to determine how funds can best serve the community. The task force decided to issue a broad recommendation concerning the use of federal and state funds that could be used to reduce violence: "The City of Columbia and those operating on behalf of the City should make efforts which directly target the reduction of violence in the City of Columbia a priority. This priority shall apply to funding decisions including but not limited to state and federal dollars."</p>	Other		City	<p>Concerning the reformulation of the City's 5-Year Consolidated Plan, the newest plan for 2015-2019 addresses, among others, providing vocational training to 70 participants, particularly low-income youth, and acquiring, renovating, and expanding 5 community facilities providing services to youth, homelessness, ex-offenders, and mental health. For FY15 the following has been accomplished: Job Point completed expenditure of \$76,636 in City CDBG funds and provided HVAC Training to 10 students. The City also donated 106 Lynn and 110 Lynn to Job Point, as well as HOME funding for the development of 2 affordable owner-occupied single family homes. Job Point is utilizing students from its Youth Build program for the construction of those homes. Construction is currently underway. The City provided In2Action with \$50,000 in CDBG funds for the purchase of a facility serving ex-offenders in housing and reentry. The City provided Reality House with \$67,480 in CDBG funds for renovations to its Rangeline facility serving ex-offenders with housing and supportive services. The City also removed 3 vacant and dilapidated structures in lower income neighborhoods and will be replacing them with new affordable single family homes. Vacant structures attract crime, lower property values and destabilize neighborhoods. For more information regarding the Consolidated Plan: http://www.gocolumbiamo.com/community-development/neighborhoods/federal-housing-programs-cdbg-and-home/2015-2019-consolidated-plan/</p>	<p>\$76,636 CDBG funding to Job Point, \$50,000 CDBG funding to In2Action, \$67,480 CDBG funding to Reality House</p>	
<p>Ban the Box: "Ban the Box" aims to create a more level employment field for people returning to society from incarceration. The task force noted a strong correlation between recidivism rates and employment. Finding a job upon re-entry is one of the leading predictors they will not re-offend. Considering the large number of offenders returning to Boone County each year the task force saw increasing employment opportunities as a vital part of their task. If passed the proposed ordinance would amend Chapter 12 of the City Code to prohibit employers in Columbia from asking job applicants about their criminal history until after a conditional job offer has been made. Certain jobs would be exempt as required by federal and state statutes. The ordinance would also encourage employers to consider the severity of the offense, time since the offense, and rehabilitation efforts since the offense before making any final decisions.</p>	Other		City and Business Community	<p>City Ordinance Adopted; December 1, 2014 Ordinance #022286</p>		

<p>Home for the Blind Boone Highsteppers: Formed in 1979 the Blind Boone Highsteppers is a non-profit youth precision drill team. The group has struggled to find a facility to meet and practice in. Seeing value in a program that has served low-income and at-risk youth in the community, the task force asked the City to help the Highsteppers find a home.</p>	Other		City and Community	<p>City of Columbia staff efforts to find a free practice space for the Missouri Highsteppers began in June, 2014. Despite numerous outreach, the search for free available space was unsuccessful for various reasons. Consequently, at the November 17th, 2014 City Council meeting, Mr. Trapp made a motion to provide up to \$5,000 from the council reserve fund to pay for a site that would be willing to host the Missouri High Steppers for one year. Unfortunately, the staff search for a paid site was also unsuccessful. Therefore, at the December 15th City Council meeting, staff and council decided to pass the effort to find a Missouri Highsteppers' practice space, to be funded by the City Council, to the Director, Mr. Berry. Staff contacted Mr. Berry the week of December 15th to let him know that council would pay up to \$5,000 for any practice space that he identified as adequate for the Highsteppers. Staff contacted Mr. Berry again in March of 2015 to let him know the council offer for funds still remained, and he informed staff that he was still searching for a space.</p>	\$5,000 funded to Highsteppers	
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City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: REP 110-14

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: November 17, 2014

Re: Mayor's Task Force on Community Violence: Recommendations Report

Documents Included With This Agenda Item

Council memo

Supporting documentation includes: Mayor's Task Force on Community Violence: Recommendations Report

Executive Summary

The attached report fulfills the Mayor's Task Force on Community Violence's charge to provide Council a report outlining recommendations to reduce violence as stated in Council Resolution 149-13 on August 5th, 2013. The task force has worked diligently since last August, examining research and data, learning from local organizations and experts, and listening to the public. This report reflects their work and provides a framework for Council, local agencies and organization, and for the Community to take actions towards reducing violence in Columbia.

Discussion

Please see the attached report.

Fiscal Impact

Short-Term Impact: N/A

Long-Term Impact: N/A

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Community Pride and Human Relations, Health, Social Services and Affordable Housing

Strategic Plan Impact: Health, Safety and Wellbeing

Comprehensive Plan Impact: Not Applicable

Suggested Council Action

Informational

Legislative History

Mayor's Task Force on Community Violence was formed on August 5th, 2013 by Council Resolution

City of Columbia

701 East Broadway, Columbia, Missouri 65201



R 149-13.



Department Approved



City Manager Approved

City of Columbia

701 East Broadway, Columbia, Missouri 65201



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Mayor's Task Force on Community Development: Recommendations Report

Mayor's Task Force on Community Violence Recommendations



Image: "Columbia Rising" David Spear, 2006

Submitted to the City of Columbia, Missouri
Council: November 17th, 2014

Members:

Tyree Byndom, Steve Calloway, Chris Campbell, Cindy Garrett, Dan Hanneken, Pam Hardin, Mike Hayes,
Christopher Haynes, Lorenzo Lawson, Paul Prevo, Glenn Robertson, Jerry Taylor, David Thomas

Co-Chairs: Ward 2 Councilman Mike Trapp, Ward 5 Councilwoman Laura Nauser

Staff Liaison: Leland Rehard

Recommendations in Brief

Columbia is fortunate to have many programs that address parenting skills, early childhood education, and job training. The task force sees a need for greater **COORDINATION** and **AWARENESS** of these programs. Coordination between programs can greatly increase everyone's impact on reducing violence. Many organizations that presented to the task force noted that one of the greatest challenges they face is making people who would benefit from their programs aware that they exist.

- Approach violence as a Public Health issue
- Coordinate job training programs
- Create and update communication tools for available programs
- Host an annual forum to address crime, social issues, and discrimination in our community

Throughout the task force's meetings and especially during the public forums there was a clear need to **CREATE YOUTH FACILITIES** and to **TRAIN PEOPLE** by providing safe places, trusted people to turn to, and engaging community-building programs that are appealing to youth. These facilities and people need to be reflective of our community's diversity so that everyone who uses them feels comfortable and welcomed.

- Create a Youth Community Cultural Center and Family Access Center
- Implement a Violence Interrupters program
- Increase the number of available mentors in the community
- Increase Columbia Public Schools ability to identify and help at-risk students.

TRUST between the community and local law enforcement agencies was a very clear theme throughout the task force's process. While the task force agrees the Columbia Police Department is headed in the right direction, there is still work to do to build trust- especially with the African American community. The task force agrees with CPD's push for more officers to pursue community policing, but emphasizes that greater cultural competency training will be needed to make community policing an effective tool to reduce violence.

- Community Policing Model and positive communication
- Cultural competency training
- Greater public involvement and accountability of the Police Department's vision, mission and goals
- Create greater community appreciation for police officers

There are about 40 ex-offenders returning to Boone County each month and about 20% of those are violent offenders. Those offenders returning to Columbia with a violent history are considered at high risk for future violent behaviors. A **HIGHER LEVEL OF ACCOUNTABILITY FOR OUR HIGHEST RISK OFFENDERS** in combination with greater access to supports and resources can be expected to reduce the likelihood they will reoffend.

- Identify high risk offenders
- Create and City-level re-entry supervision program
- Engage City staff in the Boone County Offender Transition Network.

Executive Summary

This report fulfills the Mayor's Task Force on Community Violence's charge to provide the City of Columbia, Missouri Council a report outlining recommendations to reduce violence as stated in Council Resolution 149-13 on August 5th 2013. The task force has worked diligently since August, 2013: examining research and data, learning from local organizations and experts, and listening to the public. This report reflects their work and provides a framework for the Council, local agencies and organizations, and for the Community to take actions towards reducing violence in Columbia.



Purpose

Despite dropping violent and property crime rates in Columbia, MO the community experienced several high profile and public acts of violence during the summer of 2013. In response to these incidents the Mayor and Council commissioned the Mayor's Task Force on Community Violence to provide recommendations to reduce violence both in the short and long term. This report is intended not just for the City Council, but for the entire Community and for other communities looking for a similar process to address violence.

Method

During the 15 months that the task force met they engaged in a vigorous process of research, understanding Columbia's local conditions, learning from presenters, and listening to the public. The resolution dictated the task force should consider evidence-based approaches to reducing violence. While the task force considered and reviewed numerous studies and reports it also felt that it needed to understand the local conditions that affect violence in Columbia, MO. After reviewing and summarizing the local conditions at their Spring Retreat the task force broke the work of creating recommendations into four groups: Prevention, Intervention, Enforcement, and Re-entry. These four areas cover the spectrum of approaches used to reduce violence and provided a framework for dividing work. In addition to numerous presentations and public testimony at regular meetings the task force reached out and listened to the public during three public forums.

Recommendations

The recommendations for each of the four areas (Prevention, Intervention, Enforcement, and Re-entry) are grouped around common themes that emerged as the task force refined their recommendations. These themes provide a big picture view of the issues that need to be addressed to reduce violence in our community. The recommendations to address these themes are in the following pages of this report. In addition to listing the recommendations they are organized in a table (see Appendix 1). This table provides details for the implementation and justification for each recommendation.

Beyond the Report

Going beyond the report the task force has decided to continue to meet autonomously as a citizens group on a regular basis to discuss issues concerning community violence and oversee the implementation of their recommendations.

Table of Contents

1.....	Recommendations in Brief
2.....	Executive Summary
4.....	Method
6.....	Local Conditions
7.....	Prevention
8.....	Intervention
9.....	Enforcement
10.....	Re-entry
11.....	Other Recommendations
12.....	Appendices

Method

Passed by a unanimous Council vote on August 5th 2013 Council Resolution R 149-13 commissioned the creation of the Mayor's Task Force on Community Violence with the purpose to, "evaluate available resources and provide recommendations...to decrease violent crime in the community".

Following the lead of other cities and national research the task force took a comprehensive look at violence reduction. They considered programs and efforts that look at the whole spectrum of the issue. To aid in this endeavor the task force broke their research into four groups: Prevention, Intervention, Enforcement, and Re-entry.

Prevention efforts attempt to head off violent behavior before it ever sets in; **Intervention** efforts come in when the risk for violence becomes apparent; **Enforcement** deals with how violence is handled by law enforcement; and **Re-entry** efforts help people coming out of the penal system successfully return to society. There is certainly overlap and holes in this approach but it provided a frame work to approach the monumental issue of violence. While the task force used this approach it spent its first 6 months trying to understand the local conditions in our community that have led individuals to be both suspects and victims in violence. The task force recognized that recommendations based only on research or the experiences of other cities would not carry weight unless they are grounded in our local conditions.

In addition to grounding their recommendations in the local conditions, the task force asked the public to provide their ideas for reducing violence in our community. Three Public Forums were held during the week of September 7th to 13th 2014. The "Let's Talk CoMo" Forums were each geared towards a different audience: September, 8th 2014 forum at the Health Department focused on the Community at large; September, 10th 2014 forum at the Progressive Baptist Church focused on parents; and the September, 12th 2014 forum at the Armory focused on youth. The feedback from these forums is included in the appendices of this report and weighed heavily on the task forces recommendations.

The purpose of this report is to communicate the task force's recommendations and provide the City Council, City Departments, and the Community a way forward for reducing violence in Columbia. Many recommendations overlap in definitions of the pillars. The pillars provide a framework for approaching the problem in a holistic way, not distinct categories for defining programs and recommendations. When the task force began to look closely at its own recommendations and back at all the presentations and information that it had been presented, they noticed emerging themes for each pillar. These themes represent the root issues and challenges for reducing violence in our community and the task force's recommendations are organized around them. The themes that emerged consist of the following: **Awareness** and **coordination** of existing programs; **expansion** and creation of facilities and people; **trust** between the police and community; and focusing on the **highest risk** returning offenders were the themes that came forward to the task force. The task force recognized that their specific recommendations may not be the only ways to reduce violence, but that the themes provide some of the big picture issues they found in their process.

The recommendations are presented both in a textual and tabular form. The Appendix 1 provides a quick guide for viewing the recommendations and gives insight into how these recommendations are tied to community resources and the task force's process.



The task force recognizes that violence reduction is not a one-time fix and that the pursuit of the recommendations given in this report will require accountability from government leaders, educational institutions, local non-profits, local businesses, and the citizens. Going beyond the report the task force has decided to continue to meet autonomously as a citizens group on a regular basis to discuss issues around community violence and oversee the implementation of the recommendations in this report.

Local Conditions

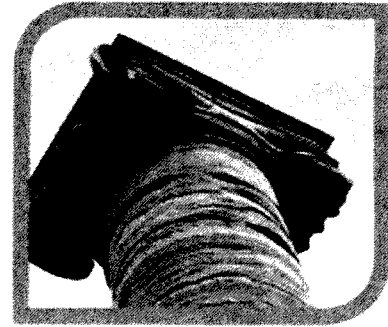
The task force felt that it was not only important to consider national research and research from other cities, but to also immerse their recommendations in the unique local conditions of Columbia. Members closely examined the life history of both violent offenders and victims implicated in homicides in Columbia. The task force studied local data and learned from numerous local organizations, agencies and groups. During the 2014 Spring Retreat the task force settled on 12 consensus points from all the information they had obtained over the previous 6 months.

THE TWELVE CONSENSUS POINTS:

1. Drugs and alcohol are major contributing factors.
2. There is a negative perception of the police by community members.
3. Lack of economic opportunity contributes to a lack of hope.
4. There is a need for adult basic education.
5. Almost all perpetrators have no job skills.
6. There is a lack of early childhood education.
7. Gangs exist in Columbia but it is difficult to tell how much of a factor they are.
8. Most perpetrators are men in their 20s.
9. Most homicides are conflicts between people who know each other.
10. Anti-social attitudes around "respect" and "justice" are a major factor.
11. We are not instilling in all of our children pro-social attitudes and values as well as an ability to obtain basic educational skills.
12. A majority of violent offenders have a previous and often extensive criminal history.



Columbia is fortunate to have many programs that address parenting skills, early childhood education, and job training. The task force sees a need for greater **COORDINATION** and **AWARENESS** of these programs. Coordination between programs can greatly increase everyone's impact on reducing violence. Many organizations that presented to the task force noted that one of the greatest challenges they face is making people who would benefit from their programs aware that they exist.



Research Cure Violence and employ violence reduction strategies that treat violence like a disease, and support parenting and early childhood programs that insure the best start in Life for all Columbia residents ().

Increases awareness of existing job training programs and strengthen partnerships between the schools, the City, and non-profits around job training. Examine and evaluate the effectiveness and accessibility of micro-loan, entrepreneurial and small business development programs for at-risk populations. Find ways to coordinate with companies outside of the Career Awareness Related Experience (C.A.R.E.) program (perhaps through Regional Economic Development Inc., Chamber of Commerce or other groups) to create job opportunities for youth and increase funding for C.A.R.E.

Develop and **strengthen community and City communication tools** that list and direct people to community resources and programming opportunities for youth and families. New and existing tools will require frequent updates to keep up with changing program availability.

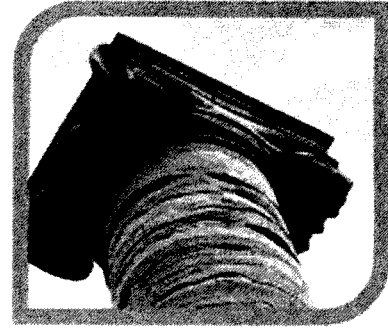
Examine our process for Social Services Funding, and insure that it is fair and open. Educate and build capacity for new programs and organizations from the African-American community. Insure that a funding applicant's effort to provide cultural competency training to its staff is considered. Set aside increased funding towards violence prevention.

Increase support, promotion, and accountability of the **Neighborhood Watch program** to expand into new neighborhoods.

The City shall host an **annual forum** involving neighborhood organizations, churches, public schools, CPD, Family Services Division and other interested parties to address social need, crime, and discrimination.

Use the **City Channel in conjunction with Columbia Public Schools** to create positive programming highlighting youth activities and involvement in the community.

Throughout the task force's meetings and especially during the public forums there was a clear need to **CREATE YOUTH FACILITIES** and to **TRAIN PEOPLE** by providing safe places, trusted people to turn to, and engaging community-building programs that are appealing to youth. These facilities and people need to be reflective of our community's diversity so that everyone who uses them feels comfortable and welcomed.



The community needs to expand youth oriented spaces, activities, and programs that focus on cultural and educational curriculum throughout the City. The parking lot adjacent to the Armory should be considered as an opportunity for the creation of a **Youth Community Cultural Center** where the staff and programing reflects the diversity of the community it serves.

Support the implementation of a **Family Access Center** to provide a safe and neutral facility where youth and their families can obtain the necessary community services in an effort to divert negative behaviors in youth before they escalate. The center would also be a place that law enforcement could utilize to allow a child to obtain the necessary services without placing the child within the framework of the juvenile justice system.

Partner with the University of Missouri and local colleges to improve participation in mentoring programs and increase the number of minority mentors. This may be done through academic rewards, class credit, sorority and fraternity participation or other incentives. View quality mentors as a community resource that needs to be used effectively and allowed to grow. Processes are needed for including rehabilitated offenders as mentors.

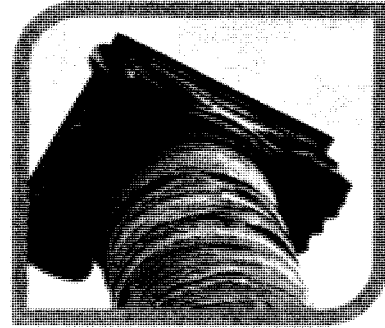
Establish a program (based on best practices) where community members and school facilitators who **facilitate violence interruption and mediation activities** like the Chicago model, "Violence Interrupters" or "Street Soldiers".

The Columbia Public School system should **more actively engage in intervening in student's lives** by identifying risk factors earlier (deficiencies in academic performances, attendance) and acting on these issues immediately with long term individual academic plans and before an Individualized Education Program is needed.

School resource officers need to be in all middle schools and high school buildings as an opportunity for building a trusting relationship between the officers and the students.

Columbia Public Schools needs to adopt strategies that help **minimize the negative impacts of students switching school district frequently**. This may include standard curriculums on core academic studies (math, reading, etc.) and policies, especially discipline, that apply to all children in order to address the district wide mobility issues. A child should be able to move from one school to another and not become displaced in their academic studies.

TRUST between the community and local law enforcement agencies was a very clear theme throughout the task force's process. While the task force agrees the Columbia Police Department is headed in the right direction, there is still work to do to build trust- especially with the African American community. The task force agrees with CPD's push for more officers to pursue community policing, but emphasizes that greater cultural competency training will be needed to make community policing an effective tool to reduce violence.



The “**trust gap**” between the African American community and police needs to be aggressively addressed by the police department and the community. Building community trust may be the most cost effective way to extend the reach of our police department to both solve and prevent violent crimes. The move toward a Community Policing Model should be continued. Proactive messaging and respectful communications should be highlighted in every opportunity for communication from the department website, to press releases, to every interaction officers have with citizens. Further appearances of militarization should be avoided in the choice of equipment.

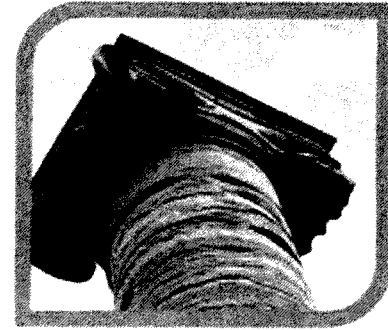
Cultural competency training should be robust and effective for the police department and public schools, involving diverse members of the community to both enhance training and provide another avenue for relationship building. Cultural competency training programs should be evaluated by an experienced third party, with an ongoing process of accountability that includes anonymous surveys by officers evaluating training programs. Retired officers in the community should be used as a resource for training and mentoring our young police force.

The Columbia Police Department should **implement a system of accountability** with independent verification of and public participation in their vision, mission, and goals. CPD should be provided the funding, staff, and leadership to move beyond responsive policing and positively engage the community.

The Columbia Police Department should be provided with the resources and the leadership to **attract, train and retain the best officers**. A system of professional development and promotion should be instituted that rewards the softer skills of relationship building, community involvement, and cultural competency.

The Columbia community should develop programs to **help officers feel appreciated and respected**, to aid in recruitment of the highest quality officers that are representative of the diversity of Columbia. The City of Columbia should strive to provide the best pay and benefits to attract the best officers. Community events involving children and youths should be held to allow young people the opportunity to develop a positive view of the police. The community should create and expand homeownership and rental rebate programs to incentivize police officers to live in the neighborhoods they serve.

There are about 40 ex-offenders returning to Boone County each month and about 20% of those are violent offenders. Those offenders returning to Columbia with a violent history are considered at high risk for future violent behaviors. A **HIGHER LEVEL OF ACCOUNTABILITY FOR OUR HIGHEST RISK OFFENDERS** in combination with greater access to supports and resources can be expected to reduce the likelihood they will reoffend.



Identify offenders returning from prison to the Columbia area who are at the highest risk of committing violent crimes. Research suggests that 80% of the crime is committed by 20% of the people and the bulk of attention needs to be directed toward those with the highest risk to reoffend. Interventions are most effective with the highest risk offenders and evidence-based strategies with this population **MUST** begin with a valid and reliable assessment. Specific criteria need to be developed to identify this target group including violent history, conduct violations in prison, number of arrests, feedback from police, Probation and Parole (P&P), and community member feedback to name a few.

Create a mandatory "City-Level" Reentry Supervision Program for high risk offenders. A team approach will include a designated Reentry Police Officer, P&P Officer, and a Community Liaison who will provide supervision in addition to state parole and will provide increased accountability as well connecting offenders to needed supports and resources. Research suggests that increased accountability as well as increased access to information, resources and support will reduce the likelihood one will reoffend. This strategy will also single out our most dangerous offenders and put them on notice that we are here to help, but they have been singled out for additional accountability and we will act quickly should they revert back to old behavior. The police department would need additional funds to designate police officer(s) to work with this target population. Community Liaisons will need to be identified as well as the criteria needed for these individuals to be effective. The authority of the city to impose sanctions will also need to be identified - for example, can the city place an offender in jail for one week for violating program expectations.

Require "Target Population" to attend and complete the *Pathway to Change* cognitive behavioral therapy program offered by the Division of Probation and Parole. Pathway to Change is an evidence based intervention shown to reduce recidivism in Missouri. Because dysfunctional behaviors are the result of dysfunctional thoughts, this cognitive restructuring program can be expected to reduce crime among violent offenders in the Columbia area. P&P has already indicated they presently have the capacity to immediately begin adding this target group to existing classes.

Designate two city employees to actively participate on the Boone County Offender Transition Network (BCOTN), one of which is a police officer. The City of Columbia has yet to engage in BCOTN which is our community's only coalition of concerned citizens and service providers who meet monthly to share information and develop strategies to reduce the likelihood returning offenders will reoffend. Participation by the City in this effort is both needed and expected. The City will need to designate one police officer and one other appropriate staff member to participate in monthly BCOTN meetings.

Other Recommendations

Before the completion of this report the task force made recommendations that were timely and had full support from the entire group.

Consolidated Plan, and other Federal and State funding granted to the City: During the task force's process the City's Consolidated Plan was being updated. The Consolidated Plan is a planning document required by the Department of Housing and Urban Development (HUD). The Consolidated Planning process assesses affordable housing and community development needs and market conditions to determine how funds can best serve the community. The task force decided to issue a broad recommendation concerning the use of federal and state funds that could be used to reduce violence: "The City of Columbia and those operating on behalf of the City should make efforts which directly target the reduction of violence in the City of Columbia a priority. This priority shall apply to funding decisions including but not limited to state and federal dollars."

Ban the Box: "Ban the Box" aims to create a more level employment field for people returning to society from incarceration. The task force noted a strong correlation between recidivism rates and employment. Finding a job upon re-entry is one of the leading predictors they will not re-offend. Considering the large number of offenders returning to Boone County each year the task force saw increasing employment opportunities as a vital part of their task. If passed the proposed ordinance would amend Chapter 12 of the City Code to prohibit employers in Columbia from asking job applicants about their criminal history until after a conditional job offer has been made. Certain jobs would be exempt as required by federal and state statutes. The ordinance would also encourage employers to consider the severity of the offense, time since the offense, and rehabilitation efforts since the offense before making any final decisions.

Home for the Blind Boone High Steppers: Formed in 1979 the Blind Boone High Steppers is a non-profit youth precision drill team. The group has struggled to find a facility to meet and practice in. Seeing value in a program that has served low-income and at-risk youth in the community, the task force asked the City to help the High Steppers find a home.

Appendices

1. Recommendations Table
2. Resolution 149-13 Creating the Mayor's Task Force on Community Violence
3. Captured Feed Back from Public Forums
4. Boone County Offender Data
5. Data for suspects and victims of recent homicides in Columbia
6. Biographies of Task Force members
7. Timeline of Task Force's Process
8. Selected References and Resources used by the Task Force

Recommendation	Pillar	Theme	Implementation	New, expansion, promotion, or evaluation	Justification
Research Cure Violence and employ violence reduction strategies that treat violence like a disease, and support parenting and early childhood programs that insure the best start in Life for all Columbia residents (http://cureviolence.org/).	Prevention		Non-profits, social services, local and national coalitions	New	Various Research Materials
Increases awareness of existing job training programs and strengthen partnerships between the schools, the City, and non-profits around job training. Examine and evaluate the effectiveness and accessibility of micro-loan, entrepreneurial and small business development programs for at-risk populations. Find ways to coordinate with companies outside of the Career Awareness Related Experience (C.A.R.E.) program (perhaps through Regional Economic Development Inc., Chamber of Commerce or other groups) to create job opportunities for youth and increase funding for C.A.R.E.	Prevention	Awareness, Coordination	Local non-profits, City, REDI, Chamber of Commerce, Columbia Public Schools	Expansion, Promotion	Presentation by Job Point, Public Forums
Develop and strengthen community and City communication tools that list and direct people to community resources and programming opportunities for youth and families. New and existing tools will require frequent updates to keep up with changing program availability.	Prevention	Awareness	Local non-profits, City	Expansion	Various Presentations by Local Non-profits
Examine our process for Social Services Funding, and insure that it is fair and open. Educate and build capacity for new programs and organizations from the African-American community. Insure that a funding applicant's effort to provide cultural competency training to its staff it considered. Set aside increased funding towards violence prevention.	Prevention		City-Social Services	Evaluation, Expansion	Task Force Discussion
Increase support, promotion, and accountability of the Neighborhood Watch program to expand into new neighborhoods.	Prevention	Awareness	City	Expansion	Neighborhood Watch
The City shall host an annual forum involving neighborhood organizations, churches, public schools, CPD, Family Services Division and other interested	Prevention	Coordination	City	New	Public Forums, "What If" Presentation - Matt Murrie

Appendix 1

parties to address social need, crime, and discrimination.					
Use the City Channel in conjunction with Columbia Public Schools to create positive programming highlighting youth activities and involvement in the community.	Prevention	Awareness	City, Columbia Public Schools	New	Prevention Work Group
The community needs to expand youth oriented spaces, activities, and programs that focus on cultural and educational curriculum throughout the City. The parking lot adjacent to the Armory should be considered as an opportunity for the creation of a Youth Community Cultural Center where the staff and programing reflects the diversity of the community it serves.	Intervention	Facility	Community, City-Parks and Rec	New, Expansion	Public Forums
Support the implementation of a Family Access Center to provide a safe and neutral facility where youth and their families can obtain the necessary community services in an effort to divert negative behaviors in youth before they escalate. The center would also be a place that law enforcement could utilize to allow a child to obtain the necessary services without placing the child within the framework of the juvenile justice system.	Intervention	Facility	Community, City, County	New	Research by Cindy Garrett, and first hand observation of facilities in Colorado
Partner with the University of Missouri and local colleges to improve participation in mentoring programs and increase the number of minority mentors. This may be done through academic rewards, class credit, sorority and fraternity participation or other incentives. View quality mentors as a community resource that needs to be used effectively and allowed to grow. Processes are needed for including rehabilitated offenders as mentors.	Intervention	People	Local non-profits, Local organizations, University of Missouri, Stephen's College, Columbia College	Expansion	Task Force Discussion
Establish a program (based on best practices) where community members and school facilitators who facilitate violence interruption and mediation activities like the Chicago model, "Violence Interrupters" or "Street Soldiers".	Intervention	People	City	New	Various Research Materials
The Columbia Public School system should more actively engage in intervening in student's lives by identifying risk factors earlier (deficiencies in academic performances, attendance) and acting on these issues immediately with long term individual academic plans	Intervention		Columbia Public Schools	Expansion	Presentations and Discussions with Columbia Public Schools

and before an Individualized Education Program is needed.

School resource officers need to be in all middle schools and high school buildings as an opportunity for building a trusting relationship between the officers and the students.

Intervention People

City-Police Dept, Columbia Public Schools

Expansion

Presentations and Discussions with Columbia Public Schools

Columbia Public Schools needs to adopt strategies that help minimize the negative impacts of students switching school district frequently. This may include standard curriculums on core academic studies (math, reading, etc.) and policies, especially discipline, that apply to all children in order to address the district wide mobility issues. A child should be able to move from one school to another and not become displaced in their academic studies.

Intervention

Columbia Public Schools

Expansion

Presentations and Discussions with Columbia Public Schools

The Columbia Police Department should implement a system of accountability with independent verification of and public participation in their vision, mission, and goals. CPD should be provided the funding, staff, and leadership to move beyond responsive policing and positively engage the community.

Enforcement Trust

City-Police Dept

Expansion

Presentations and Discussions with Columbia Police Dept

The "trust gap" between the African American community and police needs to be aggressively addressed by the police department and the community. Building community trust may be the most cost effective way to extend the reach of our police department to both solve and prevent violent crimes. The move toward a Community Policing Model should be continued. Proactive messaging and respectful communications should be highlighted in every opportunity for communication from the department website, to press releases, to every interaction officers have with citizens. Further appearances of militarization should be avoided in the choice of equipment.

Enforcement Trust

Community, City-Police Dept

Expansion

Presentations and Discussions with Columbia Police Dept, Public Forums

Cultural competency training should be robust and effective for the police department and public schools, involving diverse members of the community to both enhance training and provide another avenue for relationship building. Cultural competency training programs should be evaluated by an experienced third party, with an ongoing process of accountability that

Enforcement Trust

City-Police Dept

Expansion

Presentations, Public Forums, Discussions with Columbia Police Dept

Appendix 1

includes anonymous surveys by officers evaluating training programs. Retired officers in the community should be used as a resource for training and mentoring our young police force.

The Columbia Police Department should be provided with the resources and the leadership to attract, train and retain the best officers. A system of professional development and promotion should be instituted that rewards the softer skills of relationship building, community involvement, and cultural competency.

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Create a mandatory "City-Level" Reentry Supervision Program for high risk offenders. A team approach will include a designated Reentry Police Officer, P&P Officer, and a Community Liaison who will provide supervision in addition to state parole and will provide increased accountability as well connecting offenders to needed

Enforcement Trust

Community, City-Police Dept

Expansion

Presentations and Discussions with Columbia Police Dept, Public Forums

Enforcement Trust

Community, City-Police Dept

New, Expansion

Presentations and Discussions with Columbia Police Dept

Re-entry

Higher level of accountability for our highest risk offenders

City

New

Power Law Distribution and Solving the Crime Problem: By Tim Hegarty,

National Institute of Corrections:
<http://nicic.gov/theprinciplesofeffectiveinterventions>

Re-entry

Higher level of accountability for our highest risk offenders

City-Police Dept

New

CRIMINAL JUSTICE AND CRIME PREVENTION: By Doris Layton MacKenzie

Maryland Department of

Appendix 1

<p>supports and resources. Research suggests that increased accountability as well as increased access to information, resources and support will reduce the likelihood one will reoffend. This strategy will also single out our most dangerous offenders and put them on notice that we are here to help, but they have been singled out for additional accountability and we will act quickly should they revert back to old behavior. The police department would need additional funds to designate police officer(s) to work with this target population. Community Liaisons will need to be identified as well as the criteria needed for these individuals to be effective. The authority of the city to impose sanctions will also need to be identified - for example, can the city place an offender in jail for one week for violating program expectations.</p>						Public Safety and Correctional Services: http://www.dpscs.state.md.us/initiatives/kcs/index_KCS_cs-new.shtml
<p>Require "Target Population" to attend and complete the <i>Pathway to Change</i> cognitive behavioral therapy program offered by the Division of Probation and Parole. <i>Pathway to Change</i> is an evidence based intervention shown to reduce recidivism in Missouri. Because dysfunctional behaviors are the result of dysfunctional thoughts, this cognitive restructuring program can be expected to reduce crime among violent offenders in the Columbia area. P&P has already indicated they presently have the capacity to immediately begin adding this target group to existing classes.</p>	Re-entry	Higher level of accountability for our highest risk offenders	City		New	<p>National Institute of Justice: http://www.nij.gov/journals/265/Pages/therapy.aspx</p> <p>Meetings with District-6 P&P Officer Kim Foster</p>
<p>Designate two city employees to actively participate on the Boone County Offender Transition Network (BCOTN), one of which is a police officer. The City of Columbia has yet to engage in BCOTN which is our community's only coalition of concerned citizens and service providers who meet monthly to share information and develop strategies to reduce the likelihood returning offenders will reoffend. Participation by the City in this effort is both needed and expected. The City will need to designate one police officer and one other appropriate staff member to participate in monthly BCOTN meetings.</p>	Re-entry	Coordination	City		New	<p>Request from the Boone County Offender Transition Network leadership for City employee participation</p>
<p>Consolidated Plan, and other Federal and State funding granted to the City: During the task force's process the</p>	Other		City		Expansion	<p>Presentation by Randy Cole-CDBG Funds and</p>

City's Consolidated Plan was being updated. The Consolidated Plan is a planning document required by the Department of Housing and Urban Development (HUD). The Consolidated Planning process assesses affordable housing and community development needs and market conditions to determine how funds can best serve the community. The task force decided to issue a broad recommendation concerning the use of federal and state funds that could be used to reduce violence: "The City of Columbia and those operating on behalf of the City should make efforts which directly target the reduction of violence in the City of Columbia a priority. This priority shall apply to funding decisions including but not limited to state and federal dollars."

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Consolidated Plan

Other

City, Business Community

New, Expansion

Presentation by Dr. Mitchell, National Employment Law Project:
<http://www.nelp.org/page/content/banthebox/>

Other

City, Community

Promotion,
Expansion

Request from Blind Boone High Steppers

Introduced by McDavid Council Bill No. R 149-13

A RESOLUTION

establishing a task force on community violence.

WHEREAS, engaging in a study and evaluation of violent crime in Columbia in order to ensure a safe and secure community will benefit all citizens of Columbia.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. There is hereby established the Mayor's Task Force on Community Violence. Its purposes include determining the history, trends and current status of violent crime in Columbia together with a study of various community strategies to decrease violent crime.

SECTION 2. The Task Force shall evaluate available resources and provide recommendations on what can be done by city government and by citizens themselves working in a cooperative way to decrease violent crime within the community. The evaluation shall include, but not be limited to:

- Early childhood strategies;
- Role model mentoring programs;
- Alternative activities;
- Curfew effectiveness;
- Prior offender re-entry programs; and
- Youth engagement.


SECTION 3. The Task Force shall consist of thirteen (13) members appointed by the Mayor. In addition to the Task Force members, Michael Trapp and Laura Nauser shall serve as co-chair persons. A quorum to hold a meeting shall consist of seven (7) members plus one (1) co-chair. All meetings shall be open to involvement and participation by as many additional interested community members who desire to attend.

SECTION 4. The Task Force shall make a report to the City Council of its findings and recommendations by November 15, 2014. The Task Force shall be dissolved upon submitting its final report.

SECTION 5. The Task Force shall be provided reasonable staff support and shall submit a budget to cover reasonable and necessary expenses.

ADOPTED this 5th day of August, 2013.

ATTEST:




City Clerk



Mayor and Presiding Officer

APPROVED AS TO FORM:



City Counselor

Parent's Forum

Prevention	Intervention	Enforcement	Re-entry
Bringing neighborhoods, organizations and businesses together to work on this problem	We know we do background checks, but can we make businesses accountable for unlawful use of firearms? Feeling that younger people are getting firearms from older friends/family. State has overridden Governor's veto of teacher's carrying. The superintendent has the authority to choose. Why would we put persons with arms in public facilities with out training.	Communicate with children that parents are in charge. Parents need to enforce their own laws and then children will understand police.	Deck stacked against them. Need people who care and understand what they are going through.
Pro-attirmative action people of the community need to be involved. Community needs to be given a vested interest.	Historically tighter control resulted in gun violence (prohibition).	Police should be involved with educating the parent on how to keep children out of trouble.	Ban the Box
Community needs to address conditions of race.	Reduce number of liquor stores and get rid of drugs.	Police need to approach people with respect and be non-confrontational	Job training for internships, high schooler, mentorships, and college. Encouraging kids to follow their own path to a career. Helping them gain access to post high school education.
Need to bring people to the table that have the ability to make a change.	Affordable and accessible enrichment programs for kids (music, sports, etc.)	Reward officers who worked with Fun City. they respected the children which allowed the children to see police as approachable.	Connect people to the right mentor. We lack enoug mentors in neighborhoods for ex-offenders.
We need to have a vision and take real steps towards that vision.	Take back the streets to help our kids.	Would love to see community come together and change the "don't snitch" motto.	Need to do more to make the community aware of what resources are already out there.
Focus on birth to five years of age.	We need the older community with knowledge of our history to teach our community hope and change.	Concerns: Percent of youth not in school who are in the hands of police? Want NAACP involved with police, not just when something happens. Get children off the street if they drop out, they need a place to go. We need someone in the community so that the community knows who they are dealing with.	Ban the Box for all job applications
Teach the importance of education.	Use resources and get creative.	The term "enforcement" is problematic, "help create and maintain order" is the role of the police.	Separate non-violent offenders and expunge their record after probation (like Kansas).
Need to teach youth self empowerment.	Involve the faith community to volunteer. They are willing to work, want to be included in schools and neighborhood programs.	Need to support trusting the police.	Do not profile for identification of target interventions for target populaiton.
Law enforcement needs cultural education and to be better integrated into the community	We have to go in with love.	It is hard to believe that every night some, or many, black males are doing something worthy of having a police presence. We appreciate the efforts in Douglas Park, but would like to see it spread out to other areas.	If family support isn't available the community needs to step up to support them. Mentors are important for children who do not have family support.
Parenting skills classes.	How do we prevent violence in the classroom when we see it in the streets?	Need for trust with police.	Legitimate alternatives have to be avaiable (family needs support too), church, family, teachers, conselors

Community coming together to raise a community.	It starts early -- sit down and reason with kids early to teach them to solve their own problems	Cultural training for police.	Distinguish between violent criminals and other crimes.
Survey for parents to ask what needs they have, maybe give an incentive to participate.	Stand up as a community and say, "Oh no!" to guns in schools carried by teachers.	Reach out to the youth, maybe via arts?	Use University student organizations as a source for mentors.
Pair children with mentor's that share similar interests.	A living wage is not available to everyone. Why are we paid so little in this town, how can we find ways to intervene?	We need more proactive police. Citizens are afraid to step up and stop violence with out fear of getting trouble themselves.	Resources to get to a job, group, or someone to talk to.
Low income parents who do not have a post secondary education need to know the process for getting their children into a post secondary education.	The people at the bottom of the pay scale across Columbia do not make enough to pay their bills. That stress is passed on to their children.	Many are happy with Douglas Park and would like to see that spread to other parts of the community.	Group, club (boxing, etc.) to belong to that is available with out cost.
New programming for kids in the 21st century: Create your Peace is a 8 week music course, Youtube Youth community forum, Youth Paper teaches kids journalism skills and publishing skills.	After school tutoring programs are available in the faith community.	Black men are always targeted because of perception. While officers do not understand the black community they police.	Role models and mentors
	In Columbia if you don't have an education it feels as if you are not valued.	Officers need to have respect for the person. Black men are hostile sometime because they know they are being profiled.	Create a supervised reentry with institutional support and advocates.
	We need culturally competent teachers.	Officers can't be afraid of the people they police.	Expunge records after time is served.
	Recruit parents who are able to help. They can't because they are working.	Laws need to change so parents can discipline their children as they see fit.	
	A vision with out resources is a hallucination.	Needs SROs in every school.	
	There are likely parents who couldn't make it tonight because of obligations and add to our vision.	Intervention needs to start in pre-k and kindergarten.	
	Parenting classes and political education in the community.	Neighborhood Watch needs to be expanded.	
	We will rehash this issue over and over with out resources.	Need more officers to build relationships.	
	Bright Futures Program in Joplin - There are people who want to give. Uses Social media to connect resources to needs.		
	The kid that acts out is the one who needs the most support.		

Community Forum

Prevention	Intervention	Enforcement	Re-entry
Youth Center needed. ARC was supposed to be that but prices keep out the kids it was supposed to attract.	More volunteer opportunities for businesses and agencies.	Need for trust between community and police.	Add an "advocate" to reentry teams.
Night programs might solve the curfew issues.	More after school programs.	Really need to have more officers of color. May need to provide training and collaboration with universities and colleges to recruit.	Remove stigma of marijuana
Find a place for the high steppers.	Ask kids what they would like to do after school.	More collaboration with universities and colleges.	Use former offenders and college students as mentors.
More teachers of color	Avoid transportation issues by having activities in the neighborhoods.	A curfew should be a tool to put kids on the radar not as a punishment.	More educational opportunities.
Find a place for the high steppers.	Interventions that identify youth with substance abuse and mental health issues.	Opposed to curfews	Peer and community member support
ARC free for kids	Educate parents that is not ok for their kids to drop out of high school and teach kids the consequences of crime.	Curfew could be a good way to reach out to youth with creating a criminal record.	Provide legitimate opportunities.
Use some of the funds from the new property tax to put resources into prevention programs.	Interventions that occur before kids leave school.	Curfew would not prevent crime and would discriminate places for kids to go.	Ban the Box and create a process to remove misdemeanor from record.
Open up schools for free fun activities	Makes what is already available better known and easier to access.	Junior police	
High steppers need a place to practice.	Coordinate and collaboration for all interventions.		
Children develop ownership of the activities they do.	Neighborhood watch and activities that help people know the kids in their area and build a sense of community.		
Retaining teachers of color.	Help faith communities become a part of the solution.		
Manage environment to create places where youth can access things that light them up.	Put resources into youth activities.		
Help get jobs for AA families.	Mentorship: led by schools, hospitals, and churches. Really needs leadership from schools to connect kids to mentors.		
Effective programs are scattered need a youth facility.	Address issue of 16 year olds signing out of school.		
Help parents have conversations about alcohol usage.			

Youth Forum

Prevention	Intervention	Enforcement	Re-entry
The conversation needs to continue.	Youth sports teams would be a great way to bring kids and students together	Police should have mandatory training where they listen to people or say Hi to at least 30 people.	Get ex-felons back to work.
Putting names on a list serve and have people come together to do community projects.	Mentoring	Demilitarize police.	Jail and police should point ex-felons in the right direction.
Community Center	More entertainment and activities for youth.	Police should be more approachable.	
Find a way to communicate with youth.		Police need to recognize prejudice through training.	
Find a way to get youth interested in something outside of TV and electronics.			
Show kids that there are other ways to get respect instead of fighting. Show them positive role models.			
Role models help steer kids away from violence.			
Commitment to longterm goals and mentors in our neighborhoods.			

EDUCATION SCORE

Grade Level	ECODE	COUNT
HSD/GED	1	12
6-8th Grade	3	4
4-5th Grade	4	2
0-3rd Grade	5	6
	TOTAL	24

VOCATIONAL SCORE

Skill Level	VCODE	COUNT
Skilled	2	1
Semi-skilled	3	7
Unskilled	4	9
No Skills or Training	5	7
	TOTAL	24

VIOLATIONS	OFFENDER COUNT
0	2
1-5	7
6-10	4
11-20	6
21-25	2
26-30	1
31+	2
TOTAL	24

DRUG SCORE

	SACA	COUNT
No SA	1	3
Mild SA	2	3
Moderate SA	3	11
Intensive SA	4	6
Severe SA	5	1
	TOTAL	24

CONVICTIONS

Convictions	Offender Count
1	2
2	8
3	5
4	4
5+	5
TOTAL	24

Department of Corrections aggregate data for 24 offenders from Columbia presently incarcerated

	MEDICAL SCORE	
	MCODE	COUNT
No Medical Problems	1	15
Routine Sick Calls	2	9
	TOTAL	24

MENTAL HEALTH		
	MHCODE	COUNT
No MH Problems	1	13
Mild Impairment	2	8
Clinical Care/Medication	3	3
	TOTAL	24

NUMBER OF INCARCERATIONS	OFFENDER
	COUNT
1	14
2	3
3	3
4	1
5+	3
TOTAL	24

MOCODE DESCRIPTION	OFFENDER
	COUNT
10021 MURDER 1ST DEGREE	1
10031 MURDER 2ND DEGREE	9
10036 MURDER 2ND DEGREE - FELO	2
10041 VOLUNTARY MANSLAUGHTER	2
12010 ROBBERY 1ST DEGREE	2
12020 ROBBERY 2ND DEGREE	4
14020 BURGLARY 2ND DEG	1
31010 ARMED CRIMINAL ACTION	2
32465 DIST DEL MANUF CONTR SUB	1
TOTAL	24

Columbia Missouri Homicides January 2008 through July 2013

report number	date	victim				suspect					
		name	age	race	gender	juv record?	name	age	race	gender	juv record?
2013-007986	7/14/2013	MARSHALL, TREVEON JERMAINE	17	B	M	Y					
2013-006982	6/23/2013	UNGER, ANTHONY MICHAELS	25	W	M		BROWN, JOYCELYNN RENEE	22	B	F	
							BUTLER, SAMUEL DETRICK	26	B	M	
2013-005423	5/19/2013	COLEMAN, BRANDON R	25	B	M						
2013-003762	4/10/2013	DANIELS, BRIAN ALAN	46	W	M		THOMPSON, JAMES ROBERT	24	W	M	
2013-001264	2/2/2013	HILL, ROBERT OLENE	79	W	M		PEREZ, RUDY JR	33	W	M	
2012-003903	4/7/2012	RANKIN, BRYAN KEITH	17	B	M	Y	MAYFIELD, LAMAR TERRELL JR	15	B	M	
2012-002785	3/12/2012	JOHNSON, DEAUDRE ORLANDO	17	B	M	Y	GRAVES, ANTHONY TYREE	19	B	M	
2012-002459	3/4/2012	SARGENT, LAMONT ANDRE	39	B	M		BANKS, LARELL MONTEZ	19	B	M	
2011-015009	12/20/2011	JONES, TIMOTHY RAY	43	B	M						
2011-000621	1/18/2011	PORTER, JAMES LEON	31	B	M		PETERSON, ZACHARIAH JOEL	22	B	M	
2010-012837	10/24/2010	SCHNEIDER, JERRY EDWARD	55	W	M		BIRKHEAD, TRAVIS GRANT	49	W	M	
							GADDY, RICKY LEE	57	W	M	
2010-012747	10/23/2010	HOBSON, AARON DWAYNE	22	B	M		CARTER, LEE WYATT	23	B	M	
							PEAL, DARON MARTEZ	23	B	M	
							PEAL, DARRIS ARLANDO	21	B	M	
							HOUSTON, DESHON JOSEPH ALEXA	20	B	M	
							LEWIS, TONY L	27	B	M	
							ROLAND, LEO DEMARCUS	19	B	M	
							MARSHALL, PATRICK RASHAD	17	B	M	
							JAMISON, ERIC D	22	B	M	
2010-010268	9/6/2010	WILLIAMS, CRESTFUL JOE	21	B	M						
2009-013168	10/8/2009	CRUMBY, NICOLE SUE	25	W	F		LOGAN, BLAKE N	18	B	M	
2009-002017	2/16/2009	BROWN, RONALD CORNELL	18	B	M		WADLOW, NIKOLAUS STORM	16	B	M	
							LEE, ANDRE JOSHIA	21	B	M	
							MCHENRY, MICHAEL LESHAWN	17	B	M	Y
							WEAVERS, NICHOLAS JAMES	21	B	M	
							WEGER, ASHTIN LEVI	19	W	M	
							ENYART, BRADLEY EDWARD	16	B	M	Y
							WADLOW, NIKOLAUS STORM	16	W	M	
2009-000259	1/7/2009	DAILEY, MARK D	50	W	M						
2008-014522	11/4/2008	HEARD, MILES QUILMAINE	28	B	M		DORTCH, GRADY FRANKLIN JR	28	B	M	
2008-010837	8/21/2008	FLORES-RAMIREZ, ANTONIO	29		M		HARRIS, ANTOINE JOSEPH	31	B	M	
2008-010496	8/14/2008	SANDERS, HELEN CECILIA	53	W	F		SANDERS, DANIEL AARON	18	W	M	
2008-007953	6/25/2008	JOHNSON, CORTEZ CHAQUADRE	2	B	M		JOHNSON, HORACE CORTEZ	25	B	M	
2008-007209	6/10/2008	BENTLEY, NATHANIEL J	22	B	M		JACO, MICHAEL JHA-RHON	17	B	M	Y
							WASHINGTON, MALCOLM ALEXANDE	26	B	M	
							SMITH, DENZELL LAVONTE	17	B	M	Y

Task Force Biographies

Laura Nauser

I have lived in Columbia since 1992. I graduated from Columbia College with a BA in Political Science. I served two previous terms on city council from 2005 to 2011. I am currently serving a 1 year term on the city council to fill the vacancy of the previous council member. I was elected twice to serve as Mayor Pro Tem. I currently work at the Robert L. Perry Juvenile Justice Center as a program assistant. I am currently on the board for the Boys and Girls Club. I am an active member on the following working groups: the Anne E. Casey Juvenile Detention Alternative Initiative, the Disproportionate Minority Contact committee, Cradle to Career and Workforce Readiness groups. I am a Court Appointed Special Advocate (CASA) advocating for children in the foster care system. I feel that I offer a unique perspective regarding some of the issues are at risk youth face as I have had the unique opportunity to simultaneously work as an elected official as well as in the juvenile system, a volunteer advocate and part of a non-profit agency. One area that I enjoy is research.

Pamela Hardin

I attended Stephens College in Columbia, Mo. for fashion design and merchandising, and Central Mo State University, for Business Administration. I am a licensed Master Barber, attending International Barber and Style College. I am currently the (WMU) Women's Missionary Union President for the Mt. Carmel District, serving 12 Churches. I am the Missouri State NAACP Youth Advisor, have served as the Youth Director, & Assistant Youth Director for 2nd Missionary Bapt. Church. I have worked for the State of Mo. as a Youth Specialist working with 14 to 17 year old troubled and abused Juvenile Offenders. I have recently been appointed to the Mayor's Anti-Violence Task Force. I am a wife and mother.

Jerry Taylor

I have worked for MFA Oil for the past 32 years and served as President and CEO for the past 11 years. I assisted Lorenzo Lawson in organizing a board for the Youth Empowerment Zone and served as its first chairman. Also, served on Job Point board as well as United Way. My first involvement in community affairs goes all the way back to the early 1970's, recruiting minority business for the United Bank of Denver in Denver Colorado.

Tyree Byndom

From high school, I joined the USMC, came back to Columbia, MO and worked as a Recruiter and HR Manager for 15 years with Express Employment, which ended last year. Resigned after the owner Retired and, and helped local company Beyond Meat, hire two shifts of factory workers, and then started my consulting firm, BSA, Byndom, Stanton and Associates LLC to offer some solutions and be a catalyst to the local economy. I am on the radio every Saturday from 2-6pm and do three different shows. Lokal Vokalz, which is a tool to keep the local hip hop community united, Straight Talk, which is a portal into the local urban community, and Kore Issues, which shares information on gaining faith perspective and soul development. I am the current Secretary and invigorator of the Douglass Park Neighborhood Association. Core competencies: Consultation, Research, Mediation, Communication and Facilitating Dialogue.

RHP SECURITY DIRECTOR: Michael Hayes

I am a native of Columbia have been employed with Reality House Programs Inc. since July of 2011 as the Federal Social Services Coordinator. My job responsibilities included the monitoring and accountability of the federal offenders, and assisting them with obtaining housing, employment and anything else needed to make their transition back into society . In May of 2012 I was promoted to Security Director of the Reality House Facility. Prior to joining the Reality House staff I was a Police officer with the Columbia Police Department for 20 years. Prior to retirement from the Columbia Police Department, I served in the Patrol division, Crime Prevention Unit, Canine Unit, and the Community Policing Unit (fourth squad). I received my Bachelor Degree from Western Illinois University with a major in Sociology and a minor in Law Enforcement Administration. I feel that my contribution to the task force would be my law enforcement experience and knowledge of crime prevention as well as my many years of community service and working with the at risk population. And with several years of working with alternative sentencing programs, and ex-offenders (in my current position) I feel that this would be added insight into the re-integration phase.

Dan Hanneken, LCSW

Dan graduated with his Masters in Degree in Social Work from MU in 2008 with an emphasis in Policy, Planning, and Administration. Mr. Hanneken began working as a substance abuse counselor after graduation before accepting a position with the Missouri Department of Corrections as the Reentry Coordinator for the state. Mr. Hanneken is an experienced grant writer, has served as a peer reviewer for the U.S. Department of Justice, is a published author and has presented on various issues surrounding incarceration and reentry at conferences around the country. He is presently working with in2Action, an agency which provides transition support to recently released offenders returning to Columbia and also serves as an adjunct professor at MU teaching classes on criminal justice, addiction, and interaction skills to undergrad and graduate students. With regard to the task force, Mr. Hanneken will bring expertise with regard to offender reentry, research, and evidence-base-practice.

Chris Haynes

I am a Community Outreach Coordinator at Phoenix Programs. I have extensive experience in substance abuse and recovery and working with ex-offenders. I rose out of crime and violence and have strong connections in the community. I have firsthand knowledge and the ability to reach out to at risk individuals.

Mike Trapp

I have a Master's degree in Sociology with an emphasis in Society and inequality. I have 25 years' experience in social services with expertise in domestic violence, substance abuse, and re-entry. I will facilitate the meetings and seek a consensus for positive action on the task force and in the community.

Cindy Garrett

Cindy Garrett received her Bachelor's in Science Education from Emporia State University, Kansas in 1991. Since 1991 she has worked the 13th Judicial Circuit Court Juvenile Division in many roles with increasing responsibility from a Deputy Juvenile Officer to Chief Juvenile Officer. Cindy's work experience brings a detailed knowledge of the juvenile justice system to the task force. In addition to her work, Cindy currently services on Interagency

Counsel for Child Abuse and Neglect and has also served on numerous other boards and coalitions concerning at-risk youth since 2000.

Paul Prevo

Owner of Tiger Tots Child Development Center and Tiger Tots Academy of Early Learning where we care for approximately 250 children ages birth through 12. Owner/Broker of Market Ready Realty, a real estate brokerage and appraisal company as well as Market Ready LLC a small real estate investment and rental company. Spent nearly 10 years as a voluntary church youth group leader as well as taught High School Government and Current Events classes - recognized in Who's Who in Education. Attended Columbia College for a degree in Political Science. Have served actively on local and community boards and commissions including Boone County Family Resources Board of Directors, Boone County Planning and Zoning, Boone County Parks and Rec, Columbia Historic Preservation Commission, C.A.R.E. Program Advisory Board, Chamber of Commerce Education and Early Childhood Education Committees, Board of Directors of Columbia Rugby Football Club.

Glenn Robertson

I have lived in Columbia for over 28 years. I received my undergrad at Columbia College and I am pursuing a Master's in Business. I have worked with at risk youth for over 13 years with DYS, The Intersection and other agencies as paid and volunteer. I currently have my own security business with contracts with Columbia businesses downtown, Lincoln University and private security. I also substitute teach for Adult Education and Literacy (G.E.D.). My experience working with the youth in Columbia, my passion to help the community along with my experience doing security and crime prevention helps me be an asset on the Task Force.

Lorenzo Lawson

Lorenzo, is a native of Columbia MO. He holds a B.S. in Sociology from the University of Missouri at St. Louis.

- In 2000, Founded Chosen Generation Ministries, a non denominational, inner-city, Christian Church in which he is currently the senior pastor.
- In 2004, Bishop Lawson was appointed director of the Columbia Disaster Recovery Center that assisted over 300 Hurricane Katrina and Rita survivors from New Orleans & Mississippi. For this work and countless other acts of service in the Columbia area and the City of Columbia awarded Bishop Lawson with the 2005, Dr Martin Luther King Jr. Columbia Diversity Award.
- Also, in 2005, Bishop Lawson created and is currently is the Executive Director of the Youth Empowerment Zone, a non-profit organization designed to empower inner-city, at-risk youth through education, mentoring and employment.
- In 2008, Bishop Lawson was appointed by the Mayor of Columbia, as a commissioner to the Columbia Vision Commission.
- In 2009, Bishop Lawson was selected to serve on the Governor's Missouri Reentry Steering Committee.
- In that same year, Bishop Lawson received the Stephens College's Dr. Martin Luther King Jr. 2009 Outstanding Service Award and the Youth Community Coalition's Hero for Youth Award.

-In 2010, Bishop was selected to serve on the University of Missouri's Institution Review Board.

Current – vice president of Minority Men Network

Also, Bishop Lawson is a board of director member of several other nonprofit boards including: Columbia Area United Way; Minority Men Network; Love Inc., Christian Coalition for Reentry, and Youth Community Coalition.

David C Thomas

David has a long history of leading numerous non-profits, associations, and government programs. Most recently he served as the CEO for Logos School in St. Louis, an organization that provides academic programing and individual planning for middle and high school students. David's efforts for Logos as CEO drastically improved the organization's outcomes. Before Logos David served in leadership positions for the International Medical Corps, United Soybean Board, Peace Corps, and the American Institute of Cooperation. Since moving to Columbia in 2011 David has become very active in our faith community and a member of the Airport Advisory Board. David brings a lot of experience as a leader and as an agent of change to the task force.

Mayor's Task Force on Community Violence Timeline

2013

August		September		October		November	December	
Council Meeting	First Meeting	Meeting	Meeting	Meeting	Meeting	Meeting	Meeting	Meeting
Resolution Creating Task Force			Police Dept. Presentation				Columbia Public Schools Presentation	

2014

January		February		March		April		
Meeting		Meeting	Meeting	Meeting	Meeting	Meeting	Meeting	Retreat
	Presentation by Dr. Mitchell				YC2-Results of Youth Survey	Community Policing Presentation-Police Chief Burton	Involved Persons Panel; Children First Fund, Kelly Wallis	
May	June		July		August	September		
Meeting	Meeting	Meeting	Meeting	Meeting	Meeting	Public Forums	Meeting	Retreat
	Consolidated Plan and CDBG Funds, Randy Cole; Ban the Box Report	"What If?" Matt Murrie			Job Point, Gary Taylor	Community, Parents, and Youth Listening Sessions		
October				November				
Meeting	Public Information Meeting	Retreat	Meeting	Meeting	Pubic Forum			
	Ban the Box				Presentation of Recommendations to Public			

Selected References and Resources

Fight Crime: Invest in Kids Report, “I’m the Guy you Pay Later”, Kansas Report, 2013

A New Majority Low Income Students in the South and Nation, Southern Education Foundation, October 2013

Gang Injunctions and Abatements, “Using Civil Remedies to Curb Gang-Related Crimes”, Matthew D. O’Deane, 2012

Community Betterment through Social Action, Junior Youth Spiritual Empowerment Program

Social Media Transforms the Way Chicago Fights Gang Violence, Governing, John Buntin, October 2013

Coming of Age with Stop and Frisk: Experiences, Self-Perceptions, and Public Safety Implications, Vera Institute of Justice Jennifer Fratello , Andrés F. Rengifo, Jennifer Trone, September 2013

Denver Public Safety to Begin Active Curfew Enforcement April 5, 2013, City of Denver Website:
<http://www.denvergov.org/safety/DepartmentofSafety/Newsroom/tabid/443376/newsid509264/7468/Denver-Public-Safety-to-Begin-Active-Curfew-Enforcement-April-5-2013/Default.aspx>

Collateral Damage: America’s Failure to Forgive or Forget in the War on Crime A Roadmap to Restore Rights and Status After Arrest or Conviction, National Assoc. of Criminal Defense Lawyers, May 2014

No Violence Alliance (NoVA) Project: San Francisco’s Model Adult Case Management Reentry Program, Center on Juvenile and Criminal Justice, Erica Duggan, October 2010

Strategies to Prevent Violence in Louisville Metro: Short and Long-term Recommendations, Submitted by Dr. LaQuandra Nesbitt, Co-Chair, Dr. J. Blaine Hudson, Co-Chair, of Counsel Violence Prevention Work Group, October 2012

Children Exposed to Violence, Robert L. Listenbee, Jr., et al, US Dept. of Justice, December 2012

An Organizational Review of the Columbia, Missouri, Police Department: Summary and Recommendations, Eric Anderson, February 2012

Navigating Waves of Change in Boone County, Missouri: Driving Academic Improvement Through Challenging Times, Sam Howe, Scholastic Inc., October 2013

Boone County Issues Analysis, Institute of Public Policy Truman School of Public Affairs University of Missouri.

Online Resources

Center for Disease Control's Evidence-Based Approach : <http://vetoviolence.cdc.gov/>

Nonprofit Management Collective Impact: http://www.ssireview.org/articles/entry/collective_impact

Fixing Juvie Justice: <http://www.wgbh.org/programs/Fixing-Juvie-Justice-2366/episodes/Fixing-Juvie-Justice-46510>

One in Seven: Ranking Youth Disconnection in the 25 Largest Metro Areas: <http://www.measureofamerica.org/one-in-seven>

Violence Is Contagious: <http://www.theatlantic.com/magazine/archive/2013/10/violence-is-contagious/309459/>

Why Reading by the End of the Third Grade Matters :

http://www.aecf.org/~media/Pubs/Initiatives/KIDS%20COUNT/123/2010KCSpecReport/AEC_report_color_highres.pdf

Study Finds High Rate of Imprisonment Among Dropouts :

http://www.nytimes.com/2009/10/09/education/09dropout.html?_r=1&

A two-decade decline in violent crime appears to have ended. :

<http://www.usatoday.com/story/news/nation/2013/10/24/violent-crime-rising-in-united-states/3180309/>

St. Paul police and partners start new gang intervention program :

<http://www.startribune.com/local/east/229805081.html>

Poverty Is America's #1 Education Problem : <http://www.alternet.org/education/poverty-americas-1-education-problem>

Gary Slutkin: Let's treat violence like a contagious disease:

http://www.ted.com/talks/gary_slutkin_let_s_treat_violence_like_a_contagious_disease.html

Junior Youth Spiritual Empowerment Program: <http://news.bahai.org/community-news/youth-conferences/video.html>

Easing the Pain Communities Must Act to Heal Wounds of African-American Boys and Young Men: http://www.policy-bridge.org/uploaded_files/Policy%20Bridge%20Easing%20the%20Pain%209_20_2013_file_1382635131.pdf

Juvenile Justice: <http://www.wrightslaw.com/info/jj.index.htm>

Study: Absence of Community Black Males Linked to Increased Youth Violence: <http://blackstarjournal.org/?p=3770>

ACLU Comment on Groundbreaking Federal School Discipline Guidance: <https://www.aclu.org/criminal-law-reform/aclu-comment-groundbreaking-federal-school-discipline-guidance>

Youth Focused Policing: <http://www.iacpyouth.org/ProgramImpactTools.aspx>

Effective Youth Diversion Strategies for Law Enforcement:

<https://www.nttac.org/index.cfm?event=trainingCenter.traininginfo&eventID=491&from=training>

Cleveland - Violent Crime Update Report: <http://www.cincinnati-oh.gov/police/linkservid/81E5280A-F1F2-7294-453E0E47BC735A5E/showMeta/0/>