



MY BROTHER'S KEEPER

MBK



2020-2021

Action Plan



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Sanford MBK Advisory Committee

(Pictured from left to right: Sylvester Wynn, Rose Washington, Thelisha Thomas, Charles Wright, Eddie Cochran, Fritz Voltaire)



OUR VISION

The Sanford MBK Community is dedicated to build effective mentorship programs, reduce youth violence and measurably improve the lives of boys and young men of color to ensure all youth reach their full potential.

OUR MISSION

The Sanford MBK Community is focused on taking a holistic approach to improve the community by creating programs centered around the following Areas of Human Development:

- Physical
- Intellectual
- Emotional
- Social

HISTORICAL PERSPECTIVE

Sanford is a tale of two cities, a story of the success of those who have and the struggle of those who have not. Although the split personality of Sanford is well documented and well known within the community, Sanford was thrust onto the national scene by the events that occurred on the evening of February 26, 2012.



The National Spotlight

Sanford became the center of national media attention following the February 2012 fatal shooting of Trayvon Martin, a 17-year old African American high school student. Following this tragic event, depictions of Sanford often criticized the City emphasizing incidents of racism and portraying a deeply divided community. Events from Sanford's past and present have bred distrust between the police department and the black community, which erupted following the Trayvon Martin shooting. The Trayvon Martin case exposed that nearly 50 years after the civil rights movement, invisible walls of disparities and inequity still exist and are negatively impacting the success of children of color.

In response to the national call for justice for Trayvon Martin and the social unrest, rallies, marches, and other forms of organized protest that became synonymous with Sanford, a Nine Point Plan was drafted as an action plan to reunite the City and move forward. One of the action items in the Plan was addressing the disparities and inequalities impacting young men of color - specifically regarding the high unemployment rate of this group.

A Call To Action

On the national front, President Barack Obama launched the My Brother's Keeper (MBK) initiative in February 2014. He appointed a Task Force to research the persistent opportunity gaps facing boys and young men of color to ensure all young people are able to reach their full potential. The task force concluded, "Despite our advances as a country, boys and young men of color in the aggregate continue to face persistent challenges." The initiative was endorsed by private foundations and corporations. Communities were challenged to adopt the following milestones and take action to improve outcomes locally:

1. Entering school ready to learn
2. Reading at grade level by third grade
3. Graduating from high school ready for college and career
4. Completing postsecondary education or training



5. Successfully entering the workforce
6. Reducing violence and providing a second chance

On the local front, Pastor Lowman Oliver contacted the Sanford City Manager in March of 2014. He expressed the concern of local ministers about the dropout rate for youth of color and their continued over-representation in Sanford's criminal justice system. He also shared the desire of the ministers to help boys and young men of color.

In response to Pastor Oliver's request, the City appointed Andrew Thomas to develop an exploratory committee. Mr. Thomas met with Pastor Oliver and agreed to call a meeting of concerned citizens and organizations to address the challenges facing young men of color. The first call to action meeting was held on July 2, 2014, with 13 individuals in attendance representing various youth organizations and faith-based organizations. That committee, later named the Sanford Future Claimers, has evolved into the advisory group for the City of Sanford regarding the national My Brother's Keeper Initiative.

The Sanford City Commission unanimously approved a resolution on March 23, 2015, for Sanford to become a My Brother's Keeper Community. The official launch of My Brother's Keeper in Sanford, Florida was unveiled at a Community Summit held on April 18, 2015. More than 130 parents, students, and supporters participated in the summit and outlined existing community resources and current service needs. Many community leaders, organizations, and groups on the local, state, and national levels have united to pledge support of the Sanford My Brother's Keeper initiative.

THE CHALLENGE – CURRENT STATE

Statistical Highlights

The data in this section is compiled from multiple sources, including US Census Reports, *US News & World Report*, Florida Department of Health, Sanford Police Department, and other sources. Data is provided at the lowest drill-down possible at the time of publication, with the goal to highlight specific data related to the targeted intervention area and population.

Race/Ethnicity

Race/Ethnicity (Percentage)	United States	Florida	Seminole County	Sanford	Seminole High	Intervention Area
White	62.1	55.8	63.6	45	45	28.06
Black/African American	13.2	16.8	12.2	30.5	23	65.5
Hispanic or Latino*	17.4	24.1	19.2	20.2	18	5.69
Asian	5.4	2.8	4.1	2.8	9	0.45
Hawaiian/Pacific Island Native	0.2	0.1	0.1	0.1	0.2	0
American Indian/Alaskan Native	1.2	0.5	0.4	0.5	0.3	0
Multiple Race	2.5	2.1	2.5	3.3	4	0.31
<i>*Hispanic is an ethnicity and may be duplicated in race categories</i>						

RACE/ETHNICITY/AGE GROUPS-TARGET INTERVENTION AREA

Race/Ethnicity	Total	Percentage
Non-Hispanic White	814	28.06
Black/African American	1900	65.49
Asian	13	0.45
Multiple Race	9	0.31
Hispanic or Latino	165	5.69
Total	2901	100

Age Groups	Total	Percentage
0-17	962	33.16
18-64	1593	54.91
65+	346	11.93
Total	2901	100

The percentage of boys and young men of color representation within the City of Sanford, Seminole High, and the MBK targeted intervention area is significantly higher when compared to Seminole County, the State of Florida, and the United States.

88% of the targeted intervention area is below the age of 65. Without adequate resources to diminish and/or remove disparities within this population now, a higher strain on local, state, and national resources will be created as this population ages.

Gender Ratios	Seminole High	Intervention Area
Male	47	46
Female	53	54

ECONOMIC

- 47.13% of the target population is below the poverty level.
- 70.97% of children within the target population are below the poverty level.
- 46% of the students at Seminole High School are economically disadvantaged (receiving free or reduced lunch.)



SANFORD MBK ACTION PLAN

PRIORITIZATION OF MBK MILESTONES

Based upon the specific, unique needs within the targeted intervention area, the MBK areas of focus in Sanford, Florida will be prioritized as indicated below:

Entering School Ready To Learn	Reading At Grade Level By Third Grade	Graduating From High School Ready For Career And College	Completing Post-Secondary Education Or Training	Successfully Entering The Workforce	Reducing Violence And Providing A Second Chance
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ACTION PLAN FRAMEWORK

The focus of the Sanford, Florida MBK initiative will be a comprehensive case management accountability model incorporating personal (i.e., family members, mentors, coaches, etc.) and community stakeholders (i.e., judicial system, educational system, law enforcement, religious leaders, etc.) assessment team to identify needs/gaps and prepare a developmental plan leveraging use of community affiliated partners, resulting in measurable outcomes for the impacted youth.

The comprehensive case management model is not a program or type of service. It represents a fundamental change in the way services are designed and delivered. It is value-based and has an unconditional commitment to customized services on a “one youth, one family at a time” basis. This process addresses the unique needs of the youth and his family with a focus on achieving positive and effective partnerships with families, the community, and agencies that provide youth and family services. The intent of the process is to:

- Provide young men with a single point of contact for access to multiple health and social services systems.
- Be an advocate for young men and their support system.
- Be flexible, community-based and family-focused.
- Assist young men with a broad spectrum of contacts to include mental and physical health services, job training, employment, tutorial assistance, mentoring, housing and substance abuse treatment.
- Develop measurable outcomes in a service plan that integrates activities from all service providers.

Intake will occur via a need-based referral process initiated through the MBK-affiliated networks (i.e. judicial system, school system, law enforcement, etc.). The comprehensive model will incorporate a standardized needs assessment conducted via an established intake counseling/interview process, resulting in an Individualized Developmental Plan.

The Action Plan consist of the 4 focus areas of Human Development that have been individually assigned to advisory board team members with unique expertise and experience. Existing and new programs will be developed to create a positive impact on boys and young men of color in the City of Sanford.

PROGRAMS TO POSITIVELY IMPACT THE AREAS OF HUMAN DEVELOPMENT			
PHYSICAL	INTELLECTUAL	EMOTIONAL	SOCIAL
<ul style="list-style-type: none"> HEALTH AND NUTRITION EDUCATION PHYSICAL ACTIVITIES 	<ul style="list-style-type: none"> TUTORING AND READING PROGRAMS RESUME AND JOB SKILLS PREPARATION 	<ul style="list-style-type: none"> MENTORING PROGRAMS RELIGION/SPIRITUALITY AND MENTAL COUNSELING 	<ul style="list-style-type: none"> SOCIAL ENRICHMENT PROGRAMS PUBLIC SAFETY AND CRIMINAL JUSTICE

PHYSICAL

HEALTH AND NUTRITION EDUCATION:

The Florida Department of Health (DOH) plays an instrumental role in maintaining the health and wellness of the residents of Sanford. The DOH have sponsored key events such as the ones highlighted below in the past. Sanford MBK will continue to leverage existing activities such as these to increase the awareness and provide opportunities for residents in the community:

- DOH Seminole partnered with community organizations to create the cookbook “Pick of the Pantry” which features healthy recipes that can be prepared using ingredients found in local food pantries, farmers markets and grocery stores in Seminole County. The cookbook was given to more than 150 residents of Seminole County.
- Cookbook Celebrates Food Day

No Limit Health And Education

No Limit Health and Education’s mission is to provide people with the tools necessary to make informed choices that will positively impact and improve their lives. No Limit Health and Education provides Central Florida communities with principles and programs in mental health, physical health, education, and professional development.

No Limit Health and Education in partnership with Amerigroup hosted the 3rd annual “Seminole County Day of Unity” on October 17, 2015. No Limit Health and Education’s goal is to positively impact the Seminole County community in a fashion that encourages strength and endorses progress. No Limit Health and Education was able to reach over 500 residents of Seminole County during its 2014 Day of Unity (reference YouTube link (<https://www.youtube.com/watch?v=HnJ9DUqHOyw>)). This activity specifically focuses on Areas 1 and 2 of Human Development within the 40 Developmental Assets.

PHYSICAL ACTIVITIES:

- Live, Work, Move Seminole 5k Finishes National Public Health Week
- The Florida Department of Health in Seminole County (DOH-Seminole) celebrated National Public Health Week, April 6-12, 2015, culminating the week with over 300 participants from Central Florida in the 1st Annual Live, Work, Move Seminole 5k and Health Expo.
- Increase physical activity at local Parks, basketball courts and Recreation Centers

INTELLECTUAL

TUTORING AND READING PROGRAMS:

40% of the target population does not have a high school diploma.

Measure	Seminole High	District
Enrollment	3,361	21,211
Proficiency in Reading	63%	57%
Proficiency in Math	61%	61%
College Readiness Index (AP® Exams)	43%	44%

Although Seminole High (in aggregate) met or outpaced district performance in exams, extreme gaps existed when measuring State standardized test performance. The disadvantaged population demonstrated 46.5% proficiency as compared to 74.9% proficiency for the non-disadvantaged students.

Delta Sigma Theta Sorority

The UCF College of Education and Human Performance and the Central Florida student chapters of Delta Sigma Theta Sorority, Inc. Sanford Alumnae Chapter are partnering to encourage an open dialogue among educators and community stakeholders about improving teacher effectiveness and bettering at-risk students' academic accomplishments.

In collaboration with the Delta Research and Educational Foundation and Bill & Melinda Gates Foundation funding, the sorority has created the Delta Teacher Efficacy Campaign, an educational endeavor focusing on enhancing student academic achievements and improving teacher effectiveness. The joint effort hopes to make a difference with at-risk students living in economically disadvantaged areas.

“The Delta Teacher Efficacy Campaign has multiple components, including professional learning for teachers, free book distribution for children and families in poverty, and enhancing conversations among diverse stakeholders to collaboratively improve graduation rates of students in urban communities,” said Rosemarie Taylor, interim associate dean for graduate studies in the UCF College of Education. “It is an honor to be a



stakeholder in this important effort to serve our most in-need students and to bring attention to collaboratively serving the students and their families.”

The Delta Sigma Theta Sorority, Inc., Sanford Alumnae Chapter, also has formed a partnership with Seminole State College to benefit youth members of their academic academies.

Seminole State College

Seminole State College played a silver sponsorship role in a summer 2015 college readiness experience program offered by No Limit Health and Education. Twenty high school students of color worked in small groups to plan their own entrepreneurial projects in a three-day program. Using concepts from the College faculty members and local business leaders, the students presented their final projects with indications of the product, financing, marketing, and growth potential. Reactions were positive and the students enjoyed their team leadership roles as much as the information itself. The program addressed developmental assets 3, 14, 21, 32, 33, 39, and 40.

Seminole State College involved the City of Sanford in New Student Orientation in July. City Manager Norton Bonaparte and Senior Project Manager Andrew Thomas addressed multiple sessions of Orientation in

which the Minority Male Initiative began for new students. More than 100 new students of color chose these sections of Orientation, settling their class schedules, learning of available resources, and receiving motivation and encouragement from these local civic leaders. The College is proud to include Sanford’s representatives from My Brother’s Keeper in its New Student Orientation. The program addressed developmental assets 3, 5, 7, 14, 16, 21, 22, 24, 32, 37, 38, 39, and 40.

In February 2016, Seminole State College will co-sponsor “Black, Brown, and College Bound” in Tampa. This leadership level results in students of color traveling to Tampa for pre-college skills, tips on academic achievement and choosing a college, along with motivation from a successful national figure. General Colin Powell is scheduled to provide that message. The College will consider students attendees from its Adult High School (many students are 18-24) and is partnering with fellow Sanford Future Claimers member Seminole County Public Schools. Mr. Robert Guy will consider participation for the Young Men of Excellence. The program addressed developmental assets 3, 5, 7, 14, 16, 21, 22, 30, 32, 37, 38, 39, and 40.

RESUME AND JOB SKILLS PREPARATION:

MBK will be active in the community by partnering with local organizations as they look to serve the residents of Sanford. These events will be open to the entire community.

The foundation for success of this program includes resume development, job training, and job placement programs through community affiliated partners.

EMOTIONAL

MENTORING PROGRAMS:

All MBK Community Partners (mentors/profit & non-profit entities/local Universities/ Entrepreneurs, Guest Speakers) and participants will engage with the program via four avenues:

- MBK 200
- Westside Community Center
- Young Men of Excellence (YMOE)
- Getting All Males Equipped (GAME)

MBK 200

The MBK 200 will consist of 200 students from the middle and high school ranks who will be placed with 1 of 100 mentors resulting in a 2-1 ratio of students to mentors. Mentees and Mentors will get together once per month at the Monthly MBK Conference. Each conference will be hosted at a different location on a Saturday or Sunday from 5-8 hours. Corporate sponsors will be solicited to sponsor each conference with a goal of making each conference a “must see” event.”

- Each student will be interviewed, vetted and accepted by the Advisory board. A “baseline” file will be started on each mentee to include academic performance and tracking, as well as determining and developing short and long-term goals
- Mentors will be asked for a minimum commitment of 12 months
- Each session will include breakfast and/or lunch
- Mentors will engage with their mentees throughout the day while participating in team building, leadership, communication and personal development activities
- MBK Partners and guest speakers will participate throughout the day facilitating seminars and information sessions

Westside Community Center, Sanford

Offering a variety of services ranging from mentoring, tutoring, community exercise programs, after school programs, etc., the Westside Community Center is a cornerstone within the Goldsboro Community. In July 2015, Recreation Supervisor Britt Henderson accompanied a group of 15 young men to Aviation Camp. This camp exposed youth to careers within the field of aviation that they may not have explored without this opportunity.

Young Men of Excellence (YMOE)

The YMOE program is an academic program at Seminole HS geared towards young men of color. The program is a credited class that students choose to take and is centered around career readiness, leadership, personal and character development, health and cultural awareness. MBK Partners will have the opportunity to share and facilitate sessions that are in line with MBK and YMOE objectives. The YMOE is not specific to the MBK 200 and is open to students in 9th-12th grade.

City Of Sanford Recreation Department: G.A.M.E.: Getting All Males Equipped

G.A.M.E. is a comprehensive initiative that is an expansion of a mentoring program that has proven to be effective. G.A.M.E. is now bringing together additional practitioners and thought leaders from various sectors to work as a team to help set boys and men on a path to personal productivity and success. The program targets middle and high school females and males.

RELIGION/SPIRITUALITY AND MENTAL COUNSELING:

St. Paul Missionary Baptist Church



St. Paul Missionary Baptist Church, under the leadership of Pastor Lowman Oliver, has developed plans to focus on supporting the surrounding community, while focusing on the first six areas of Human Development within the 40 Developmental Assets. Below is a summary of some of the associated activities:

- Betsy Wright Helping Hands Feeding Ministry to the Needy - distribution of free pastries, breads, and other food items every Monday, 3:00-4:00PM.
- Partnership with Second Harvest Food Bank - distribution of food baskets to 15 needy families every Friday.
- Participated in the "Summer Breakspot Program," a daily summer feeding program for children under the age of 18.
- During the summer feeding program, it was identified that some of the young men would spend extended time at the church. Therefore, a basketball goal was erected for use by the kids. In addition, four boys, aged 15-16, were taught landscaping and yard maintenance skills via an on-the-job training program.
- Vacation Bible School expanded focus on spiritual and moral social values. Boys and young men of color specifically were mentored and taught the principles of preparation, proximity, and perseverance using the art of fishing.
- Through partnerships with local mental health professionals, MBK will help to provide access to mental counseling.

SOCIAL

SOCIAL ENRICHMENT PROGRAMS:

Goldsboro Front Porch, INC.

For the past four years the City of Sanford has funded the YELDA program to provide at-risk high school and first-year college students in the target areas of Goldsboro and Georgetown with leadership skills,

character education, job readiness training, work experience, cultural enrichment, money management, career development and overall life skills to assist them in becoming caring, productive and contributing members of society. The objectives of the program are to raise education expectations; prepare the students for job entry or college; develop mentors for students and assist students to develop better study habits; increase cultural awareness; increase graduation rate; decrease dropout rate; and provide on the job training and career development

Mayor’s Youth Council

The Mayor of the City of Sanford, in collaboration with the Superintendent of Seminole County Public Schools, established a Mayor’s Youth Council in 2015. The purpose of the Mayor’s Youth Council is to complement academic studies by increasing the students’ knowledge in local government. It also provides hands-on experience that continues the effort of the Anti-Violence Youth Group/Summit and other issues confronting young people in the City of Sanford.



My Brother’s Keeper will work with the Mayor’s Youth Council on the Anti-Violence campaign, job fairs for students, and promoting peace and non-violence programs for elementary and middle school students.

National Association For The Advancement Of Colored People (Seminole County)

The Seminole County NAACP launched its Youth Council in Fall 2015. The Youth Council focus is to promote leadership, developing an intelligent, militant and effective youth leadership to ensure the political, educational, financial and social equality of rights for people of color through training, organization, and mobilization.

L.E.A.D. (Leaders Encouraging Action and Dedication) GROUP (SEMINOLE COUNTY)

On June 9, 2015 DOH-Seminole participated in a “Meet & Greet” event for the L.E.A.D. (Leaders Encouraging Action and Dedication) group of Seminole County. Professionals, entrepreneurs and small business owners within the tri-county area including Seminole County network and share ideas on connecting and engaging the Seminole County community to promote existing positive programs and services for the underprivileged, particularly male youth.

Current L.E.A.D. Partners

- City of Sanford
- Florida Department of Health in Seminole County
- Boy Scouts of America Central Florida Council
- No Limit Health and Education
- African American Chamber of Commerce of Central Florida
- Central Florida Urban League

PUBLIC SAFETY AND CRIMINAL JUSTICE:

Through partnerships with the Westside Community Center, the Choice Neighborhood Initiative (CNI) Public Safety Advisory Committee, and the Sanford Police Department, MBK will be actively engaged with improving the relationships and perceptions for both local law enforcement and the community alike. The following are a list of objectives that this partnership will produce.

- Reduce arrests
- Reduce recidivism
- Increase second chance opportunities
- Reduce Youth Violence

Criminal Justice (Historical Perspective)

According to the Roadmap to System Excellence, Transforming Florida into a National Model for Juvenile Justice, Published October 2012, "There are roughly 1.84 million youth between the ages of 10-17 in Florida. Of this population, 21.4% are black. Black youth are overrepresented at every stage of judicial processing, from arrest/intake to adult court transfer."

Research has documented the increasing violence propensity of young adults in the age range of 16-24. As noted in the book, *Deadly Consequences and Murder Is No Accident* by Deborah Prothrow-Stith M.D., "All adolescent males are at risk for violence. . . . The ready availability of guns, a national ideology that portrays violence as a legitimate way to resolve disputes, a popular culture that reinforces the message that violence is a normal outcome of human conflict - together these factors promote violence throughout our society. Teenage males are more vulnerable to this message than any other segment of the population.

".....Those most imperiled are poor, young males growing up in severely impoverished 'inner city' neighborhoods. Young men - black, white and brown - living in such distressed urban areas are the most likely victims and perpetrators of violence."

Data generated from the Seminole County Sheriff's office and the Sanford Police Department notes that Goldsboro and Georgetown have the highest frequency of Part 1 offenses in the City and the majority of the victims and perpetrators are young men of color.

From the period January 1, 2014 to October 13, 2015, Sanford Police Department recorded 399 Uniform Crime Report Offenses in Community Service Area 16 and Seminole High combined. Although the majority of these offenses were related to categories such as larceny, auto theft, etc., approximately 40% were related to serious offenses that can have a detrimental impact if committed, experienced, or witnessed by youth.



MEASURABLE OUTCOMES

- Create Sanford MBK Events Calendar which lists upcoming events around the City of Sanford for MBK events and its community partners events.
- Identify through the educational, law enforcement, and judicial systems 200 young men of color in middle school and high school that are at high risk of not graduating from high school and/or being incarcerated. Establish eligibility criteria for the students as well as the mentors.
- Develop Mentor Referral Request solicitation and Assemble list of potential MBK Partners and Mentors
- Provide comprehensive case management services to the 200 at risk young men of color that include referral to appropriate supportive services, as well as a commitment to monitor and track progress.
- Identify and acquire case management software that supports the needs of the program to measure outcomes.
- Support and promote innovative projects and programs that promote healthy lifestyles through the elimination of unhealthy behavior common in at-risk young men of color.
- Increase the college-going population of young men of color
- Seek to eliminate health disparities by addressing social determinates of health, such as insufficient education, exposure to violence, inadequate access to healthcare, lack of role models and other psycho-social and economic factors.
- Collaborate with the criminal justice system, law enforcement and corrections to promote alternative program and policy changes that provide a second chance for young men of color.
- Continue to educate the community on the disparities and inequities confronting young men of color and strive to identify and recruit partners committed to making a difference in the lives of young men of color and ensuring equality for all of our young people.
- Assist with providing support, resources and encouragement to the Young Men of Excellence program at Seminole High School to reduce suspensions, drop out and increase graduation rate and summer employment opportunities.
- Continue to educate the community on the disparities and inequities confronting young men of color and strive to identify and recruit partners committed to making a difference in the lives of young men of color and ensuring equality for all of our young people.



ADVISORY COMMITTEE

Committee Member

Cochran, Eddie (Chairman)
Wright, Charles (Vice Chairman)
Sylvester Wynn
Fritz Voltaire
Oliver, Pastor Lowman
Thomas, Thelisha "Lisha"
Washington, Rose

Affiliation

Choice Neighborhood Initiative (CNI) - Public Safety
Active Volunteer in SCPS
Seminole County Public School (SCPS)
Rescue Outreach Mission
St. Paul Missionary Baptist Church
Healthy Start Coalition-Seminole
Seminole County Branch NAACP

City of Sanford Staff

Thomas, Andrew
Henderson, Britt
Captain Ray Irving

Affiliation

City of Sanford, Director of Community Relations & Neighborhood Engagement
City of Sanford Recreation Department, Director Dr. Velma H. Williams Center
City of Sanford Police Department



CITY OF SANFORD COMMUNITY PARTNERS

Choice Neighborhood Initiative (CNI) Public Safety

Florida Department of Health - Seminole County

Goldsboro Westside Historical Association

Goldsboro Front Porch Council, Inc.

Healthy Start Coalition of Seminole County, Inc.

New Sanford Initiative

No Limit Health and Education

St. Paul Missionary Baptist Church

Sanford Police Department

Seminole County Branch NAACP

Seminole County Public Schools

Seminole County Sheriff's Office

Seminole State College of Florida

University of Central Florida

Urban League of Central Florida

Vessel of Honor Outreach Center

Westside Community Center