



A PATH TOWARD CHANGE

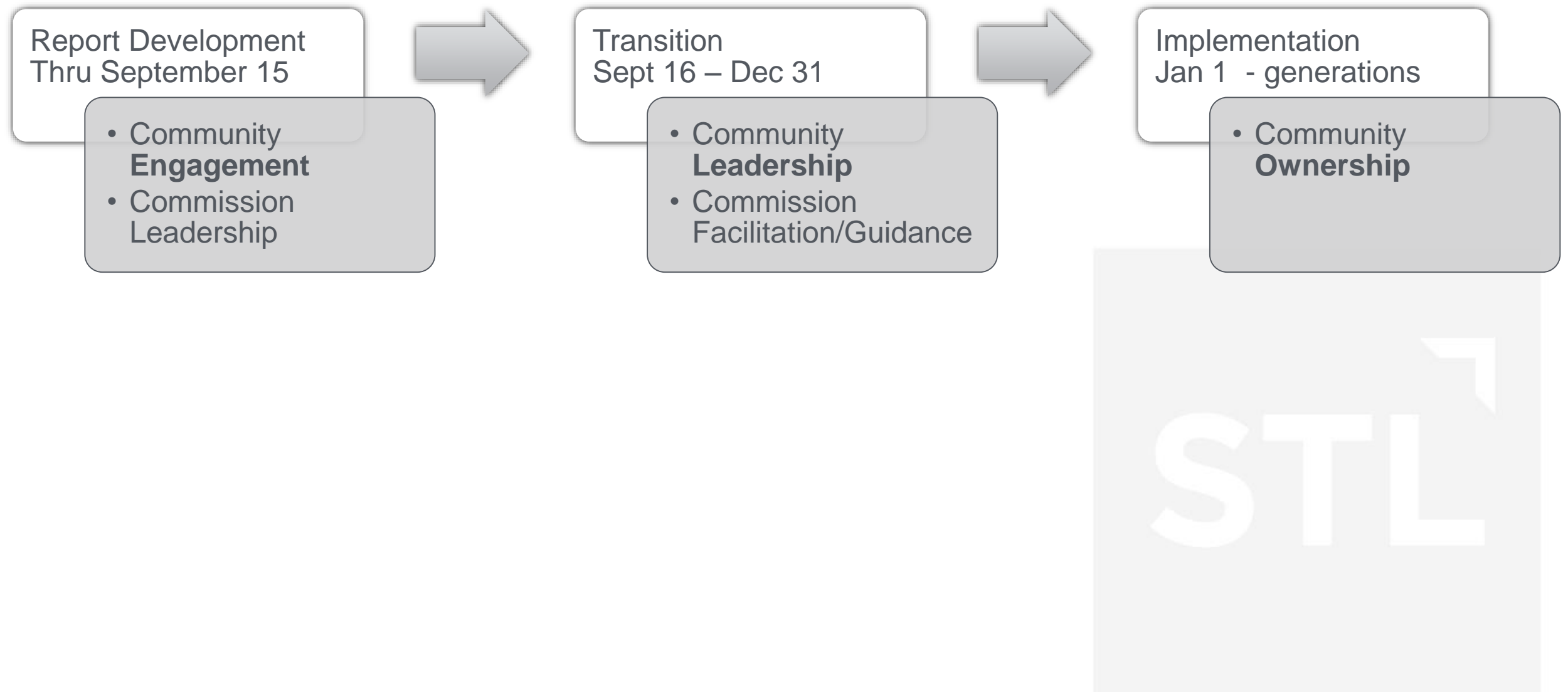
OCTOBER 22, 2015



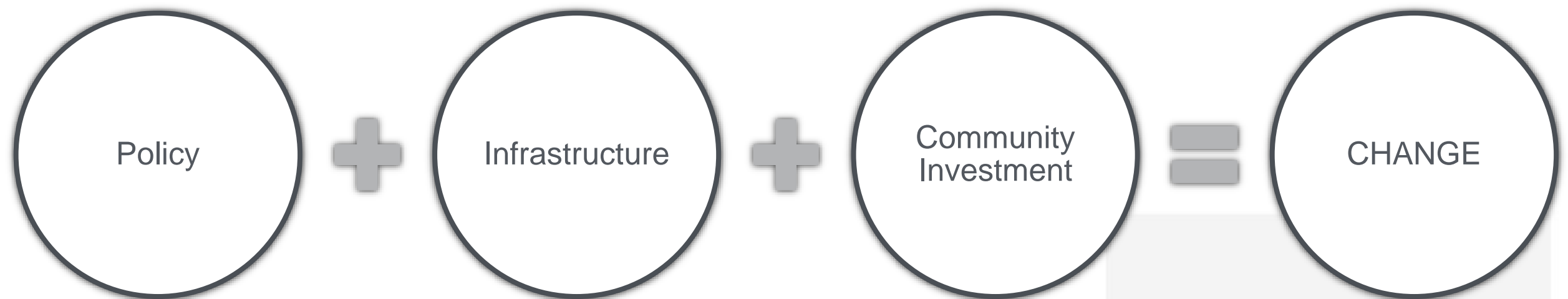
A BOLD EXPERIMENT



DRIVING POSITIVE CHANGE



LEVERAGING REGIONAL CAPACITY



STL



FORWARD *through* FERGUSON

A Path Toward Racial Equity

After the death of Michael Brown Jr. on Aug. 9, 2014, "Ferguson" came to symbolize racial strife and inequality in the United States. From Paris to London to Singapore and throughout this country, the circumstances surrounding and following his death have sharply defined the challenges that demand transformation. The alternative to change is to accept an untenable environment that is fraught with inequities and continued conflict. The Governor asked a group of regional leaders — The Ferguson Commission — to study the situation and prove a path toward change. This is their report.

Photo by Lawrence Bryant

SIGNATURE PRIORITY RACIAL EQUITY

The Commission's charge was to address the underlying root causes that led to the unrest in the wake of Michael Brown Jr's death. Race is inherent in every root cause. Eliminating existing disparities for racial and ethnic populations is a fundamental goal of the calls in this report.



FORWARD *through*
FERGUSON

RACIAL EQUITY

Broadly Apply a Racial Equity Framework

Intentionally apply a racial equity framework to existing and new regional policies, initiatives, programs and projects in order to address and eliminate existing disparities for racial and ethnic populations. The following focus questions to be included at a minimum: Whom does this benefit? Does this differentially impact racial and ethnic groups? What is missing that...

Accountable Bodies: [Collective Impact Initiatives](#) [Corporations](#) [Government Organizations](#) [Non-Profit Organizations](#)

Engage the Faith Community in the Racial Equity Mission

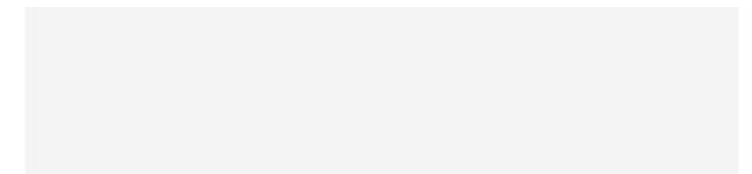
Faith communities and authorized faith leaders are called to directly engage in networks and tables of policy discussion across the region to shape how we work together and inform the conversation directly. Develop new and provide existing assets to the region with a multi-faith set of resources for racial equity and reconciliation informed by various...

Accountable Bodies: [Authorized Faith Leaders](#) [Inter-Faith Partnership and the Cabinet](#) [Theological Institutions with Alumni Leaders](#)

Create a 25-year Managed Fund

Create a 25-year managed fund to solely support regional racial equity infrastructure for all sectors. Funding for racial equity capacity, needs and training assessment, analysis, implementation, impact, sustained strategies and accountability.

Accountable Bodies: [Arts & Education Council](#) [City of St. Louis](#) [Civic Progress](#) [Community Foundation](#) [Gateway Center for Giving](#) [Health Departments](#) [Missouri Department of Elementary and Secondary Education \(DESE\)](#) [Missouri Humanities Council](#) [RAC](#) [RCGA](#) [SLEDP](#) [St. Louis County](#) [United Way](#)



SIGNATURE PRIORITY JUSTICE FOR ALL

Achieving justice for all requires a commitment to begin an honest review of how consolidation of police departments and municipal courts could commence. Building relationships based upon mutual respect and trust, being transparent about challenging and destructive behaviors and embracing fair and reasonable laws and policies will lay the foundation for unbiased, responsive government.

FORWARD *through*
FERGUSON



JUSTICE FOR ALL

WITHIN THIS PRIORITY

Police Reform

- Use of Force
- Training
- Civilian Review
- Response to Demonstration

Court Reform

- Sentencing Reform
- Constitutional Rights
- Conflict of Interest

Consolidation

- Consequences of Court Fragmentation
- Consequences of Police Fragmentation



SIGNATURE PRIORITY YOUTH AT THE CENTER

Our youth present our greatest opportunity to impact positive and lasting change. Addressing our endeavors to the whole child through education, health, encouragement, support and opportunities will fundamentally change their lives now and their futures forever.

FORWARD *through*
FERGUSON



YOUTH AT THE CENTER

WITHIN THIS PRIORITY

Supporting the Whole Child

- Addressing Hunger
- Schools as Centers of Health
- Reforming School Discipline

Education Infrastructure Reform

- Investing in Early Childhood Education
- Supporting Education Innovation
- Fixing School Accreditation



SIGNATURE PRIORITY OPPORTUNITY TO THRIVE

Escaping the vicious cycle of economic strife is a struggle at the crossroads of health, employment, education, housing and finances. Families and individuals whose lives hover at the edge of financial stability are devastated when faced with an unexpected or unmanageable financial set back and often never recover. Predatory lending practices shamelessly prey upon people when they are at their most vulnerable.

FORWARD *through*
FERGUSON



OPPORTUNITY TO THRIVE

WITHIN THIS PRIORITY

Expanding Medicaid

Financial Empowerment

- Minimum Wage
- Predatory Lending
- Child and Family Development Accounts
- Financial Empowerment Sites

Employment

Housing

Transportation



RELEVANT CALLS TO ACTION

CALL TO ACTION

ACCOUNTABLE BODIES

Build Healthy, Affordable Housing

*Missouri Housing
Development
Commission, Housing
Authorities in the region*

Support the Missouri Housing Development Commission's 2015-16 Qualified Allocation Plan (QAP) as it references unit sizes, investment of LIHTC, and workforce housing namely with respect to:

- Limiting applications to fifty (50) affordable units (with exceptions mentioned in the QAP)
- Prohibiting new construction and conversion in locations where the total publically subsidized housing units (as defined in the Market Study Guidelines) equal more than 20% of all units in the census tract where the development will be located
- Prohibiting (with exceptions listed in the QAP) proposed development in the Kansas City or St. Louis region within one mile of any development that has been approved for State Low Income Housing Tax Credit (LIHTC), Federal LIHTC, Home Investment Partnership Program (HOME) or Fund Balance funding through the Missouri Housing Development Commission (MHDC) within the previous two fiscal-year funding cycles and is less than 90% leased-up at the time of application submission
- Requiring that developments address the affordable housing needs of the state, region, and locality where they will be located and with the considerations listed in the QAP
- Prioritizing the development of service-enriched housing

*1.

* Signature call to action

RELEVANT CALLS TO ACTION

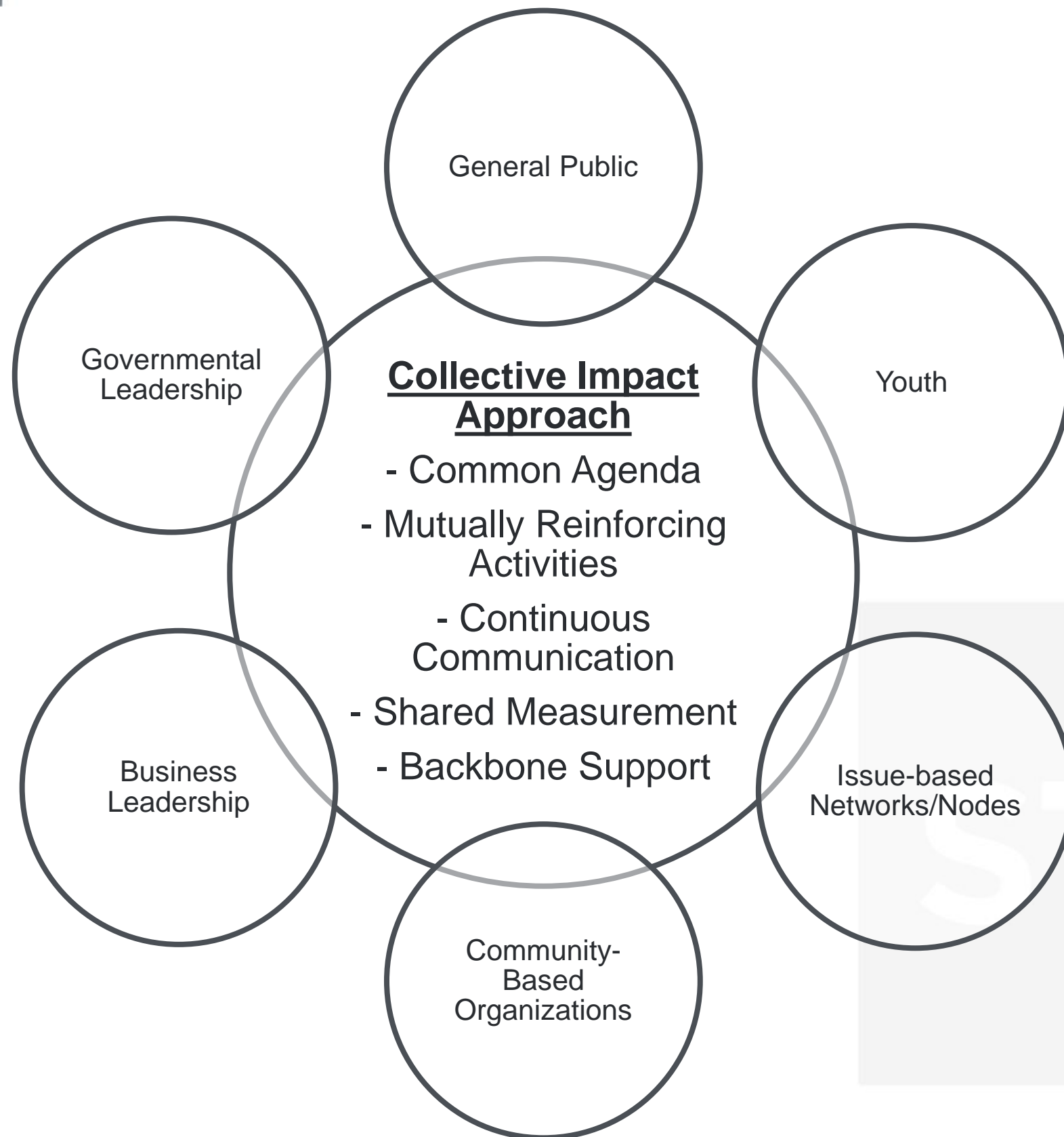
CALL TO ACTION		ACCOUNTABLE BODIES
Enact Inclusionary Zoning Ordinances		<i>All units of government in the region with land use (zoning) powers</i>
*2.	Enact inclusionary zoning ordinances to promote access to affordable housing for low-income individuals.	
Use Federal Funds in Strategic, Maximally Impactful Ways		<i>St. Louis County and City, HUD</i>
3.	St. Louis County shall partner with the Department of Housing and Urban Development (HUD) to develop an approach that directs Community Development Block Grants (CDBGs) to be more impactful. Specific consideration should be given to local partnerships that use funds for more transformational community development projects that invest in low-income communities.	
Expand the Statewide Housing Trust Fund		<i>Missouri Legislature, Municipalities</i>
4.	Expand the statewide Missouri Housing Trust Fund (HTF) program by doubling the current real estate transaction filing fee (from \$3 to \$6) in order to provide additional and effective funding to house working families in the region.	
Expand the City of St. Louis Housing Trust Fund		<i>City of St. Louis</i>
5.	The City of St. Louis should lift the \$5 million cap on its Housing Trust Fund.	
Institute Fair Housing Protections		<i>Missouri Legislature</i>
6.	Create fair housing protections that prohibit discrimination by source of income for the entire State of Missouri.	

* Signature call to action

RELEVANT CALLS TO ACTION

CALL TO ACTION	ACCOUNTABLE BODIES
<p>Create a St. Louis County Land Bank</p> <p>7. St. Louis County shall create a land bank with a dedicated source of revenue and authority to engage in strategic land reutilization including asset-based community development, transit-oriented development, and stakeholder engagement. That source of revenue could be a use tax such as that proposed in the Community Comeback proposal of 2001.</p>	<p><i>St. Louis County and City of St. Louis</i></p>
<p>Stabilize Middle-Market Neighborhoods</p> <p>8. Develop a regional strategy that actively attempts to stabilize middle-market neighborhoods and that emphasizes the health and well-being of existing residents (e.g., Baltimore's Healthy Neighborhoods program).</p>	<p><i>Foundations, Financial Institutions, CDFIs, CDCs, Local Governments</i></p>
<p>Prioritize Transit-Oriented Development</p> <p>9. Prioritize mixed-use mixed-income right-sized development near rail transit through changes in zoning, financial incentives for developers, and transit benefits for residents of developments. Prioritize developments for the underserved in the North and South St. Louis region.</p>	<p><i>Municipal governments with light rail stops, St. Louis County, Metro, East-West Gateway Council of Governments</i></p>
<p>Teach Financial Literacy to Section 8 Housing Beneficiaries</p> <p>10. Provide Section 8 housing beneficiaries with financial literacy and technical assistance in asset-building so that they can become permanent homeowners.</p>	<p><i>Housing Authorities, HUD, Continuum of Care Groups</i></p>

SUSTAINING CHANGE TOGETHER



OPPORTUNITIES TO ENGAGE

- Apply the racial equity lens
- Provide baseline data for the region
- Consider applying for core intermediary RFQ
- Other opportunities based on existing strategic priorities

“Their most important work will be the changes we see in our institutions and our work places, in our communities and in our interactions with one another. Change of this magnitude is hard; but maintaining the status quo is simply not acceptable.”

- Governor Jay Nixon

FERGUSON COMMISSION ANNOUNCEMENT CEREMONY

A large, light gray watermark of the STL logo is positioned in the bottom right corner of the slide, partially overlapping the text 'FERGUSON COMMISSION ANNOUNCEMENT CEREMONY'.

APPENDIX

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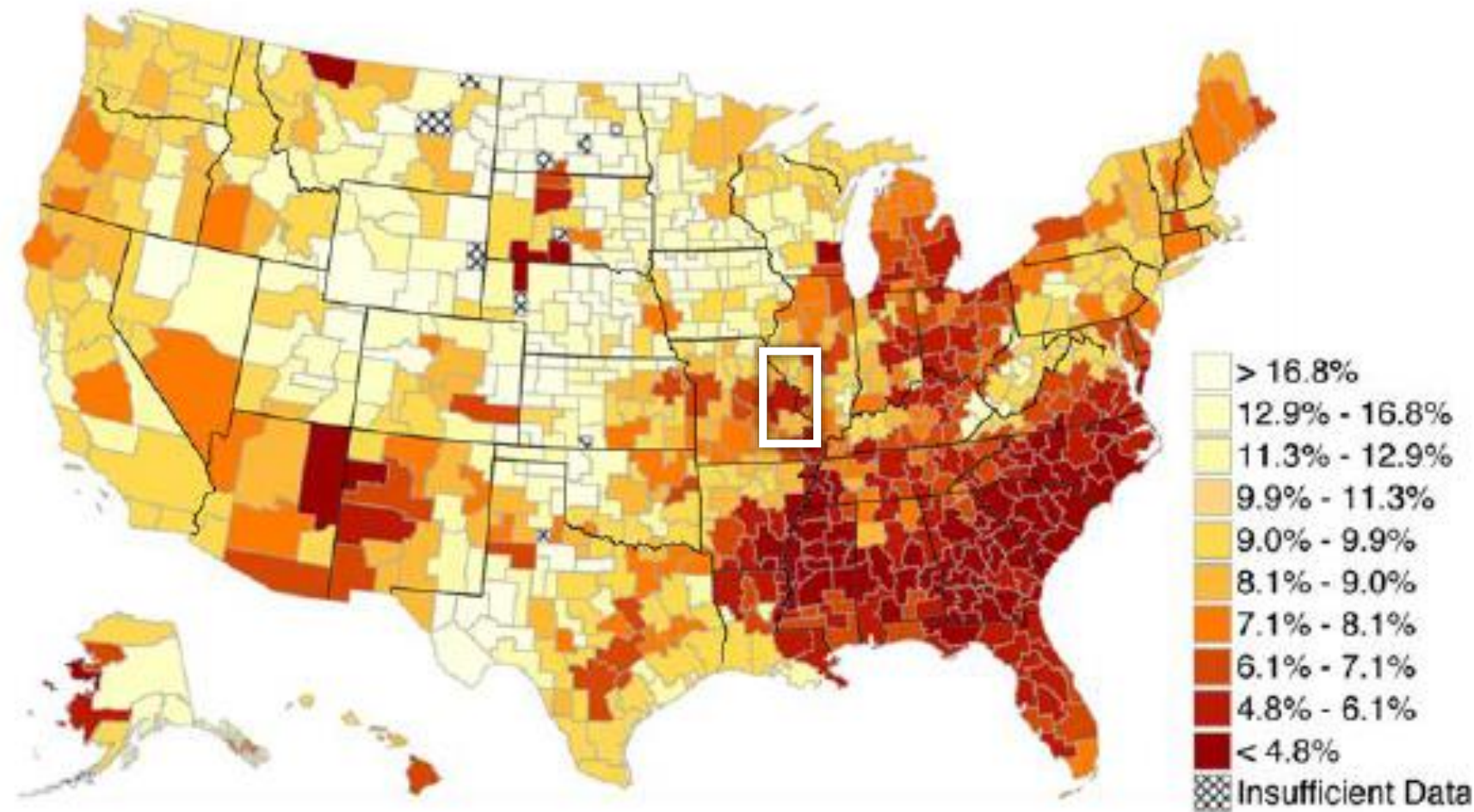
CONFRONTING OUR REALITY

A tale of two ZIP codes⁷



An 18-year gap in life expectancy between zip codes less than 10 miles apart.

CONFRONTING OUR REALITY



St. Louis ranks **43rd** of 50 large metro areas in economic mobility:
The likelihood that a family will move up the income ladder
from one generation to the next.

CONFRONTING OUR REALITY

Figure 51. Infant death rate in St. Louis County



Adapted from Visualizing Health (see resources)

Source: MODHSS, Infant Health Profile

Notes: Data years include 2000-2010

Figure 52. Infant death rate in St. Louis City



Adapted from Visualizing Health (see resources)

Source: MODHSS, Infant Health Profile

Notes: Data years include 2000-2010

In our region, the infant mortality rate for African-Americans is three times that of whites.

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THE COMMISSIONERS

- Rev. Starsky Wilson
- Rich McClure
- Rev. Traci Blackmon
- Dan Isom II
- Scott Negwer
- Bryon Watson
- Gabriel E. Gore
- Brittany Packnett
- Rose Windmiller
- Rasheen Aldridge, Jr.
- Becky James-Hatter
- Felicia Pulliam
- Kevin Ahlbrand
- Patrick Sly
- T.R. Carr, Jr.
- Bethany Johnson-Javois
(*ex-officio*)

CITIZEN PRIORITIES SHAPE OUR WORK

	<u>Priorities</u>	<u>Working Groups</u>
Central Issues	Citizen Law Enforcement Relations (68%)	Citizen-Law Enforcement Relations (Dan Isom & Brittany Packnett)
	Municipal Governance (17%)	Municipal Courts and Governance (Traci Blackmon & T.R. Carr)
	Municipal Courts (15%)	
Disparity Focus	Education (63%)	Child Well-Being & Education Equity (Becky James-Hatter & Grayling Tobias)
	Economic Opportunity (58%)	Economic Inequity and Opportunity (Pat Sly & Felicia Pulliam)
	Racial and Ethnic Relations (53%)	Racial Equity and Reconciliation (Cross Cutting Work)

LENSES

- **Place Matters** – Does this call to action make special consideration for how problems are spatially configured or concentrated? Does the implementation of this impact a specific geographic area?
- **Generational** – Does this call to action impact more than one generation?
- **Children and youth** – Are children or youth at the center of this call to action?
- **Racial Equity** – Will this call to action improve racial equity?
- **Health Equity** – Will this call to action improve health equity?
- **Research Informed** – Have the working groups and Commission been provided the appropriate research for consideration of the call to action?

HERE'S WHAT WE LOOK LIKE NOW

