



Save our Sons Roadmap

Citywide Partnership to Create
A Strong, Safe, Healthy and Hopeful
Community



CITY OF KNOXVILLE
MADELINE ROGERO, MAYOR

August 2019



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Safe, Healthy and Hopeful Community

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An aerial photograph of a city, likely San Francisco, with a prominent spherical structure on a tall tower (the Transamerica Pyramid) visible on the right. The image is overlaid with a semi-transparent orange filter. A horizontal dotted line is positioned above the title, and a vertical dotted line is positioned to the right of the title. A horizontal solid line is positioned below the title, and a vertical dotted line is positioned to the right of the title. A horizontal dotted line is positioned below the title, and a vertical dotted line is positioned to the right of the title.

Letters of Acknowledgment

Letter from Community Relations: "The Interns".....



Havyarimana Alain, Emma Beard, Hayden Harb
City of Knoxville Community Relations Interns

Dear Fellow Knoxvilleians,

Violent crime silences voices. In the city of Knoxville, boys and young men of color feel the impact of violent crime, disproportionately so. When the voices of these young people go unheard, the community loses the bright ideas and beneficial contributions the youth could have offered. Tragedies and violence place strain on the heart of Knoxville, and the community suffers as it loses a cultural piece of its city.

Through entrepreneurship, empowerment, and education opportunities, the Save Our Sons initiative offers a solution and instills confidence in the future. Save Our Sons seeks to diminish the occurrence of violent crime by bringing together individuals and organizations to provide safe places, stable jobs, and educational experiences. These opportunities teach skills that can be used in school, interview, or job situations. In working with this initiative, we have witnessed firsthand the mentorship, leadership, and citizenship which it fosters.

Furthermore, the initiative emphasizes respect - respect between young men and police officers, between young men and business leaders, and between young men and the community. This initiative also encourages boys and young men of color to develop self-respect, opening doors for positive community involvement and increased career success.

The Save Our Sons initiative helps young men avoid the trap that violent crime lays, and it helps those young men use their hardships as motivation for making their community a better, safer place to live. As students who love Knoxville for its business opportunities, cultural events, and recreational activities, we wish to see that feeling of safety ingrained into the city's atmosphere. We have come of age with the development of areas such as Market Square, Gay Street, and Jackson Avenue into havens where the Knoxville community can gather to work, educate, or share. We recognize the opportunity for this development to spread, and know a larger and safer Knoxville is on the horizon. And that's what Save Our Sons is working toward . . . empowerment for youth, growth for the community, safety for all.

With intent toward a bright tomorrow,

Havyarimana Alain, Emma Beard, Hayden Harb
Community Relations
"The Interns"

Letter from Mayor: Madeline Rogero.....



Dear Friends:

This plan is a response to the tragedies of youth violence with a mission of reversing incidents of violent crimes and replacing them with hope, reducing violent crimes, reducing recidivism and fostering educational achievement and long-term sustainable employment.

We looked to our own youth serving organizations and young people and incorporated their voices, unique ideas, opinions and concerns into a plan that will challenge all of us to become better and stronger together. This plan will encourage a culture of safe spaces, of transforming lives, and building futures ... and future leaders.

As Mayor, I know first-hand that there is no single answer or approach that will give us a magic wand to solve the very real issues of crime and violence facing our young people. What I do know is that this plan is engaging organizations and community advocates to continue to work together to provide solutions to those in our communities who feel overlooked or bypassed. This plan’s strategies will bridge gaps, bring hope and ultimately reduce violent crime.

The work of Save Our Sons along with our youth serving organization partners is a wonderful example of every-day citizens caring enough to make a difference in improving the life circumstances of young boys and men of color. This plan says that when we remove barriers and provide solutions that are transformative and change the trajectory of life outcomes for Knoxville’s sons, all Knoxvilleians benefit from their successes.

In peace and community,

Mayor Madeline Rogero
City of Knoxville

Letter from Community Relations: Avice Evans Reid



Avice Evans Reid
Senior Director, Community Relations Department
City of Knoxville

Greetings Friends!

I have always proudly stated that Knoxville is “my” city. I was born and raised here and passed on numerous opportunities to leave because I wanted to give back to the community that empowered, encouraged and invested in me.

Knoxville, like many other cities has its challenges, particularly in finding ways to successfully impact specific demographics that have been identified as at-risk populations and are vulnerable to violence. As Senior Director of Community Relations, I am proud to champion this Save Our Sons violence reduction plan, a citywide, strategic plan to prevent violence by offering solutions and pathways to successful, happy lives for our Knoxville’s young people.

Over the past few years the City of Knoxville’s Save Our Sons Initiative has worked with community organizations to impact issues of violence and barriers to success by acting as a catalyst for community involvement. We all know that involving community is what truly and effectively creates change.

This plan and the partnerships created to address and fight violence pinpoint root causes and offer real life solutions. It is a testament to the great people in “my” city who are on the front lines everyday working to create positive change and transform lives. Unfortunately, the problems this plan addresses will not disappear overnight and results may fluctuate. I am confident that these citywide partnerships will lay the groundwork necessary for long term success through specific and defined opportunities created to provoke substantial culture and environmental changes in Knoxville.

I know that working together to prevent youth violence will inspire Knoxville’s young people to connect to their communities, build relationships, and elevate their peers-just as I did.

Sincerely,

Avice Evans Reid, Senior Director,
COMMUNITY RELATIONS DEPARTMENT
City of Knoxville

Letter from SOS Community Outreach Manager: Kevin A. Perry.....



Kevin A. Perry
Save Our Sons Community Outreach Manager
Community Relations Department
City of Knoxville

My Fellow Knoxvilleans:

This violence reduction plan is a Citywide Partnership Plan that focuses on violence prevention by offering programs and strategies to build supportive communities that address persistent opportunity gaps facing young men of color to make them feel valued and create pathways for successful lives.

I know how important it is to ensure that our City’s youth go as far as their dreams, determination, hard work and community involvement will take them. As a son of Knoxville growing up in the Walter P. Taylor Homes, I encountered violence and faced many of the barriers that I along with my colleagues are working hard to overcome.

I’m proud to support this safety plan—a collaborative effort that builds on what works, develops plans specifically designed to address the many obstacles to success, and creates interventions that will reduce violence and crime among our youth.

I can personally testify that a plan that brings together people and organizations to remove or help avoid roadblocks that hinder progress, and provides young people the resources and tools to have options for post-secondary education and sustainable employment is life changing.

Everyone should be safe from violent crime and have the support to reach their full potential. When we work together to empower all of our children through critical life stages, we all succeed.

In collaboration,

Kevin A. Perry
Save Our Sons Community Outreach Manager
Community Relations Department
City of Knoxville

Background



Why Save Our Sons?

Save Our Sons (SOS) is a citywide partnership for a strong, safe, healthy and hopeful community that focuses on boys and young men of color from 14 to 24 years of age who are disproportionately affected by violence and barriers to success. This initiative demonstrates the power of community partnerships to improve the life circumstances of these young men.

Save Our Sons envisions a city where all people regardless of race, age, gender or economic status are afforded and have equitable access to opportunities. Through partnerships with youth-serving organizations, SOS works to remove barriers and address opportunity gaps in order to create a sustained and enriched quality of life for boys and young men of color. These partnerships are foundational to making Knoxville a great city.



Background

In 2013, Mayor Madeline Rogero convened a group of community leaders and city staff to advise her on the challenges that Black boys and young men face – particularly how their lives were being affected by violence and how we could create opportunities for them to be safe, happy, and successful.



**69% of Blacks and
57% of Hispanics**

say past and present discrimination is a major reason for the problems facing people of their racial or ethnic group.

CNN Kaiser Family Foundation Poll, Aug-Oct 2015

Research from North Carolina State University and Palo Alto University finds that young black men and teens who feel that they have the least power to effect social change are most likely to be victims or perpetrators of violence – highlighting the importance of ensuring that young black men do not feel alienated by society and social programs.¹

1 “Walking Away Hurt, Walking Around Scared: A Cluster Analysis of Violence Exposure Among Young Black Males” Authors: Alvin Thomas, Palo Alto University; Elan C. Hope, North Carolina State University. Published Sept 8, 2015 Journal of Black Psychology

Background

The Knoxville Police Department (KPD) was seeing a spike in violence-related deaths where increasing numbers of Black boys and young men were affected – either as victims or as offenders. Pastors were burying Black boys and young men in increasing numbers. Community members were organizing Stop the Violence rallies and seeking solutions.

With the total Black population in Knoxville only about 17%, a KPD violent crime analysis revealed that Black males were disproportionately affected by violence.

- From 2003 to 2013, 72.9% of offenders using a firearm to commit murder were Black.

- From 2011 to 2012, the number of Black offenders using a firearm to commit murder had doubled.

- In 2012, 90% of the murders committed with a firearm were a Black offender and a Black victim.

- And whereas over the previous 10 years, 40% of the offenders who committed murder were between the ages of 18-24, during the first six months of 2013, 63% were between the ages of 18 and 24.

Unfortunately, Knoxville was not alone in these statistics. A national organization of Mayors from across the country had been formed in 2012 to address a similar reality in their cities. Led by Mayors Michael Nutter of Philadelphia and Mitch Landrieu of New Orleans with support from the National League of Cities, Cities United was

founded with the goal to reduce violent deaths among Black males by raising national and local awareness, increasing the urgency and focus on this issue, providing technical assistance, and sharing best practices and effective strategies. The city of Knoxville became an active member in Cities United.

Mayor Rogero and her Advisory Group began a series of conversations with community stakeholders to explore the roots of the problem, better understand current efforts, and mobilize community support for greater collaborative action. Very effective youth-serving organizations with strong community support existed in Knoxville, but it was clear that

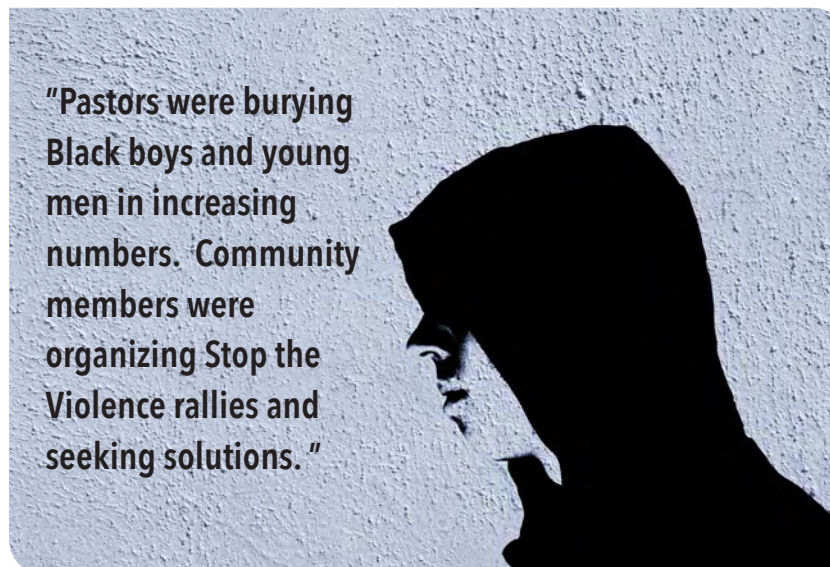
some of our youth were not being reached or needed additional support.

The original Advisory Group included Councilman and former Mayor Dan Brown, Police Chief David Rausch, Pastor Daryl Arnold, Pastors John and Donna Butler, youth and community activist Andre Canty, Project GRAD Knoxville

Executive Director Ronni Chandler, and City Community Relations Director Tank Strickland.

Conversations were held with the Knox County Public Defender, Juvenile Court Judge, District Attorney General, the Emerald Youth Foundation (a youth-serving nonprofit), a school guidance counselor, and three graduating high school seniors, among others.

In February 2014, Mayor Rogero led a Knoxville delegation to New Orleans, LA, for a Cities United



Background

conference on violence prevention and strategies for building safe, healthy, and hopeful communities. In September 2014, the City of Knoxville accepted President Barack Obama's "My Brother's Keeper Community Challenge" which included holding a Local Action Summit to address persistent opportunity gaps and ensure that all young people can reach their potential.



Mayor Rogero hosted a Save Our Sons Summit in November 2014 with participation from over 180 individuals from more than 60 agencies, organizations and churches. The purpose of the summit was to bring Knoxville stakeholders together to share our collective work, better understand our individual challenges, and identify key action steps to increase the overall effectiveness of our community's efforts to eliminate violence-related deaths and increase opportunities for success for our boys and young men of color.

Speakers included Knox County Juvenile Court Judge Tim Irwin, Knox County District Attorney General Charme Allen, and US Attorney for the Eastern District Bill Killian. Knoxville Police Chief David

Rausch presented juvenile and adult crime statistics. Knox County Schools Superintendent Jim McIntyre presented information regarding the educational achievement deficits of boys and young men of color. Knox County Public Defender Mark Stephens discussed his office's philosophy of "Holistic Representation" which involves partnering with social service providers to address "other personal, psychological and social dynamics" in their clients' lives.

Kwabena Miller, a local Knoxville son, rounded out the presentations by sharing his story of being a troubled youth looking for acceptance and finding it in a local gang, his low points within that life, and finally how he was able to reject that lifestyle and achieve success within society.

The presentations were followed by facilitated roundtable discussions by participants. Participant responses on how to reduce crime and increase opportunities covered issues that fell within five main categories: systems (government, education, justice), service providers (agencies and organizations), communities, parents, and Boys and young men of color themselves.

Based on those responses and suggestions, the following strategies were identified:

1. Hold a "Sons Summit" to focus specifically on providing a voice for boys and young men of color.
2. Create a clearinghouse of resources and resource providers that provides a roadmap for services for boys and young men of color and helps existing agencies better coordinate and collaborate.
3. Develop opportunities and activities for the Police Department to interact in positive ways with boys and young men of color.
4. Provide opportunities for people with criminal records to find jobs.

Background

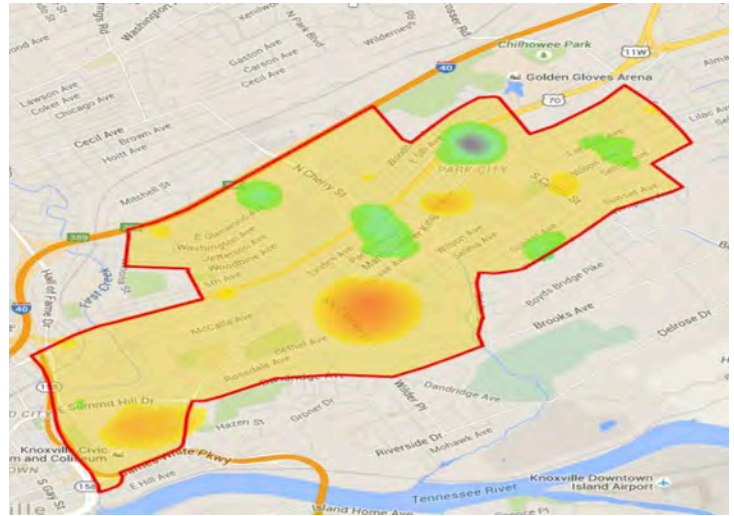
In June 2015, Mayor Rogero hosted a Sons Summit attended by over 150 boys and young men of color (ages 10-18). Young men who were City of Knoxville Summer in the City interns helped City staff plan, market and facilitate the summit.

Frank discussions were held about the barriers they faced, strategies they would like to see developed to increase opportunities for success, and how their voices could be used to create safe, healthy, prosperous communities for themselves and their peers. The goal was to develop a youth/adult partnership where youth realized that their ideas were valued and recognized. The two biggest take-aways were that they wanted safe places to hang out and they needed jobs.

Members of the Knoxville Police Department Training Unit, students from the UT College of Social Work, and community volunteers facilitated conversations during both summits and acted as note takers. Additionally, participants were asked to capture additional thoughts on evaluation forms. The data was collected and analyzed by the UTK Social Work Office of Research and Public Service (SWORPS).

As a result of these two successful summits, Advisory Board recommendations, and community response, Mayor Rogero formalized the Save Our Sons initiative within the Community Relations Department in the Mayor's Office with the goal to coordinate a citywide effort to reduce violence-related deaths and create opportunities for boys and young men of color.

Knowing the massive undertaking necessary to reduce violent crime and realizing that additional resources were needed, in 2016 Community Relations staff and the Knoxville Police Department applied for and received a three-year grant from the State of Tennessee Office of Criminal Justice Programs (TCCRP). The grant allowed Save Our Sons



to implement four broad strategies to create a better quality of life for all people, especially boys and young men of color who live, work, worship and/or visit within a specific geographic area of Knoxville where three-fourths of all homicides in Knoxville occurred.

SOS initiated pilot programs to reduce crime in this targeted area with the intent to replicate successful programs citywide. The initiatives included:

- Enhanced opportunities for post-secondary education and skills for young men to enter the 21st century workforce successfully.
- Activities to provide youth with work and school opportunities and with safe recreational spaces.
- Neighborhood clean ups and community volunteer activities for residents to improve their blocks and strengthen the bonds among neighbors.
- KPD officers were involved in these activities and others to foster stronger relationships between residents and the police.
- Mini grants to community partners invested in promising practices to keep the work going beyond the grant period.

SWORPS developed pre- and post-test surveys to

Background

develop baselines to allow for comparisons over time and to determine impact of programs in the community. The evaluation data indicated that the program was able to “move the needle” in the high crime area. Positive experiences among boys and young men of color and among residents made noticeable changes in perceptions.

The TCCRP grant provided one full-time staff position and the Mayor funded a second half-time position to enable SOS strategies to continue outside of the targeted grant area. When the TCCRP grant ended in 2018, the Mayor budgeted to pick up the grant-funded position. The Mayor’s budget also allocated



\$100,000 in the Community Relations budget to support special grants to youth-serving organizations implementing SOS strategies, and significantly

The Change Center

Knoxville’s boys and young men of color told us often and consistently: “We need safe places to go and we need jobs.” They also told us they like to roller skate, and the closest skating rink was many miles away. Pastor Daryl Arnold of Overcoming Believers Church and a member of the Mayor’s SOS Advisory Board stepped forward to offer 22,000 square feet of unimproved warehouse space in his church facility in a long-term lease of \$1 per year for a skating rink.

As a result, a community-wide effort was begun to raise funds to renovate the space into a strategically-located multipurpose facility and skating rink to provide recreation, leadership development, and job opportunities for teens and young adults living in the inner city.

A separate nonprofit Board was formed consisting of business and community members, chaired by Pastor Arnold and then-Police Chief David Rausch. An executive director, Nicole Chandler, was hired and businessman/entrepreneur

Bruce Charles came out of retirement to serve as the chief financial officer. A Youth Advisory Board was appointed. The fundraising drive was led by Laurens Tullock, then-director of the Cornerstone Foundation of Knoxville, Mayor Rogero, Pastor Arnold, Chief Rausch, Nicole Chandler, and Bruce Charles.

Over 9,400 donors contributed \$5 million -- from local foundations, the City of Knoxville (\$700,000), Knox County, corporations, civic groups, individuals, and school children. The Change Center opened in December 2018 and includes a skating rink, climbing wall, arcade alley, café, DJ booth, movie screen, concert stage, birthday party rooms, community event space, entrepreneurial center, and more. The Change Center provides part-time



employment for 40 teens and 10 full-time jobs. For more information, visit: www.changecenterknoxville.com.

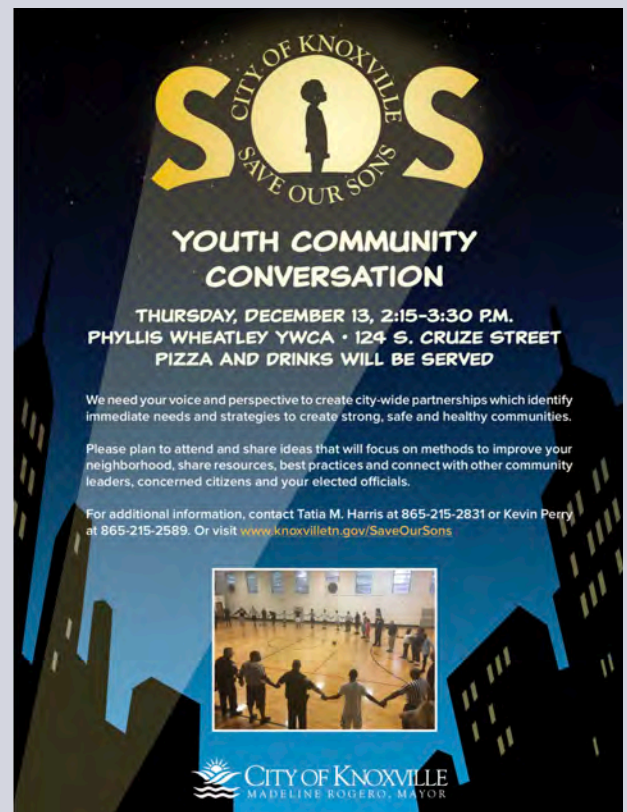
Mayor's Save Our Sons Roundtable

In 2018 Mayor Rogero and SOS staff formed the Mayor's Save Our Sons Roundtable to foster collaboration among youth-serving organizations in their work to support boys and young men of color on a pathway to success and to help guide SOS strategies and grant funding. (A listing of the Mayor's Save Our Sons Roundtable members can be found in Appendix A.)

Roundtable partners collaborate to develop strategies that "move the needle" and address the following criteria:

- Does the recommendation meet the vision/mission?
- Is it fundable?
- Who are the potential funding partners (City, Foundations, Businesses, etc.)?
- Can the recommendation be sustained through collaborations between partners?

The Mayor's SOS Roundtable meets with the Mayor quarterly, and roundtable partners meet regularly to collaborate on mutual strategies



increased annual Community Agency operating and capital grants for youth-serving programs.

Currently, SOS has a full-time Community Outreach Manager, Kevin Perry, and a half-time Grants Manager, Tatia Harris. They report to Avice Reid, Senior Director of Community Relations and member of the Mayor's Cabinet.

Community Relations/SOS staff attend focus groups, neighborhood meetings, training sessions, webinars and events to build relationships with community advocates and hear perspectives from citizens to determine immediate needs and focus areas.





Save Our Sons Roadmap

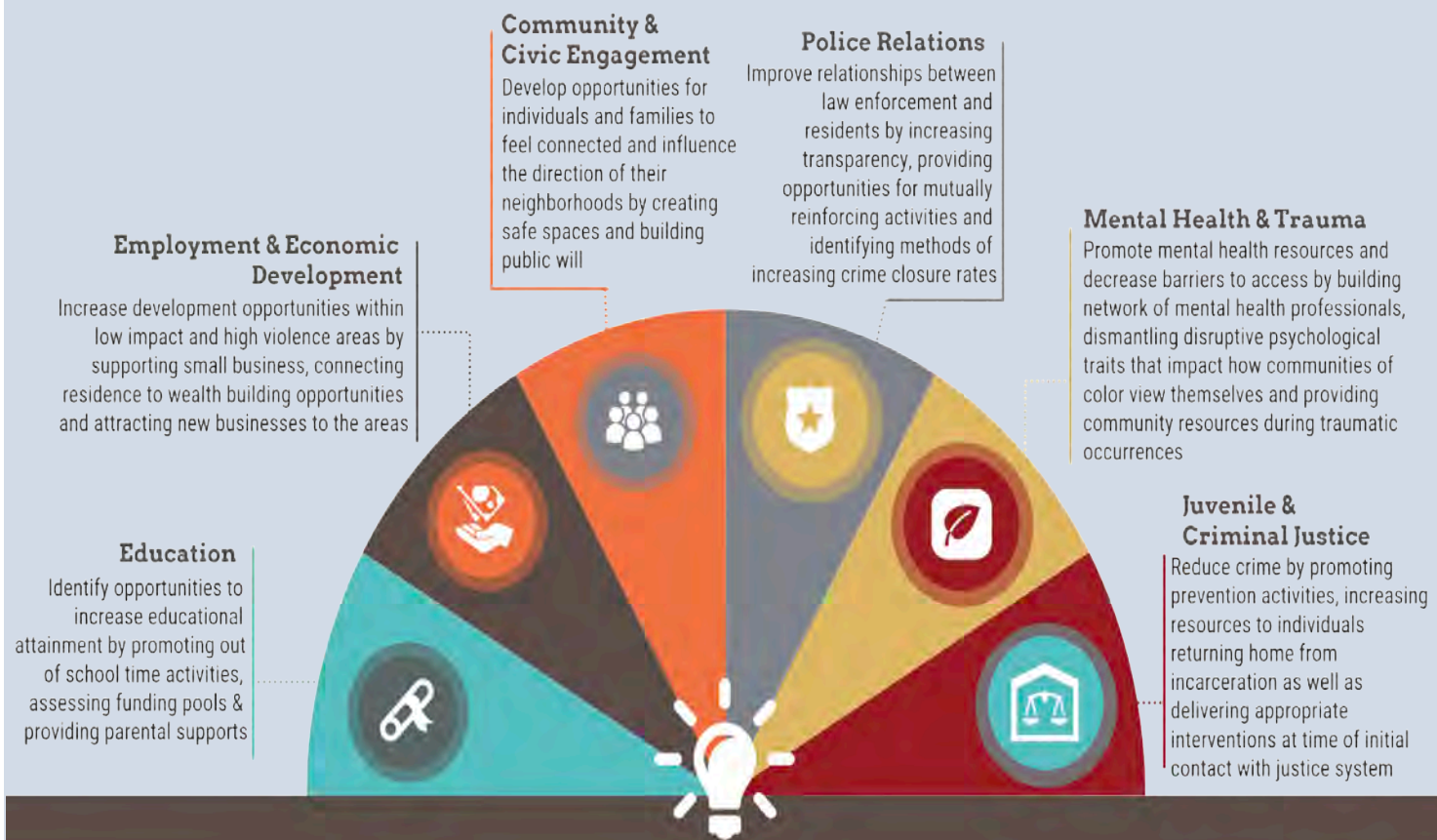
Save Our Sons Roadmap

The Save Our Sons Roadmap presents a multidisciplinary, action-oriented plan that will focus on the following areas: 1) Education, 2) Employment & Economic Development, 3) Community & Civic Engagement, 4) Police Relations, 5) Mental Health & Trauma, and 6) Juvenile & Criminal Justice.

The plan will guide the efforts of the City in its work with youth-serving organizations and community partners to prevent and reduce violence and to improve life outcomes for Knoxville's boys and young men of color.



Save Our Sons Multi-disciplinary Action Plan



Education

Past Activities

- Awarded a mini-grant to **Friends of Literacy** to increase GED/HISET graduation rates, improve study skills, career explorations, and computer certifications among boys and young men of color.
- Awarded three grants to **Discovery Lab Global** for Cyber Boot Camps to teach coding and virtual reality programming to Project GRAD students
- Partnered with **Vine Middle School** and provided funding for two summer STEM Camps for young men of color to increase opportunities and awareness of participation in STEM fields.
- Awarded three grants to **Vine Middle School** for the **Real Talk Mentoring Program** that operates throughout the school year and promotes self-esteem and self-reliance for middle school boys.
- Partnered with **Project GRAD** and **Austin-East High School** to host a day of personal and professional development for Black males 14-18 at UT-Knoxville
- Partnered with **Project GRAD** and **Austin-East High School** to identify and sponsor Black males to attend the **Education Equal Opportunity Group, Inc. (EEOG)** Annual Project Save-A-Student Leadership & Development Conference in Nashville, TN. The program offers collegiate and professional career preparatory programs, leadership skills, personal and professional development training
- Partnered with **East Tennessee Freedom School** to host summer enrichment programs that enable students to become better readers, better learners and better citizens.



Future Activities

- Work with **Project GRAD** and **Austin-East High School** to strengthen and increase capacity and participation in the Brother-to-Brother Mentoring Program
- Continue to partner with **Vine Middle School** to expose black middle school males to STEM careers and professionals
- Continue to fund and support **East Tennessee Freedom School** educational initiatives.
- Partner with **Great Schools Partnership** to build relationships and programs with community schools
- Continue to strategize and implement educational programs as defined by the **Mayor's SOS Roundtable**.

Save Our Sons Roadmap

Employment & Economic Development

Past Activities

- Held Job Fairs matching over 30 employers with job seekers. Some job seekers were hired on the spot.
- Developed a survey and door knock campaign strategy with **SEED-Knox** to collect and analyze data so that job fairs could be tailored to meet community needs.
- Held annual **Sons Summits** for Black males consisting of workshops focused on important topics such as: financial literacy, goal setting, workforce readiness, etiquette and dressing for success, community service and entrepreneurship.
- Partnered with the **Change Center Jobs Initiative** and **Johnson Family Restaurants** for a pilot program that offered jobs in the food service industry and provided transportation to those locations.
- Provided an annual 6-week paid summer internship program with the City of Knoxville (**Summer in the City**) that allowed interns (ages 17 to 22) to job shadow and learn the inner workings of city government.
- Partnered with **Knoxville Leadership Foundation** to identify candidates to participate in an apprenticeship program that enabled cohorts to graduate with an industry recognized certificate to enter workforce with a marketable skill.
- Awarded four grants for the **YWCA Project Reach Internship Program** in response to youth expressed needs of the lack of work experience, social skills development and service learning



2019 Summer in the City interns.

Future Activities

- Host future **Sons Summits** that provide workshops, empowerment sessions and connections to mentors and resources that encourage good decision making.
- Sponsor a series of boot camps and career fairs at the **Change Center** that teach job skills and expose participants to local companies ready to hire.
- Continue the successful partnership with **Knoxville Leadership Foundation** to identify candidates to participate in an apprenticeship program that enables cohorts to graduate with an industry-recognized certificate to enter workforce with a marketable skill.
- Continue the annual 6-week paid summer internship program with the City of Knoxville (**Summer in the City**) that allows interns (ages 17 to 22) to job shadow and learn the inner workings of city government
- Continue to strategize and implement employment and economic development programs as defined by the **Mayor's SOS Roundtable**.



City sponsored Career Fair at the Change Center.

Save Our Sons Roadmap

Community & Civic Engagement

Past Activities

- Created a **Mayor's Save Our Sons Roundtable** to foster increased collaboration among youth-serving and community organizations, and to set direction for the SOS initiative.
- Collaborated with partners to raise funds and build the **Change Center** – a center-city multipurpose facility and skating rink where teens and young adults are valued, safe, and their hope is nurtured by providing a strategically-located partnership facility that makes recreation, leadership development, and job opportunities available.
- Held three **Neighborhood Civic Engagement Community Conversations** to create citywide partnerships which identify immediate needs and strategies to create strong, safe and healthy communities.
- Partnered with **Bike Walk Knoxville** and **Five Points Up** to sponsor Open Streets in East Knoxville, so that the community could interact in a safe pop-up park. The event improved perceptions of the community, provided safe spaces for young people, and through positive exposure will have long-ranging economic and social benefits to the community.
- Partnered with **Five Points Up** to co-host two community clean-ups along with a holiday celebration highlighting empowering youth and strengthening neighborhoods.

Future Activities

- Continue to hold quarterly **Neighborhood Civic Engagement Community Conversations** to enhance citywide partnerships which identify immediate needs and strategies to create strong, safe and healthy communities.
- Continue quarterly meetings of the **Mayor's Save Our Sons Roundtable** to foster increased collaboration among youth-serving and community organizations, measure results and ensure the SOS initiative is continuing to address community needs.



Save Our Sons Roadmap


Police Relations

Past Activities

- Sponsored two **Positive Engagement with Law Enforcement Workshops** to encourage young men and boys of color to be part of the change and open communication they wish to see from law enforcement. The speakers and programs and the opportunity to role play with officers were designed to encourage youth to be active participants in shaping their own future.
- Sponsored two summer-long **Safe Haven Gym** programs incorporating one-on-one interaction between local youth and Knoxville Police Department officers through basketball and life skills classes to foster mutual respect.

Future Activities

- Continue to host **Positive Engagement with Law Enforcement Workshops** with the Knoxville Police Department, Police Advisory and Review Committee (PARC), and the Knox County District Attorney's Office to encourage young men and boys of color to be part of the change and open communication they wish to see from law enforcement.
- Continue to strategize and implement police relations programs as defined by the **Mayor's SOS Roundtable**.



The poster is for a "Positive Engagement with Law Enforcement Workshop" presented by the City of Knoxville Save Our Sons initiative. It is for boys and young men aged 14-24, held on Saturday, March 30, 2019, from 10 AM to 2:30 PM at the KPD Training Center. Transportation is provided by K.P.D. with a 9:30 AM pickup at the Phyllis Wheatley YWCA. Food is catered by Johnny Butler Catering. The poster features three speakers: Takisha Fitzgerald (Assistant District Attorney), Chief Eve Thomas (Knoxville Police Department), and Clarence Vaughn (Executive Director, City of Knoxville Police Advisory Review Committee). It also lists activities: "YOU DETERMINE YOUR OWN DESTINY", "MOCK STOPS / Q&A AND INTERACTIVE SIMULATIONS", and "KNOW YOUR RIGHTS". Logos for the Office of the District Attorney General and PARC are included. Contact information for Kevin Perry and Tatia Harris is at the bottom.

CITY OF KNOXVILLE
SAVE OUR SONS
PRESENTS
Positive Engagement
with Law Enforcement Workshop
FOR BOYS | YOUNG MEN AGES 14-24
SATURDAY, MARCH 30, 2019 • 10 AM – 2:30 PM
KPD TRAINING CENTER • 6388 CEMENT PLANT RD, KNOXVILLE, TN
Transportation will be provided by K.P.D. • Pick Up 9:30 AM
Phyllis Wheatley YWCA • 124 Cruze Street, Knoxville TN
FOOD CATERED BY: Johnny Butler Catering

TAKISHA FITZGERALD
Assistant District Attorney
Knox County Attorney General's Office

CHIEF EVE THOMAS
Knoxville Police Department

CLARENCE VAUGHN
Executive Director, City of Knoxville
Police Advisory Review Committee

YOU DETERMINE YOUR OWN DESTINY
OFFICE of the DISTRICT ATTORNEY GENERAL
W. J. "Jack" Davis • Clara E. Ellis

MOCK STOPS / Q&A AND INTERACTIVE SIMULATIONS
PARC
POLICE ADVISORY REVIEW COMMITTEE

KNOW YOUR RIGHTS
PARC
POLICE ADVISORY REVIEW COMMITTEE

For more information contact Kevin Perry at 865.215.2589 | kaperry@knoxvilletn.gov or Tatia Harris at 865.215.2831 | tharris@knoxvilletn.gov



Mental Health & Trauma

Past Activities

- Sponsored mental health workshops in collaboration with **Phyllis Wheatley YWCA**, **Wesley House** and **Courage, INC.** to remove stigma associated with mental health by expanding foundational mental health knowledge.
- Partnered with **Big Brothers Big Sisters of East Tennessee** to recruit 100 mentors of Color in 100 days to mentor young men of color on the waiting list who are enrolled in the program and to increase the availability of Black male role models.
- Partnered with the **East Tennessee Commission on Children and Youth (ETCCY)** to provide workshops on Mental Health, Adverse Child Experiences (ACEs), and Racism.
- In partnership with **The Beck Cultural Center** held a **Victory over Violence Rally** to address mental health trauma experienced by the communities and families as a result of violent crimes in the community.
- Staff was trained and certified in mental health first aid as part of an initiative with the **Metro Drug Coalition** to create a community of care.



Future Activities

- Continue partnership with the **East Tennessee Commission on Children and Youth (ETCCY)** to provide workshops on Mental Health, Adverse Child Experiences (ACEs) and Racism.
- Partner with organizations focused on mental health and trauma to provide a community of care and citizens trained to identify and provide initial help to those experiencing mental health problems such as anxiety disorders, depression, psychosis, and substance use.
- Continue to strategize and implement mental health and trauma programs as defined by the **Mayor's SOS Roundtable**.

Juvenile & Criminal Justice

Past Activities

- Collaborated with the **UTK Social Work Office of Research and Public Service (SWORPS)** to develop an Ex-Offender Needs Survey to assist our partners with identifying immediate re-entry needs.
- Partnered with **UT College of Law** and the **Public Defender's Office** to expunge over 250 records to help improve opportunities for ex-offenders to qualify for employment or improve current employment.
- Partnered with **Midway Rehabilitation Center, Helen Ross McNabb Center, Knoxville Area Urban League (KAUL)**, and the **State of Tennessee Mobile Career Coach** on an Ex-Offender Mental Health Workshop to provide ex-offenders with coping skills to enable them to better transition into the workplace.
- Provided mentoring, motivational speaking and life skills training to promote successful completion of a two-year program for ex-offenders through the **Tennessee Department of Correction**.
- Created the **Second Chance** program in the City's **Public Service Department** to provide temporary, full-time employment opportunities as a pathway to permanent employment for ex-offenders and other disadvantaged populations. To date, 22 have completed the program, and seven have been hired full-time by the City.

Future Activities

- Continue to provide mentoring, motivational speaking and life skills training to promote successful completion of a two-year program for ex-offenders through the **Tennessee Department of Correction**.
- Continue the **Second Chance** program to provide employment opportunities to 12 individuals each year.
- Hold record expungement clinics, workshops, and job fairs to increase the likelihood of success for ex-offender re-entry, removing barriers to sustainable employment and reducing recidivism.
- Continue to strategize and implement juvenile and criminal justice programs as defined by the **Mayor's SOS Roundtable**.





Implementing the
Save Our Sons Roadmap

Implementing the Save Our Sons Roadmap

Sustainability

Building a strong coalition of people and organizations who are committed to the goals of Save Our Sons is critical to its sustainability. To that end SOS will:

- Continue to host quarterly Mayor's SOS Partner Roundtable meetings to provide opportunities for collaboration and goal-setting.
- Secure funding for innovative ideas and successful programs.
- Identify successful programs and replicate them in multiple locations throughout the city.
- Accumulate a strong base of committed people/staff/volunteers to ensure consistency for long-term programming and services focused on reducing crime and providing opportunities for boys and young men of color.

Measuring Progress

Community Conversations

An important component to creating meaningful change is engaging with the community and community partners. It is important to receive feedback and share results in order to fine-tune the process and encourage sustained participation.

Three Community Conversations were held from July through September 2018 at Vine Middle School, Wesley House and the South Knoxville Community Center. Facilitators from Leadership Knoxville were used to facilitate community perceptions and priorities and to elicit participation in SOS initiatives to create strong, safe and healthy communities.

SOS found this technique to be a valuable strategy to help shape future direction and strategies. We will continue to use Community Conversations to be a post-assessment and measuring tool of initiatives and partner programs.

Youth Voices

Youth voice is a key factor in youth engagement. SOS will partner with The Change Center Youth Advisory Board to incorporate the unique ideas, opinions and concerns of young people into future direction and strategies. Elevating youth voices takes commitment and intentionality from organizations, individuals and young people. Research shows that effective partnerships provide shared leadership



opportunities, understand youth as assets as much as adults throughout all stages of research, development, planning and evaluation.

Crime Data

Crime data collected from the Knoxville Police Department on a bi-annual basis will be an indicator used to measure impact.

Evaluations

Quarterly evaluations of the results/impact of funded programs with SOS Partners will be used to track improved outcomes in the Action Plan areas of education, employment & economic development, community & civic engagement, police relations, mental health & trauma, and juvenile & criminal justice.

Implementing the Save Our Sons Roadmap

Clarifying Guiding Principles

Save Our Sons relies on the following principles to guide all phases, strategies and activities:

- **Collaboration:** We will work with individuals, groups and agencies to accomplish a set of tasks and/or goals.
- **Transparency & Accountability:** We will share projected outcomes, data collected, best practices and lessons learned in order to increase effectiveness and efficiency as well as maximize outcomes.
- **Alignment & Coordination:** We will target and streamline resources and activities in collaboration with Save Our Sons Partners.
- **Youth Voices:** SOS will meet with The Change Center Youth Advisory Board to gauge effectiveness, incorporate youth into future goals and strategies, and give youth a platform to take ownership of their future outcomes.
- **Equity:** We will address the needs and aspirations of a diverse population and meaningfully engage our partners in inclusive and collaborative processes to expand access to power and resources.
- **Prevention:** Through the work of Save Our Sons and its partners, Knoxvilleans will report an increase in education and employment opportunities for young people.
- **Existing Resources:** SOS will evaluate existing resources and work to strengthen capacity, fill in gaps, and facilitate collaboration among SOS Roundtable Partners to increase effectiveness and impact among boys and young men of color.
- **Results Driven:** We will align all tasks and activities to clearly-defined S.M.A.R.T. (Specific, Measurable, Actionable, Results-Oriented, Timely) goals and objectives.



Implementing the Save Our Sons Roadmap

Communications Plan

The City of Knoxville's Communications Department will work with Save Our Sons staff to implement the communications plan. The communications plan is intended to build support for a city where all people regardless of age, gender or race are afforded and have access to equitable opportunities. The communications plan will emphasize the importance of citywide partnerships that address reducing violence by removing barriers and addressing opportunity gaps.

Communications Objectives

- Knoxville residents recognize and understand the value and impact of Save our Sons.
- Violence and violent Crime is addressed from a public health approach.
- Community members and organizations join the movement and take ownership of the work.
- Young people are given a platform to share their concerns and ideas regarding violence in their communities.
- Knowledge of current violence preventions programs and activities is increased.

Communications Strategies

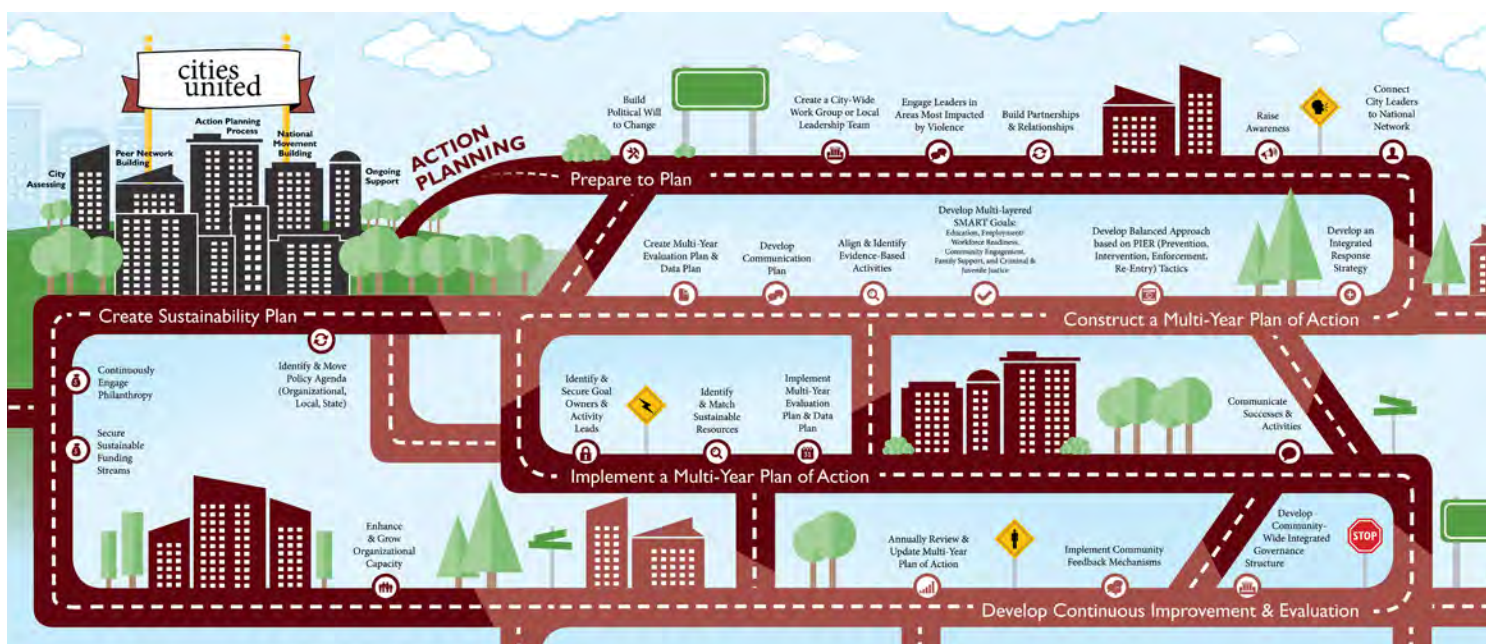
- Leverage existing social media platforms for Save Our Sons Initiatives and to spotlight community partner activities.
- Develop a quarterly newsletter to update the community and partners on Save Our Sons implementation and partner events.
- Empower young people to share how Save Our Sons is impacting their lives.
- Spotlight youth who are successfully overcoming obstacles.
- Develop platforms where information can be easily shared with partners and the community.

Target Audiences

- Youth
- Youth-serving organizations
- Community leaders and advocates
- Faith community
- People affected directly or indirectly by violence
- Policy makers
- Business sector
- Universities/Colleges/Technical Schools
- Victims of violence
- School systems
- Government agencies
- Service providers



Implementing the Save Our Sons Roadmap



Cities United Partnership

This Save Our Son's Roadmap was developed in partnership with Cities United, a national organization that supports a network of 130 Mayors focused on eliminating the violence that affects Black men and boys. Their goal is to reduce homicides and build pathways to justice, employment, education, and increased opportunities,

Cities United has provided Mayor Rogero and her staff with guidance and inspiration to develop strategies that engage community members in creating strong, safe, healthy and hopeful neighborhoods throughout our partnership.

Mayor Rogero and the City of Knoxville hosted the Cities United Fifth Annual Convening on August 23-25, 2018.

Attendees learned more about how Save Our Sons is positively impacting our youth as they visited and toured local organizations working directly with youth including YWCA, SEEED, Emerald Youth Foundation and The Change Center.



The convening focused on effectively addressing the violence that robs cities of young black men and boys by empowering communities and challenging them to join together to make a real impact in their cities. The goal of Cities United is to reduce the homicide and shooting rates of black boys and men in half by 2025.

Previous Cities United conferences were held in New Orleans, Philadelphia, Birmingham and Minneapolis.

Implementing the Save Our Sons Roadmap

Call to Action

Because violence is a serious problem that can have lasting harmful effects on families and communities, SOS is asking residents, community advocates, youth-serving organizations, individuals, youth, and the faith community to take ownership of the mission to reduce violent crime by increasing opportunities for Knoxville's sons. Preventing violent crime requires addressing several factors that include individual, relational, community and societal levels. Together we can ensure that all of our young men reach their full potential.

Community members understand structural struggles, and what works in their neighborhoods better than any other stakeholder group. In order to create strong communities individuals must become engaged by participating in community activities such as:

- Volunteering and Mentoring
- Attending Public Meetings/City Council Meetings
- Joining Neighborhood Organizations
- Engaging your organization in Youth Violence
- Prevention Work

This Roadmap for strong, safe, healthy, and hopeful communities requires a long-term commitment. It will need to be regularly updated to stay relevant and address needs based on community/city/youth-serving organization observations, assessments and evaluations. This document belongs to all of the residents and youth of Knoxville.

Save Our Sons is addressing problems that will not disappear overnight and results may fluctuate. We know that long-term results generally require substantial and sustained cultural and environmental changes and thoughtful, strategic opportunities that eliminate barriers to success.

Save Our Sons will continue to engage the community and partner organizations to join with us to transform life outcomes for all of Knoxville's sons regardless of who they are, where they come from, or the circumstances into which they are born.





Appendices

Appendix A: Save Our Sons Roundtable Members & Partners.....

| | |
|--|--|
| 100 Black Men of Greater Knoxville | Knox County Public Defender's Office |
| A 1 Learning Connection | Metro Drug Coalition |
| A-E PROJECT GRAD | MTT (More Than Talk) Community Corps |
| Alliance House Community of Knoxville | Pellissippi State KITE Program |
| Big Brothers Big Sisters | Project GRAD |
| Boys & Girls Club | Real Talk (Vine Middle School) |
| CONNECT Ministries | SEED Inc. |
| Emerald Youth Foundation | Sols Magazine Inc. |
| Eternal Life Restoration Outreach | Tennessee Career Center |
| Freedom School | Change Center |
| Friends of Literacy | The Future of Hope Institute (Johnson University) |
| Girl Talk, Inc. | UUNIK Academy |
| Harmony Family Center | Wesley House |
| Job Corps Admissions | YOKE Youth Ministries |
| Joy of Music School | Youth Villages |
| KICKO | YWCA-PW Center |
| Knoxville Area Urban League | (Game Changers & Project Reach) |
| Knoxville Leadership Foundation-Knox Worx | |



Appendix B: Forms

A Citywide Partnership to Create A
Strong, Safe, Healthy and Hopeful Community



COMMUNITY CONVERSATION FEEDBACK FORM

June 27, 2019

Vine Middle Magnet School

| | Strongly Disagree | Disagree | Agree | Strongly Agree | Undecided |
|--|-------------------|----------|-------|----------------|-----------|
| This conversation was a valuable investment of my time | | | | | |
| I learned about resources, opportunities, or connections in my community | | | | | |
| This conversation will contribute to increased opportunities for residents in my community | | | | | |
| I was able to identify things I could do to enhance community participation | | | | | |
| I would like to invite others to attend another event like this | | | | | |
| I learned what I can do to get more involved in my community | | | | | |

What role do you play in the community? (Check all that apply)

- a. _____ Community Advocate
- b. _____ Resident
- c. _____ Volunteer
- d. _____ Parent/Grandparent
- e. _____ Youth (18 – under)
- f. _____ Employer/Business Owner
- g. _____ City/County Employee
- h. _____ Works for the school district/Educator
- i. _____ Law Enforcement
- j. _____ City Council/Law Enforcement

Suggestions for future focus of Save Our Sons: _____

Comments: _____
