



# Council on the Status of Men and Boys

**2022-2023 ANNUAL REPORT**





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# Letter From The Sheriff



Dear Citizens of Tallahassee-Leon County,

When I proposed that we develop the Council on the Status of Men and Boys (CSMB), I knew it would take an investment of time. To

lead and develop a comprehensive community effort to reduce homicides and non-fatal gun violence among males in the Tallahassee-Leon County area is an important and challenging task. Since the Council was launched in August 2022, I am pleased with how far it's come in such a short amount of time and encouraged by the steps we've taken toward impending strategies to decrease gun violence.

The Leon County Sheriff's Office is committed to excellence and will continue to exemplify this as we develop and implement our county wide plan to reduce gun violence in our community. This CSMB year one annual report looks at our progress and what's been done over this first year, as well as where we are going.

This year one report of CSMB activity provides a perspective on the scope of gun violence in Leon County. It also provides data on our and our partners' efforts to assess and address the

problem, and the need for collective community action to build and maintain the support services necessary to transform lives for the better.

We are committed to meeting the needs of all citizens in our community by reducing crime and enhancing the overall quality of life in Leon County. At the heart of this important work are the dedicated members of this agency. I am continually grateful for their service and unwavering dedication to the citizens of Leon County.

Through our "ALL in LEON" initiative, we will continue unifying people, agencies, and organizations in a partnership to reduce crime in Leon County.

This collaboration empowers all stakeholders to contribute to the achievement of our common goals. Together, we are stronger.

Please join me in recognizing the initial work of CSMB as we continue another "YEAR of SERVICE."

ALLin!

Sincerely,

Walt McNeil



# Message from the Executive Director of The Tallahassee-Leon County Council on the Status of Men and Boys

On behalf of The Tallahassee-Leon County Council on the Status of Men and Boys (CSMB), I am honored to share the results from our inaugural year, which is presented here in our 2022-23 annual report.

Looking back to August 1, 2022, when I embarked on the journey of identifying evidence-based strategies to reduce gun violence in our community, I'm encouraged by our efforts and the progress made to date. While working with some of our community's most vulnerable citizens, I'm encouraged by our efforts and progress made to date. For the first time in our county's history, we have a council in place to merge community, law enforcement and government to actively develop a plan to reduce gun violence in our community.

The investments made into this Council are making an impact and the results of the beginning stages of this work are outlined in this report. We, the Council, are taking the next steps to further unify these efforts under a comprehensive and focused plan.

The Council on the Status of Men and Boys is expected to provide a roadmap to reduce homicides and non-fatal shootings in Leon County by bringing all stakeholders and resources to the table to implement a unified operational strategy for prevention, intervention, and enforcement. We, the Council, are grateful to all our partners and the community who have helped us make strides toward this effort.

Sincerely,



Royle King



## Meet the Governing Body

We are pleased to share what we've accomplished during the period between August 1, 2022, and August 31, 2023. Tallahassee-Leon Council on the Status of Men and Boys considers this work as paramount for our community. We look forward to introducing the team who has made this work possible and successes we've earned throughout these 12 months.

- Jamie Van Pelt, Chair
- Dr. Sabrita D. Thurman-Newby, PhD, Vice Chair
- Trinity Joy Whitley, Secretary
- Dr. Marlon Williams-Clark, PhD
- Shamar Lee Banks
- Albert Batts, Jr.
- Eric Clark
- LaDarius Gammage
- Khary Ajene Henry
- Dorothy Inman-Johnson
- Dr. Latara Lampkin, PhD
- Marcus M. Lampkin
- Yolanda F. Pourciau
- Dr. Donald Elisha Sheppard, PhD
- Dr. Gwendolyn James Singleton, PhD
- Sandra M. Horne
- Elijah J. Hooks
- Richard D. Davison

The Governing Body focuses on developing policy and providing direction to meet the council's mission and purpose. The Governing Body is comprised of between 13-21 individuals to include the following:

- **One educator (non-elected)**
- **Two current or former Executive Directors of boys mentoring/serving organizations.**
- **Two faith-based leaders**
- **Two social workers of boys mentoring/serving organizations.**
- **Two youth leaders (at-risk or truant youth ages 12-24)**
- **Two community members with lived experience with the criminal justice system**
- **Up to five additional at large members**





# Pilot Services Program

## The prevention and intervention pilot services program for male students attending Second Chance and Success Academy at the Ghazivni Learning Center within the Leon County Schools has played a pivotal role in our success.

Utilizing data identified in the Anatomy of a Homicide project specific to expulsions and suspensions, the prevention and intervention pilot services program for male students attending Second Chance and Success Academy at the Ghazivni Learning Center was initiated through the collaboration of the Council on the Status of Men and Boys and the Ghazivni Learning Center. The Ghazivni Learning Center, which houses Second Chance and the Success Academy, was an ideal pilot school because it works with many of the students' disciplinary actions which put them at high risk for being involved in or the victim of a homicide, according to research from the Leon County Sheriff's Office's The Anatomy of a Homicide Report

CSMB life coaches were active in the Ghazivni Learning Center (GLC) providing services from March 2, 2023, through May 18, 2023. The GLC, which houses Second Chance and the Success Academy, was an ideal school because enrolled students have been expelled from their home schools. CSMB built a group of GLC student participants, growing from 20 active students in the first group meeting on March 23, 2023, to 33 at the last group meeting on May 18, 2023. Once students were paired with the appropriate life coach, life coaches performed an initial assessment to determine the student's individual needs and improvement areas. CSMB also conducted three group lunch sessions and individual visits with the life coaches. CSMB life coaches made 165 contacts (which includes students one on one, parents and school staff) from March through May 2023. There were three students that no longer participated (one due to being sent to a Juvenile Justice residential program and two that graduated with their high school diploma. Although this is a small sample size, it was crucial in building trusted relationships. Additionally, months of preparation preceded the team's readiness for deployment in March. Our Life Coaches continued making visits to GLC and home visits to students not enrolled in summer school over the summer.

The GLC administration team deemed CSMB's time at GLC a success. Eighty-two percent of participants earned credits toward graduation, and 34 percent increased their GPA during the program.

In the 2023-2024 school year, CSMB will return to GLC and expand to provide services at Rickards, Godby, and Leon High Schools while accepting referrals from all LCS High Schools.

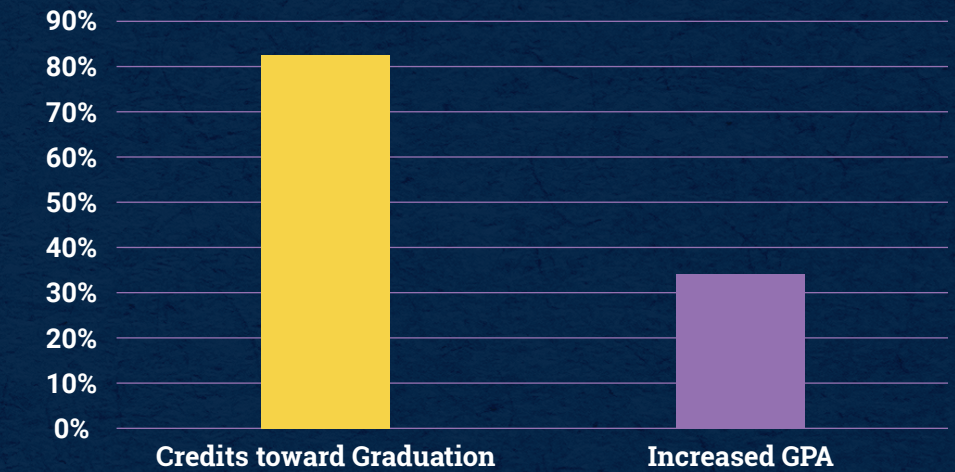
## Ghazvini Program Summary Snapshot

Number of students enrolled	33
Number of Students finished	30
Students' Academic Progress	See chart below
Student Graduates	2
One-on-One contact hours with students by Life Coaches	404 hours
<b>Total Team Hours</b>	<b>420 hours</b>

Student Group	Percent of Total
Credits toward Graduation	82%
Increased GPA	34%

The percentage shown here reflects the 33 students.

## Students Involved with CSMB at GLC





# What Are Community Violence Intervention and Prevention Initiatives?

Community violence intervention (CVI) is an approach that uses evidence-informed strategies to reduce violence through tailored community-centered initiatives. These multidisciplinary strategies engage individuals and groups to prevent and disrupt cycles of violence and retaliation and establish relationships between individuals and community assets to deliver services that save lives, address trauma, provide opportunity, and improve the physical, social, and economic conditions that drive violence.

## Step 1: Engage Community Members and Conduct a Community Violence Assessment

- 1.1. Get community input.
- 1.2. Collect and analyze data.

## Step 2: Form a Community Collaboration

- 2.1. Identify partners to form a collaboration for CVI.
- 2.2. Bring partners together and build trust.
- 2.3. Strengthen the collaboration.

## Step 3: Implement CVI

- 3.1. Select the CVI strategies.

The Council on the Status of Men and Boys (CSMB), in partnership with the Leon County Sheriff's Office (LCSO), has brought together a multidisciplinary team to help us develop a comprehensive community-wide violence reduction strategic plan for Leon County.

- The strategic plan will serve as a guide to reduce homicides and non-fatal shootings in Tallahassee and Leon County with community-informed recommendations for implementing a unified operational approach for violence prevention and intervention.
- We view gun violence as a public health issue and an essential part of developing a successful plan includes research and community involvement and.

- Our team of local, state, and national experts, who are helping us create the community-wide violence reduction strategic plan, includes:
  - ▶ National Institute for Criminal Justice Reform, a national organization that uses research and advocacy to help combat gun violence.
  - ▶ Researchers from Florida State University's College of Criminology and Criminal Justice, whose faculty was recently ranked No. 1 in the nation for research productivity and scholarly influence; and.
  - ▶ Tallahassee-based Salter Mitchell PR, which has decades of experience leading community and stakeholder engagement initiatives like ours and.
- Dialogue with our community members is crucial to our success and your input is essential. We will make sure you continue to be informed and updated on the status of this initiative and gain your help as we work on this community-wide violence reduction strategy for our communities.

# Meet the CVIPI Planning Team



## Planning Team Mission Statement

Our mission is to effectively disrupt gun violence in Tallahassee and Leon County, with a focus on collaborative efforts involving community stakeholders, evidence-based prevention measures, and active community engagement. We will promote comprehensive wraparound support for impacted community members, incorporate public safety initiatives, and advocate for mutual communal values supporting safety for all individuals, with the aim of inspiring hope and helping them realize their full potential.

- Benny Bolden
- Harold W Edwards II
- Royle King II
- Terrell Nelson
- Kyya Smith
- Dr. DeOnte Brown
- Rudy Ferguson
- Brandi Knight
- Kaylee Noorman
- Akhenaten Thomas
- Lanekia Bennett
- Tonja Fitzgerald
- Marcus Lampkin
- Nancy O'Farrell
- Dr. Kimball Thomas
- Cindy Bigbie
- Regina Flowers
- Shington Lamy
- Kelly O'Rourke
- Lauren Toner
- Norman Billups
- Dr. Emma Fridel
- Alexandra Lawrence
- Kelly Otte
- Eric Trombley
- Dr. Tom Blomberg
- Dr. Michelle Gayle
- Tia Legree
- Heidi Otway
- Erin Tupper
- Sara Bourdeau
- Greg Gibson
- Whitfield Leland
- Isabel Tayag Parker
- Gwynn Virostek
- Rachel Bowns
- Dr. Argatha Gilmore
- Crisna Logan
- Jamie Van Pelt
- Robyn Wainner
- Jack Campbell
- LaShawn Gordon
- Judy Mandrell
- Dr. George Pesta
- Ta-Tanisha Wallace
- George Creamer
- Cecka Rose Green
- Trevariana Mason
- Andrea Pittell
- Terrence Watts
- Dr. Kim Davidson
- Keiland Henderson
- Shade McMillan
- James Pittman
- Johnitta Wells
- Darian Davis
- Maurice Holmes
- AJ Mealor
- Yolanda Pourciau
- Marcus West
- KaRonte Donaldson
- Dot Inman-Johnson
- Wiley Meggs
- Stephen Sardelis
- Victor Williams
- Talethia Edwards
- Dr. Kellery Kilgore
- Anita Morrell
- Lexie Savedge
- Jessica Yeary



# How We Got Here

The inspiration for this work came from the 'Anatomy of a Homicide Report' compiled by the Leon County Sheriff's Office. Based on an exploratory review of homicides in that report that occurred in Leon County from 2015 to 2020, it was determined that both homicide victims and offenders were overwhelmingly young Black males. Eighty-six percent of victims and 81 percent of known offenders were male. The 15-24 age group was the highest for both victims and offenders, followed by 25-34. Seventy-five percent of victims and 81 percent of known offenders were Black. These findings were not unique when compared to other published homicide data.

Unlike other leading causes of death, such as cancer or heart disease, gun violence disproportionately impacts children and young adults. Firearms were the leading cause of death in 2019 for American children and teens ages 1-19 and young adults ages 20-24.

Firearms are the leading cause of death among Black men, through age 39. With homicide being a leading cause of death for individuals of a specific sex, age range, and race, this problem is more than an enforcement issue alone. This presents a community health crisis stemming from drivers

such as educational deficits, early exposure to the criminal justice system, lack of a stable family/home environment, mental and behavioral health, substance abuse, poverty, etc.

When treated as a public health problem, using a scientific epidemiological approach, homicides can be prevented. It will take an ALLin community working together with focus, fairness, and a balanced approach of prevention, intervention, enforcement, and ongoing assessment.

According to the Centers for Disease Control and Prevention, National Center for Injury Prevention and Control, Division of Violence Prevention, the public health approach is a four-step process that is rooted in the scientific method and draws on a multi-disciplinary science base.

The first step is to define and monitor the problem by understanding the 'who,' 'what,' 'when,' 'where,' and 'how' associated with it. The second step is to identify risk and protective factors by determining what factors protect people or put them at risk for experiencing or perpetrating violence. Third, strategies should be developed, implemented, and tested using an evidence-based approach, according to the Anatomy of the Homicide Reports.

Findings from research literature and available data should be used to develop prevention and intervention strategies. Once implemented, these strategies should be evaluated to determine their effectiveness. The fourth and final step is to assure widespread adoption of the strategies. Strategies that are shown to be effective should be implemented more broadly and continually assessed.

Long-term sustainable strategies and investments are needed to address the underlying socio-economic issues linked to violence. Although it is tempting to set overarching goals such as reducing violent crime in general, goals should be targeted, achievable, and measurable. Focusing on smaller areas (specific people, specific places, and specific behaviors) is most effective. Actions that are most likely to make the greatest immediate impact on homicides and non-fatal shootings in Leon County must be taken now, while we work together as a community to address the larger systemic causes of crime and violence.

Because the need was dire, on August 1, 2022, Royle King was hired as the inaugural Executive Director to lead this important effort under a newly-formed organization, the Tallahassee-Leon County Council on the Status of Men and Boys.

## Mission

The mission of the Tallahassee-Leon County Council on the Status of Men and Boys is to unify existing agencies, organizations, and individuals to coordinate resources, funding, and services under a multi-disciplinary plan for reducing homicides and non-fatal shootings in Leon County and establish specific goals and objectives to address the disparities and challenges men and boys experience in violence, criminal justice, education, employment, and health.

## Vision

Preserving life by preventing homicides and non-fatal shootings in Leon County, providing support and services to the men and boys who are most at risk and addressing the underlying causes of violence and improving the overall quality of life for residents of Tallahassee-Leon County.



# Timeline

## November 2021

The Leon County Sheriff's Office made the following recommendations in the 'Anatomy of a Homicide Report':

- Fully define and understand the problem by improving data collection and analysis and conducting additional research;
- Develop a plan to address the problem;
- Identify and engage key stakeholders;
- Designate a working group or committee to lead the effort;
- Develop specific goals and strategies with timelines for their achievement;
- Identify costs to support the needs;
- Implement evidence-based strategies and closely monitor results.

## December 2021 – April 2022

- Leon County Sheriff Walt McNeil presents findings from the Anatomy of a Homicide Report and recommends that Leon County Government, City of Tallahassee and Leon County Schools help stand up the Council On The Status Of Men and Boys.
- To Follow came a Financial Investment

Entity	Proposed Contribution
Leon County Sheriff's Office - Law Enforcement Trust Fund	\$70,000
Leon County Board of County Commissioners	\$70,000
City of Tallahassee Commission	\$140,000
Leon County School Board	\$70,000
<b>Proposed Initial Startup Cost:</b>	<b>\$350,000</b>



## April 2022 – July 2022

- The search continues to hire an Executive Director to lead the efforts of the Council.

## August 2022

- Royle King is hired as the inaugural Executive Director and onboarded.
- The Community Based Navigator, Crisna Logan, is hired and onboarded.

## September 2022

- Council on the Status of Men and Boys receives a \$1,495,663 grant from the [United States Department of Justice \(part of a \\$100 million, nationwide \[Community Violence Intervention and Prevention Initiative\]\(#\)\)](#) seeks to prevent and reduce violent crime in communities by supporting comprehensive, evidence-based violence intervention and prevention programs.



## October 2022

- Key stakeholder identification and engagement is ongoing.
- Florida State University, College of Criminology and Criminal Justice announced as the Research Partner to inform and evaluate community - violence intervention planning and implementation. (Florida State University was selected in January 2022 but announced when grant was awarded)





# Timeline

**November 2022**

- Recruitment for Governing Body members begins.
- Recruitment for School Based Navigator and Life Coaches Begin.
- Key stakeholder identification and engagement is ongoing.



**December 2022**

- Memorandum of Understanding with Leon County Schools to start the prevention and intervention pilot services program for male students who are attending Second Chance and Success Academy at the Ghazivni Learning Center.
- Recruitment for Governing Body members continues.
- Recruitment for School Based Navigator and Life Coaches continues.
- Key stakeholder identification and engagement is ongoing.

**January 2023**

- Key stakeholder identification and engagement is ongoing.
- Initial Governing Body members selected.
- School Based Navigator and Life Coaches hired.

**February 2023**

- Attended the annual Community Based Violence Intervention and Prevention Initiative Grantee Conference.
- Key stakeholder identification and engagement is ongoing.
- School Based Navigator and Life Coaches hired onboarded.
- CVIPI Planning Team Members Letters of support and commitment received.

**March 2023**

- Hosted the Service Collaboration Meeting (CVI) 100 community partners attended.
- Provided an update to the City of Tallahassee Commission.
- Key stakeholder identification and engagement is ongoing.
- Navigators identified 50 male students at Ghavzini Learning Center.
- Provided an update to Leon County School Board.
- The National Institute for Criminal Justice Reform selected as Strategic Planning Partner.
- CSMB website is launched.



**April 2023**

- Participated in the Law Enforcement and Community Engagement Symposium.
- CVIPI Planning Team Kickoff Meeting (in person) 38 community partners attended.

**May 2023**

- CSMB 1,000 Men Community Meeting 100 community members attended.
- Attended the New Law Enforcement-Community Engagement National Training Conference.
- First Governing Body meeting held.
- Gun Violence Survey released led by SalterMitchell (partner).
- CSMB Team attended 24th Annual United Partners for Human Services Conference.
- CSMB Navigators complete Nonviolent Communication Training Course.

**June 2023**

- Governing Body Officers elected.
- Gun Violence Survey completed led by SalterMitchell (partner).

**July 2023**

- Relocated offices.
- Participated in FAMU and FSU Freedom Schools National Day of Social Action.

**January 2023 - December 2023**

- Facilitate activities to develop a Violence Reduction Strategic Plan.

**Future**

**January 2024 - September 2025**

Implement CVI Intervention and Prevention Strategies as outlined in the Violence Reduction Strategic Plan.

**March 2025 - June 2025**

Apply for CVIPI sustainment funding for enhancement/expansion and capacity building.



# Meet the Team



Together, this team functions as a Navigation System, which provides **holistic assessment, navigation, case management and life coaching** services to at-risk individuals. Navigators coordinate and facilitate intake, assessment, prioritization, and case management.

## CSMB Operational Staffing Model

The Executive Director focuses on the day-to-day operations and management of staff to drive the work of CSMB. The Executive Director serves as a liaison for program services both internally and externally, and coordinates with existing service providers to align given goals, mission, and purpose of CSMB.

Community-Based and School-Based Navigators serve as liaison between CSMB and Human Service Organization, (DJJ, DCF, College Outreach Programs, and Big Bend Mental Health Coalition) and LCS Offices of Truancy, Title I, Charter Schools, Homeless and Disability Services to ensure coordination and collaboration, while reducing duplication.

The Navigators successfully conducted a service provider capacity assessment to assess assets and gaps in service delivery. In addition, the navigators will be responsible for coordinating violence interrupters.

Life-Coach Navigators coordinate and facilitate services for at-risk men and boys through assessment, evaluation, planning, and implementation. They will establish trusting relationships with their clients and spend significant time helping them mitigate their risk factors and connecting them to services, supports, and opportunities.



# Meet the Team



**Royle King II**

Royle King II is the inaugural Executive Director of The Tallahassee-Leon County Council On The Status Of Men And Boys. Growing up in one of the most violent and high crime areas of Dallas, Texas he spent his teen years in two mentoring programs that would change his life and later change the lives of young men around the world. The Omega Sparks, a mentoring auxiliary of the local Omega Psi Phi Fraternity Inc., and the Dallas/Fort Worth Association of Black Journalists journalism boot camp. The boot camp introduced him to his mentor Cheryl Smith a Florida A&M University alumni who inspired King to attend FAMU. These programs had a profound impact on his life and inspired a desire to want to become a mentor and yield back some of what was poured into him. These programs laid the foundation for success and desire to help others. Arriving in Tallahassee to earn his bachelor's degree from Florida A&M University in Broadcast Journalism King vowed that he would give back to his community and young men.

In 2008 while still an undergraduate at FAMU the Omega Lamplighters, Inc. mentoring program was piloted. In 2011 after graduating from college he took on full-time leadership of the program and revamped the services to reflect the present day model. Since 2008 the program has grown to over 150 male youth in the Big Bend area with chapters all over the United States and Naples, Italy serving male youth fourth – twelfth grade. Over his time as a mentor and director he has directly impacted the lives of over 2,000 youth. The program focusses on providing at-promise youth with the skills necessary to be successful and access to the resources to help them do so. His over 15 years of experience in this work has allowed him to become a credible source in program development and how to reach our communities most vulnerable populations to gun violence and crime.

King decided to settle in Tallahassee after creating the program even through its expansion, he believes he was called to this city, during these times for this purpose. This experience and success made King the ideal choice to lead CSMB in its efforts to reduce gun violence in Leon County and unify our community's service provider agencies.

# Meet the Team



**Crisna Logan**

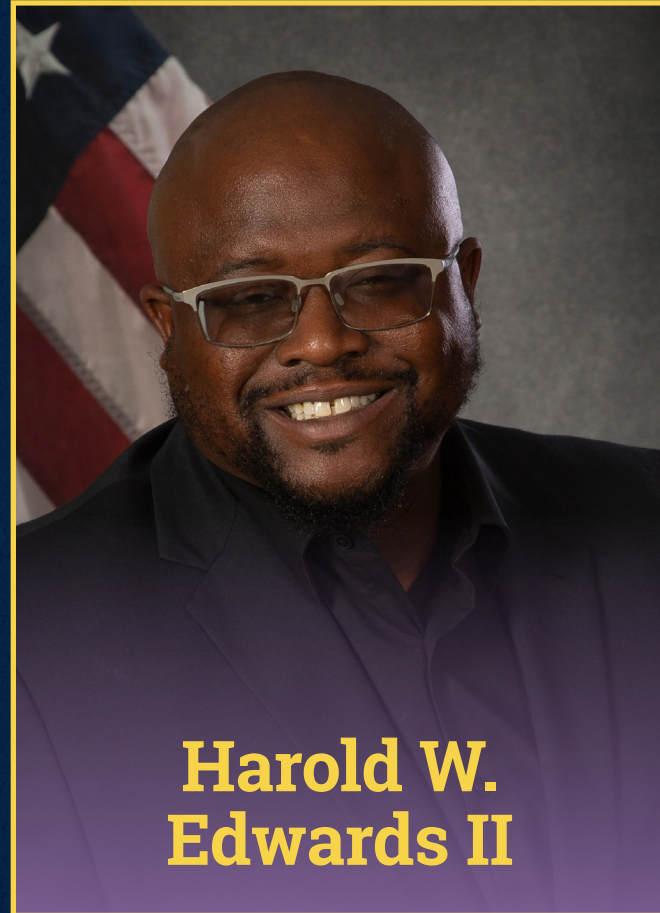
Crisna Logan currently serves as a Community Based Navigator for the Council on the Status of Men and Boys (CSMB) and holds nearly a decade of experience of working in the criminal justice system. Logan previously served as the Inmate Programs Director at the Leon County Sheriff's Office, where she spearheaded the opening of the highly successful Re-entry, Innovative Services and Empowerment (RISE) Center. Under her leadership, Logan supervised staff and operations, in addition to implementing several evidence-based, educational, rehabilitative, trauma-informed, and re-entry programs. The experience she gained in her previous role working with incarcerated individuals as well as those post incarceration, has equipped her with the knowledge and skills to interact with community partners and youth to provide resources, in hopes of reducing criminality in our communities.

As a Community Based Navigator, she is tasked with collaborating and networking with community organizations and groups to unify existing efforts to provide services to individuals at risk of being a victim or perpetrator of violence. Additionally, she is the liaison between the CSMB and other organizations and providers to ensure coordination and collaboration, while reducing duplication.

Mrs. Logan has a Bachelor of Science degree in Criminology and Psychology from Florida State University and a Master's in Business Administration with a concentration in leadership management. Her education has given her a solid and extensive background on the issues of criminology and corrections.



## Meet the Team



Harold is the School-Based Navigator for the Council of the Status of Men and Boys. Harold brings a wealth of knowledge from over 17 years in the education field to this endeavor. This experience is specifically in the Title I realm, where he was voted the 2022-2023 Rickards High School teacher of the year. In his 17 years of experience, Harold was a teacher and provided disciplinary services at school. Harold also served as the assistant athletic director, overseeing the discipline and academic records for the entire school. He has experience in two states in these 17 years of service. Which also includes several alternative schools and even a juvenile detention center.

Harold has been mentoring young men for over twenty years, focusing on underserved youths. He served in organizations like the Black Male College Explorers, where he mentored and guided young men from across the country at FAMU every summer in a six-week program. Harold also works with organizations such as 100 Black Men, conducting mentoring services inside the community. As a pastor and community leader on the city's south side, he works with the youth both in school and outside of school and has a litany of contacts in the education and community realm.

Harold has a teaching certification in Biology, Middle Integrated curriculum, and PreK- 3rd grade. Harold is also certified in educational leadership. He received his Bachelor of Arts from Florida Agricultural and Mechanical University in Religion and Philosophy, a Master's of Arts and a Master's of Divinity from Liberty University. Harold is completing his Doctorate in Ed leadership from St. Thomas University. This education and experience give Harold the wisdom and knowledge to serve as a liaison between the CSMB and the school system and establish restorative justice programs for youth.

## Meet the Team

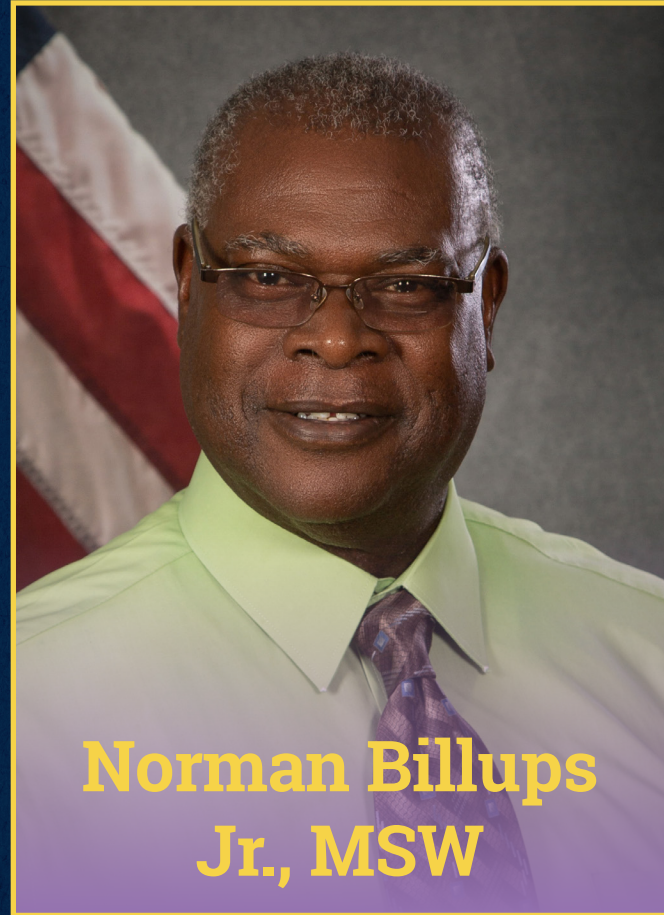


KaRonte Donaldson is a native of Tallahassee, Florida, where he graduated from Lincoln High School. Highly motivated and goal oriented, KaRonte completed his Master's degree in Sports Management from Florida A&M University. Prior to that, he was a student athlete earning a Bachelor of Business Administration Management degree with honors from Fort Valley State University.

His passion for helping under privileged youth led him to pursue an opportunity to work in the community, and his academic qualifications have provided him with a strong foundation to excel in this field. Being a resident of Tallahassee, KaRonte understands the importance of engaging in activities that enhance our community to make it better. He considers it an honor to be a Life Coach Navigator for the Tallahassee-Leon Council on the Status of Men and Boys. As a Life Coach Navigator, he mentors at-risk youth, guides them to make positive life choices, strives to build resilience and self-esteem, and teaches effective conflict resolution and communication skills. These skills not only improve their personal relationships but also contribute to a safer community by reducing the likelihood of gun-related incidents or incarceration.



# Meet the Team



**Norman Billups  
Jr., MSW**

Norman Billups Jr. is a native of Virginia Beach, VA. He received his Bachelor of Arts Degree in 1981 from Virginia Wesleyan University. He obtained many awards, most importantly the Athlete of the Year in the Tidewater / Hampton Roads Area in 1981 and being inducted into the Virginia Wesleyan University Basketball Hall of Fame in 2019. He eventually earned his Master of Social Work in 2002 from Florida A&M University.

He began his career working with juveniles and the at-risk community while working at the New York City Corrections Department in 1984. He then returned to his hometown of Virginia Beach, VA. in 1990, and began working with youth at Norfolk Juvenile Detention Centers in Norfolk VA., The Tidewater Juvenile Detention Center in Chesapeake, VA. and the Pines Juvenile Sexual Treatment Centers in Portsmouth, VA.

He moved to Tallahassee, Florida in 1994 and worked as a Juvenile Probation Officer with the State of Florida. In 1996 he was hired at the Tallahassee Police Department as a Case Manager working with Serious Habitual Juvenile Offenders and At-Risk Juvenile in the Juvenile Services Unit. While at the Tallahassee Police Department he was certified in Crisis Intervention (CIT) and took FBI Gang certification. He also performed duties as a Victim Advocate. He retired from the police department after 26 years in 2023. He then was hired as a Life Coach with the Council on the Status of Men and Boys.

During Norman's decades of working with youth and families he has assisted many, emphasizing critical thinking skills, conflict resolution, emotional awareness, and support by empowering them with skills they could utilize to make better decisions and promote safer communities.





# Year One Accomplishments



## Community Partners

- CSMB has engaged over **160 agencies/organizations** and **80-90 agencies** have agreed to collaborate with the council as of August 15, 2023.
- **38 community partners** attended the CVIPI Planning Team Kick off meeting on April 28, 2023.
- **85 community members** attended the 1000 Men meeting on May 16, 2023.

We are pleased to share that 105 children received Christmas gifts at the LCSO Christmas Giveaway on December 20, 2022.



To support the families of those incarcerated at the Leon County Detention Facility, CSMB partnered with members of the LCSO Ministerial Alliance to provide meals, clothing, rent/utility assistance, etc. during the holiday season.

### We applaud our community partners who help us make a difference:

- **Life Changers: Church of God in Christ**
- **Truth Gathers Dream Center**
- **Faith Presbyterian Church**
- **Fellowship of Christian Athletes**



## Adopt a Family Program

- Families on list: **38**
- Adopted by churches: **18**
- Declined Services: **7**



# Visibility in the Community

We attended, presented, participated in, or led over 100 community events centered around gun violence, unifying our community, or sharing the story of what the Council has been doing.

## Intern Support

Over the past year, CSMB has been fortunate to partner with FAMU's internship program. The interns were beneficial when reaching out to community partners, service agencies, and groups to build our capacity assessment spreadsheet. The interns also helped arrange community events and lesson planning for the GLC students.

- **Taniya Jurnieak**
- **Isaiah Killings**
- **Patrick Bonner**

## Working with the Moore Agency

As an independent and globally ranked marketing and communications agency, Moore connects with audiences to make an impact. To help create the permanent CSMB footprint, to find our authentic voice and to create a powerful brand, we partnered with The Moore Agency to include best practices and build a powerful brand with visuals that help to best tell our story.

## Making a Difference with Families

### Meet JW's Dad

1. What changes have you noticed in your child at home since they have been working with the CSMB? *"He has been able to communicate better with me and his mom and has been more compliant with his mom."*
2. What changes have you noticed in your child at school since they have been working with the CSMB? *"Made more effort and had a better attitude towards school and has completed more work."*
3. How have your child's academic performance changed since they have been working with the CSMB? *"Grades have improved from D's and F's to A's and B's."*

### Meet JW

1. How would you describe your experience with the CSMB? *"It is good it was inspiring to make better decisions in life and helped me."*
2. How would you say the CSMB experience helped you improve as a student both inside and outside of school. *"Inspiring me to make good decisions, be a leader and a better man."*
3. Would you recommend CSMB to your friends why or why not? *"Yeah, because it will inspire and equip them the way it inspires and equipped me to look to at life different."*



# Reflections From Ghazvini Learning Center Staff

**On June 7, 2023, the CSMB met with the Administration Team of Ghazvini Learning Center which included Principal Amy Alvis, Assistant Principal Johnson, The Behavioral Specialist Mr. Wesley, and the newly appointed Program Director Mr. Chambers. The admin team at GLC provided the following feedback:**

*“The CSMB’s consistent presence at their school from the time they distributed permission papers on March 2, 2023, until May 18, 2023, was the most noteworthy compliment. Whether it was through the monthly group sessions or individual sessions with the Life Coaches. During the few weeks they participated in the program, they observed an improvement in the behavior, rapport, and work engagement of the students.”*

Among the suggestions made by the administration team, the GLC team inquired if there were employment programs or partnerships with businesses that offer employment or work experience to qualified students. Our response to this query was our partnership with CareerSource, Capital Region and the City of Tallahassee’s Tempo program, as well as how we could align students who continue programs with job placement to provide them with an alternative to the activities that got them in trouble.

When students left the GLC program and returned to conventional public schools in Leon County, a second question arose. How long did we continue to partner with them? The GLC team is aware that upon the child’s initial return to public Leon County schools, he or she might require additional assistance to remain on the right path. Our response was that we had a standard plan to partner with a student for at least nine months, during which time the student would be paired with community partners who could provide the services necessary for the student’s success.

The GLC Admin team deemed our time at the Ghazvini learning center a success overall, and they look forward to working with us in Fall of 2023.



# A Look Ahead

There are several initiatives we have begun planning for that will help us succeed into the next year. From a collaboration between Leon County Schools and FAMU to partnering with the Leon Regional Juvenile Detention Center, these are efforts we’ve identified that will further assist our youth.

## FAMU Post Suspension Program

### FAMU Post Suspension Program

#### Issue

Leon County Schools (LCS) issued approximately 2,400 suspensions to public school elementary through high school students during the fall of the 2022-23 school year. During these periods of suspension from attendance at the LCS public schools, these students are generally left on their own during normal school hours while they are not at school with little or no supervision or structure. These unstructured, unsupervised periods represent a time during which the suspended student might be tempted to engage in further socially unacceptable behavior and even criminal behavior. This represents a preventable missed opportunity for the public education system to provide structure and support to those students most at risk of escalating misbehavior that could have long-term consequences on their future eligibility to attend public schools and take their place as productive members of the greater community post-graduation.

#### Solution

Florida Agricultural & Mechanical University (FAMU) Strategic Priorities pertaining to Academic Excellence call for the university to position FAMU to emerge as a world-class leader in healthcare education and research.

They also work to address disparities, emergent needs, and advance holistic well-being and amplify discovery and innovation to solve complex real-world problems. LCSO seeks to partner with FAMU, LCS, and the Council to:

- Develop a post-suspension/expulsion support program for affected LCS public school students that would provide these students with a designated location to attend a structured program during the period of suspension/expulsion.
- Provide screenings (social, academic, psychological, neuropsychological/executive functioning evaluation).
- Use Life Empowerment Curriculum, including individualized self-care plan and life plan that is aligned with the eight dimensions of wellness.
- Provide Social Emotional Learning (SEL) to include trauma-informed SEL, culturally adapted SEL and mental health and behavioral health literacy.

To help people better recognize and achieve wellness – including in the workplace – the Substance Abuse and Mental Health Services Administration (SAMHSA) created the Eight Dimensions of Wellness:

- **Emotional:** Coping effectively with life and creating satisfying relationships.
- **Environmental:** Good health by occupying pleasant, stimulating environments that support well-being.
- **Financial:** Satisfaction with current and future financial situations
- **Intellectual:** Recognizing creative abilities and finding ways to expand knowledge and skills.



- **Occupational:** Personal satisfaction and enrichment from one's work.
- **Physical:** Recognizing the need for physical activity, healthy foods, and sleep.
- **Social:** Developing a sense of connection, belonging, and a well-developed support system.
- **Spiritual:** Expanding a sense of purpose and meaning in life.

**CSMB informs and involves Council Life Coach Navigators and School Based Navigator(s) about at-risk students as well as students already (or about to be) impacted by imposition of suspension/expulsion:**

- Facilitate management of a "Continuum of Care" from intervention through school re-entry by Council Life Coach Navigators; and
- Establish a space in which participant students feel welcomed, included, valued, supported, and safe.

The program should be designed to accommodate placement of affected LCS students in the FAMU Student Post-Suspension/Expulsion Support Program immediately upon imposition of suspension/expulsion. It is anticipated that supervised hours would parallel regular LCS public school hours to which the affected students are accustomed, typically occurring between the hours of 7:00 a.m. and 3:30 p.m. Monday through Friday during the school year.

Potential exists for this initiative to be developed into an interactive, college credit course in which FAMU students from social work, sociology, education, and other identified disciplines might engage the affected LCS students to simultaneously accomplish mentoring and practical skill applications.

**Referrals**

A new partnership with the Leon Regional Juvenile Detention Center is currently in the works which will allow CSMB to bring programming inside the facility and to be able to equip juveniles housed there with some of the skills necessary for them to be successful when they return home.







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