

This ballot includes all the ideas generated by the Study Circles and is designed to help you choose the 5 ideas that you think are the most important and "do-able" to help improve race relations in our community. Please consider the decision-making tools included in this packet and think about the 5 ideas you will vote for when you get to the laptops at the exit. Make your notes here and then vote at the exit.

| Citizen Advocacy | Notes |
|---|-------|
| <input type="checkbox"/> Develop an advocate/ombudsman position in the City Administration dedicated to "social" community development with a focus on race and diversity issues. | |
| <input type="checkbox"/> Hire a diversity officer at the City Government level to promote and support diversity in all departments and to start and implement an anonymous "tip line" (Ex. To report incidences of racial profiling, etc.) | |
| <input type="checkbox"/> Develop a city position to monitor the racial imbalance of juvenile offenders in the court system and to be the liaison between the community and the police department to garner trust. The goal is to provide data and publicize the results. | |
| <input type="checkbox"/> Create a city department which manages the data base and initial organization of a citizen's council which has broad racial and geographic balanced representation to intentionally address issues of racial divisiveness and inequality of public services and to recruit/develop neighborhood organizations to work toward the restoration and maintenance of all neighborhoods. | |
| <input type="checkbox"/> Create a diverse advisory board to address citizen's concerns to City Council and departments. The first task would be to request a plan for recruiting a police force that reflects the make up of our City as a whole, within six months. | |
| <input type="checkbox"/> Create a community based body or group to stay focused on issues of race and racism to hold the community accountable for implementing action items from the study circle process. | |
| <input type="checkbox"/> Appoint commission made up of businesses, churches, city representatives, community organizations, stakeholders – citizens, to implement ideas out of forum and coordinate community efforts. City follows through with paid coordinator. | |
| <input type="checkbox"/> Form a study group that address racial inequalities (education, health care, employment, criminal justice) and approach the community leaders as to how they plan to address the gaps that exist between blacks and whites. | |
| <input type="checkbox"/> City needs a coordinator for volunteer organizations and a steering committee to initiate and coordinate all the action ideas on our list | |
| <input type="checkbox"/> Establish an action team of diverse members of the community to request the following information and follow-up with responses: EEO Compliance stats, Diversity Plan, Why Blacks are not promoted to upper administration, Why there's a lack of diversity in the police department. | |
| <input type="checkbox"/> Establish a review board to mediate conflicts pertaining to City services: police, schools, social services, public works, health care, justice system, City employment (leadership positions) | |
| <input type="checkbox"/> Civilian Review Board (including a City Council member) of Criminal Justice System, Gang Activities, Juvenile Detention Home, Policies for discrimination and profiling, Law Enforcement agencies, | |
| <input type="checkbox"/> Research diversity programs here and elsewhere to develop a resource center to serve groups of all ages, to promote respect and understanding among races. | |

Youth & Family Support

| | Notes |
|---|-------|
| <input type="checkbox"/> Use community resources to provide free or subsidized preschool education to children of teenage parents who attend classes in parenting, as well as completing High School education/GED. | |
| <input type="checkbox"/> Finding diverse role models to focus on African-American youth. | |
| <input type="checkbox"/> Develop community taskforce to work with government and business, regarding such points as summer employment for youth and expanding take your child to work day | |
| <input type="checkbox"/> At Risk Youth Mentoring and Parent Support Program | |
| <input type="checkbox"/> Encourage parent accountability | |
| <input type="checkbox"/> Multi-cultural community parental education utilizing neighborhood centers around the city | |
| <input type="checkbox"/> Lynchburg City to develop and implement monthly family empowerment workshops in various locations cover such topics as finance, health, employment, education, self respect and interpersonal relationships. | |
| <input type="checkbox"/> Educate parents on strengthening family dynamics, sensitivity and tolerance. | |
| <input type="checkbox"/> Help children in as many ways as we can to succeed in life through diverse approaches | |
| <input type="checkbox"/> Create more organized activities for young adults through CVCC intramurals | |

For your convenience and to help you remember, consider recording your personal commitment here _____

Thank you for participating in the Action Forum and don't forget to attend the Report Out on Monday, April 14 at 7:00 at EC Glass