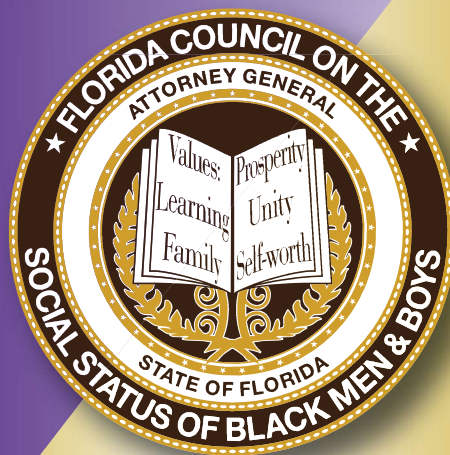


# FLORIDA COUNCIL ON THE SOCIAL STATUS OF BLACK MEN AND BOYS

2015-2016



ANNUAL REPORT



## A MESSAGE FROM OUR ATTORNEY GENERAL

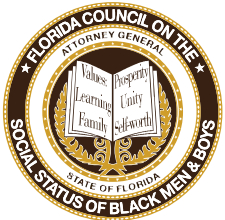
It is my privilege to present to you the Florida Council on the Social Status of Black Men and Boys 2016 Annual Report.

This year's report highlights the Council's accomplishments and the importance of its work in Florida. Under Dr. Eddy Regnier's leadership, the Council has concentrated its efforts on the critical challenges threatening the recruitment and retention of black males in education. In 2015, the Council focused its efforts on creating positive interactions with law enforcement, reducing violent crime rates among black males and researching strategies to help reduce high dropout rates in schools.

It is the Council's hope that this awareness will encourage community partnerships to model effective programs and practices that will have a positive effect on the lives of black males in Florida. I urge policy makers, community-based organizations and local government officials to support the important work of the Council.

Sincerely,

Pam Bondi  
Attorney General



## A MESSAGE FROM OUR CHAIRMAN

On behalf of The Florida Council on the Social Status of Black Men and Boys, I am again delighted to present this year's annual report to Governor Rick Scott, Speaker of the House Steve Crisafulli, Senate President, Andy Gardiner, Attorney General Pam Bondi, elected Florida officials, state agency heads, community advocates, community organizations and the citizens of the State of Florida. This report is the product of another year's effort to continue to research and discover remedies for disparate conditions that affect black men and boys across the state. Because African American males face unprecedented challenges in every area, the need for the Council's work has never been more needed.

This year was filled with the completion of valuable research directed at expanding our understanding of the barriers that negatively affect black men and youth. The Council has explored how to restore needed mental health treatment services across the State, that in past years have seen a dramatic decrease. The Council also conducted community meetings to educate black males about law enforcement in their area. In addition, the Council met with the Association of Police Chiefs to discuss how to better educate black youth about the role of law enforcement with the hope that such knowledge will reduce fatalities. It is the Council's hope to continue research on ways to improve communications and relationships between black males and law enforcement officers.

Sincerely,

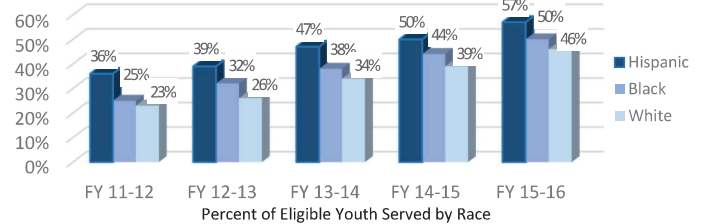
Eddy M. Regnier, Ph.D.  
Chairman

## SUBCOMMITTEE UPDATES

## CRIMINAL JUSTICE AND COMMUNITY RELATIONS

The Florida Department of Juvenile Justice (DJJ) civil citation initiative is an alternative to arrest that addresses a youth's behavior at his or her first encounters with the juvenile justice system. Benefits of civil citation include the avoidance of a criminal history record for the cited offense and the lowest recidivism rate (5%) in the juvenile justice continuum. In Fiscal Year 2015-16, 19,319 youth were eligible to receive a civil citation and 9,563 (50%) were cited, representing an 7% increase over the prior year. Of the 9,563 youth issued a civil citation, 2,002 (21%) were Black males.

Civil Citation serves higher percentages of minority youth



### Civil Citation

Civil Citation has historically served higher percentages of eligible minority youth. In Fiscal Year 2015-16, 57 percent of eligible Hispanic youth were cited, compared to 50 percent of eligible Black youth and 46 percent of eligible White youth.

### Recommendation(s)

The Council should continue its focus on the use of civil citation as a means to build success in the lives of Black youth.

- ❖ The Council should advocate for the expansion of civil citation to all 67 Florida counties. Currently, civil citation is not available in Bradford, Calhoun, Gulf, Hardee, Polk, Taylor and Washington counties.
- ❖ The Council should help build statewide equity for youth by encouraging the use of civil citation in counties with less than 50 percent utilization.

## SUBCOMMITTEE UPDATES

## EMPLOYMENT & ECONOMIC DEVELOPMENT

Florida has a dynamic workforce system designed to offer employment and training opportunities to help Floridians to become gainfully employed and achieve economic prosperity. The CareerSource Florida network offers a full range workforce services that support a customer-focused service delivery model intended to improve the employment outcomes of all Floridians and address barriers to employment.

### Workforce Initiatives & Updates

Florida's economy continues to improve and Florida's employment data indicates that black male participation in the workforce system has increased. Implementation of the Workforce Innovation and Opportunity Act (WIOA) continues across the state with numerous program partners, community involvement and service delivery enhancements. Critical to the disadvantaged population represented by the Council, WIOA makes key investments in serving disconnected youth and other vulnerable populations. Services available through WIOA prepare vulnerable youth and other jobseekers for successful employment and supports the needs of Florida's businesses.

In Program Year 2015, 214,922 black males across the state accessed workforce services compared to 203,953 black males in Program Year 2014, which represents an increase of 13,969 black males. In Florida the 2015 unemployment rate for black males was 9.8% which is a decrease from the 2014 black male unemployment rate of 14.2%.

Workforce Services - Black Males

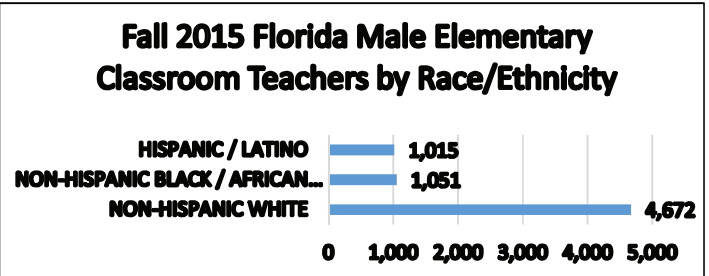


### Recommendation(s)

The Council should continue its focus on improving the employment and economic conditions for black males by:

- ❖ Seeking opportunities to promote and partner on statewide workforce initiatives aimed at improving the employment outcomes for black males.
- ❖ Providing funding to support research to identify effective employment engagement strategies proven to increase black male representation in high-wage, high demand occupations and in occupational areas with low minority representation.

Florida has a vast educational system that encompasses 67 counties, serving approximately 3 million students statewide. The Florida Department of Education serves as the single warehouse of education data from school districts, which allows for the tracking of student performance across time and across varying education segments. The mission of the Department of Education is to increase the aptitude of all students by providing them with the opportunity to expand their knowledge and talents through various learning opportunities and research valued by students, parents, and communities, and to maintain an accountability system that measures student progress.



\*6,892 Total Male Teachers Fall 2015

**Recommendation(s)**

The Council should continue its focus on improving and supporting the educational development of black males by:

- ❖ Continuing to explore incentives and initiatives that will assist in recruiting and retaining black males in the education profession, specifically at the elementary level.
- ❖ Seeking opportunities to engage in meaningful conversation regarding the notion of streamlining educational Codes of Conduct across the state, including the use of Restorative Justice Practices in school settings, in an effort to provide consistency and continuity when enforcing disciplinary actions, particularly with black males.

The Florida Departments of Children and Families, Health, Education, and Juvenile Justice collaborate annually to administer the Florida Youth Tobacco Survey and the Florida Youth Substance Abuse Survey (FYSAS). The 2015 FYSAS report includes data on the three largest ethnic groups in Florida: White, non-Hispanic, African American and Hispanic/Latino. African American students reported the lowest rates of alcohol, cigarette, and any illicit drug use when compared to the other ethnic groups. This trend is still evident when reviewing survey data for only African American males.

Physical/Behavioral Health and Family Stability Initiatives/Updates

Overall, this survey data indicates promising opportunities for the Council to identify and expand the protective factors that lead to reduced rates of substance abuse in the African American young male population in Florida. The data also highlights a need for continued research of best practices that address the risk factors for the higher rates of certain antisocial behaviors. The most troubling aspects of this survey data are the significantly higher rates of arrests, suspensions, and a reported prevalence for attacking someone with intent to harm.

**Recommendation(s)**

The Council will continue its focus on identifying ways to improve physical and behavioral health outcomes for black males by:

- ❖ Continuing to research and propose best practices that expand protective factors that lead to positive health outcomes for black males.
- ❖ Partnering with state agencies, healthcare professionals, and key stakeholders to recommend changes to reduce barriers to care and decrease risk factors that lead to negative physical and behavioral health outcomes for black males.



# COMMUNITY....CONNECTION....COMMITMENT

The Council on the Social Status of Black Men and Boys (CSSBMB) critically explores some of the greatest challenges presently faced by black men and boys. Through academic research, community dialogue, discussion panels and field experts, the CSSBMB produces vital recommendations that serve as a blue print for policy driven decisions. This year, the CSSBMB demonstrated its commitment to fulfilling their legislative mandate through the endorsement of four special initiatives. The areas of focus included:

- ❖ black males in education,
- ❖ black males in employment, and
- ❖ survival strategies for black youth.

## **Tallahassee - December 10, 2015**

### **Day of Dialogue Employment and Economic Development: Employment for Older Youth**



The Council on the Social Status of Black Men and Boys (CSSBMB) sponsored a workshop to specifically assess critical economic and employment challenges faced by black males and strategies to address them. The CSSBMB invited city and state officials, workforce representatives and community leaders to serve as panelists for the event. The keynote speaker was Mr. Edward DeJesus, National Director of Workforce Development Policy and Programs for Youth Advocate Programs, Inc. and CEO of Edward DeJesus Seminars and Consulting. The workshop was held at the Florida State Conference Center, on the campus of Florida State University in Tallahassee, Florida.

The Day of Dialogue culminated with an interactive Teen Rally held at the local Palmer Monroe Teen Center. Mr. Edward DeJesus also offered an extraordinary message to youth attendees; encouraging them to never allow others impede their education and economic progress.

## **Daytona – April 18 - 19, 2016**

### **Day of Dialogue Education: Recruiting and Retaining Black Males**



The Council on the Social Status of Black Men and Boys (CSSBMB) convened a four- member panel to discuss the state of black males in education; while specifically assessing the critical challenges that threaten the recruitment and retention of black males. In partnership with the Bethune-Cookman University (B-CU), the CSSBMB invited Deans of Education from four historically black colleges and universities to participate in a Day of Dialogue in Daytona Beach, Florida. The two-day event began with a round table discussion on the evening of April 18, 2016, at the Mary McLeod Bethune Performing Arts Center, President's Banquet Room; and culminated on April 19, 2016 with a panel discussion at the Michael and Libby Johnson Center for Civic Engagement, both on the campus of Bethune-Cookman University.

The Day of Dialogue shed light on the underlying causes for the critical shortage of Black male educators. Panelists offered invaluable insight by exposing some of the barriers Black males face when entering the field and proposed measures to increase their presence in classrooms.

## **Miami- May 27, 2016**

### **Teen Workshop on Effective Youth Engagement: MAKiN' iT**

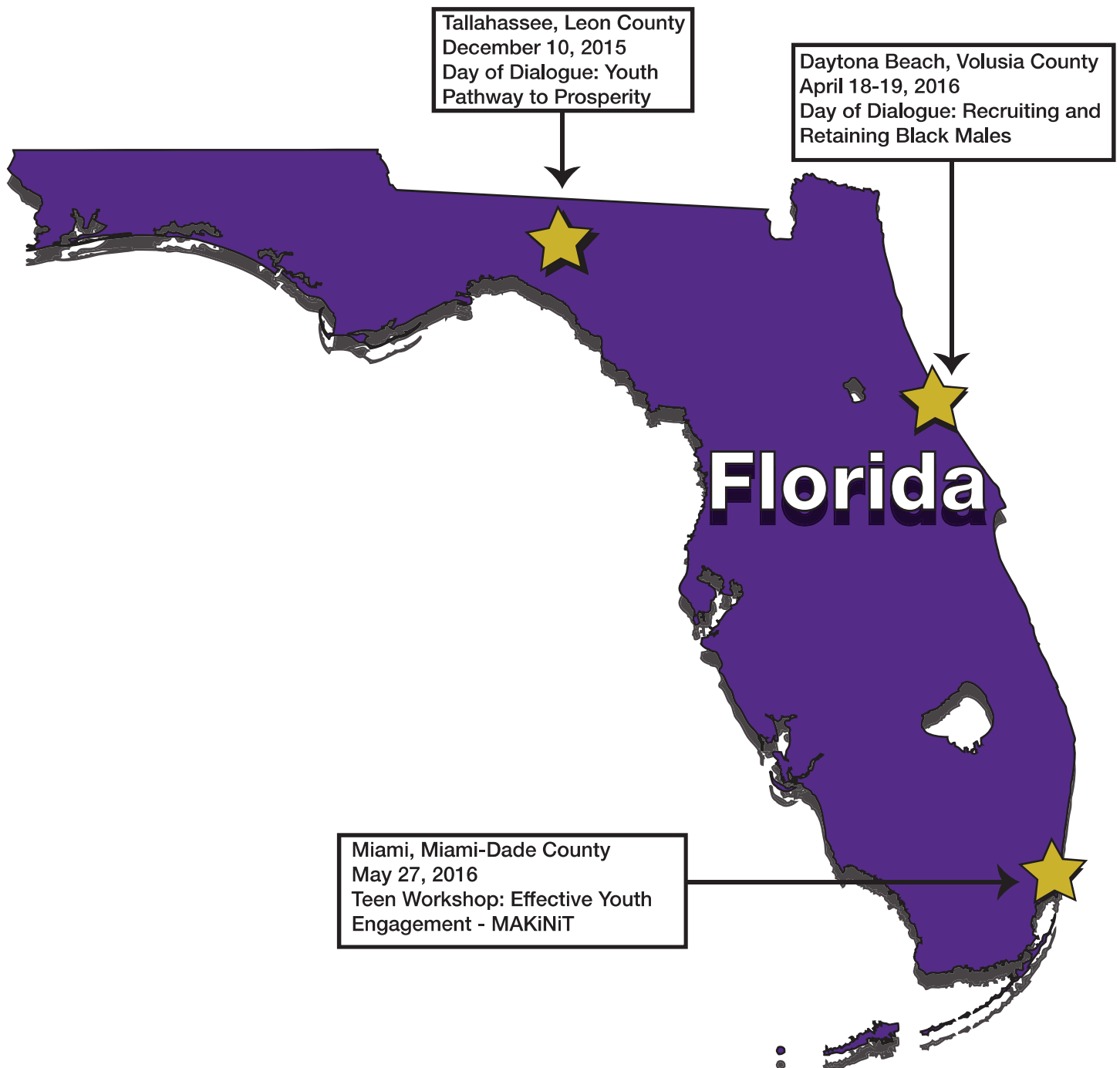


#### **Teen Workshop on Effective Youth Engagement: MAKiN' iT**

The Council on the Social Status of Black Men and Boys (CSSBMB) sponsored a teen workshop in conjunction with the 31st National Preventing Crime in the Black Community Conference. The workshop presenter was Mr. Edward DeJesus, National Director of Workforce Development Policy and Programs for Youth Advocate Programs, Inc. and CEO of Edward DeJesus Seminars and Consulting. Utilizing the framework for his MAKiN' iT Leadership Program, Mr. DeJesus provided attendees with a sound understanding of the forces that impede youth from reaching "True Survival." His powerful message challenged old mindsets concerning achievement and

focused on the importance of making good decisions about life choices, education, and career development. The workshop was held at the Hyatt Miami Hotel in Miami, Florida on Friday, May 27, 2016.

# ENGAGING...EDUCATING...EQUIPPING...ENCOURAGING



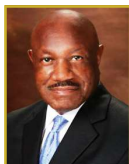
# COUNCIL MEMBERS



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Eddy M. Regnier, Ph. D.  
Clinical and Forensic Psychologist  
Assessment and Psychotherapy Services



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Rod Duckworth, Chancellor  
Career & Adult Education



1st Vice Chair  
Edison O. Jackson, Ed. D., President  
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Argatha Rigby-Gilmore, Police Chief  
Lake City Police Department



Alan B. Williams, Representative  
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Florida House



Mike Mason, Director  
Office of Minority Health and Health Equity  
Florida Department of Health



Albert Simpson, Jr., Ph. D., Reverend  
Pastor  
Philemon Worship Center



Oscar Braynon II, Senator  
District 36  
Florida Senate



Ben Shirley, Jr., Director  
Regional Economic Self Sufficiency  
Department of Children and Families



Paul Wilson, Administrative Director  
School Operations/Special Programs  
Miami-Dade County Public Schools



Craig Swain, Faith Network Coordinator  
Disproportionate Minority Contact Specialist  
Florida Department of Juvenile Justice



Rob Bradley, Senator  
District 7  
Florida Senate



Gilbert D. Barnes, Assistant Bureau Chief  
Contract Management and Monitoring  
Florida Department of Corrections



Shawn Thomas, Reverend  
Youth Pastor  
Mt. Zion Progressive Missionary Baptist Church



Lois A. Scott, Bureau Chief  
One Stop and Program Support  
Florida Department Economic Opportunity



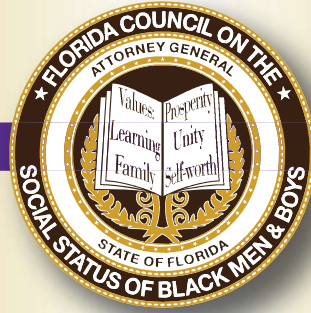
Thad Fortune, Coordinator  
Vendor Relations  
Department of Management Services



Marlon Storey, Program Administrator  
Bureau of Medicaid Policy  
Florida Agency for Healthcare Administration



William Hardin, Manager  
Operations Unit - SAMH  
Florida Department of Children and Families



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DECEMBER 2015-2016**

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