

St. Petersburg College
Florida Regional Community Policing Institute (FLRCPI)
Center for Public Safety Innovation (CPSI)
Advisory Committee Meeting
September 16, 2016
Location: Hilton St. Petersburg Carillon Park

Meeting Notes

- Present:* Lt. Paul Amodeau, Largo Police Department
Captain Mark Berger, Pinellas Park Police Department
Captain Ryan Buckley, Pinellas County Sheriff's Office
Mr. William Daniels, U.S. Attorney's Office (USAO), MDFL
Lt. Gary Dukeman, St. Petersburg Police Department
Major Tom Feeney, Hillsborough County Sheriff's Office
SAC Tom Foy, FDLE, Tampa Bay Region
Ms. Sandra Lyth, InterCultural Advocacy Institute
Ms. Deborah McDonald, FDLE, Tampa Bay Region
Chief Daniel Slaughter, Clearwater Police Department
Mr. Joseph Smith, U.S. Attorney's Office (USAO), MDFL
- Staff:* Ms. Eileen LaHaie, Executive Director, CPSI
Mr. Todd Kirchgraber, Training Manager, CPSI
Ms. Trenette Brown, Project Administration Manager, CPSI
Ms. Kadell Ford, Administrative Specialist, CPSI
Ms. Nadja Svrclin, Workforce, SPC
- Absent:* Dr. William Blount, University of South Florida
Chief Joe Collins, U.S. Probation Office, MDFL
Mr. Nick Cox, Office of the Florida Attorney General
Chief Anthony Holloway, St. Petersburg Police Department
Mr. Bernie McCabe, State Attorney's Office 6th Judicial Circuit

I. Welcome/Introductions/Approval of 09/24/2015 Minutes – Lt. Gary Dukeman, St. Pete PD

Executive Director LaHaie welcomed committee members and advised that the minutes from the September 24, 2015 meeting have been uploaded to St. Petersburg College's Advisory Committee website. Representing Advisory Committee Chair, Chief Anthony Holloway (SPPD), Lt. Gary Dukeman then asked members for approval of the minutes from September 24, 2015. The motion was approved and seconded.

II. Administrative Update – Eileen LaHaie

- A. FLRCPI/CPSI Funding Levels** – Executive Director LaHaie began the meeting by reporting on RCPI’s current funding levels, which includes 12 different funding lines totaling \$7.2 million. Of that amount, approximately \$3.2 million is designated for CPSI staff salaries/benefits. Some of the funding is for one year, while other funding extends through April 2019. In June 2016, three CPSI staff positions were eliminated due to current projects not requiring those particular skill sets, specifically members of the multimedia department. Currently, CPSI’s annual personnel costs total \$1.2 million which represents 17 positions. In addition, CPSI contributed \$465K to the overall college budget in FY16; \$250K in indirect cost recovery revenue and \$212K in surplus revenue from fee-based projects. Executive Director LaHaie noted that identifying additional and diverse funding sources is critical to CPSI/RCPI’s continued existence. She asked those who know of any opportunities to partner with CPSI to please contact her.
- B. 2016 Proposal Status** – Executive Director LaHaie discussed six proposals representing \$6 million were submitted for funding but were currently still pending. Funders include Department of Defense (DOD), Department of Justice (DOJ), Department of State (DOS) and Federal Emergency Management Agency (FEMA). LaHaie stated that it was highly likely we would receive at least \$4 million of that, based on feedback received from DOD and DOS.

III. FLRCPI Program Update – Eileen LaHaie

- A. International Training Initiatives:** Executive Director LaHaie gave an update on its International Training Initiatives. Activities included: 1) a site visit/training held in Pinellas County at multiple locations for a delegation from El Salvador including high ranking police commanders and representatives from the Department of State in April 2016. Executive Director LaHaie acknowledged and thanked the Hispanic Outreach Center, Clearwater Police Department, St. Petersburg Police Department, City of St. Petersburg and the Pinellas County Sheriff’s Office for their support and assistance in making the visit a successful one. 2) Community Policing and COMPSTAT training in Panama continued via a contract with DOS during this reporting period. 3) CPSI was awarded a \$3million grant from the DOS to implement the Model Police Precinct (MPP) training project in El Salvador, over a 3-year period which includes the delivery of 175 courses that began in June 2016. In conjunction with the Bureau of International Narcotics and Law Enforcement Affairs (INL), the courses include Introduction to Community Policing, Advanced Community Policing, Intelligence Led Policing (ILP), COMPSTAT, Citizen Contact, and Trauma Informed Sexual Assault Investigations. These courses are all are 3 to 5 day trainings held throughout the country of El Salvador in hotels and the national police academy with primarily Spanish-speaking instructors CPSI is responsible for providing all the logistical support and subject matter experts/instructors.
- B. Public Safety Suicide Prevention Training (see handout):** Executive Director LaHaie reported that its multiple lines of public safety suicide prevention funding comes from DOJ and FEMA. Activities/Deliverables include:

24 BJA-funded trainings and Speaker Bureaus conducted this past year with 648 students in attendance. Regarding the FEMA grant, CPSI doubled the required deliverables which involved providing suicide prevention training to over 452 members of the fire service around the country. Refer to packet provided for handout of national training impact. Resources to address officer suicide are currently in development through funding from the COPS Office including the creation of agency protocols and short reports dealing with suicide that will be posted to the website; creation of an online awareness course for families of LEOs as well as informational brochures geared toward family members.

- C. USAO Civil Rights Working Group (CRWG) Update – William Daniels:** Mr. Daniels, Civil Rights Working Group chair, updated the committee on its latest activities District-wide. Please see the attached CRWG annual report from Mr. Daniels for the most current complete committee report.

- D. Executive Session on Police Leadership website:** Director LaHaie discussed the BJA Executive Session project and the latest additions to the website created to highlight products developed through this project. The website <http://bjaleader.org> is now live and is constantly being updated. The Executive Session is a national multi-year project focused on identifying the leadership skills needed by LE leaders of the future. The group last met in June 2106 in Clearwater, FL and the next meeting is tentatively scheduled for Feb/March 2017. Products include papers, interviews, videos, podcasts, leader profiles, etc. on topics including Image of Policing; Next Generation Leaders; Women in Policing; Change and Culture; Organization of the Future; Diversity.

- E. Various ongoing training programs:** Director LaHaie updated the committee on the various other training program including: our community outreach events where the Rock Climbing Wall is requested (Innis brook, police department/city gov't events, schools, non-governmental organizations, etc. Over 1,100 youth participated in these events. CPSI also conducted trainings based on recommendations made by advisory committee members at the last meetings. Topics included Heroin Awareness, basic Narcotics courses, De-escalation and Conflict Resolution, and basic Community Policing. In addition, the USAO funded CPSI to offer 8 Problem Solving and Partnership courses throughout the Middle District of Florida, in Tampa, Orlando, Jacksonville and Ft. Myers. The Project Safe Neighborhood grant is almost depleted and the remaining funds will be used for classes to be determined in conjunction with the United States Attorney's Office. Lastly, our community policing training in Puerto Rico continues although it has stalled lately because of the election of a new Governor. CPSI is still in contact with the Police Superintendent and has responded to her requests for training.

Training Manager Todd Kirchgraber gave an update on the BJA Pharmaceutical Crimes Investigation Training award. 23 deliverables are required under this grant. To date, CPSI has completed 2 of these deliverables with an additional 6 in the pending stage. Deliverables include:

Steering Committee Meeting; Prosecution Training Tool Kit; Investigations Training Tool Kit; Broadcast; Webinar/podcasts; On-site technical assistance; Classroom trainings, and Website development.

IV. CPSI Updates

- A. **Human Trafficking Training Activities** – Director LaHaie informed the Committee that RCPI/CPSI was asked to host an upcoming Human Trafficking event scheduled on September 22, 2016 at the Allstate Center. Duke Energy and the Pinellas County Urban League are sponsoring this event to educate Duke Energy employees about Human Trafficking. Scheduled speakers include Pastor Bill Losasso with the Florida Dream Center; an HT survivor; a law enforcement HT investigator and US Attorney Stacie Harris, MDFL-U.S. Department of Justice.
- B. **Critical Incident Peer Support project:** Kirchgraber provided an update on the Critical Incident Peer Support (CIPS) grant-funded project. This grant will end on September 30, 2016. All remaining projects are being finalized. With the support of the St. Petersburg Police Department and several of its staff and officers, CPSI created four videos on the aftermath of the three police officers killed in the line of duty. These short videos will be used to enhance training in this area and will also be available as online resources.
- C. **Fee - Based training:** RCPI/CPSI conducted 42 fee-based courses around the country representing 25 different topics to state, local, federal law enforcement, state & federal prosecutors, school administrators & teachers, first responders, faith-based organizations and community leaders.
- D. **Counter Narcotics Training (MCTFT):** Director LaHaie updated the committee on its Counterdrug program. In addition to delivering traditional counter-narcotic training, 20 new different *Combating Transnational Organizational Crime (CTOC)* courses are currently being developed. Also, staff is updating online and traditional course curriculum. By December 31, 2016, it is anticipated that the program will have conducted at least 75 courses, distributed 2,040 CD ROMs, trained 5,000 students online, and had 51,000 MCTFT videos views this year.
- E. **Awards:** Please see packet for awards received for two of the program's recent multi-media projects.

V. Upcoming Activities

- A. **El Salvador Conference** – Director LaHaie announced that they had received funding (firm fixed price contract) from the Department of State to oversee the logistics of a conference being held in El Salvador on best practices and the implementation of Model Police Precincts in October 2016. Our role will be to provide all subject matter experts, facilitators, note-takers for the conference and

submit a final after-action report. Attendees will include delegations of police commanders from El Salvador, Honduras, Guatemala, Belize and Costa Rica, in addition to INL staff and the US Ambassador.

- B. Upcoming Courses (see Handouts)** – Committee members were referred to handouts for upcoming course announcements. In addition, staff is currently completing the development of online courses on the topics of Port Security and ID theft awareness. Please reach out to RCPI/CPSI staff if there are other trainings you would like to request.

VI. Round Table Discussion – Lt. Gary Dukeman led the discussion.

Next Meeting: Spring 2017

Details to follow.

U.S. ATTORNEY CIVIL RIGHTS WORKING GROUP ANNUAL MEETING

September 9, 2016

Orlando, Florida



USAO-MDFL Civil Rights Working Group

Full Committee Report

September 9, 2016

Following are the summarized committee reports of the USAO/MDFL Civil Rights Working Group for the period **September 1, 2015 to August 31, 2016.**

FEDERAL LAW ENFORCEMENT/PROSECUTION

- A. Lee Bentley, III, USAO/MDFL
- Paul Wysopal, FBI-Tampa/Orlando
- Yohance Pettis, USAO/MDFL
- Simon Gaugush, USAO/MDFL
- Tiffany Cummins, USAO/MDFL
- Maritza Conde-Vazquez, FBI Tampa
- Deborah McCarley, FBI Jacksonville
- Eduardo Pesquera, FBI Jacksonville

Previous Goals

Identify community leaders/outreach (i.e. LGBT, Hispanic, and African American)

- Maintain regular contact
- Focus on Hate Crimes
- Be open and culturally sensitive
- Do not go in with a one-sided (agency-focused) agenda
- Allow venting
- Identify criminal/civil statutes and laws
- The Federal Law Enforcement/Prosecution committee will work on furthering the goals established and continuing to build and foster relationships in the community.

Conduct Outreach in Schools

- Go to underprivileged schools (middle school and up)
- Provide mentoring programs
- Conduct mock trial teams with local high schools

Enforcement/Prosecution

- Consider civil and administrative penalties

- Develop plan of action for the expedient and efficient review of reported incidents, matters, and cases among cooperating local/state/federal investigative and prosecutorial agencies.
- Meet with corresponding legal authorities to provide information, POCs, and updates on available legal remedies (e.g. criminal; civil/administrative, victims services, etc.) for bias-motivated crimes;
- Working with the FBI's Civil Rights Special Agent on pending civil rights matters, as well as potential community outreach opportunities;
- Establishing regular contact among subcommittee's representatives
- Develop specific plan of action related to community outreach
- Develop specific plan of action related to law enforcement outreach

Accomplishments

Working Group

- From September 2015 through June of 2016, AUSA Pettis and AUSA Gaugush attended weekly luncheons with a group of 5th grade boys at Lockhart Elementary School. This was a fantastic mentoring opportunity for the USAO, as AUSAs Pettis and Gaugush mentored between 5-8 boys for the entire school year. Some of these young men were at risk of not passing the 5th grade, but by the end of the year, AUSAs Pettis and Gaugush had the pleasure of attending the graduation ceremony whereby all of the young men successfully graduated.
- In November of 2015, AUSA Pettis and AUSA Gaugush conducted community outreach with CAIR (Counsel on American-Islamic Relations). AUSAs Pettis and Gaugush visited the CAIR office and met with Hassan Shibly, as well as other members of the local CAIR organization. This was an opportunity to educate CAIR on the USAO's Civil Rights Unit and the types of cases we are able to bring through both our Criminal Division and Civil Division.
- In January of 2016, AUSA Pettis and CRWG Chair William Daniels met with Patricia Newton and Qiana Daughtry with the City of Tampa Office of Human Rights. This was an opportunity to introduce ourselves and discuss our Civil Rights practice and determine if there were opportunities for our organizations to work together.
- In February of 2016, AUSA Pettis, along with AUSA Carlton Gammons participated in the St. Petersburg High School Community Speaker's Forum. This was an opportunity for the USAO to address approximately 50-60 high school students regarding the work that the USAO does both in the Criminal and Civil Divisions, as well as an opportunity to speak with the students about gun violence.

- In February of 2016, AUSA Pettis and Civil Rights Intake Specialist Natalie Powell met with the Fair Housing Section of Bay Area Legal Services to discuss our Civil Rights Unit and attempt to identify opportunities for our organizations to work together to ensure that the needs of the community in the area of Fair Housing are being met.
- In February of 2016, the CRWG put on the About Face: Turning Away from Hate Train-the Trainers session to 35 federal, state, and local law enforcement officers from 17 agencies. AUSA Pettis was able to secure the participation of DOJ Criminal Civil Rights Deputy Chief, James Felte, who presented on the Shepard-Byrd Act. This event was attended by members of the CRWG, including AUSA Pettis and FBI Assistant Special Agent in Charge Kristin Rehler.
- In March of 2016, AUSA Pettis and AUSA Roger Handberg met with the President and Past President of the Marion County NAACP to discuss our Civil Rights Unit, as well as to identify any issues in the community related to civil rights.
- In March of 2016, AUSA Pettis participated in the Boys & Girls Club Y.E.S. Academy program held at the USAO-MDFL. This was another mentoring opportunity that allowed the USAO to discuss the work of our office and give words of wisdom to the students.
- In April of 2016, AUSA Pettis participated in the Ft. Myers Fair Housing Summit. AUSA Pettis gave remarks to an audience of approximately 80 community members regarding the Fair Housing Act, the USAO-MDFL Civil Rights Unit, as well as to discuss recent Fair Housing cases that had been resolved in the Ft. Myers area.
- In April of 2016, AUSA Pettis participated in the Tampa Bay Fair Housing Summit in Clearwater. AUSA Pettis gave remarks to an audience of approximately 150 community members on behalf of the USAO-MDFL and discussed the USAO-MDFL Civil Rights Unit, as well as recent developments in the area of Fair Housing.
- In May of 2016, AUSA Pettis and AUSA Roger Handberg presented to the D.W. Perkins Jacksonville Bar Association regarding the USAO-MDFL Civil Rights Unit. This was a great opportunity to address approximately 40 members of the local bar association and educate them on the work done by both the USAO-MDFL, as well as the Civil Rights Working Group in general.
- In May of 2016, AUSA Pettis attended a symposium in South Carolina on Constitutional Policing and Critical Incident Response. This was an opportunity to learn from USAOs across the country, as well as various sections within DOJ regarding critical incidents of police involved shootings and working with both local law enforcement and community leaders to properly address and respond to those critical incidents.
- In May of 2016, AUSA Pettis participated in the “Guys with Ties” Mentoring Program held at the USAO-MDFL. This was an opportunity to address a group of approximately 10-15 young men regarding the types of matters handled by the USAO-MDFL.

- In June of 2016, AUSA Pettis and Civil Rights Intake Specialist Natalie Powell met with Gulfcoast Legal Services in St. Petersburg to educate them on our Civil Rights Unit, as well as to identify opportunities for our organizations to work together.
- In June of 2016, following the Pulse Night Club shooting, the CRWG, including AUSA Pettis and FBI Special Agent Maritza Conde-Vazquez participated in community outreach with the Muslim and LGBT communities. Both community outreach forums were well received and well attended and provided an opportunity for community members to speak openly about issues facing their respective communities, particularly following the Pulse Nightclub shooting.
- In August of 2016, AUSA Pettis traveled to Jacksonville and met with local area pastors and community leaders to address community issues in the Jacksonville area. There were 6 community leaders that were in attendance at this meeting.
- In August of 2016, AUSA Pettis and CRWG Chair William Daniels traveled to Ft. Myers and met with the Ft. Myers NAACP. There were 6 members of the NAACP Executive Board who participated in this meeting and provided AUSA Pettis and CRWG Chair Daniels with information pertaining to community concerns in the area of Civil Rights. This was also an opportunity to educate the NAACP on the types of matters handled by the USAO in the area of Civil Civil Rights.
- In September of 2016, AUSA Pettis, along with CRS Regional Director Thomas Battles, participated in a panel discussion at the NAACP Statewide Conference in Orlando, FL on the issue of criminal justice.

Investigations and Prosecutions

- The Civil Rights Coordinators for the MDFL have continued to maintain an excellent working relationship with their counterparts within the Civil Rights Criminal Division at the Department of Justice. Evidence of this has been seen through the Civil Rights Criminal Division's participation in the February of 2016 *About Face: Turning Away from Hate* Train-the Trainer session, as well as their participation in the community outreach put on following the Pulse Nightclub shooting. The USAO-MDFL have continued to work directly with the Civil Rights Criminal Division on all criminal civil rights matters that have occurred in the MDFL.
- Recent matters reported in the local media involving potential civil rights violations have been referred to the appropriate agencies for review and investigation.
 - As a direct result of the open lines of communication through the CRWG, the USAO, along with the FBI has been able to maintain direct contact on civil rights matters that have occurred in the community. These efforts have allowed for action to be taken immediately once an event has been reported. Further, the

key partners in the investigations and prosecutions of these matters have been able to keep their pulse on the status of investigations.

- As a result of the community outreach done over the past year, the USAO-MDFL has received a number of civil rights complaints from citizens all across the district. While many of these complaints do not rise to the level of DOJ/USAO-MDFL involvement, the receipt of such complaints demonstrate that the community is aware that the USAO-MDFL has an active Civil Rights Unit.
- The Civil Rights Coordinators for the MDFL have also developed and received approval by USA Bentley on a USAO-MDFL Civil Rights Protocol. This is an office-wide protocol meant to inform all AUSAs and staff of the handling and reporting of Civil Rights matters that arise in the MDFL. This protocol will allow for a streamlined process of identifying, responding to, and reporting Civil Rights matters. This protocol will also allow for the Criminal Civil Rights Division to have a primary point of contact for any and all criminal civil rights matters within the MDFL.
- USAO hired a Civil Rights Intake Specialist, Natalie Powell, who is responsible for all Civil Rights Intake for the USAO-MDFL.
- Because of the civil rights work done by the USAO-MDFL, the office was granted authority to hire a full time Civil Rights AUSA. The Civil Rights AUSA for the Middle District of Florida is AUSA Tiffany Cummins. AUSA Cummins was previously in the Criminal Division in the USAO-MDFL Orlando office. She will be responsible for civil rights matters and community outreach from Orlando to Jacksonville. AUSA Pettis will handle all civil rights matters from Tampa to Ft. Myers and continue to serve as the Civil Rights Coordinator for the USAO-MDFL.

Identify community leaders/outreach

- Civil Rights Intake Specialist, Natalie Powell has developed a running list of both community outreach efforts and community leaders. This list is helpful in maintaining working relationships with community leaders and ensures that the USAO-MDFL follows up with these leaders and organizations. Further, this running list is helpful in the event of critical incidents and provides the USAO-MDFL with readily available contact information.

Next Steps

The goals of the **FEDERAL LAW ENFORCEMENT/PROSECUTION** committee will be to continue to work together in both the investigation and prosecution of civil rights matters, as well as to continue in our efforts to conduct community outreach. Going forward, the **FEDERAL LAW ENFORCEMENT/PROSECUTION** committee will need to identify areas whereby we can conduct joint community outreach efforts. Further, for outreach previously conducted with

community organizations, it will be critical for the committee to conduct follow up outreach to maintain the trust and confidence of the community.

STATE AND LOCAL LAW ENFORCEMENT

- Tonja Bryant-Smith, FDLE
- Danille Carroll, Office of the Florida Attorney General
- Alan Hill, Hillsborough County Sheriff's Office
- Anthony Holloway, St. Petersburg Police Department
- Mitch Shaban, Orange County Sheriff's Office
- Michael Segreaves, Orange County Sheriff's Office
- Shawn McCormick, Jacksonville Sheriff's Office
- Anthony Moore, Jacksonville Sheriff's Office

Accomplishments

- September 15, 2015 - the Law and Your Community Presentation was held for the Tallahassee Community College. Approximately 20 Students attended.
- October 2015 - Sheriff Jerry Demings hosted an Orange County Crime Summit. Central Florida Chapter NOBLE Members attended.
- November 2015 - the North Florida Chapter of NOBLE hosted a Dancing With Cops Event. Approximately 60 people attended. This will be an Annual Event. Also in November, Thanksgiving Boxes were provided to five families in the community by various partners in Law Enforcement.
- November 2015 - the Central Florida NOBLE Chapter participated in a panel discussion on "Bridging the Gap from School by Dismantling the Pipeline to Prison." The event was sponsored and coordinated by Ms. Jacqueline Walters of Zeta Phi Beta Sorority, Inc., as a part of their "Get Engaged" initiative. NOBLE Member, Donald Woods represented the Chapter as a panelist. Other panelists included Major Denise Demps of Orange County Sheriff's Office, and Attorney Jared Brooks of Orange County Public School. The panel was moderated by Attorney James Smith III, of the Center for Professional Legal Services. Approximately 40 guests, most of whom were law students at Florida Agricultural and Mechanical University Law School, attended the onsite event. NOBLE Participants included Trevor Velinor (ATF), Marilyn Lucas (US Postal Service- OIG), and Donald Woods (Orange County SO).
- December 2015 - Law Enforcement Breakfast with officers and community members.
- March 2016 - the USAO-MDFL obtained *Smart on Crime* funding in which the North Florida Chapter of NOBLE would partner and host three *Law and Your Community* presentations (Tampa, Orlando and Jacksonville).

- March 2016 - the Central Florida Chapter of NOBLE attended and participated in an Anti-Domestic Violence and Anti-Youth Violence hosted by Orlando Police Department and facilitated by Sergeant Debra Thomas of OPD. NOBLE participants included Trevor Velinor (ATF), Jimmy Godbold (TSA), Marilyn Lucas (US Postal Service-OIG), and Anna Caldwell (Orange County SO).
- June 23, 2016 - the North Florida Chapter of NOBLE conducted the *Law and Your Community* workshop at Middleton High School (Tampa). Various agencies' LEOs attended. There was great interaction with the children and law enforcement. This was a partnership with the USAO-MDFL, US Postal Service, Tampa Police Department, and Tampa Port Police.
- July 27, 2016 - the North Florida Chapter of NOBLE conducted the *Law and Your Community* presentation at Florida State University for approximately 400 students. This was one of the largest presentations conducted since we started doing the program.
- August 4, 2016 - the North Florida Chapter of NOBLE conducted the *Law and Your Community* workshop at Polk State Community College in Winter Haven, Florida. This event had approximately 25 people but there were mostly adults which made the interaction very different. It was very interesting to compare the adults' interpretation of law versus how children see the law. This was a partnership with the Panhellenic Greek Council, Winter Haven Police Department, Polk County Sheriff's Office and Haines City Police Department.
- August 16-20, 2016 - local churches in Tallahassee hosted a *Solidarity Week* for all First Responders. A press conference started the event, followed by a Picnic with the Police on Saturday and a Church Service on Sunday. These were well attended events and really strengthened the bond between law enforcement and the community.
- August 26, 2016 - the North Florida Chapter of NOBLE conducted the *Law and Your Community* at International Faith Ministries (Orlando). This was one of our better interactions due to the participation of the children. This was a partnership with Orange County Sheriff's Office, Orlando Police Department, Alcohol, Tobacco and Firearms., Urban League and USAO-MDFL.

Next Steps

- Conduct training on the *Law and Your Community* for various individuals in the Central and South Florida areas and hold more presentations throughout the State.
- Conduct training on *Procedural Justice* that would include a Train the Trainer Course which is a comprehensive and culturally competent procedural justice curricula and training program for law enforcement built on evidence-based principles that will support an enhanced and increased understanding of the issue of disproportionate minority contact (DMC). Furthermore, it supports law enforcement in building strong community relationships, enhancing interactions with youth, and creating effective interventions to

divert at-risk and minority youth from the system. Local leaders and community stakeholders are likely to invest in viable and sustainable solutions aimed at reducing the effects of DMC in their community.

- Continue to work with Law Enforcement to facilitate bridging the gap, education and communication within the Communities that we serve.

EDUCATION/CIVIC

- Donna Elam, Elam Leadership Institute
- Mark Schlakman, FSU Center for Advancement of Human Rights
- Charlene Taylor Hill, City of Jacksonville Human Rights Commission
- H. Roy Kaplan, U.S. Dept. of Education Consultant
- Eileen LaHaie, Center for Public Safety Innovation (CPSI)/RCPI

Accomplishments

- About Face: Turning Away From Hate
 - Showcased the *About Face: Turning Away From Hate* project in progress at the Florida Department of Education Equity Officers Training Conference on September 29, 2015 in Orlando, FL.
 - Completed 2016 *About Face: Turning Away From Hate* interactive learning tool, revising and updating all content in the original program to reflect changes in hate crime statutes and broaden program scope by focusing on federal legislation, including the Shepard/Byrd Hate Crimes Prevention Act of 2009.
 - Coordinated packaging of the *About Face: Turning Away From Hate* interactive learning tool for distribution via boxed flash drives with external and internal copy and artwork.
 - St. Petersburg College's Center for Public Safety Innovation hosted a Speaker's Bureau event on Cultural Competency at the Allstate Center campus on February 2, 2016, during which the *About Face* program was introduced to law enforcement personnel and state legislators. Event summarized and highlighted on the United States Attorney's Office Middle District of Florida website. <https://www.justice.gov/usao-mdfl/us-attorneys-civil-rights-working-group-launches-interactive-training-tool#main-content>
 - St. Petersburg College's Center for Public Safety Innovation held an additional Speaker's Bureau event on Cultural Competency for educators on May 12, 2016, at the Allstate Center campus. Event summarized and highlighted on the United States Attorney's Office Middle District of Florida website. <https://www.justice.gov/usao-mdfl/gallery/florida-educators-trained-hate-crimes#main-content>

- The 2016 *About Face: Turning Away From Hate* program can also be accessed through the following link: <http://centipede.spcollege.edu/aboutFace/>
 - The update of this “About Face: Turning Away from Hate” training tool was funded by BJA grant #2010-DDBX-K018 awarded to the Center for Public Safety Innovation at SPC.
- **Race Relations** – R. Kaplan helped facilitate dialogues on race relations and discrimination against LGBT at the following locations and events during this past year:
- February 20, 2016 (Tampa) = Hillsborough Community College "Black, Brown and College Bound" workshop with Dr. Navita Cummings James on "How the Media Shapes Social Action and Perceptions of Equality." Approximately 50 attendees.
 - January 17=18, 2016 - co-organizer of the Rev. Dr. Martin Luther King, Jr. Interfaith Services in Hillsborough and Pinellas Counties.
 - January 27, 2016 - co-facilitated panel on Immigration at Hillsborough Community College, South Shore Campus.
 - February 5, 2016 - co-facilitated Unity Day Youth Conference at Zephyr Hills High School.
 - February 18, 2016 - panelist on "Black Lives Matter" at USF Tampa, for the Institute on Black Life.
 - March 22, 2016 - organizer for transgender discrimination forum at Hillsborough Community College. Approximately 30 attendees.
 - March 24, 2016 - co-facilitated conversation on Islam, Art and Social Policy at the University of South Florida, Patel College. Approximately 75 attendees.
 - April 15, 2016 - co-facilitated workshop on diversity for Hillsborough Community College faculty. Approximately 100 attendees.
 - May 6, 2016 - facilitated Unity Day workshop for 4th grade students at Forest Hills Elementary School. Approximately 60 students in attendance.
 - June 14, 2016 - Organizing Committee and co-facilitated workshop at the Together We Stand Youth Summit for Pasco County School District at Wesley Chapel High School. Approximately 450 people in attendance.

Next Steps

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- _____
- _____

TRAINING/OUTREACH

- William Daniels, USAO/MDFL
- Thomas Battles, DOJ Community Relations Service
- Mildred Duprey de Robles, DOJ Community Relations Service
- Deborah McDonald, FDLE TBROC

- Joseph Smith, USAO/MDFL
- Khalilah Daniels, USAO/MDFL
- Leshanda Duparl, FBI Tampa

Previous Goals

- Complete the revision of the *About Face* CD; link to Florida schools standards and achievements **[Completed]**
- Deliver *About Face* Training to select law enforcement users; educators/school districts **[Completed]**
- Follow up with Orange County Sheriff Jerry Demings to deliver diversity and/or hate crimes training with his department; District 6 deputies responsible for policing Disney *[Incomplete]*
- Explore the feasibility of developing an operational plan for the MDFL for the effective response to bias-motivated crimes *[see Federal Prosecution/LE subcommittee for update]*
- Explore the possibility of how to direct law enforcement agencies to websites with civil rights resources *[incomplete]*
- Research the Youth Ambassadors Diversity Program (south Florida) to determine if efforts may be replicated in school systems in central Florida *[incomplete]*
- Develop 15-minute segments training video vignettes (e.g. Responding to Hate Crimes, etc.) for agency roll call and/or vehicle terminals *[incomplete]*
- Make an introductory presentation on the “*About Face*” project to the following law enforcement associations *[incomplete]*:
 - Tampa Bay Area Chiefs of Police Association (D. McDonald)
 - Florida Police Chiefs Association (D. McDonald)
 - Florida Sheriffs Association
 - Florida Prosecutors Association (L. Bentley)

Accomplishments

Training

- Completed revision of *About Face: Turning Away From Hate* and delivered the following training:
 - February 2, 2016 – Law Enforcement Train-the-Trainer session; 35 federal, state, and local officers from 17 various agencies
 - May 12, 2016 – Educators Train-the-Trainer session; 34 college/high/middle school Florida educators trained
 - August 4, 2016 – JROTC Instructors; 63 Florida JROTC instructors from 28 Hillsborough County Schools trained

- Jacksonville Bar Association Diversity Workshop (March 29, 2016) – W. Daniels presented Building Trust & Legitimacy workshop to Jacksonville/Duval association attorneys.
- FBI Color of Law Training (January 14, 2016) – W. Daniels participated in FBI/DOJ training with area law enforcement.
- Law and Your Community Training – National Organization of Black Law Enforcement Executives (NOBLE) workshops on proactive teen/citizen and law enforcement engagement were conducted on the following dates:
 - June 23, 2016 – Middleton High School (Tampa, FL)
 - August 26, 2016 – Central Florida Urban League (Orlando, FL)

Outreach

- January 25, 2016 – W. Daniels made Civil Rights presentation to student class (Seminole State College, Sanford campus) featured *About Face* program.
- April 4, 2016 – W. Daniels served as co-panelist on Interfaith/Diversity panel at Seminole State College; introduced the “*Community Challenge*” PSA to students; J. Smith and K. Daniels attended.
- April 13, 2016 – K. Daniels organized *Courageous Conversations (Racism & Reality)* forum at the University of Central Florida. R. Kaplan/D. Elam facilitated; W. Daniels and J. Smith participated along with UCF students, faculty, law enforcement and Orlando/Orange County community members.
- May 25, 2016 - K. Daniels organized *Courageous Conversations (Do Black Lives Matter?)* forum at the University of South Florida. R. Kaplan/N. Cummings facilitated; W. Daniels and J. Smith participated along with USF students, faculty, law enforcement and Tampa Bay area community members.
- June 17, 2016 – K. Daniels, AUSA Y. Pettis, M. Duprey de Robles, W. Daniels, and Tom Battles organized and facilitated in a meeting with Orlando/Orange County Imams and the Muslim community in response to threats against local mosques following the Pulse Nightclub mass shooting. Federal and local law enforcement agencies also participated.
- June 17, 2016 - K. Daniels, AUSA Y. Pettis, M. Duprey de Robles organized and facilitated a forum with the LBGT community in response to fears and concerns following the Pulse Nightclub mass shooting, in Orlando. Federal and local law enforcement agencies also participated.

Next Steps

- FBI/FDLE Civil Rights Conference (Jacksonville) – September 29, 2016

- U.S. Attorney Bentley – CRWG (Hate Crimes; Color of Law)
- T. Battles - Community Relations Service (Sanford Project)
- W. Daniels – Building Trust & Legitimacy (LE-Community Workshop)
- *Courageous Conversations* forum – University of North Florida (9/15/16)
 - R. Kaplan, K. Daniels
- *The Law and Your Community* training – Edward Waters College (9/15/16)
 - T. Bryant-Smith, K. Daniels
- *Community Resilience Against Violent Extremism* forum – University of Tampa (9/15/16)
 - A. Bentley, W. Daniels, J. Smith
- *Law Enforcement Transgender* training - TBD
 - M. Duprey de Robles