



DECEMBER 2021

PALM BEACH COUNTY

Dialogue to Change;
Police & Community
Respect, Justice, and Safety for Everyone

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ABOUT THE EFFORT

Dialogue to Change is a collaborative process that builds trust through open and honest discussions, guided by Everyday Democracy out of Hartford, Connecticut. This process engages various individuals with differing perspectives and allows a dialogue around a topic that has a shared goal. The process allowed members from the Criminal Justice System along with residents to partner on discussions and actions that have a positive impact on their communities.

The overall process focused on quality Facilitation, Dialogue, Action, Evaluation and Sustainable Efforts.

PARTNERSHIP ACCOLADES

Dialogue to Change will not work unless various entities join together for success. The Palm Beach County Criminal Justice Commission, MacArthur Foundation, Everyday Democracy, and Community Partners of South Florida created a guiding committee to ensure the work met all expectations and guiding principles.

RECRUITMENT & RETENTION

Ensuring the right people stay in the right seat at the table.



WHY IS RECRUITMENT SO IMPORTANT?

To have effective conversations, it was important to get as many different perspectives as possible. For these dialogues, it was important to engage community residents who were passionate about their community, as well as members from all layers of the Criminal Justice System. A dialogue that involves a broad cross-section of the community is more likely to benefit the community as a whole. Additionally, having a diverse mix of participants helped bring light to many misconceptions and created rewarding dialogues.

DIALOGUE PHASE

Metrics & Testimony



Over 175 individuals engaged in the dialogues

Comprised of Residents and Members of the Criminal Justice System

83%

of individuals who began the dialogues remained engaged the conversation.

This is higher than the traditional retention rate of 75% nationally.

“Participating in dialogues on race in particular is a journey of self-examination...[and] our misunderstandings about one another. And if you are at all interested in peeling back the layers that make us who we are and how we interact with one another in a positive way, I would recommend the Dialogue to Change. They are not without pain, they are not without hurt, they are not without emotion, but in the end, it is worth it.”

ACTION FORUM

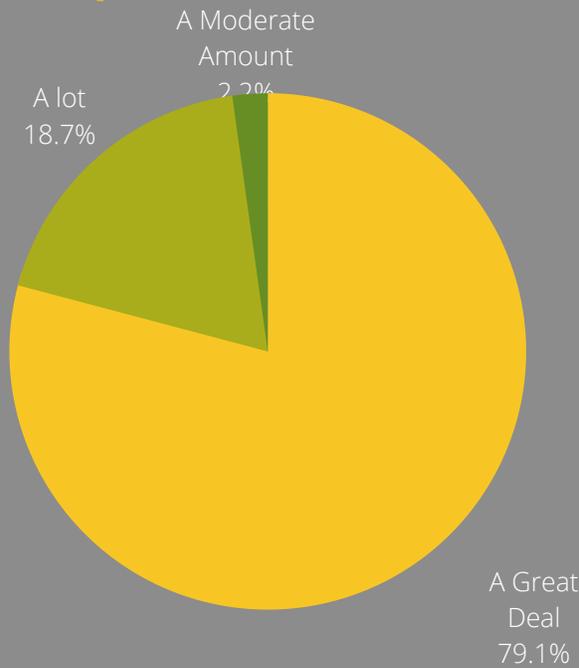
Overview

The purpose of an Action Forum is to convene various members of the community to learn firsthand about the Dialogue to Change experience from participants and to vote on the final action. The COVID-19 pandemic meant this Action Forum, previously slated to be an in-person event at the Palm Beach County Convention Center, would be done virtually.

Virtual gatherings can be challenging, especially when such an important topic is being presented. We asked participants to attend at 9:00 am on a Saturday morning and remain engaged until 12:00 pm. We asked them to listen intently on the experiences and the potential goals for nine communities. We then separated them by 'neighborhood' and asked them to vote for the action they thought 'would have the most positive impact'.

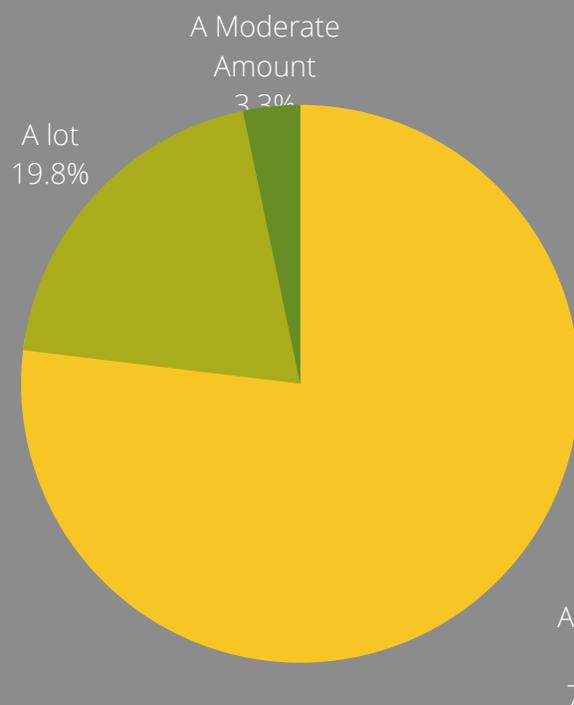
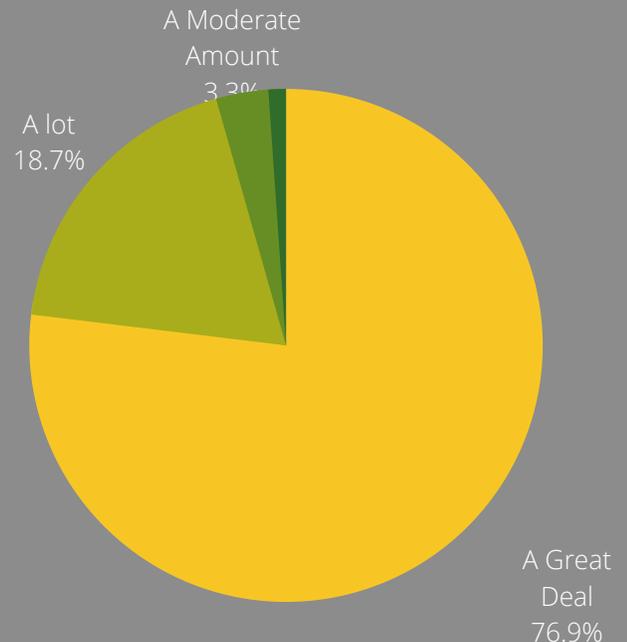
Thanks to engaged participants and effective facilitation, over 194 people pre-registered for the event and over 140 people attended. The group was overwhelmingly satisfied with their experience and stated they gained insight on the process and the Criminal Justice System in Palm Beach County.

Survey Metrics



The action forum helped me learn about the different needs of local communities in Palm Beach County.

The action forum helped me understand how an action plan is connected to the Dialogue to Change process.



The action forum helped me learn about the different needs of local communities in Palm Beach County.

ACTION PLANS

by Geography

W. BOYNTON,
DELRAY, BOCA

Use social media and other non-traditional methods of outreach to produce PSA's (public service announcements) to improve the perception of law enforcement and provide youth resources.

BOYNTON BEACH

Host a panel discussion involving local law enforcement, mental health professionals, and judges to discuss the justice system, mental health, and parenting.

NORTHERN PBC

Host a discussion between individuals in that group, policy makers, and service organizations to hear directly about current and proposed policies to ensure it aligns with people's needs.

COUNTY SCHOOLS

Create and execute a multi-media/multi-platform awareness campaign for youth aged 11-22, in coordination with 211, to increase awareness of existing resources.

DELRAY BEACH

Engage and/or coordinate with partners to fund Racial Equity Institute trainings for Delray Beach decision makers.

LAKE WORTH BEACH

Advocate for a pilot program pairing local law enforcement with mental health professionals (like a ride-along model) to combat the mental health crisis.

RIVIERA BEACH &
WEST PALM BEACH

Create an outreach campaign for individuals impacted by the criminal justice system about resources available to them.

ROYAL PALM BEACH,
ACREAGE,
WELLINGTON,
LOXAHATCHEE

Create an information card to distribute alongside a 'Notice to Appear' by law enforcement.

THE GLADES

Advocate for a Glades re-entry program to support a system of case managers to help returning citizens.

ACTIONS PLANS

by Theme

THEMES	YOUTH	RETURNING CITIZENS	OUTREACH	MENTAL HEALTH	EQUITY
W. Boyn, etc.	✓		✓		
Boynton	✓			✓	
Northern PBC		✓		✓	
County Schools	✓		✓		
Delray					✓
Lake Worth				✓	
RB & WPB		✓	✓		
RAWL		✓	✓		
The Glades		✓			

by Recommended Next Steps

Group	Recommended Next Steps
W. Boyn, etc.	Submit Raw Footage to Channel 20 for Final Editing & Airing
Boynton	Follow-up on Survey Results at Community Engagement Task Force
Northern PBC	Follow-up on Meeting Notes at Community Engagement Task Force
County Schools	Convene Interested Parties to identify best workgroup to continue efforts
Delray	Engage participants to join Community Engagement Task Force
Lake Worth	Convene County Leadership to Identify areas of opportunities
RB & WPB	Utilize storyboard to finalize video and partner with Channel 20 for Airing
RAWL	Engage participants to join Court System Workgroup to finalize pilot
The Glades	Engage participants to join <u>ReEntry</u> Task Force to continue advocacy

ACTION TEAM MEMBER TESTIMONY

“

We all have dreams, but dreams don't come true without actions. We sit for so much time dreaming about what can be, but unless we get up and become an activist, our dreams are wasted time.

Participating in Dialogue to Change is taking control of your own destiny, your community, and your family, instead of letting others make decisions.

”

MOVING FORWARD

Using learning to direct strategy

"Let's use the voices of our community to guide our actions".

Some key learnings have been translated into recommended next steps.

Continue Engaging Community: all groups identified at least one of their goals included continuing to engage community voices.

Some groups wanted to replicate the dialogues, others suggested panels.

Increase System Prevention Awareness: many of the community participants voiced a concern that they were not aware of the various prevention efforts that all criminal justice entities provide. Many of the sites also included PSA's and campaigns to highlight existing prevention efforts and resources.

Retain Community Voice: it has been commented that the CJC Board and the Community Engagement Task Force is primarily comprised of providers. This initiative has proven that when intentionally focused on, community residents can be engaged, retained, and activated. Included in each group's action summary are the recommended next steps toward participant engagement.

THE GUIDING COMMITTEE

- Regenia Herring
 - *Palm Beach County Criminal Justice Commission*
- Rosalind Murray
 - *Palm Beach County Criminal Justice Commission*
- Gwen Wright
 - *Everyday Democracy*
- Sagacity Walker
 - *Everyday Democracy*
- Barbara Cheives
 - *Converge & Associates Consulting*
- Jaime-Lee Bradshaw
 - *Community Partners of South Florida*
- Jocelyn Pages
 - *Community Partners of South Florida*

CASE STUDIES

Research & Marketing

Two case studies were completed, one is a full length research case study and the other is a marketing case study.

The research case study goes into full detail of the 2021 Palm Beach County Dialogue to Change. This includes why it came about, different theories, participant interviews, feedback, and describing the different stages of Dialogue to Change. People can learn what went well and what can be improved for future Dialogue to Changes, so a better participant experience can be provided and even greater change can happen.

The other case study is a three page marketing case study. This case study is intended to summarize the key points of the 2021 Palm Beach County Dialogue to Change, showing at glance the overall goals and outcomes. This includes the final actions from the nine groups and quotes from participants.

Both case studies include the sustainability plan. The nine actions completed were never intended to be a one off, but the goal was that they continue to make a difference even after the 2021 Palm Beach County Dialogue to Change is over. The sustainability plan lists who will be picking up the torch for the actions.

APPENDIX

The below items are included in the attached appendix

- "Police & Community" Issue Guide
- Orientation Presentation
- Various Recruitment Flyers and One-Pagers
- Master List
- Attendance Lists (x 9)
- Session Notes (x 9 x 5 sessions)
- Parking Lot (x 9)
- Action List (x 9)
- Final Three Action Goals (x 9)
- SMARTIE Charts (x 9)
- Dialogue Update PowerPoint Decks (x 5)
- Action Forum PowerPoint Deck
- Action Forum Survey Results
- Achieving Results Flyer (final action items selected)
- Action Planning Documents (x 9)
- Action Planning Supplemental Materials (x 9)
- Final Action Summaries and/or Presentations (x 9)
- Media Case Study
- Case Study

THANK YOU!

...to a great partnership

Please allow us to thank the Palm Beach County Criminal Justice Commission for their trust and confidence in Community Partners of South Florida to facilitate this half-year endeavor.

Through all phases of this initiative, the CJC has been a consistent and active partner to ensure the desired outcomes were achieved.

Provided that the groups receive the required follow-up we are confident that the participants of the dialogues will be life-long partners to the Criminal Justice professionals in Palm Beach County.

Jaime-Lee Bradshaw
Chief Strategy Officer