



# **FORT WAYNE COMMUNITY ACTION PLAN AGAINST VIOLENCE**

**Building Bridges to a Better Community**



## **Building Bridges to a Better Community**

### **Who are your partners in community safety?**

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The first thing we must understand is that the public peace in our city is not kept primarily by the police force or law enforcement. Peace is kept primarily by an intricate, almost unconscious network of voluntary controls and standards among the community... the people themselves. No number of police can enforce peace where the normal standards of civility and principle have been broken.

There are three elements needed to commit a criminal act: opportunity, ability, and motive. Furthermore, there are two ways to reduce crime: either prevent it from happening in the first place, or apply various social controls that will impact on potential offenders. Crime prevention methods are primarily directed at preventing someone from becoming a victim by reducing a potential offender's opportunities and abilities to commit crime. Crime control methods are predominantly directed at reducing a potential offender's motivation to commit crime through penal/correctional, social, cultural and economic interventions.

A successful attempt at reducing crime will be achieved when a large section of the community is involved. Neighbors supporting neighbors, social service agencies working together in true collaboration, government and law enforcement engaging the community, business' investing in people and the church community putting its faith in action... It takes a village.

### **Introduction**

Fort Wayne residents increasingly perceive their communities to be menaced by violence and fear that public institutions cannot maintain social order. Violence—and the fear of violence—have changed the way people live, their interactions with friends and strangers, the way they raise their children, and their confidence in public officials.

One-third of all young black men are involved with the criminal justice system at any time (awaiting trial, in prison or jail, or on probation or parole), and a similar percentage will spend some time in prison or jail during the course of their lives. Of

the one in nine African American men between the ages of 20-30 who are incarcerated; 50% are dropouts and 90% are functionally illiterate

The extent of the problem is further indicated by the fact that homicide is now far and away the leading cause of death among African-American teenagers [National Center for Policy Analysis]. Further, the juvenile arrest rate for all types of violent crimes has surpassed the rate recorded for adults [Utah Commission on Criminal and Juvenile Justice]. As incidents of violence involving youth have increased, public demands for effective measures aimed at curtailing youth violence have grown commensurately.

Fort Wayne's crime rate has increased in line with the national average. The response from policymakers to the surge in violent crime has primarily come in the form of "get tough" measures, including substantial increases in funding for law enforcement and corrections, and increased penalties for individuals convicted of offenses involving the use of violence. Despite these "get tough" measures, public perceptions and concerns about violence have not been quelled, and the sense of urgency to find solutions remains high.

This paper will make an attempt to provide solutions for community violence in Fort Wayne. We gathered the community together in 7 different grass root meetings and divided them into 7 different groups. Those groups included a Review Team – That reviewed past and/or present successful programs in and/or outside of Fort Wayne; Data Team - Research and compare data regarding statistics around employment, education attainment, crime rate, affordable and livable housing and supportive services on the central and southeast side of Fort Wayne; Program Team - Consider existing community programs as well as new innovative programs to assist with creating a new healthy community culture. Special Events Team - Special events activities. This group was charged with keeping the issue of reducing violence on the top of mind and in the public consciousness. Activities include things like – Gun amnesty, public marches, sporting events, parent conference etc; Police and Community Relations Team - This team was charged with working with the police department to create an improved relationship; i.e. promoting better communications methods for reporting crime, encourage open dialogue etc; Post -secondary education skill Team – This team considered short and long term educational and skill building options for the target area; Mental and Physical Health Team - This team was focused on access to mental and physical health services, awareness to mental and physical health services to remediate anger, depression, drug addiction, family dysfunction as well as physical wellness; Church and Religious Team - This team was charged with galvanizing the faith community as an active participant in the community plan essentially putting faith in action.

Finally, this paper will present a layered community approach to successfully reducing violence, focusing on a comprehensive community driven local responses to violence. In a healthy society, citizens should neither have to fear for the safety of youth nor fear being victimized by them. Today, however, many people are exposed to the threat of violence in their homes, schools, work and neighborhoods. At an alarming rate, the entrepreneurial talents and skills of some of our brightest youngsters are employed in the lucrative but lethal trade of distributing illegal substances. They war with each other, deface buildings, terrorize neighborhoods, and engage in other malicious acts. It is disheartening to see the growing numbers of young people who value neither their own lives nor those of their victims. In this *Action Plan*, we will present a broad vision for reforming and taking back our community by reducing violence.

Clearly this *Action Plan* cannot include all sources of guidance on possible solutions but it will provide a direction for our local community's plan for peace.

We can ill afford not to do anything. The *Action Plan* presents examples of community commitment to solutions that work. We have an opportunity to build something new that brings about positive change in our own communities.

Violence is a major concern in all communities, impacting not only victims and their families, but also the perceptions of safety and the economic well-being of the community. Violence is a complex public health problem, but it is a preventable problem. Together:

- We must assist city government to develop and evaluate a comprehensive set of strategies for reducing violence.
- Establish and implement a leadership program in order to strengthen the voices of grass root leadership.

We plan to build on the strengths of the community and recruit and make available the necessary resources to empower the community and change lives.

The actions in this plan represent the first steps towards coordinated and comprehensive approaches to reducing community violence. The Action Plan identifies a series of gaps in existing efforts to reduce community violence.

Ongoing monitoring and evaluation of the actions are important to ensuring the success of the Action Plan, enabling the identification of new challenges, and the redirection of resources to meet those challenges as they arise. We are committed to **Building Bridges to a Better Community**.

The community selected the name **Building Bridges to a Better Community** for this initiative. The Vision and Mission statement are listed below.

**Vision** – The vision of the BBBC is to build a healthy community that is sustainable, viable, diverse, united and relevant to the ever-changing needs of our multigenerational society.

**Mission**- The mission of the BBBC is to develop a generational legacy that will promote positive support for the community through empowerment and engagement

### **What the Fort Wayne community told us:**

What we found is that the community felt that attracting new employment opportunities to the area was seen as a key challenge, particularly for youth. It was established that job training and skill development is also needed..

Other feedback highlighted the need to ensure access and provision to physical and mental health services, better access to public transit, improved housing standards, youth activities that were available during the evening, parent support programs and social service and community coordination in service delivery.

The community feels the best intervention and enforcement efforts are also preventive efforts. In the same way, the best prevention programs produce intervention effects. The prevention/intervention/enforcement strategy is seen as providing a continuum of services in an overlapping circle of care. They feel strategy must be evolved in this way because of the complexity of the overall problem. We want to create a community that is no longer built for a temporary stay but a point of destination.

### **Why does the data say?**

Located in northeast Indiana, Fort Wayne is the second most populous city in the State of Indiana, with a 2011 population of 258,803 (The U.S. Department of Commerce, U.S. Census: American Community Survey, 2011 1-year estimates or 3-year estimates, <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml> ). The racial/ethnic demographic makeup of the City of Fort Wayne is 75.8 percent White, 15.9 percent Black, 7.6 percent Hispanic, and 2.8 percent Asian. This

compares to the State of Indiana, which has 84.6 percent White, 9.0 percent Black, 6.1 percent Hispanic, and 1.6 percent Asian.

The American family has drastically changed. With increases in divorce rates, single-family households, blended families, and children born to unwed mothers, the family structure of our parents and grandparents no longer dominates our society. “This emergence of disparities early in children’s lives that steadily widen into adulthood reflects the multiple challenges and resource deficits among unstable families that are all too often transferred across generations.” (National League of Cities, “City Leadership to Promote Black Male Achievement: Municipal Action Guide,” 2012.) Black families are more likely to be female-headed households and many times lack the involvement of the father. Though this national trend applies to all races, the disparity in black families along with other focus area issues only perpetuate the problems young black families face. In addition to household structure, the family income levels are lower, along with homeownership. When households face these and other factors, it often diminishes the opportunity for a stable home structure where a child can flourish.

Another key issue that cannot, at this point, be disregarded is Institutional Racism. This is a real issue that rears its head in employment, education, housing and in other areas in our society. Institutional Racism intentionally or unintentionally establishes policies or rules that inherently create difficulty for blacks and other minority’s to access the same services equally as the majority population enjoys (Teaching Ethnic Studies: Concepts and Strategies. 43rd Yearbook *National Council for the Social Studies*, 1201 Sixteenth Street, N.W., Washington, D.C. 2003).

## Assessing the Data

City of Fort Wayne						
Odds Relative by Race/Ethnicity of Black Population compared to White, Hispanic and Asian Populations						
Statistics Courtesy of Fort Wayne's National League of Cities grant submission						
Outcome Indicator	Odds of Occurrence for Blacks Relative to Whites (x:1)	Odds of Occurrence for Blacks Relative to Hispanics (x:1)	Odds of Occurrence for Blacks Relative to Asians (x:1)	Demographic Area	Male only, Female only, or Both Sexes	Data Year
Focus Area: Strengthening Family Structures						
Males, Income is Below the Poverty Line	2.9	1.2	1.5	City	Male	2011
Males, Income is Below the Poverty Line for Under 18	3.1	1.4	2.4	City	Male	2011
Males, Income is Below the Poverty Line for 18 - 24 Year Olds	1.8	1.5	1.4	City	Male	2011
Family Income is less than \$25,000	3.7	1.8	1.7	City	Both	2011
Family Income is Less than \$10,000	7.4	4.3	2.2	City	Both	2011
Family Income is between \$10,000 - \$24,999	2.4	1.1	1.4	City	Both	2011
Family Income is Below the Poverty Line	4.1	1.5	2.0	City	Both	2011
Family Income is Below Poverty Line for Female Householder with Children <18	8.4	4.0	7.1	City	Both	2011
Female-headed Household, No Husband Present	2.9	3.5	4.5	City	Both	2011
Unmarried Women Ages 15 - 50 Who Gave Birth to a Child	2.0	1.5	1.4	City	Female	2011
Households Receiving Food Stamps Benefits	3.9	1.7	1.4	City	Both	2011

### **Single-family Households**

In Fort Wayne, Black female-headed households comprise 61.2% of all Black households as compared to 21.0% for White female-headed households, 17.7% for Hispanic female-headed households, and 13.5% for Asian female-headed households. According to the State of our Black Youth Report, other single-family households for Black families include 9.6% Black families headed by single fathers in 2010 (Engaging Solutions, LLC and The Polis Center at IUPUI, "State of Our Black Youth Report," 2012 Edition).

## City of Fort Wayne

Odds Relative by Race/Ethnicity of Black Population compared to White, Hispanic and Asian Populations

Statistics Courtesy of Fort Wayne's National League of Cities grant submission

Outcome Indicator	Odds of Occurrence for Blacks Relative to Whites (x:1)	Odds of Occurrence for Blacks Relative to Hispanics (x:1)	Odds of Occurrence for Blacks Relative to Asians (x:1)	Demographic Area	Male only, Female only, or Both Sexes	Data Year
Focus Area: Education Equity						
2011 - 2012 ISTEP - FWCS - Student Did Not Pass	2.2	1.3	1.5	City	Both	2012
2011 - 2012 ISTEP - EACS - Student Did Not Pass	2.9	1.4	1.0	City, County	Both	2012
2011 - 2012 ISTEP 3rd Grade Math - FWCS - Student Did Not Pass	2.7	1.6	2.1	City	Both	2012
2011 - 2012 ISTEP 3rd Grade Math - EACS - Student Did Not Pass	4.5	1.2	1.2	City, County	Both	2012
2011 - 2012 ISTEP 3rd Grade English - FWCS - Student Did Not Pass	2.9	1.3	1.4	City	Both	2012
2011 - 2012 ISTEP 3rd Grade English - EACS - Student Did Not Pass	4.4	1.2	1.0	City, County	Both	2012
2011 - 2012 ISTEP 4th Grade Math - FWCS - Student Did Not Pass	2.5	1.6	2.0	City	Both	2012
2011 - 2012 ISTEP 4th Grade Math - EACS - Student Did Not Pass	3.6	2.1	1.3	City, County	Both	2012
2011 - 2012 ISTEP 4th Grade English - FWCS - Student Did Not Pass	2.8	1.4	1.2	City	Both	2012
2011 - 2012 ISTEP 4th Grade English - EACS - Student Did Not Pass	3.2	1.2	0.9	City, County	Both	2012
2011 - 2012 ISTEP 8th Grade Math - FWCS - Student Did Not Pass	2.9	1.5	1.6	City	Both	2012
2011 - 2012 ISTEP 8th Grade Math - EACS - Student Did Not Pass	3.1	2.2	0.6	City, County	Both	2012
2011 - 2012 ISTEP 8th Grade English - FWCS - Student Did Not Pass	2.1	1.2	1.2	City	Both	2012
2011 - 2012 ISTEP 8th Grade English - EACS - Student Did Not Pass	2.3	1.6	0.6	City, County	Both	2012
Dropout Rates - FWCS*	1.6	1.1	2.4	City	Both	2012
Indiana Public College Students % Needing Remediation	3.1	1.8	1.6	County	Both	2011

Statistics gathered from the Indiana Department of Education COMPASS website the 2011-2012 school year.

### **Education**

We also noticed a difference in discipline according to the U.S. Department of Education Civil Rights Division. While the Black student population comprised 25.3% of district enrollment at FWCS, black youth accounted for 47.8% of all in-school suspensions, 47.8%, 51.7% of out-of-school suspensions, and 60% of Black students accounted for all expulsions. Black students make up 18% of the total district enrollment at EACS, and 48.6% of all in-school suspensions,

48.6% of out-of-school suspensions, and 52.4 of all EACS expulsions.

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Focus Area						
Unemployed	2.4	1.4	2.0	City	Both	2011
Age: 16 to 19 – unemployed	1.4	1.2	Not Available	City	Male	2011
Age: 20 to 24 – unemployed	2.7	0.8	Not Available	City	Male	2011
Parents in Labor Force with Children Under 6 Years (all parents)	1.1	1.0	1.3	City	Both	2011
Parents in Labor Force with Children 6-17 Years (all parents)	1.0	1.2	1.2	City	Both	2011

**Unemployment**

Black males in the age range from 20 to 24 years old had an unemployment rate of 30.8%, while the total population in this age range was at 16.8%. There were 558 Black males aged 20 to 24 unemployed and an additional 501 not in the labor force, leaving only 754 (41.6%) of Black males in this age range who are in the labor force. Black males of all ages are 2.4 times more likely than White males to be unemployed, 1.4 times more likely than Hispanic males, and 2.0 times more likely than Asian males.

In Indiana and the United States, the state and national rate for unemployed black males ages 20-24 are 10.8% and 20.4% respectively. This compares to the Fort Wayne statistic of 30.8% Black males this age who are unemployed.

**Income**

The median household income of the White population (\$47,861) is 1.5 times higher than the median household income of the Black population (\$29,020). Median family income of the White population (\$59,602) is 1.8 times higher than the median family income of the Black population (\$33,635).

Management plays a significant role in employment and economic opportunity. We found is that the White population is 1.7 times more likely to hold management positions as compared to the Black population. The Hispanic population is equal to the Black population for management positions while Asians are 1.9 times more likely than Blacks to be in management.

City of Fort Wayne						
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Statistics Courtesy of Fort Wayne's National League of Cities grant submission						
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Focus Area						
Total Arrests for Crimes Committed - Aged 18 and Older, 2012	4.8	2.9	5.7	City	Male	2012
Total Arrests for Crimes Committed - Aged 18 and Older, 2011	4.9	2.9	6.7	City	Male	2011
Total Arrests for Crimes Committed - Aged Under 18, 2012	3.3	4.0	28.1*	City	Male	2012
Total Arrests for Crimes Committed - Aged Under 18, 2011	2.8	6.5	2.1	City	Male	2011

**Nationally**

According to the American Community Survey, black males make up only 6% of the population of the United States but are the victims of 42.8% of the nation's homicides annually (FBI Uniform Crime Reports) Blacks of both sexes comprise 37.1% of the nation's prison population (Federal Bureau of Prisons 2013). Based on data from 1980 to 2008, the homicide victimization rate for blacks (27.8 per 100,000) was 6 times higher than the rate for whites (4.5 per 100,000). The offending rate for blacks (34.4 per 100,000) was almost 8 times higher than the rate for whites (4.5 per 100,000). (U.S. Department of Justice, Homicide Rates in the United States, November 2011).

The Center for American Progress website article, "The Top 10 Most Startling Facts About People of Color and Criminal Justice in the United States," provides some statistics on racial disparities in the criminal justice system:

- While people of color (Black and Hispanic) make up about 30 percent of the United States' population, they account for 60 percent of those imprisoned.
- One in three Black men can expect to go to prison in his lifetime.
- Blacks and Hispanics are three times more likely to be searched during a traffic stop than White motorists are.
- African Americans make up two-fifths of confined youth today.
- Studies have shown that people of color face disparities in wage trajectory following release from prison.

*(Center for American Progress, "The Top 10 Most Startling Facts About People of Color and Criminal Justice in the United States," March 13, 2012, <http://www.americanprogress.org/issues/race/news/2012/03/13/11351/the-top-10-most-startling-facts-about-people-of-color-and-criminal-justice-in-the-united-states/>)*

### **Arrests**

From the Fort Wayne Police Department Uniform Crime Reports in 2012, Black adult males were 4.8 times more likely to be arrested than White males, 2.9 times more likely than Hispanic males, and 5.7 times more likely than Asian males. For arrests of those under 18 years old, Black males were 3.3 times more likely to be arrested than White males and 4 times more likely than Hispanic males.

Of all adult males arrested for crimes committed, 44.8% of those arrested were Black males; whereas, the Black male adult population is only 14.2% of the total population in Fort Wayne.

### **Southeast Quadrant of Fort Wayne**

In 2012, the Fort Wayne Police Department received 32% of the total 193,915 calls for service in the Southeast Quadrant with 62,136 calls located in this area. Of Part I crimes or "index crimes," which include violent crimes and property offenses, the Southeast incurred 3,331 out of the total 10,503 in the entire City of Fort Wayne. This was a 14.9% increase from 2011. Most notably, robbery crimes in the Southeast had a 70.8% increase between 2011 and 2012, with 205 robberies in 2012. There were also 849 burglaries in 2012, which was an increase of 16.1% from 2011.

City of Fort Wayne										
Homicide Victims										
Statistics Courtesy of Fort Wayne's National League of Cities grant submission										
	Total	% Black Male of Total	White		Black		Hispanic		Asian/Other	
			Male	Female	Male	Female	Male	Female	Male	Female
2013 (through August 19th)	21	71%	1	0	15	2	3	0	0	0
2012	22	68%	3	2	15	0	2	0	0	0
2011	18	61%	4	1	11	0	0	0	2	0
2010	23	65%	1	2	15	0	3	1	1	0
2009	18	67%	3	1	12	2	0	0	0	0
2008	25	56%	4	1	14	2	3	1	0	0
2007	24	67%	3	0	16	2	2	1	0	0
2006	18	50%	4	2	9	2	1	0	0	0
2005	25	52%	2	5	13	1	1	3	0	0
2004	22	36%	5	4	8	4	1	0	0	0
2003	19	37%	2	5	7	2	3	0	0	0
2002	26	38%	6	4	10	3	2	0	1	0
2001	25	80%	1	1	20	2	1	0	0	0
2000	20	40%	8	2	8	1	0	0	0	1

**Homicide**

The Fort Wayne Police Department Uniform Crime Report Statistics are represented in the table below showing the percentage of Black male homicide victims. With the exception of 2001, the percentage of Black male homicide victims has increased. Ten years ago (2004), only 36% of homicide victims were Black males, whereas, through August 19 of this year the percentage of Black male homicide victims is 71%.

## Allen County, Indiana

Odds Relative by Race/Ethnicity of Black Population compared to White, Hispanic and Asian Populations

Statistics Courtesy of Fort Wayne's National League of Cities grant submission

Outcome Indicator	Odds of Occurrence for Blacks Relative to Whites (x:1)	Odds of Occurrence for Blacks Relative to Hispanics (x:1)	Odds of Occurrence for Blacks Relative to Asians (x:1)	Demographic Area	Male only, Female only, or Both Sexes	Data Year
<b>Focus Area: Health Equity</b>						
Births - Low Birth Weight	2.3	Not available	Not available	City	Both	2010
Births - Very Low Birth Weight	2.1	Not available	Not available	City	Both	2010
Births - Preterm (less than 37 weeks gestation)	1.4	Not available	Not available	City	Both	2010
Births - Smoked During Pregnancy	1.3	Not available	Not available	City	Both	2010
Births - Unmarried Parents	2.3	Not available	Not available	City	Both	2010
Age of Mother at Birth: 15 - 17 years	2.1	Not available	Not available	County	Female	2010
Age of Mother at Birth: 18 - 19 years	2.6	Not available	Not available	County	Female	2010
Infant Mortality: Infant Deaths < 1 year	5.0	3.5	Not available	County	Both	2010
Infant Mortality: Neonatal Deaths < 28 days	1.9	2.9	Not available	County	Both	2010
Infant Mortality: Post-neonatal Deaths, 28 - 364 days	13.1	3.8	Not available	County	Both	2010

### ***Disease and Reasons for Death***

As identified by the Indiana Department of Health, the third leading cause of death for Blacks in Fort Wayne is homicide. As provided by the Allen County Health Department, the burden of asthma is highest among Black children and adults. Blacks in Indiana are at a higher risk of having diabetes, developing complications, and dying from the disease at earlier ages when compared to their White counterparts. Diabetes prevalence in Blacks is 13.9%, while only 9.1% for Whites. For most cancers, Blacks have the highest mortality rate and shortest survival rate of any racial and ethnic group in the U.S. Black males in Indiana have approximately a 17% greater incidence of and 20% greater mortality rate from lung cancer than do White males.

**Goal: To achieve a reduction in community violence *by focusing action to address gaps***

Attitudes to violence encourage community responsiveness by informing the community about violence prevention strategies and initiatives, including enforcement activity

Promote positive behavior, healthy relationships and gender roles increase social intolerance to all kinds of violence

- Develop a long-term coordinated public education and communication programs for violence reduction that will include:
- An *Education & Enforcement Package*, consisting of key messages designed to inform a range of audiences about new initiatives to tackle violence in the community (especially involving alcohol and drugs), and to alert them to action that they can take to prevent or reduce violence.

**Alcohol and drug related violence**

Reduce the incidence of violence where the perpetrator and/or victim are affected by substances. Improve local level responses to alcohol and drugs related violence increase the safety of environments where alcohol and drugs consumption occurs on licensed premises.

- Review local level responses to liquor control, including monitoring and enforcement of current legislation.
- Develop new standard policy and practice guidelines including for Local Authorities, Police and others involved in liquor control and in addressing local alcohol problems.
- Promote research and evaluation, and development of evidence based policy and practice.
- Develop messages for a range of audiences about preventing and responding to alcohol and drug related violence, for coordinated public education and communication program.
- Monitor and control open air drug traffic.

## **Violence in public places**

Reduce opportunities for violent behavior to occur in public places improve the design and management of public places and improve local level responses to violence in public places

- Develop community safety audit tools and other relevant resources for an internet tool box for violence reduction.
- Encourage Local Councils and the private sector to incorporate community safety and Crime Prevention through environmental design principles into public place planning, design and management
- Design and deliver training for relevant professionals (urban planners, architects, community safety officers).
- Develop joint place management-law enforcement solutions to areas of persistent disorder and violence in each community through new local crime reduction partnerships involving Local Councils, Police, Crime Prevention Unit and others.

## **Employment and Training**

Job readiness training provides an essential first step to help unemployed or low-income individuals make the transition to self-sufficiency. Such training focuses on life skills such as time management, conflict resolution, problem solving, professional dress and demeanor, and communication skills. Nationally, employers have stressed the importance of job readiness in successful recruitment for entry-level positions.

Central and southeast residents live in communities that lack access to good jobs and suffer from high crime rates. These areas tend to have higher than average crime rates. Jobs are essential to improving these communities. Increased employment would help people in these communities lift themselves out of poverty. In addition, because poor economic conditions are an important causal factor behind poor educational outcomes and high crime rates are correlated with high unemployment rates, creating job opportunities would help improve educational outcomes and reduce crime.

What is needed – Job Training and Community Development is necessary to have any sustained community change.

## Collaboration

Avoid turf battles and the politicization of the program by including relevant agencies, organizations and churches on an oversight committee that remains intact after the intervention program has been implemented. Keep youth and community residents involved, but also include representatives from local businesses, law enforcement and the courts, local churches, community groups and non-profit service agencies. Develop shared ownership and responsibility for the success of the intervention.

## Community-based anticrime strategies

- Denying the drug trade and other criminal activities the space in which to operate by using measures to turn these spaces into viable community assets;
- Maximizing the accountability and participation of all stakeholders in the community by building public support for crime reduction and increasing stakeholder responsibility for and participation in efforts to reduce crime;
- Removing the sense of impunity by working with the criminal justice system to increase the likelihood of arrest, prosecution, and sanctions and providing for community input at all stages of the criminal justice process;
- Expressing community intolerance for drug dealing and reclaiming public spaces, establishing citizen patrol groups, and holding street actions such as marches or vigils to promote awareness;
- Providing positive alternatives for children and adults (particularly recovering addicts) through youth programs, employment, and other alternatives to drug-related activities and developing support systems for recovering addicts;
- Create jobs, jobs and more jobs.

Developing community capacity to sustain the effort by organizing the community, developing local leaders, and strengthening community organizations is a key ingredient to transformational change. Community capacity includes the following:

**A committed core of residents-** Community change and improvement efforts can be successful only if there is resident involvement and leadership.

**Community organizing-** Neighborhoods in crisis face enormous obstacles and need high levels of support, especially during the early stages, to launch and sustain effective community campaigns. A focused paid community organizer is crucial in order to maximize the effectiveness of community efforts.

**Community policing-** Full-time community foot patrol officers are needed in hot spot areas and should work closely with residents to solve local problems. These officers should attend meetings, become acquainted with residents, and target their law enforcement to resident-identified problems. These officers will also require cultural sensitivity training. We realize the challenge FWPD is facing in keeping the peace but we also understand the trepidation many urban residents have for the police. Something new must be done to create a transformative change.

**Legal assistance-** Neighborhood residents need access to a number of civil legal remedies in their battles against crime, drugs, and social decay. Laws regarding drug nuisances, house receivership, self-help nuisance abatement, and housing and building code violations became part of the community's legal arsenal. We must also provide legal assistance with organizational development issues such as drafting bylaws and articles of incorporation. In addition to the latter felony expungement program must be integrated into fabric of the community to reduce employment barriers.

**Capacity to address physical problems-** Small-scale, physical improvements to a neighborhood for example, turning a local dumping ground into a community garden in the course of a weekend are enormously important to communities in crisis. In addition to adding to the area's visible community assets, these incremental neighborhood improvements increase community spirit and build support for future residential action. Recovering addicts and other nonviolent ex-offenders can become important resources for this effort, performing community service as members of work crews (Community Corrections) that build communities that were ravaged by the kinds of activities in which they were once engaged.

The planning for a comprehensive community plan to address communities in crisis represents the realization that long-term community change requires a system-wide layered approach. The work of separate agencies -- arresting lawbreakers, prosecuting criminals, cleaning up neighborhoods, monitoring probationers, parent and family support projects, youth enrichment programs -- should unite under the single goal of creating a safe community; in essence --the village.

## **Measuring effectiveness**

Improvements and transformational change will happen slowly, but if maintained will create positive change in our city. If we create communities of destination by creating jobs creating beautification projects we can start to measure things like:

- Monitor and collect assault data at hospital accident and emergency departments, and use the collected data application of that information in directing and monitoring violence reduction initiatives.
- Monitor and collect educational benchmarks i.e. graduation rates, ISTEP scores, expulsion and suspensions.
- Monitor and collect employment data for youth and adults

Without transformative action any change to the benchmarks above and others not listed will not be predictive and therefore not replicable.

## **Summary of Policy Recommendations**

Finding ways to challenge the cultural norms that support violent behavior must become the central issue of violence-prevention initiatives. The cultural forces that legitimize and condone violent behavior must be challenged in context, and we must find ways to replace those norms with others that affirm respect for life and nonviolence.

We must acknowledge that discrimination still plays a role in American life, Fort Wayne Life and in our individual Neighborhood life. Discrimination must be dealt with and squashed to create parity between all communities.

We must acknowledge that youth violence is really a symptom of a larger societal preoccupation with violence. We must stop allowing kids, particularly minority youth, to be scapegoated for this problem. Young people living in poverty have no control over the availability of guns or the flow of drugs into their communities. They cannot influence filmmakers and producers who exploit our national obsession with violence through their movies and television programs.

Still we must hold the perpetrators of community unrest to a level of personal responsibility. Nevertheless, it is important in doing so to understand the entire picture.

And young people certainly have no control over the availability of jobs and educational opportunities or the continued deterioration of the educational atmosphere (our schools must better prepare our young people for life after high school). We must hold people responsible for their actions and apply clear consequences for misdeeds and violent behavior, but we must also recognize that these individuals did not create the conditions in which violence flourishes. We can do a much better job of preventing violence, but to do so we must begin by acknowledging our collective responsibility for challenging the cultural influences and social and economic conditions that foster and promote it.

Given the failure of current policies aimed at reducing and preventing violence, policymakers must encourage and support local governments and schools in devising alternative strategies that address the cultural conditions which normalize violent behavior. While there may be no blueprint or singular approach that can be adopted or applied uniformly, community-based initiatives should consider the following points when developing a new program.

Whenever possible, involve community residents, especially young people, in the development and implementation of an intervention program. Solicit their input and provide them the resources needed to participate fully. Use the planning process to learn more about how community residents and young people perceive the problem and its causes.

For all of our programs we must create a feedback loop for the people we are trying to support so they can provide us with the input we need to fine tune our programs and deliver fun and challenging opportunities for the target community to build the skills they care about.

The overarching goal of our efforts is to increase assets for those acting out violently and those affected by violence. We must provide opportunities to experience empowerment, quality relationships and awareness that they can make positive differences in their communities. This transformation can only occur if we collaborate and layer our approach realizing that we all can make a big difference together... it takes a village.

### **What has happened since our first meeting in March- New initiatives in process**

- Grace Point Church of the Nazarene – initiated a neighborhood beatification project in the Gaywood Drive area on the southeast side of Fort Wayne.
- The NAACP participated in a community march to reduce violence and several other community projects rooted in creating a safer better environment for all.
- The Guardians of Police held a Gun Amnesty Day.
- New Beginnings church lead neighborhood walks that have had a history of poverty and violence.
- Harvest Word of Life Ministries sponsored the 7 Days of Restoration – giving faith and hope back to the community.
- Harvest Word of Life Ministries sponsored an every Saturday morning prayer meeting since March.
- Athletes Read Too – a collaboration with Metro Sports, the Fort Wayne Urban League and the Fort Wayne Commission on African American Males to promote reading for Metro Sport's Pee Wee (age 7 and 8) football teams. Former metro high school, college and profession players read to Pee Wee team every Monday. Metro team fathers are encouraged to participate as well.

- Fort Wayne receive a technical grant from the National League of Cities to promote a Black Male Achievement Initiative. The City was notified that it was one of eleven cities across the nation selected to receive four months of technical assistance with the opportunity for additional support over the next year.
- The Fort Wayne Commission on African American Males was reestablished in Fort Wayne –approved by City Council and signed as an ordinance by Mayor Henry.
- The National Fatherhood Initiative was established in Fort Wayne (by the Fort Wayne Commission on African American Males). We were one of 600 cities nation-wide that participated in a pledge to get fathers and/or mentors to take their child back to school the first day of school and commit to attending back to school night and participate in at least one other activity at the school.
- The Glynn Hines back to school celebration – a collaboration with IPFW, the Fort Wayne Commission on African American Males, and the Urban League made available 250 book-bags filled with school supplies as well as another 250 individual packets of school supplies without book-bags.
- The Fort Wayne Commission on African American Males is planning a community-wide adoption of neighborhood schools by local Fort Wayne Churches- October 2013.
- The Fort Wayne Commission on African American Males will bring state legislators to Fort Wayne to explain the new state felony expungement program.
- The Martin Luther King Montessori School is planning a mother son father daughter dinner dance – December 2013.
- The Fort Wayne Commission on African American Males is planning a city-wide male conference for teenage boys – February 2014.

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Young people	<p>To support and divert young people who are or are likely to become victims and/or offenders.</p> <p>Engage voluntary and community organizations, including faith groups, in support of target community.</p> <p>To educate community about effects and risks associated with a drug culture.</p>	<ul style="list-style-type: none"> <li>• Reduce fear of crime amongst young people.</li> <li>• Prevent and reduce levels of crime.</li> <li>• Reduce number of people who are victims of crimes.</li> <li>• Improve youth services.</li> <li>• Identify, implement and disseminate effective practice in working with the target population.</li> <li>• 13<sup>th</sup> grade prior to college for remediation</li> </ul>	Community Strategic Planning	April 2014



## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Youth and Adult services continued		Offer more GED Diploma Opportunities <ul style="list-style-type: none"> <li>• Create peer support groups.</li> <li>• Create youth hotline.</li> <li>• Create job opportunities.</li> <li>• Create organized and varied sports opportunities for youth during the late evening.</li> <li>• Create opportunity to participate in counseling especially grief counseling.</li> <li>• Create summer camping opportunity</li> <li>• Create opportunity for bible school</li> <li>• Life skills training</li> </ul>	Central and Southeast Fort Wayne	February 2014 – Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Youth and Adult services continued		<ul style="list-style-type: none"> <li>Cover positive stories about central and southeast Fort Wayne to the media (TV, newspaper, radio)</li> </ul>		April 2014 –Ongoing
Individual, Parent and Family services	<p>Increase parent knowledge of early childhood development and improve parenting practices.</p> <p>Provide early detection of developmental delays and health issues.</p> <p>Prevent Child abuse and neglect.</p> <p>Provide opportunity for personal enrichment.</p> <p>Provide emotional and social support for parents.</p>	<ul style="list-style-type: none"> <li>Children will be ready to learn when they start school.</li> <li>Increase social service participation in parents as teacher’s curriculum.</li> <li>Increase information on the developmental stages for children and access to service</li> </ul>	<p>Pre-school system</p> <p>Social service agencies</p> <p>Public school system</p> <p>Media-TV, Print and Radio</p> <p>Department of Family Services</p> <p>Business community</p> <p>City and State Government</p> <p>Prosecuting Attorney’s Office</p>	April 2014 –Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and Family services continued		<ul style="list-style-type: none"> <li>• Increase community awareness of child abuse.</li> <li>• Provide parenting class that are culturally sensitive, practical and accessible.</li> <li>• Create opportunities for noncustodial support programs.</li> <li>• Bring the parents together via community meeting to agree upon and to enforce community norms.</li> </ul>	College Community Mental Health Community Church Community Minority Community Social service community City of Fort Wayne Residents on the Central and Southeast side of Fort Wayne	April 2014 –Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and Family services continued	<ul style="list-style-type: none"> <li>• Increase self-sufficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Provide provisions for multiple levels of parent participation.</li> <li>• Provide a community coordinated Community outreach initiative.</li> <li>• Opportunity for Employment and Training</li> <li>• Supports for several streams of child care funding for working families as well as those on welfare.</li> <li>• implement programs to increase paternity establishment,</li> </ul>		April 2014 –Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and family support continued		<ul style="list-style-type: none"> <li>• Improve collection of child support obligations, and enhance noncustodial parents' ability to pay the child support they owe and fully utilize reform made possible by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996.</li> <li>• Insure that Medicaid and Other Health Insurance is available for parents and families.</li> </ul>		April 2014 –Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individuals, Parent and Family Services continued		<ul style="list-style-type: none"> <li>• Strategically plan to help parents and families out of homelessness through community coordination.</li> <li>• Provide opportunity for families to access safe affordable housing.</li> <li>• Provide information on financial literacy and financial responsibility.</li> <li>• Domestic Violence training and support.</li> <li>• Create career opportunities for low-income working families and help them move toward</li> </ul>		April 2014 –Ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and family support continued		<p>self-sufficiency.</p> <ul style="list-style-type: none"> <li>• Support programs for new parents, providing education in child development, parent-and-child relationships, and adult relationships; information on community resources; and programs enhancing parent-and-child bonding and infant stimulation.</li> <li>• Childcare opportunities, including emergency, respite, and</li> </ul>		April – 2014- ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and family support continued		<p>crisis-oriented care.</p> <ul style="list-style-type: none"> <li>• Family support services, including crisis care programs, home-based programs, counseling services, community resource information, and health care.</li> <li>• Public information and education on child abuse prevention.</li> <li>• Parental coaching to encourage healthy relationships between parents and their newborns.</li> </ul>		April – 2014 - ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and Family support continued		<ul style="list-style-type: none"> <li>• Developmental assessment, specialized therapies, and play groups for children birth to three who have developmental delays.</li> <li>• Custody workshops to assist divorcing parents in helping their children cope with divorce.</li> <li>• Community mental health program, offering group counseling.</li> <li>• Comprehensive services to adolescent parents.</li> </ul>		April- 2014 - ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Individual, Parent and family support continued		<ul style="list-style-type: none"> <li>• Cultural Connections, a program to increase access to counseling by African American and Latino families.</li> <li>• Felony expungement information and support to help some southeast residents be more job ready</li> <li>• Create shopping option for food and other necessities .</li> </ul>		April -2014 - ongoing

## Community Action Plan

Starting Point	Goal	Objective	Target	Timeline
Community Policing	Safe community free of violence	<ul style="list-style-type: none"> <li>• Better relations with community and FWPD</li> <li>• Develop an internal robust cultural sensitivity training curriculum.</li> <li>• Recruit and develop more diversity within the detective department with FWPD.</li> <li>• Create a feedback-loop from the community to police to promote transparency.</li> <li>• Develop a foot patrol in hot spots</li> </ul>	<ul style="list-style-type: none"> <li>• City of Fort Wayne</li> <li>• Residents on the central and southeast side of Fort Wayne</li> </ul>	April -2014 - ongoing

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

	Concern/Answers to Questions
<b>Who should be participating in this initiative and/or movement?</b>	Community
	Educators
	Victim/ Survivors
	Physicians
	Clergyman
	Councilman
	Employers
	Thunder Cats/Youth
	Police
	Media
<b>What in your community do you want to change?</b>	Community Attitudes
	Violence
	Peace/Hope
	Change Youth- Things to do Mindset
	People to stand for righteous
	Address Leaders
	Job Training
	Home Training/ Village Mentality
	Implement talk of violence in church
<b>What can be done to assist in economic development and creating jobs?</b>	City to give youth job training summer jobs
	Start own business
	Uplift kids/Youth that's doing right and for them to help other youth
	Knowing resources
	Seat and reach goals

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

Concern/Answers to Questions	
<b>What is needed in terms of improvement in educational outcomes?</b>	Parents need to get involved and encourage
	Parents need to communicate with schools
	Reinforce positive behavior
	Implement Scared Straight Program
<b>What can be done to support child, youth and adult development?</b>	Youth conferences
	Man to develop our boys
	Youth women to respect themselves
	Mentors/ attention
	PC Behavior
<b>Do we have enough mental health services and where are they?</b>	Bowing (Bowen)
	Create method for reporting crime
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	Initiate a method of creating mutual respect for police and community.
	Clear follow-up on crime cases
	Provide feedback as crimes are solved
<b>NEXT GROUP RECAP</b>	
<b>Who should be participating in this initiative and/or movement?</b> (Group 6 Spokesman: Roderick Parker)	Everybody
	Youth-Mayor
	Parents- Board of Health
	Offenders/ Ex
	Gov't Officials
	(Surplus money)
	Police (trust w/community)
Presence/visibility in community	

**COMMUNITY EMPOWERMENT MEETING**  
**March 22, 2013**

	Concern/Answers to Questions
	Home Structure
<b>What in your community do you want to change?</b>	Parents get involved
	Faith based Homes
	Report crimes
	Supportive judicial system
	Neighborhood Assoc
	Activate/adopt plan and take care of your community
	Community /Adults support of children's activities (ex: sports, etc)
	Prayer will make a difference
	Restrictions on electronic devices and give alternative
	Mandate that construction company/ projects hire those in the community in which they work
<b>What can be done to assist in economic development and creating jobs?</b>	Support businesses in our community
	Leaders need to bring programs back to our community (Ex: CETA, etc)
	The community needs to take every opportunity to be a voice when the city officials meet or call your representatives and councilman
	Sign petition to remove guns off streets
	Take ideas to create jobs to employ others in our community
	Go back to basics of life- kids want to know they are loved
	Prayer/corporal punishment back in schools
<b>What is needed in terms of improvement in educational outcomes?</b>	Teach respect for self and others
	Mentoring and improve communication
	Teach vocational skills
	Parents stop domestic conflicts/arguments in front of our children

	Concern/Answers to Questions
	Parents feed the children before school
	Insurance, Rx to help children/infants
	Involvement of Board of Health
<b>NEXT GROUP RECAP</b>	
	Everyone
<b>Who should be participating in this initiative and/or movement?</b>	More Police
<b>What in your community do you want to change?</b>	More activities
	More Employment
	More Training & Educational Opportunities
	More Parent Involvement
	A Standard
	A Presence- more visibility of resources, groups
	More "safe" houses
	Include Young people in the solution
	Help ourselves- Have fundraisers, go door to door; walks and activities to help youth
<b>What can be done to assist in economic development and creating jobs?</b>	Recommendation to revise the CETA program
	Hold elected officials accountable
	Patronize local businesses
<b>What can be done to support child, youth and adult development?</b>	More afternoon programs
	Year Round School
	Adjustment to present system
	More GED programs
	Reward system
	Parent involvement
<b>What is needed in terms of improvement in educational outcomes?</b>	Computer literacy
	Pay raise for teachers
	Resources for higher education exposure

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

	Concern/Answers to Questions
	Hold educators accountable
	Attend school board meetings
	Revival of PTA from the "P" side
	More church involvement in distribution of funding (giving churches funds)
	Job shadowing- reach out to youth & those who want to learn-sharing info
<b>What can be done to assist in economic development and creating jobs?</b>	Extracurricular athletic activities @ elementary level (early)
	Youth Forum
	More visibility for youth programs (recognition)
	Incubation/entrepreneurship programs
	NO
<b>Do we have enough mental health services and where are they?</b>	De "Myth" Mental Catholic Charities, Lutheran Social Services, Crime Victim Care, Park Center, Inc, Bowen Center, Parkview Behavioral Health
	Training for both Law and Public – include a Youth Forum
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	Offer Programs to Young People
	Devise Programs according to the data- law enforcement should
	More Opportunities to interact w/ law enforcement outside of arrests
	Community-based people to form an alliance and battle stereotypes
	Show more appreciation when "They get it right"
<b>NEXT GROUP RECAP</b>	
	Entire community
<b>Who should be participating in this initiative and/or movement?</b>	Youth
	Church-Ministers

Recap of Input From  
 COMMUNITY EMPOWERMENT MEETING  
 March 22, 2013

	Concern/Answers to Questions
	Social Agency
	Teachers- Educators
	Fraternity -Sorority
	Change laws
<b>What in your community do you want to change?</b>	More Positive Adults
	Start Speaking Up
	Run Down Housing
	Better relationship with Law Enforcement
	Authentic Parenting
	Mentorship- Job program
<b>What can be done to assist in economic development and creating jobs?</b>	Create Job Skills Bank
	Get into the schools
<b>What is needed in terms of improvement in educational outcomes?</b>	Program needs to community
	More Bookmobile
<b>What can be done to support child, youth and adult development?</b>	Self-esteem builds/ making boys be Men
	Relationships
	Positive Male Role in Life
	Absence of Father
	No
<b>Do we have enough mental health services and where are they?</b>	Parkview
	Park Central (Center)
	Bowden (Bowen) Center
	Urban League* (free)
	Advertising Program

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

Concern/Answers to Questions	
	Not enough Professionals to assist with the Mental health services here in Fort Wayne- they are leaving the city!
	Stop racial profiling
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	Who Police the Police?
	Neighborhood Watch
	Lines of Communication
	Police in Positive areas
NEXT GROUP RECAP	
	Young people, Multi Generational
<b>Who should be participating in this initiative and/or movement?</b>	Parents, Police, Pastors, N. Assoc.
	Educators, Business People, Mentors,
	Church/God, Health/Mental, health providers
	Funders, Foundations
	Gang Leaders
	(+) rehabilitation (-) incarceration
<b>What in your community do you want to change?</b>	↑ family integrity
	Ban guns
	Teach respect
	Educate about history
	Better parenting
	Strengthen family
	See a wrong- report it!
	Anger management/conflict resolution
	Address issues as a community
	Removal of liquor stores (and other negative vices- cigars, etc)
	Takes a village
	↑ Parental accountability
	Create a council for motherhood- fatherhood issues
Children's programs (latch key)to assist parents	

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

	Concern/Answers to Questions
	Increase job opportunities
	More church involvement
	Strong leadership
	ownership
	Cultural of respect
	Outreach
	Job skills programs
<b>What can be done to assist in economic development and creating jobs?</b>	Churches use funds for training
	Reciprocity with financial institutions
	Create community-based businesses/corporations
	Develop a grocery/food system→grow own food (use vacant lots)
	CETA/summer jobs
	Provide/ensure education for all
	Career mentorship
	Identify/gear curriculum to interests
	Drug prevention
	Minimum HS Diploma
	Be responsive to need for skilled workers- electricians, plumbers, masons, etc
	Use technology to reach young people
	Work to understand what's causing this issue
<b>What is needed in terms of improvement in educational outcomes?</b>	Develop speaking/ communication using technology
	Parents hold responsibility for educating children
	Change educational curriculum/ paradigm shift
	Life skills included in school
	Workshops, classes dealing with Anger, teach emotional health
	Values (life, others, love, character)
	Graduation requirements (diploma w 4 <sup>th</sup> =6 <sup>th</sup> grade skills)

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

	Concern/Answers to Questions
	Responsibility
<b>What can be done to support child, youth and adult development?</b>	Parenting Programs
	Accountability
	Work on fear
	No not enough
<b>Do we have enough mental health services and where are they?</b>	Locations
	Access to homes/schools
	Urban league offers services -Free
	Address denial
	Carriage house
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	+ Presence (Positive)
	Train all with CIT skills
	Ride w/ an officer
	Speak up
	Change Attitudes
	Meet/dialogue w Police organization
<b>NEXT GROUP RECAP</b>	
	Young & old -entire community
<b>Who should be participating in this initiative and/or movement?</b>	Entire City Suburbs, urban
	Neighborhood Watch
<b>What in your community do you want to change?</b>	Friendliness @ community
	We are all connected
	God in schools
	Parental control
	Job creations

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

	Concern/Answers to Questions
	Become a VILLAGE!
	Use McMillan for training
<b>What can be done to assist in economic development and creating jobs?</b>	Open business/facility as a community
	Big Bros/ Sis involved (sports)
	Must bring them in- attractive/excitement
	Stick to the basics
<b>What is needed in terms of improvement in educational outcomes?</b>	Tutors at org (Prime Time, Genesis, etc
	Committed teachers
	Who volunteer?
	Volunteer to tutor @schools, community centers
<b>What can be done to support child, youth and adult development?</b>	Re implement the family
	JOBS! JOBS!
	Sheila Campbell (NAACP) for youth, jobs, adults, etc
	Website (central Place) for jobs, community info
	Churches, etc
	1-800 #(all do not have computers)
	Park Center, PBH, Bowen Ctr,
<b>Do we have enough mental health services and where are they?</b>	Churches, Erin's House, Headwaters
	Educate on Mental Health, cultural beliefs
	YWCA, Center for Non-Violence, SCOPE, Break the Grey, Youth Service center
	Each person take responsibility for own actions
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	Be the example Be SEEN
	Concentrate areas 46806,046803,46816,46807
	Raise taxes to employ more cops
	Utilize /re train cops already employed
	Couples must see healthy relationships
	Form great revival- pray, pray, pray

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

Concern/Answers to Questions	
	Take back our community
	Spend quality time with children
	Organizations in Community- Euell Wilson, Cooper teen, Ren Y, Big Bros/Sis, McCormick , F. Field, Well Spring, Boys & Girls club, Weisser park, My Bro Keepers, Metro, Lifetime Sport Aca, IPFW, Urban League
	How can we build the community when we are building the church? Build gyms (fellowship) Churches embrace org's within their reach Give them what they like/enjoy to do
	Summary- Neighborhood Watch Volunteer at Org Media report GOOD also
NEXT GROUP RECAP	
<b>Who should be participating in this initiative and/or movement?</b>	Everyone as a community Fathers are lacking
	Problems stems from parenting- how children are being taught to think
<b>What in your community do you want to change?</b>	Values back instilled into children, family, school
<b>What can be done to assist in economic development and creating jobs?</b>	Business clusters-various levels of skills & training NH3 → example: for every 1 high paid tech job we still need 3-4 lower paying jobs Wind generation Investment in South side
	Development of family-structured
<b>What can be done to support child, youth and adult development?</b>	

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING  
March 22, 2013**

Concern/Answers to Questions	
	Building of trust
<b>What needs to be done to create a more positive reciprocal relationship with law enforcement and the City of Fort Wayne?</b>	Put them back into neighborhood
	Accountability of officers (authority)
	Have officers in each group meeting
<b>NEXT GROUP RECAP</b>	
	Everyone as a community Fathers are lacking
<b>What in your community do you want to change?</b>	Exchange of information-who can you trust?
	Usage of 311m usage of 211- makes it easier
	More collaborations amongst organizations
	What are other cities of similar size and population doing for this age group? (21-24, GED classes, etc)
	Transit Security? (security on the bus)
	Change the stigma about the SE Quad in the media
	Culture change
	Conflict mediation
	Snitches- people don't want to tell
	Satellite classes in community- Ivy tech at Public Safety Academy
	More companies should take a risk on felons
	Blue Jacket ➤ Employment Education Work One ➤ \Workforce Readiness/ Urban League
	The gas stations and stores need to hire kids from the community
	Start with early childhood education
<b>What is needed in terms of improvement in educational outcomes?</b>	Each One Teach One -high school mentors
	Reading Initiatives → Coordinate services
	They receive services in jail and once they are out the programs they are on the streets

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING**

<b>Concern/Answers to Questions</b>	
<b>Do we have enough mental health services and where are they?</b>	Opportunities → Jobs, educational opportunities
	(19-25) bring them to the table. We need their voice!
	What do they want?
<b>NEXT GROUP RECAP</b>	
<b>Who should be participating in this initiative and/or movement?</b>	School systems
	School systems
	Members of the community
	City council
	Mayor
	Neighborhood Associations - join them!
	Parents & children
	Vacant and abandon homes knocked down or maintained (cut grass, clean up yards, )
<b>What in your community do you want to change?</b>	More community events
	Get kids in STEM programs
	Focus on school systems- we are not developing leaders
	Neighborhood programs (grow gardens, clean up)
	Work One and Urban League team up w community colleges
<b>What can be done to assist in economic development and creating jobs?</b>	Promote college education
	Bring business here to Fort Wayne
	Make military options more available
	STEM
<b>What is needed in terms of improvement in educational outcomes?</b>	

**Recap of Input From  
COMMUNITY EMPOWERMENT MEETING March 22, 2013**

	Concern/Answers to Questions
	Education
<b>What can be done to support child, youth and adult development?</b>	Networking
	Communication

## **Building Bridges to a Better Community**

*Rev. Dr, Martin Luther King once said, “We must accept finite disappointment, but never lose infinite hope.”*

Developing a community action plan for change requires that we complete a systemic community review.

### **What is a systematic community review?**

A systematic community review is a review of community studies and targeted areas fortifying a healthy community in specific areas of community life. It uses a formal process to:

- Identify all relevant studies
- Assess and recommend change in target areas and finally
- Summarize the information and/or evidence in a community report.

Systematic reviews help make sense of large bodies of information by applying the systematic process to:

- Reduce bias in how conclusions are reached
- Improve the power and precision of gathered information
- Summarize evidence about the effectiveness of particular approaches for addressing a public health problem
- Analyze information in a collaborative fashion thereby, encouraging community buy in on task force findings
- Identify knowledge gaps and need for additional research.

### **Task Force to focus on community concerns**

The individual Task Force groups will be the life line to our action plan transforming our energy and emotion into the frame work for a strategic plan. The Task Force group will include:

1. **Review Team** - Review past and/or present successful programs in and/or outside of Fort Wayne

2. **Data Team** - Research and compare data regarding statistics around employment, education attainment, crime rate, affordable and livable housing and supportive services on the on the central and southeast side of Fort Wayne.
3. **Program Team** - Consider existing community programs as well as new innovative programs to assist with creating a new healthy community culture.
4. **Special Events Team** - Special events activities. This group will be charged with keeping this issue on the top of mind and the public consciousness. Activities include things like – Gun amnesty, public marches, sporting events, parent conference etc.
5. **Police and Community Relations Team** - This team is charged with working with the police department to create an improved relationship; i.e. promoting better communications methods for report crime, encourage open dialogue etc.
6. **Post -secondary education skill Team** – This team considers short and long term educational and skill building options for the target area.
7. **Mental and Physical Health Team** - This is focused on access to mental and physical health services, awareness to mental and physical health services to remediate anger, depression, drug addiction, family dysfunction as well as physical wellness.
8. **Church and Religious Team** - This team is charged with galvanizing the faith community as an active participant in the community plan essentially putting faith in action.

Task Force groups will use a variety of qualitative and quantitative factors to assess the strength of the evidence which will then be translated into a Task Force recommendation.

The categories are not mutually exclusive; meaning there will be overlap between focus groups.

You and the other Team members will contribute to assigned task. After members of the Task Force have explored subject area and reconcile any difference, the information will be shared with larger group. Recommendations from the group will be the basis for the community Action Plan.

*Coming together is a beginning; keeping together is progress; working together is success- Henry Ford*