

LIFT LAKELAND

***BRIDGING SOCIAL GAPS WITH PEOPLE-CENTERED SOLUTIONS TO
ADVANCE COMMUNITY HARMONY THROUGH VISION & HOPE***

[Combined Input Following Stakeholder & Commission Review – Prepared for October 29th Meeting]

A COMMUNITY-WIDE INITIATIVE BUILT UPON COMMUNITY-WIDE INPUT

LIFT LAKELAND – PLEASE READ...

THIS IS THE KEY ON HOW TO USE THESE SLIDES ...

1. Ideas/Opportunities Will Be Listed on the Left Side of Each Frame in the “Your Ranking” Column – Please Rank **per Complete Section**
2. You Rank Each Section’s Priorities Using the Center Column from Your (or Your Organization’s) Perspective
3. Finally, checkmark any “Lift Off Option?” column box for initiatives You or Your Organization May Wish to Consider Volunteering to Help Launch or Expand

• COMMUNITY RANK: • LIFT OFF OPTION?

TWEAKING A PLAN THAT BUILDS OUR COMMUNITY AND HONORS ALL!

LIFT LAKELAND PHASE ONE: EXPANDING ECONOMIC, EDUCATIONAL, & CIVIC INVOLVEMENT OPPORTUNITIES

THE FOLLOWING 9 CATEGORIES ARE ADDRESSED AS INDIVIDUAL SECTIONS:

1. Polk County Public Schools (PCPS) Academy & Career Exposure
2. Practical Life Education to Prepare for the Future
3. Leadership Development & Mentoring
4. Lakeland Police Department (LPD): Protecting Quality of Life
5. Venture Capital & Other Support
6. Courageous Community Conversations
7. Community Opportunities
8. City of Lakeland (COL) Additional Potential Initiatives
9. Leveraging Life Impact Through Youth Sports

POLK COUNTY PUBLIC SCHOOLS ACADEMY & CAREER EXPOSURE

Optimizing Exposure to Educational & Career Opportunities

POLK COUNTY PUBLIC SCHOOL ACADEMIES, CAREER FAIRS & WORKSITE VISITS

- COMMUNITY RANK:

1. Coordinate with Polk County Schools to Expose Eligible Students to PCPS Academy Opportunities & COL Jobs by 5th Grade
2. Create Career Fair Opportunities & Flyers for Expanded COL Summer High School Internships (Goal = 20 Students)
4. Offer Field Trips & Site Visits Which Closely Match Potential Career Opportunity Interests for both the COL and Other Businesses
3. Amplify Career Exposure Summer Camps to Hone in on Various Careers within the COL

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The
Top
Four

**POLK COUNTY PUBLIC SCHOOL
ACADEMIES, CAREER FAIRS & WORKSITE VISITS**

- I. Coordinate with Polk
County Schools to Expose
Eligible Students to PCPS
Academy Opportunities &
COL Jobs by 5th Grade**

1

**POLK COUNTY PUBLIC SCHOOL
ACADEMIES, CAREER FAIRS & WORKSITE VISITS**

- 2. Create Career Fair
Opportunities & Flyers for
Expanded COL Summer
High School Internships
(Goal = 20 Students)**

2

**POLK COUNTY PUBLIC SCHOOL
ACADEMIES, CAREER FAIRS & WORKSITE VISITS**

**4. Offer Field Trips & Site Visits
Which Closely Match Potential
Career Opportunity Interests
for both the COL and Other
Businesses**

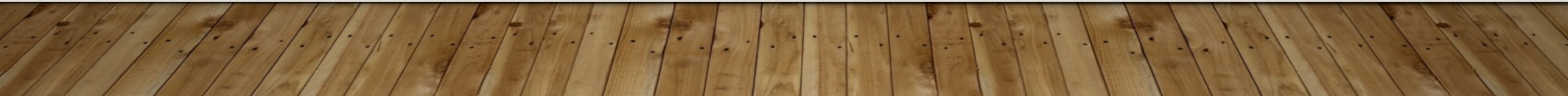
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**POLK COUNTY PUBLIC SCHOOL
ACADEMIES, CAREER FAIRS & WORKSITE VISITS**

**3. Amplify Career Exposure
Summer Camps to Hone in
on Various Careers within
the COL**

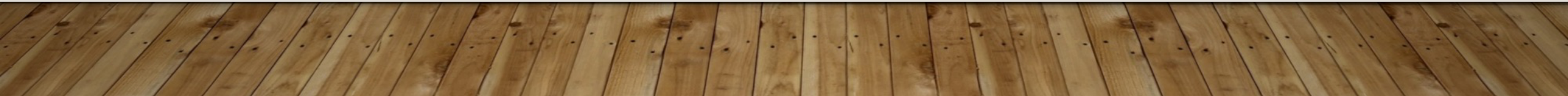
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COMMENTS/QUESTIONS



PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

Emphasizing How Life Works & Harnessing Appropriate Skills



PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

• COMMUNITY RANK

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The
Top Six

5. Increase Neighborhood-Centered After School Programs (e.g. using faith-based facilities) for Students Providing Homework Training & Adequate Access to Required Filtered Computer Devices & Networks
4. Understanding Responsible Use of Social Media & Other Permanently Viewable Communications
3. Emphasize Personal Management Classes including Financial Management Using FCEE & UW Programs. Also Prove Wants vs. Needs. TUFF Program Training
7. Enhance Career Informing Website Use by:
 - a) Creating Career-Opportunity Social Media Platforms Which Provides Interactive Discussions on Future Career Opportunities
 - b) Training Students & Parents to Access Online Resource Tools Exposing Students to Wide Ranges of Career Clusters Showing the “Next Steps” Required to Explore Future Potential Careers (such as PCPS’ Kuder Program)
2. Familiarize Students with Proper Stop & Arrest Techniques to Educate Understanding on What Is Normal
1. Provide Civic Lessons to Enhance Understanding of How Laws Are Formed and How They Work

PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

- 5. Increase Neighborhood-Centered After School Programs (e.g. using faith-based facilities) for Students Providing Homework Training & Adequate Access to Required Filtered Computer Devices & Networks**

1

PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

4. Understanding Responsible Use of Social Media & Other Permanently Viewable Communications

2

PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

- 3. Emphasize Personal Management Classes including Financial Management Using FCEE & UW Programs. Also, Provide Wants vs. Needs TUFF Program Training**

3

PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

- 7.** Enhance Career Informing Website Use by:
- a)** Creating Career-Opportunity Social Media Platforms Which Provides Interactive Discussions on Future Career Opportunities
 - b)** Training Students & Parents to Access Online Resource Tools Exposing Students to Wide Ranges of Career Clusters Showing the “Next Steps” Required to Explore Future Potential Careers (such as PCPS’ Kuder Program)

4

PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

**2. Familiarize Students
with Proper Stop &
Arrest Techniques to
Educate Understanding
on What Is Normal**

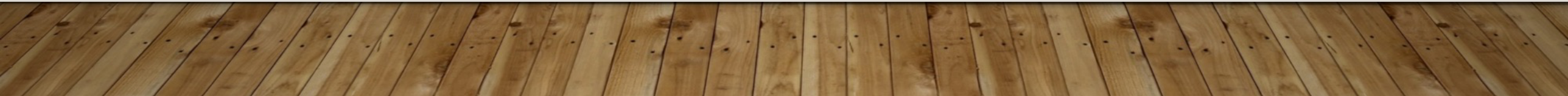
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PRACTICAL LIFE EDUCATION TO PREPARE FOR THE FUTURE

- I. Provide Civic Lessons to Enhance Understanding of How Laws Are Formed & How They Work**

6

COMMENTS/QUESTIONS



LEADERSHIP DEVELOPMENT & MENTORING

***Increase Exposure to Programs, Organizations, Training & Sourcing
Mentors to Enhance Leadership Skills***

LEADERSHIP DEVELOPMENT & MENTORING

- **COMMUNITY RANK**

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**The
Top Six**

11. Identify Mentor-seeking Individuals Who Desire to Grow Professional Skills & Vet Qualified Experienced Mentors in a Variety of Job Types Who Desire to Spark A Mentee's Professional Development – Match Them Together!
10. Utilize Existing Business Mentoring Programs More Effectively by Providing Broader Outreach & Exposure
12. Provide Career Assessment Tools to Help Purpose-Seeking Individuals Identify Their Personal Strengths
8. Expand Networking Opportunities by Joining Local Clubs to Increase Exposure
13. Create Restoration Programs for Convicted Felons Providing Training which Allows the Opportunity to Become Productively Hireable
7. Promote Availability of Training Programs Providing Continuing or Specialty Education

LEADERSHIP DEVELOPMENT & MENTORING

- 1. Identify Mentor-seeking Individuals Who Desire to Grow Professional Skills & Vet Qualified Experienced Mentors in a Variety of Job Types Who Desire to Spark A Mentee's Professional Development – **Match Them Together!****

1

LEADERSHIP DEVELOPMENT & MENTORING

**10. Utilize Existing Business
Mentoring Programs More
Effectively by Providing
Broader Outreach & Exposure**

2

LEADERSHIP DEVELOPMENT & MENTORING

12. Provide Career Assessment Tools to Help Purpose-Seeking Individuals Identify Their Personal Strengths

3

LEADERSHIP DEVELOPMENT & MENTORING

- 8. Expand Networking Opportunities by Joining Local Clubs to Increase Exposure**

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LEADERSHIP DEVELOPMENT & MENTORING

13. Create Restoration Programs for Convicted Felons Providing Training which Can Provide the Opportunity to Become Productively Hireable

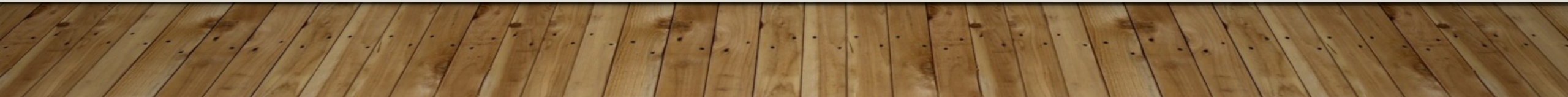
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LEADERSHIP DEVELOPMENT & MENTORING

7. Promote Availability of Training Programs Providing Continuing or Specialty Education

6

COMMENTS/QUESTIONS



LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

Enhancing the Balance of Respect and Order

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

I. Continue Ethics & De-escalation Training While Maintaining National & Stable Accreditation to Support LPD's Appropriate Citizen Interactions

- **Agency wide de-escalation training was just completed by LPD through a National Vendor & is a vital part of the current in-service role play training in progress now. All of LPD's National & State Accreditations are current.**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

2. Provide the City Commission beginning January 2020 with Comprehensive Information Which Allows Evaluation to Consider of Equipping LPD Officers with Body Cameras

- **LPD is currently reviewing a number of systems and their interface with their specific computer system and will have information to begin the assessment by the desired start date.**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

- 3. Continue Recruitment Methods Which Seeks Additional Minority Recruits and Develops Current Minority Officers to Advance in Leadership Roles. Meanwhile Consistently Seek Future Candidates with Exhibiting Integrity & Character**
- Recruitment is currently statewide and is intensively performed on a year-round basis. Internal leadership training works to foster minority promotions department-wide.**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

4. Broaden Community Engagement by Expanding the Numbers of Police Academy Participants & Program Frequency

- **This will be re-engaged following COVID**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

5. Maximize Community Input Provided to LPD both in Breadth of Comments and Frequency of Access Using Neighborhood Associations, Citizens Advisory Board or Other Methods

- **These activities will become more robust following COVID, as well.**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

6. Maintain a Short Tolerance for Officers with Repetitive Relationship Violation Issues

- **LPD has a progressive discipline system already in place and violations of this type are handled swiftly with very little tolerance when a complaint is sustained.**

LAKELAND POLICE DEPARTMENT: PROTECTING QUALITY OF LIFE

7. Enhance LPD's Use of Social Media to Communicate with Citizens While Capturing More Day-in-the-Life Moments of Officers

8. Educate Citizenry on the Importance of Effective Policing and the Difference between Heart Problems and Department Problems

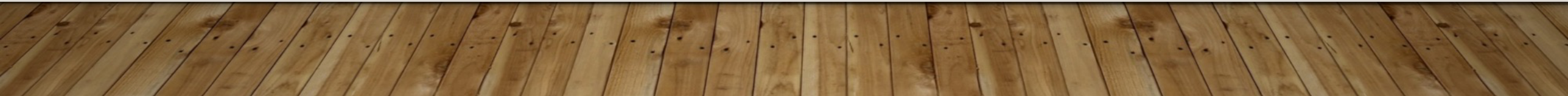
These Two Points Have a Combined Answer Utilizing these Existing Programs:

The expansion of the Neighborhood Liaison Program and the Community Services unit are instrumental in reaching these goals as parties work together building relationships through Public Education & Understanding.

This is another service of the Community Advisory Board as it enhances citizen understanding and Police appreciation for necessary growth in policies and interactions.

PROVIDE ENHANCED COMMUNITY SAFETY WHILE HONORING ALL CITIZENS

COMMENTS/QUESTIONS



THIS WAS THE POINT WHERE WE
“CALLED IT A NIGHT” AND
ADJOURNED ...
YOUR COMMISSION THANKS YOU
FOR YOUR VALUABLE INPUT!

PLEASE PROVIDE YOUR INPUT FOR ANY OF THE
FOLLOWING POINTS AND SEND THEM TO:
TRACI.TERRY@LAKELANDGOV.NET CALLING THE
SUBJECT: **LIFT LAKELAND INPUT**



VENTURE CAPITAL & OTHER SUPPORT

***Providing Business Support through Professional Assistance
And Favorable New Growth Financing***

VENTURE CAPITAL & OTHER SUPPORT

• COMMUNITY RANK

3. Create Several Neighborhood Partnership Teams that Perform Basic Repairs or Paint Homes of Elderly Citizens Who Cannot Do So Themselves
1. Identify Established Minority Businesses within Challenged City Districts Which Can Grow with Predictable Proformas & Additional Capital Infusion [\$5,000 - \$10,000 Range/ea.]
2. Identify additional COL Capital Improvement (Infrastructure) Needs within Challenged City Districts (particularly in NW & SW areas) to Aid Business Growth or Help Improve Home Values
8. Actively Seek to Attract a Large Reputable Corporation (75+ Employees) and Provide Bonus COL Incentives When It Complies with Desired Minority Hiring Priorities
9. Encourage the Dream Center, Talbot House & Lighthouse to Provide More Job Training Skills and Recommend Qualified Employee Candidates to Desiring Companies
11. Begin COL Commission Evaluation to Consider Creation of an Affordable Housing Trust Fund to Expand Livable Housing for Lower AMI Citizens

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The
Top Six

VENTURE CAPITAL & OTHER SUPPORT

- 3. Create Several Neighborhood Partnership Teams that Perform Basic Repairs or Paint Homes of Elderly Citizens Who Cannot Do So Themselves**

1

VENTURE CAPITAL & OTHER SUPPORT

- I. Identify Established Minority Businesses within Challenged City Districts Which Can Grow with Predictable Proformas & Additional Capital Infusion [\$5,000 - \$10,000 Range/ea.]**

2

VENTURE CAPITAL & OTHER SUPPORT

- 2. Identify additional COL Capital Improvement (Infrastructure) Needs within Challenged City Districts (particularly in NW & SW areas) to Aid Business Growth or Help Improve Home Values**

3

EXPLANATIONS

The Businesses to be considered should satisfy all, or certainly most of the following test:

1. Location should be at least five years old

2. Needs can include: Renovations, outdated or damaged equipment replacement, larger location requirement, product expansion needs or increased personnel requirement.

VENTURE CAPITAL & OTHER SUPPORT

8. Actively Seek to Attract a Large Reputable Corporation (75+ Employees) and Provide Bonus COL Incentives When It Complies with Desired Minority Hiring Priorities

4

EXPLANATIONS

- 1. At least 40% of the employees must be residents of the City of Lakeland**
- 2. 40% of the employees must be black at end of first year.**
- 3. A Bonus Per Employee is Awarded if within This Compliance Stated Above**

VENTURE CAPITAL & OTHER SUPPORT

- 9. Encourage the Dream Center, Talbot House & Lighthouse Ministries to Provide More Job Training Skills and Recommend Qualified Employee Candidates to Desiring Companies**

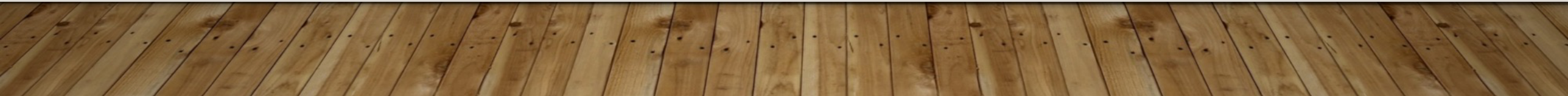
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VENTURE CAPITAL & OTHER SUPPORT

- I I. Begin COL Commission Evaluation to Consider Creation of an Affordable Housing Trust Fund to Expand Livable Housing for Lower AMI Citizens**

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COMMENTS/QUESTIONS



COURAGEOUS COMMUNITY CONVERSATIONS (COURAGEOUS TALKS)

We Gain Community & Life Perspective When We Walk A Mile In Someone Else's Shoes

To Register Go To: www.CourageousTalks.com

If Questions, Email Coordinator, Kelvin McCree, at:

Hello@CourageousTalks.com

COURAGEOUS CONVERSATIONS



REGISTER TODAY AT WEBSITE: COURAGEOUSTALKS.COM

COURAGEOUS TALKS

City Residents Can Engage in Meeting Randomly Assigned, Cross-Cultural Citizens in a Group (size: 10 – 14 people) through Virtual or In-Person Meetings Which Will Continue with Those Same People at least Four Times (probably monthly)

A Video Recap will Capture Heart-to-Heart Sharing upon Each Group's Final Meeting

Participants will be Encouraged to Lead a New Group for Round # 2 which will Expand Relationships & Community Appreciation

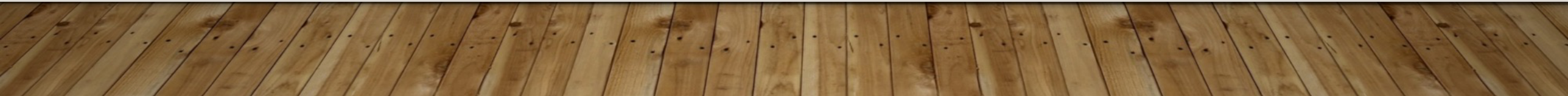
- **DESIRE TO REGISTER: Simply indicate: (Yes) or (No):**

YES!

- (If **YES**, be sure each desiring person emails the address below to be added to the Courageous Community Conversations & to Receive Additional Information)

REGISTER TODAY BY EMAIL: HELLO@COURAGEOUSTALKS.COM

COMMENTS/QUESTIONS



COMMUNITY OPPORTUNITIES

***Becoming Community Specialists Who Focus On Awareness
& Consider All Citizen Needs Broadly***

COMMUNITY OPPORTUNITIES

- 1. Identify, Triage & Remove Disability Barriers to Enhance Inclusion and Overcome Obstacles Wherever Feasible**
- 2. List Career Assessment Organizations to Assist Purpose-Seeking Students to Identify Their Commercial Strengths Also, Offer Career Assessment Tools for Purpose-Seeking Adults to Identify Realignment Insights to Pursue Careers Best Served by Their Strengths**
- 3. Encourage Community Celebration & Participation in Harmony-Building Events During Low Utilization Times at RP Funding or Other Affordable Priced Venues**
- 4. Create a Community-Wide Website Consolidating Lakeland Area Not-for-Profit Program Info Which Highlights Each Organization's Purpose Links to Promote Greater Inclusion**

- Community Rank**

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**The
Top
Four**

COMMUNITY OPPORTUNITIES

- I. Identify, Triage & Remove Disability Barriers to Enhance Inclusion and Overcome Obstacles Wherever Feasible**

1

COMMUNITY OPPORTUNITIES

- 3. Encourage Community Celebration & Participation in Harmony-Building Events During Low Utilization Times at RP Funding or Other Affordably Priced Venues**

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COMMUNITY OPPORTUNITIES

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EXPLANATIONS

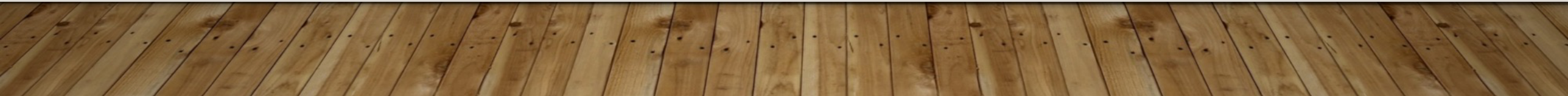
Success Express Resource & Referral, for example, is a 501(c)3 with this mission.

COMMUNITY OPPORTUNITIES

- 4. Create a Community-Wide Website Consolidating Lakeland Area Not-for-Profit Program Info Which Highlights Each Organization's Purpose Links to Promote Greater Inclusion**

4

COMMENTS/QUESTIONS



CITY OF LAKELAND ADDITIONAL POTENTIAL INITIATIVES

Providing Other Opportunities to Enhance the Future

COL ADDITIONAL POTENTIAL INITIATIVES

2. Increase Opportunities for Year-Round, Part-Time Internship Programs within COL Departments to Expose a Broad Base of Students to Future Vocational Opportunities
3. Expose, Encourage, and Expand Minority Participation on City Boards and Committees by Creating Videos & Overviews of each Committee's Purpose & Tasks which are posted on the COL's Website
1. Maximize Intentionality & Balance of Community Inclusion in all COL Video & Print Communications
4. Enhance Survey Tools to Gain Broad Community Input Regarding Existing Problems, Desired Services, or Growing Issues & Combine With Others' Surveys

- Community Rank

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COL ADDITIONAL POTENTIAL INITIATIVES

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COL ADDITIONAL POTENTIAL INITIATIVES

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COL ADDITIONAL POTENTIAL INITIATIVES

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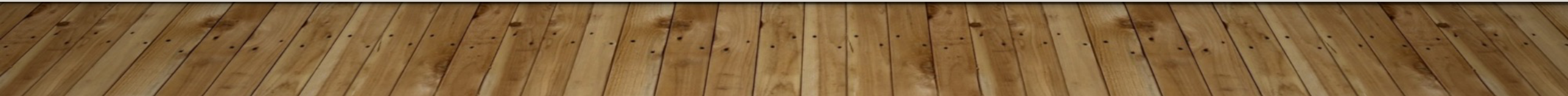
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COL ADDITIONAL POTENTIAL INITIATIVES

- 4. Enhance Survey Tools to Gain Broad Community Input Regarding Existing Problems, Desired Services, or Growing Issues & Combine With Others' Surveys**

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COMMENTS/QUESTIONS



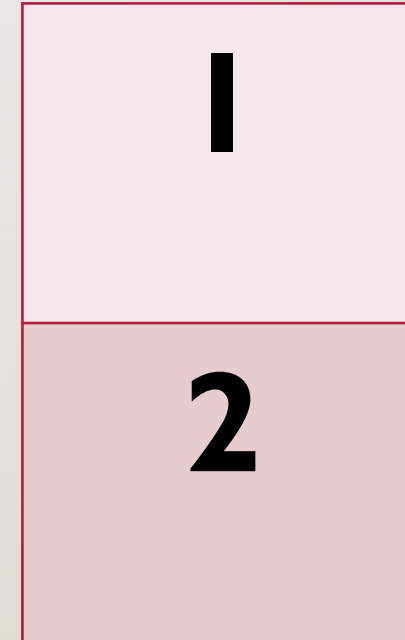
LEVERAGING LIFE IMPACT THROUGH YOUTH SPORTS

Coupling Sports Skills With Life Mentoring Opportunities

LEVERAGING LIFE IMPACT THROUGH YOUTH SPORTS

- 1. Strategically Revitalize the PAL Program to Enhance Participation of Student Sports Through Tools Such as the Mobile Center**
- 2. Utilize FCA, FX Kids, Synced Soccer Academy, Teach a Kid Fishing, idols Aside, and Other Organizations to Bring People Together to Build Character and Sports Synchronously**

- Community Rank**



**The
Top
Two**

LEVERAGING LIFE IMPACT THROUGH YOUTH SPORTS

I. Strategically Revitalize the PAL Program to Enhance Participation of Student Sports Through Tools Such as the Mobile Center

1

UNDERSTANDING PAST PORTALS HELPS SHAPE FUTURE OPPORTUNITIES & DREAMS

LEVERAGING LIFE IMPACT THROUGH YOUTH SPORTS

2. Utilize FCA, FX Kids, Synced Soccer Academy, Teach a Kid Fishing, idols Aside, and Other Organizations to Bring People Together to Build Character and Sports Synchronously

2

COMMENTS/QUESTIONS

