



**Memorandum**

Agenda Item No. 1(D) 3

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TO: Honorable Chairperson and Members  
Board of County Commissioners

DATE: June 3, 2003

FROM: Steve Shiver,  
County Manager

Subject: Community Relations  
Board Report

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The attached report is being placed on the Board of County Commissioners agenda at the request of the Community Relations Board.

MIAMI-DADE COUNTY COMMUNITY RELATIONS BOARD  
MAJOR ACTIVITIES CONDUCTED FROM JANUARY 1 – MAY 1, 2003

SURVEY OF INTERGROUP RELATIONS IN MIAMI-DADE COUNTY

A telephone survey was commissioned by the CRB to examine people's perceptions, opinions, and beliefs about racial, ethnic, and other groups in the community. 959 people were interviewed by telephone in their preferred language: English, Spanish, or Creole. The survey design is based upon the model developed by the National Conference for Community and Justice, (NCCJ) for studying intergroup relations and adapted to include questions specifically relevant to Miami-Dade County. The state-of-the art survey is intended to assist the CRB in determining priorities and guide future planning and activities. Perspectives of Miami-Dade County residents were gathered about the following:

1. The general state of intergroup relations.
2. Feelings of closeness, discrimination, influence, and personal contact among a diversity of ethnic, racial, and other groups.
3. Access to equal opportunity for education, jobs, equal justice, fair treatment by the police, and media coverage,
4. Perspectives on intergroup relations by race and ethnicity.
5. Viewpoints about issues and solutions.

The survey results are currently being put into final form for compilation and printing and should be available for distribution sometime in May.

TASK FORCE ON POLICE AND COMMUNITY RELATIONS

Recent shootings of unarmed civilians by police officers in Miami-Dade County have created a crisis in police community relations. Persistent questions about the legality and appropriateness of these uses of deadly force have created an atmosphere of mistrust and heightened concerns about the safety of individual citizens and law enforcement officers alike. In addition, long held perceptions about the inequality of police policies and practices within minority communities persist. Since March 2002, the CRB's Task Force on Police and Community Relations has brought together community leaders of good will to establish an agenda for enhanced relations. The Task Force provides a "safe space" for law enforcement to work with other concerned interests in a spirit of cooperation and mutual respect. Much has been accomplished. In 2003 the Task Force's accomplishments have included:

Adoption of Interagency Agreement on Police Shooting Investigations. The Memorandum of Understanding was adopted by the State Attorney's Office and the nine Dade police departments that conduct homicide investigations. The memorandum provides for standardized procedures by the departments and the state attorney and includes timelines for the conduct of various components of the investigation. Its

purpose is to enhance citizens' understanding and expectations of shooting investigations. The goal is to enhance public trust in the process and to help ensure that investigations are a timely and efficient.

Update on Adoption of Enhanced Use of Deadly Force Policy. The Association of Chiefs of Police reported that thirty-one police departments in Miami-Dade County have adopted a use of deadly force policy that is stricter than state law. The stricter policy authorizes the use of deadly force only when necessary for self-defense and defense of another when there is a reasonable belief that either are in imminent danger of death or serious physical injury. Ninety five percent of sworn county and municipal police officers in Miami Dade County are now governed by this stricter policy.

Met with leaders of Miami Police Internal Affairs Division to discuss strategies for educating the community to reduce tension in the wake of the federal conspiracy trial of eleven police officers.

Convened and co-facilitated the Firm, Fair and Friendly Police Community Relations Leadership Program. The program was developed and presented by Miami-Dade County Community Relations Board in cooperation with the Miami-Dade Police Department and the Independent Review Panel. The eight-week team-building workshop involved ten police supervisors and ten civilian leaders in the development of strategies for enhanced police community relations. The program sought to engage community leaders who are truly committed to improving police community relations. Activities included group exercises, presentations, brainstorming, role-plays, discussions and shoot-don't-shoot simulations. Elected officials and top government, community and law enforcement leaders were frequent guests and provided insight, recognition and support. Civilian and police leaders who have completed the program have developed lasting relationships that are being engaged, as needed, to prevent and reduce future police and community conflicts.

Ongoing activities of the CRB Task Force on Police and Community Relations include:

- Developing a Police Community Relations Community Education Plan.
- Developing a community outreach program consisting of a series of community forums, awareness events in locations throughout the community
- Convened a Police Investigations Committee to develop strategies that will enhance public confidence in the policies and regulations that police department's employ when investigating the shootings of civilians by police.

- Convened a Police Complaint Procedures Committee that is focused on making the complaint process more user-friendly and will include an investigation of state of the art processes for internal review and citizens complaints.

Other issues to be examined are: Alternatives to Deadly Force; Use of Deadly Force Legislation; Treatment of Mentally Ill Subjects; Police Recruitment and Training; and Enhancing the permitting process for major events

### COMMUNITY MEETINGS

The CRB and its Task Force on Police Community Relations convened a public meeting with representatives of the State Attorneys Office to discuss the decision not to file criminal charges against the Police Officer involved in the shooting death of Eddie Macklin during MLK Jr. Day festivities in Liberty City in January 2001. The special meeting took place in the Board of County Commission Chambers and was televised on MDTV. Remarks were made by State Attorney Katherine Fernandez Rundle and members of the State Attorney's Investigation Team described the results and the evidence on which the decision was made. The presentation included photographs and schematics. There was a need for swift and public efforts by concerned leaders to address the high level of tension between law enforcement and members of our community. The meeting served to address relevant questions about the report and its findings; identified issues for future address and helped to foster a spirit of mutual cooperation and respect that serves to build trust between law enforcement and the community.

The CRB convened a gathering of approximately fifty grassroots leaders and prominent citizens committed to empowering local communities of African decent. CREATING CONSENSUS ON COMMON CONCERNS, A DIALOGUE AMONG COMMUNITY LEADERS OF AFRICAN DECENT included prominent individuals within the local Caribbean and African American communities who have expressed concern about the need to overcome barriers to intergroup cooperation and foster opportunities for mutual support. The goal of the meeting was to engage people in dialogue about issues, to build a consensus about priority issues and begin to formulate strategies for change. Common concerns discussed included: Immigration Equity, Improving Police Community Relations, Affordable Housing, Making the County Commission More Diverse and Inclusive, Training and Employment Opportunities and Improving Intergroup Relations in the Public Schools.

A Public Forum was conducted to discuss the importance of focusing on peace, equality and mutual respect during this time of heightened anxiety. The CRB issues a statement declaring that "Miami-Dade Is No Place For Hate." Miami-Dade County is home to people of many varied religions, ethnicities and national origins, and the CRB wished to

emphasis that no one in Miami-Dade County should be singled out for hatred, prejudice or blame based on his or her ethnic origin, nationality or religion. The meeting was conducted in the BCC Chambers and aired live on Miami-Dade Television. Speakers included representatives from South Florida Muslim organizations, U.S. Attorney's Office, Miami-Dade Police Department, Miami-Dade County Public Schools, the Anti Defamation League and the Dade Association of Chiefs of Police.

### EDUCATION AND ADVOCACY

The CRB's Education and Advocacy Committee addressed the following issues: Civil Rights of Asians and Immigrants; Voting Rights for Ex-Felons; Proposed State Cuts for Children and Families In Need of Services; a High School Students' Community Service Project; and a proposed Demonstration in Washington DC for Immigration Equity and Reform.

The CRB convened a meeting of community leaders and staff from the BCC and the Mayor's office to plan and implement an education and awareness visit to Washington DC with the purpose of encouraging equity in immigration policy and practices, particularly as related to Haitian refugees. The visit to Washington will take place on June 4 and 5<sup>th</sup> and will be preceded by a community rally outside the Stephen P. Clark Government Center on June 3<sup>rd</sup>.

The CRB convened planning and production of a conference and banquet in recognition of the 40<sup>th</sup> Anniversary of the Miami-Dade County Community Relations Board.

The CRB facilitated an EDUCATION AND AWARENESS WORKSHOP at the request of the members of the City of Miami Community Relations Board. Training and information on the roles and responsibilities of a community relations board and strategies for crisis intervention was also provided to the members and staff of the newly formed Florida City/Homestead Community Relations Board.

The Council of Advisory Board Chairs, which includes the chairpersons of the Miami-Dade County Asian American Advisory Board, Black Affairs Advisory Board, Hispanic Affairs Advisory Board, Commission for Women and the CRB, submitted an amendment to the Ordinance creating the CRB that granted voting rights to the advisory board chairs. The Amendment was adopted by the BCC and the Mayor.

### ECONOMIC ISSUES

The CRB Economic Issues Committee addressed the following issues:

- The need to target underserved communities with information about filing for the Earned Income Credit tax relief program.

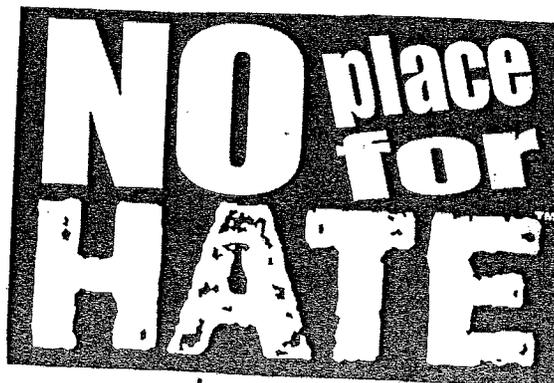
## CRB -ADL "No Place For Hate" Campaign

The Community Relations Board (CRB) and the Anti-defamation League (ADL) will develop a memorandum of agreement to collaborate and launch a multi-tier regional campaign titled "No Place for Hate". Both organizations are well known for their opposition of hatred and bigotry and advocacy of equality and mutual respect of all people. The multi-tiered campaign will be launched in May 2003 in Miami-Dade County by a steering committee comprised of prominent civic leaders who form the CRB Miami-Dade County elected officials and selected representatives from the ADL.

The role of the steering committee is to endorse and guide the campaign plan as well as recruit major sponsors and underwriters. Coalitions comprised of ethnic and community organizations, corporations, religious, law enforcement, academia, and government are expected to promote the campaign within their spheres of influence and commit to the ideals and activities outlined in the campaign plan.

Action Steps in Campaign Planning Process
1. Establish a steering committee
2. Determine campaign objectives and timelines
3. Get endorsements from (governmental) Miami-Dade County Officials
4. Get budget approval from governmental supporters
5. Identify Chairpersons for each tier.
6 Create budget and get approval from governmental supporters
7 Target underwriters, sponsors and solicit support
8. Launch campaign

No Place for Hate <sup>TM</sup>



# CRB-ADL "No Place For Hate" Campaign

## Proposed Action Plan

Action	Who	When
1. Develop Inter-agency agreement	ADL	May, 2003
2. Establish a steering committee to plan and support 2003 launch of campaign; make presentation to BCC	CRB/ADL	Beginning May 1 <sup>st</sup> - May 20 <sup>th</sup> 2003
3. Determine campaign objectives and timelines through 2004	CRB/OCR STAFF/	May 1-7th
4. Obtain individual commitments (pledge forms)	CRB Steering committee	May 20 <sup>th</sup> , 2003
5. Develop implementation capability	CRB/ADL	May, 2003
6. Create and implement campaign Phase One-- Individual	Steering Committee/Staff Contact in Each Component	Ongoing
7. Build constituency of Supporters	CRB/ADL Steering Committee/Team Captains	Ongoing
8. Visit TV, Radio and print media to encourage participation and outline in-kind agreements	Chico Wesley/CRB	Ongoing
<b>Phase Two--Organizational commitments</b>		
9. Mobilize individual commitments into organization commitments i.e.: classrooms, cities, departments, teams	CRB/ADL Staff and Boards	TBA
10. Expand Program Administration	OCR Boards, M-D Communications	Ongoing
11. Promote campaign and announce campaign achievements as part of CRB's 40 <sup>th</sup> Anniversary	OCR/CRB/ADL	September 2003
12. Develop scorecards and evaluate impact and plan for message saturation throughout 2004	All collaborators	Through September 2004

Revised May 8, 2003

	ADL STAFF	MDCRB STAFF	MDCRB	SPONSORS	VOLUNTEERS	PARTICIPANTS
PROGRAM PLANNING	DECISION- MAKING	DECISION- MAKING	CONSULTED	INFORMED	N/A	N/A
PROGRAM MANAGEMENT	DECISION- MAKING	DECISION- MAKING	CONSULTED	N/A	N/A	N/A
SPONSOR MARKETING	DECISION- MAKING	DECISION- MAKING	CONSULTED	N/A	N/A	N/A
TRADEMARKED MATERIALS UTILIZATION	DECISION- MAKING	CONSULTED	CONSULTED	INFORMED	N/A	N/A
CUSTOMIZATION OF TRADEMARKED MATERIALS	DECISION- MAKING	CONSULTED	CONSULTED	INFORMED	CONSULTED (VENDORS)	N/A
PUBLIC RELATIONS	DECISION- MAKING	DECISION- MAKING	DECISION- MAKING	CONSULTED	INFORMED	N/A
PARTICIPANT ENROLLMENT	DECISION- MAKING	DECISION- MAKING	CONSULTED	INFORMED	CONSULTED	INFORMED

**ROLE AND RESPONSIBILITY MATRIX:**

- D: Decision making: Yes or No
- C: Consulted for approval and suggestions
- R: Responsible for implementation
- S: Supervises implementation
- I: Informed and briefed
- N/A: Not applicable

# CRB-ADL "No Place For Hate"™ Campaign: Proposed Action Plan

Action	Outcomes	Who	When
1. Develop Inter-agency agreement: ADL and MDCRB	Signed letter of Agreement	CRB/ADL	May, 2003
2. Establish a steering committee to plan and support 2003 launch of campaign; make presentation to BCC	Committee list; BCC support resolution	CRB/ADL	Beginning May 1 <sup>st</sup> - May 20 <sup>th</sup> 2003
3. Determine campaign objectives and timelines through 2004	Detailed Program Plan	CRB/ADL/OCR STAFF/	May 1-7th
4. Design Individual Pledge forms and campaign material	Resolution of Respect templates; Media material plan	CRB/ADL Steering committee	May 31 <sup>st</sup> , 2003
5. Create and plan implementation of Phase One campaign of Individual Pledges: a. Law Enforcement chiefs b. Media execs and broadcasters c. Celebrities: sports, radio, TV d. Business executives Others (to be determined)	Overall implementation plan; Monthly calendar of events	Steering Committee/Staff Contact in Each Component	Ongoing
6. Launch media campaign: print, radio, PSA, websites, mail	Detailed media plan and schedule	CRB/ADL	Summer, 2003
7. Build constituency of participants and support for No Place for Hate™ program	Numerous signed Declarations of Respect; Program status reports	CRB/ADL Steering Committee/Team Captains	Ongoing
8. Visit TV, Radio and print media and acquire sponsorship and participation; and outline in-kind agreements	Media Plan; Sponsorship agreements; In-kind vendor agreements	Chico Wesley/CRB/ADL	Ongoing
<b>Phase Two—No Place for Hate™ Organizational commitments</b>			
9. Begin to mobilize individual commitments into organization commitments i.e.: classrooms, cities, departments, teams	Program Plan for implementation in each sector	CRB/ADL Staff and Boards	September 2003
10. Plan expand of Program Administration to support organizational projects 11. Develop public information and education materials	Organization and staff plan Campaign materials	CRB/ADL; OCR Boards, M-D Communications	Ongoing
12. Promote campaign and announce campaign achievements as part of CRB's 40th Anniversary	Media campaign; Educational programs	OCR/CRB/ADL	Ongoing
13. Develop scorecards and evaluate impact and plan for message saturation throughout 2004	Evaluation methods developed and implemented	All collaborators	Through September 2004