

# My Brother's Keeper

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## LOCAL ACTION PLAN

### SANFORD, FLORIDA

December, 2015

Working to Reduce Disparities Related to Young African American and  
Hispanic Males within the Seminole High School Cluster Area  
of Sanford, Florida



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# MY BROTHER'S KEEPER - SANFORD, FLORIDA

## City of Sanford Administration

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### Mayor



Jeff Triplett

### City Manager



Norton N. Bonaparte, Jr.

### OUR VISION

Sanford is a significant cultural and business hub for the Central Florida region. With its showcase waterfront, extensive transportation network, distinctive cultural corridor and historic downtown, Sanford is a vibrant and safe city in which people choose to live, work, raise a family, attend school, shop, play and retire.

### OUR MISSION

The City of Sanford is dedicated to the delivery of a high standard of service that cultivates a vibrant business and citizen partnership and fosters a well-connected, economically thriving community that celebrates its distinctive historical, natural, social and cultural character.

### **The four priority areas that were identified for the City to focus its efforts are:**

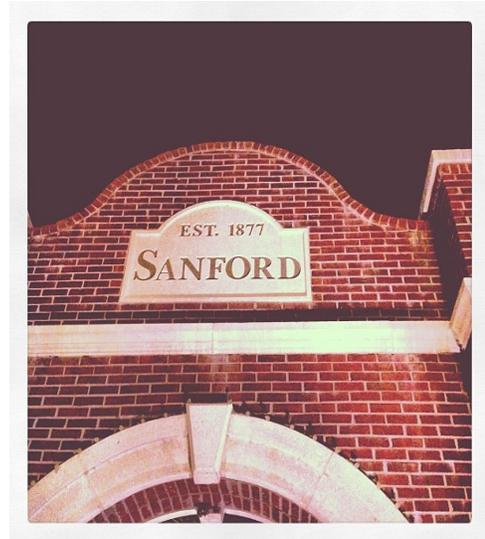
- Unify Downtown and the Waterfront
- Promote the City's Distinct Culture
- Update Regulatory Framework
- Redevelop and Revitalize disadvantaged communities

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## HISTORICAL PERSPECTIVE - FLORIDA'S FRIENDLY CITY

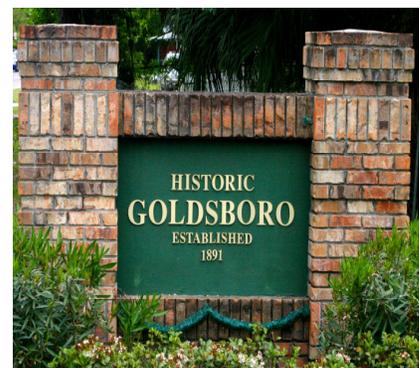
### A TALE OF TWO CITIES

Sanford, Florida has a rich history for both white and non-white residents. Known as the Historic Waterfront Gateway City, Sanford is located on the picturesque southern border of Lake Monroe, flowing into the St. John's River. Originally settled by the Seminole Indians, the city was officially incorporated on September 29, 1877. General Henry S. Sanford, a Connecticut lawyer and Abraham Lincoln's first diplomatic appointee, was recognized as the founding father. General Sanford's vision involved the growth and distribution of fresh meats, citrus and other crops, while taking advantage of the waterfront and railways to make Sanford the transportation hub for all of southern Florida.



The history of residents of color is controversial from its beginning in Sanford. African Americans were present in Sanford since the "Fort Period." Georgetown, a community for African Americans established in the 1870's, was comprised of lots sold by Henry Sanford to the early Black pioneers who had come from Virginia, the Carolinas, West Florida and as far away as the West Indies. Also, Georgetown was the location of the first African American public school in the county. Georgetown was a vibrant community with its own commercial district, where residents were able to rise to middle class status. The area designated Georgetown still exists today, but its outlook is not so promising.

Meanwhile, the Freedmen's Bureau established the town of Goldsboro during the Reconstruction Era for African Americans who worked at the local railroad yard, farms, produce and ice house. As early as 1870, wealthy and prosperous blacks resided in Goldsboro. On December 1, 1891, William Clark and 19 other African American registered voters led the incorporation of Goldsboro as the second all African American town in Florida. Goldsboro is one of the oldest African American-founded communities in the United States. For twenty years, the one-half square mile town of Goldsboro, home to more than 4,000 people, was a prosperous city, boasting an established government, shops, churches and schools.



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The location of Goldsboro presented a barrier to the expansion plans of the City of Sanford. Consequently, the City of Sanford leaders successfully led the drive to dissolve Goldsboro's City Charter. On April 6, 1911, the Sanford Charter Bill was passed by the Florida Legislature, leading to annexation of Goldsboro into the City of Sanford. This act was the initiator leading to the loss of identity and social status for African Americans within the City of Sanford reverberating through the area today.

Currently, Goldsboro and Georgetown neighborhoods comprise District 2 of the City of Sanford; the City has four districts. Based on 2010 Census Bureau statistics, District 2 has a population of 11,607 residents, the lowest house household median income range at \$10,001 - \$20,000, and the highest population of people of color: 53.5% Black or African American and 19% Hispanic.

Sanford has approximately 57,000 residents and is the largest of the seven cities within Seminole County; it is also the County Seat. Seminole County has a population of approximately 443,000 residents and is one of the wealthiest counties in Florida. The City of Sanford represents approximately 12.8% of the County's total population but is home to approximately 22% of the persons living in poverty in the County. The City of Sanford household median income is \$41,168. That is 70.7% of the County's household median income of \$58,175 and 77.6% of the national median household income of \$53,046. Based on recent income and poverty studies for Seminole County, it is noted that nine of the 11 pockets of poverty in Seminole County are located in the City of Sanford.

A feeling of resentment towards government has been passed down through the generations and still exists today. Today, very little of the once-thriving community is recognized, as poverty (and all of its associated ills) is rampant in the Goldsboro community.

Like many cities in the United States, the communities of color in Sanford are disproportionately impacted by underrepresentation on indicators of success (e.g., high school completion) and overrepresentation in negative measures such as poverty and arrests. The following is a comparison of the race demographics of the City of Sanford, Seminole County and the State of Florida. The African American and Hispanic/Latino population for the City of Sanford is 30.5% and 20.2% respectively of the City's population. Seminole County's is 12.2% and 19.2% respectively and the State of Florida's is 16.8% and 24.1% respectively. The City of Sanford is home to approximately 23.2% of the African American and Hispanic/Latino population in Seminole County.

The high school and its cluster schools reflect the dichotomy that exists within the community of Sanford. While Seminole High was awarded the Silver ranking in 2015 by *US News & World Report*, the percent of disadvantaged students who were determined proficient was 46.5%, whereas the proficiency of non-disadvantaged students was 74.5%. In addition, the suspension and graduation rates for students of color are disproportionate when compared to white students.

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

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## THE NATIONAL SPOTLIGHT

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

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

## A CALL TO ACTION

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

1. Entering school ready to learn
2. Reading at grade level by third grade
3. Graduating from high school ready for college and career
4. Completing postsecondary education or training
5. Successfully entering the workforce
6. Reducing violence and providing a second chance

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

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

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

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## THE CHALLENGE - THE CURRENT STATE

### STATISTICAL HIGHLIGHTS

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

### RACE/ETHNICITY

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

### RACE/ETHNICITY/AGE GROUPS-TARGET INTERVENTION AREA

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

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

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

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

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

## ECONOMIC

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

## EDUCATION

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

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

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

## HEALTH & WELLNESS

This section includes select vital statistics for Seminole County obtained from Florida Department of Health, U.S. Centers for Disease Control and Prevention (CDC), and Healthy People 2020. The 2012 data represent the latest final birth and death statistics released by the Florida Department of Health at the time this report was compiled. Data also was used from other sources when available.

### ▪ Birth Rates

The number of live births in Seminole County was 4,415 in 2012. This is a 0.05% increase from the previous year. The infant mortality rate for Seminole County in 2012 (6.8 deaths per 1,000 live births) was higher than the Healthy People 2020 goal and the reported rates for Florida. Black females 15 to 19 years of age

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had a teen birth rate nearly three times higher than that of white females (34.5 per 1,000 births compared to 12.6).

- Obesity

According to the 2010 Behavioral Risk Factor Surveillance System (BRFSS) survey conducted by the Florida Bureau of Epidemiology, Chronic Disease Epidemiology and Surveillance Section, the percentage of Seminole County adults either obese or overweight based on reported height and weight has continued to increase from previous years. As of 2010, approximately 65% were either obese or overweight. Nearly four percent of BRFSS respondents reported 14 or more days during the past month that were considered as “mentally unhealthy”.

- Unintentional Injury & Violence

In 2012, the age-adjusted death rate from unintentional injury was 31.1 per 100,000 population. The death rate from unintentional injury for males was nearly twice the rate for females (40.8 compared to 22.5 per 100,000). In 2012, the homicide death rate in Seminole County was 4.1 deaths per 100,000 population. The homicide death rate for blacks was approximately eighteen times that of whites. The death rate for males was six times that for females.

## CRIMINAL JUSTICE

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

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

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

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

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

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## THE COMMON THREAD

A review of the data exposed overlapping areas and issues impacting achievement by youth of color in Sanford, Florida. The table below highlights the existing challenges:

Current Issues Impacting Achievement			
Education Middle/High School	Education Post-Secondary	Health & Wellness	Criminal Justice
<ul style="list-style-type: none"> <li>• Suspensions (In-School &amp; Out-of School)</li> <li>• Expulsions</li> <li>• Progression</li> <li>• Retention</li> <li>• Graduation</li> </ul>	<ul style="list-style-type: none"> <li>• Enrollment</li> <li>• Retention</li> <li>• Graduation</li> </ul>	<ul style="list-style-type: none"> <li>• Safe and affordable housing</li> <li>• Minimum wage and more youth employment opportunities</li> <li>• Physical activity and Parks and Recreation usage</li> <li>• Mentoring and apprentice programs</li> </ul>	<ul style="list-style-type: none"> <li>• Arrests</li> <li>• Recidivism</li> <li>• Second Chance Opportunities</li> <li>• Employment Opportunities</li> </ul>

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## SANFORD ACTION PLAN SUMMARY

### PRIORITIZATION OF MBK MILESTONES

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

6 ENTERING SCHOOL READY TO LEARN	5 READING AT GRADE LEVEL BY THIRD GRADE	1 GRADUATING FROM HIGH SCHOOL READY FOR CAREER AND COLLEGE	2 COMPLETING POST- SECONDARY EDUCATION OR TRAINING	3 SUCCESSFULLY ENTERING THE WORKFORCE	4 REDUCING VIOLENCE AND PROVIDING A SECOND CHANCE
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### PROGRAM FRAMEWORK

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

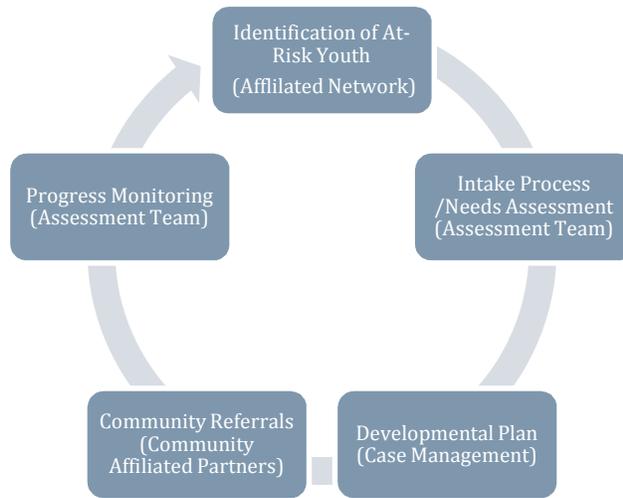
The comprehensive case management model is not a program or type of service. It represents a fundamental change in the way services are designed and delivered. It is value-based and has an unconditional commitment to customized services on a “one youth, one family at a time” basis. This process addresses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

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

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

The foundation for success of this program is incorporation of elements of assistance via academic and developmental programs, mentoring, structured activities, job training, and job placement programs through community affiliated partners.

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Integration of “Forty Developmental Assets for Adolescents” (reference [www.search-institute.org](http://www.search-institute.org)) will be required of all community affiliated partners.

	Area of Human Development	Developmental Asset	Asset Definition
External Assets	Support	Family Support	Family life provides high levels of love and support
		Positive Family Communication	Young person and her or his parent(s) communicate positively, and young person is willing to seek advice and counsel from parent(s).
		Other Adult Relationships	Young person receives support from three or more nonparent adults.
		Caring Neighborhood	Young person experiences caring neighbors.
		Caring School Climate	School provides a caring, encouraging environment.
		Parent Involvement in Schooling	Parent(s) are actively involved in helping young person succeed in school.
	Empowerment	Community Values Youth	Young person perceives that adults in the community value youth.
		Youth as Resources	Young people are given useful roles in the community.
		Service to Others	Young person serves in the community one or more hour per week.
		Safety	Young person feels safe at home, at school, and in the neighborhood.
	Boundaries & Expectations	Family Boundaries	Family has clear rules and consequences and monitors the young person's whereabouts.
		School Boundaries	School provides clear rules and consequences.
		Neighborhood Boundaries	Neighbors take responsibility for monitoring young people's behavior.
		Adult Role Models	Parent(s) and other adults model positive, responsible behavior.
		Positive Peer Influence	Young person's best friends model responsible behavior.
		High Expectations	Both parent(s) and teachers encourage the young person to do well.
	Constructive Use of Time	Creative Activities	Young person spends three or more hours per week in lessons or practice in music, theater, or other arts.
		Youth Programs	Young person spends three or more hours per week in sports, clubs, or organizations at school and/or in the community.
		Religious Community	Young person spends one or more hours per week in activities in a religious institution.
		Time at Home	Young person is out with friends “with nothing special to do” two or fewer nights per week.
Internal		Achievement Motivation	Young person is motivated to do well in school.

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		School Engagement	Young person is actively engaged in learning.
		Homework	Young person reports doing at least one hour of homework every school day.
		Bonding to School	Young person cares about her or his school.
		Reading for Pleasure	Young person reads for pleasure three or more hours per week.
	Positive Values	Caring	Young person places high value on helping other people.
		Equality and Social Justice	Young person places high value on promoting equality and reducing hunger and poverty.
		Integrity	Young person acts on convictions and stands up for her or his beliefs.
		Honesty	Young person "tells the truth even when it is not easy."
		Responsibility	Young person accepts and takes personal responsibility.
		Restraint	Young person believes it is important not to be sexually active or to use alcohol or other drugs.
	Social Competencies	Planning and Decision Making	Young person knows how to plan ahead and make choices.
		Interpersonal Competence	Young person has empathy, sensitivity, and friendship skills.
		Cultural Competence	Young person has knowledge of and comfort with people of different cultural/racial/ethnic backgrounds.
		Resistance Skills	Young person can resist negative peer pressure and dangerous situations.
		Peaceful Conflict Resolution	Young person seeks to resolve conflict nonviolently.
	Positive Identity	Personal Power	Young person feels he or she has control over "things that happen to me."
		Self-Esteem	Young person reports having a high self-esteem.
		Sense of Purpose	Young person reports that "my life has a purpose."
		Positive View of Personal Future	Young person is optimistic about her or his personal future.

## MEASURABLE OUTCOMES

- Identify through the educational, law enforcement, and judicial systems 200 young men of color in middle school and high school that are at high risk of not graduating from high school and/or being incarcerated.
- Provide comprehensive case management services to the 200 at risk young men of color that include referral to appropriate supportive services, as well as a commitment to monitor and track progress.
- Identify and acquire case management software that supports the needs of the program to measure outcomes.
- Support and promote innovative projects and programs that promote healthy lifestyles through the elimination of unhealthy behavior common in at-risk young men of color.
- Increase the college-going population of young men of color
- Seek to eliminate health disparities by addressing social determinates of health, such as insufficient education, exposure to violence, inadequate access to healthcare, lack of role models and other psycho-social and economic factors.
- Collaborate with the criminal justice system, law enforcement and corrections to promote alternative program and policy changes that provide a second chance for young men of color.
- Continue to educate the community on the disparities and inequities confronting young men of color and strive to identify and recruit partners committed to making a difference in the lives of young men of color and ensuring equality for all of our young people.

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- Assist with providing support, resources and encouragement to the Young Men of Excellence program at Seminole High School to reduce suspensions, drop out and increase graduation rate and summer employment opportunities.
- Continue to educate the community on the disparities and inequities confronting young men of color and strive to identify and recruit partners committed to making a difference in the lives of young men of color and ensuring equality for all of our young people.

The Sanford MBK Initiative will use Individualized Developmental Plans created via a multi-disciplinary case management model.

The measurable improvements related to black/brown males within the Seminole High School Cluster Area are:

## **Education - Middle & High School**

- Reduce suspensions (In-School & Out-of-School)
- Reduce expulsions
- Increase progression
- Increase retention
- Increase graduation

## **Education - Post Secondary**

- Increase enrollment
- Increase retention
- Increase graduation

## **Health & Wellness**

- Identify safe & affordable housing
- Increase physical activity and Parks and Recreation usage
- Secure more youth employment opportunities
- Support mentoring and apprentice programs

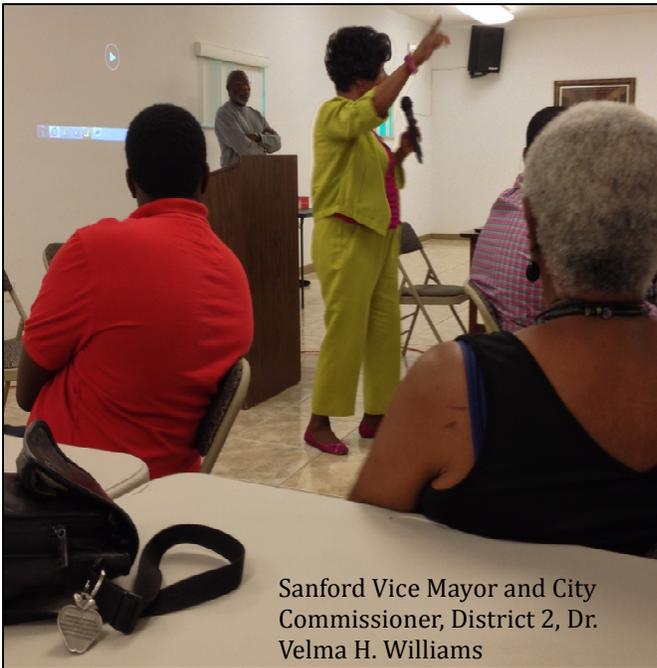
## **Criminal Justice**

- Reduce arrests
- Reduce recidivism
- Increase second chance opportunities
- Increase employment opportunities

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## SPOTLIGHT ON ACTIVITIES

### COMMUNITY SUMMIT - APRIL 18, 2015



Sanford Vice Mayor and City Commissioner, District 2, Dr. Velma H. Williams

The first Community Summit was held on April 18, 2015 with the purpose of assessing community resources and community needs. Approximately 130 participants attended, including Sanford Vice Mayor and District 2 Commissioner Dr. Velma H. Williams; Superintendent of Seminole County Public Schools Dr. Walt Griffin; Sanford Police Chief Cecil Smith; Florida Department of Health - Seminole County Director Dr. Swannie Jett; Chester Glover from the Office of Congresswoman Corrine Brown; and many other parents, students, religious, and civic leaders. Participants were engaged and excited about the positive trend occurring in Sanford, along with the hope for additional community resources in the future.



SUMMIT WORKGROUP

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## CITY OF SANFORD RECREATION DEPARTMENT: G.A.M.E.: GETTING ALL MALES EQUIPPED.

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

## DELTA SIGMA THETA SORORITY

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

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

"The Delta Teacher Efficacy Campaign has multiple components, including professional learning for teachers, free book distribution for children and families in poverty, and enhancing conversations among diverse stakeholders to collaboratively improve graduation rates of students in urban communities," said Rosemarye Taylor, interim associate dean for graduate studies in the UCF College of Education. "It is an honor to be a stakeholder in this important effort to serve our most in-need students and to bring attention to collaboratively serving the students and their families."

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

## FLORIDA DEPARTMENT OF HEALTH - SEMINOLE

The Florida Department of Health (DOH) plays an instrumental role in maintaining the health and wellness of the residents of Sanford. Some of the key events sponsored by the DOH for calendar year 2015 are highlighted below.

### **Live, Work, Move Seminole 5k Finishes National Public Health Week**

The Florida Department of Health in Seminole County (DOH-Seminole) celebrated National Public Health Week, April 6-12, 2015, culminating the week with over 300 participants from Central Florida in the 1<sup>st</sup> Annual Live, Work, Move Seminole 5k and Health Expo.

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## **April 2015, Poverty Simulation Educates Community**

The Poverty Simulation's goal was to sensitize participants to the realities faced by low-income people. DOH-Seminole hosted the simulation with over 50 participants from various nonprofits, government and faith-based workers.

## **Cookbook Celebrates Food Day**

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

## **L.E.A.D. (Leaders Encouraging Action and Dedication) group of Seminole County**

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

### Current L.E.A.D. Partners:

City of Sanford

Florida Department of Health in Seminole County

Boy Scouts of America Central Florida Council

No Limit Health and Education

African American Chamber of Commerce of Central Florida

Central Florida Urban League

# MY BROTHER'S KEEPER - SANFORD, FLORIDA



## Department of Health Men's Task Force

### GOLDSBORO FRONT PORCH, INC.

For the past four years the City of Sanford has funded the YELDA program to provide at-risk high school and first-year college students in the target areas of Goldsboro and Georgetown with leadership skills, character education, job readiness training, work experience, cultural enrichment, money management, career development and overall life skills to assist them in becoming caring, productive and contributing members of society. The objectives of the program are to raise education expectations; prepare the students for job entry or college; develop mentors for students and assist students to develop better study habits; increase cultural awareness; increase graduation rate; decrease dropout rate; and provide on the job training and career development

### MAYOR'S YOUTH COUNCIL

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

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

### NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (SEMINOLE COUNTY)

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

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## NO LIMIT HEALTH AND EDUCATION

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

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

## ST. PAUL MISSIONARY BAPTIST CHURCH



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

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

## SEMINOLE COUNTY PUBLIC SCHOOLS, YOUNG MEN OF EXCELLENCE



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Among the ten states with the largest enrollment of black male students, Florida has one of the lowest graduation rates, according to the Black Boys Report which analyzes state data and the National Center of Education Statistics.

By mentoring, coaching and facilitating academic performance through proven methods of support and intervention, the Young Men of Excellence Initiative and Curriculum is helping African-American male students in Seminole County Public Schools overcome those statistics.

Working intentionally and purposefully with teachers, counselors, families and students, this initiative seeks to enhance the social, emotional, academic and health outcomes for African-American males in Seminole County Public Schools. The goals for the young men enrolled in the program are:

- Increased academic performance
- Increased test scores
- Better relationships with peers, counselors and teachers
- Greater leadership skills
- Wider cultural learning opportunities
- Decreased disciplinary issues
- Increased SAT and ACT scores

Led by Coordinator Robert L. Guy, the Young Men of Excellence program works with four high schools within Seminole County. Youth may elect to take an official elective class at three of the high schools or attend an after-school program at one high school. Young Men of Excellence was one of the most recognizable community resources identified at the MBK Summit held on April 18, 2015. The Young Men of Excellence held its Third Annual Awards Night on May 6, 2015, recognizing the work of the young men in focusing on excellence. The Young Men of Excellence has established services geared towards all eight of the Areas of Human Development referenced in the 40 Developmental Assets.

## SEMINOLE STATE COLLEGE

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

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

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

## WESTSIDE COMMUNITY CENTER, SANFORD

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

Britt Henderson and Commissioner Dr. Velma H. Williams met with Liz Cater (Community Liaison for Aviation Institute of Maintenance) to set up this priceless experience for the young men. This camp was offered for one week free of charge to Westside Community Center Youth and Goldsboro Front Porch. The camp was held daily, Monday to Friday. The group worked on sheet metal, built a PC board, learned about soldering, and was involved in group hands-on projects throughout the week. The group had the opportunity to sit in a real airplane and receive valuable information on aviation maintenance. Mr. Jerry Moore, CEO, and an African American, gave a very heart-felt talk about young black and brown boys believing in their dreams. He encouraged them to continue to chase their dreams until they become a reality.

This specific activity is tied to Areas 1, 2, 4, 5, and 8 of the Human Development associated with the 40 Developmental Assets.

# MY BROTHER'S KEEPER - SANFORD, FLORIDA

## ADVISORY COMMITTEE

### **Committee Member**

Thomas, Andrew (Chairman)  
Oliver, Pastor Lowman (Vice Chairman)  
Johnson, Ronda (Secretary)  
Balanoff, Janet  
Benjamin, Sr., Paul  
Bennerman, Rob  
Brown, Willie  
Bush, Pernell  
Dallas, Tiffany  
Duncan, Samuel  
Greene, Charlene  
Guy, Robert  
  
Henderson, Britt  
Irvin, Raymond  
Jett, Dr. Swannie  
Lanier, Courtney  
Lee, El Cabrel  
Lopez-Littleton, Dr. Vanessa  
McQueen, Vernon  
Nathan, Ron  
Oyewale, Olatunji  
Patterson, Dr. Sharon  
Perkins, Trekelle  
Polk, Lorenzo  
Raimondo, Anthony  
Richard, Gary  
Smith, Allen  
Thomas, Thelisha "Lisha"  
Triplett, Dereck  
Washington, Rose  
Williams, Isaac  
Wright, Jr., John

### **Affiliation**

City of Sanford  
St. Paul Missionary Baptist Church  
Volunteer/Recorder/Secretary  
Seminole State College of Florida  
Central Florida Dream Center  
Each One Reach One Outreach  
Department of Health-Seminole  
No Limit Health and Education  
Urban League, Central Florida  
Great Honor House  
State of Florida 18<sup>th</sup> Judicial District  
Seminole County Public Schools, Young Men of  
Excellence  
Boys & Girls Club/ Sanford Recreation Department  
Sanford Police Department  
Department of Health-Seminole  
New Sanford initiative  
Department of Health-Seminole  
University of Central Florida  
Goldsboro Front Porch Council  
Midway Elementary School  
Community Volunteer  
Getting Your House in Order  
City of Sanford Police Department  
18th Judicial Court, Seminole County  
Sanford Police Department  
Seminole County Sheriff's Department  
Volunteer, St. Paul Missionary Baptist Church  
Healthy Start Coalition-Seminole  
Not My City, Inc.  
Seminole County Branch NAACP  
Generation Behavior Health  
Seminole County Branch NAACP

# MY BROTHER'S KEEPER - SANFORD, FLORIDA

## PARTNERS WITH THE CITY OF SANFORD

Florida Department of Health - Seminole County

Goldsboro Westside Historical Association

Goldsboro Front Porch Council, Inc.

Healthy Start Coalition of Seminole County, Inc.

New Sanford Initiative

No Limit Health and Education

St. Paul Missionary Baptist Church

Sanford Police Department

Seminole County Branch NAACP

Seminole County Public Schools

Seminole County Sheriff's Office

Seminole State College of Florida

University of Central Florida

Urban League of Central Florida

Vessel of Honor Outreach Center