



# CHALLENGES AND TRIUMPH

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2020 was a year of challenges and triumph. The people of Birmingham powered us through difficult times. These are the stories of change that are moving us forward.

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# LETTER FROM THE MAYOR

Dear Birmingham,

The year 2020 touched us all in different ways, from right here in the City of Birmingham to our state of Alabama, nation, and world.

As the COVID-19 pandemic swept over our communities, we had one goal in mind – protecting the residents who call this city home. We weren't alone in that charge. I'm so grateful for our first responders, public workers, community partners, faith leaders, educators and more who went above and beyond to safeguard this city.


Meanwhile, we faced a fight on another front – the fight for social justice. Civil unrest erupted across the country following the murder of George Floyd. Those protests brought with them something that Birmingham is very familiar with: change. The result was the removal of the confederate monument of Charles Linn from Linn Park, signifying that our city is ready to move away from its divisive past and into a more inclusive future. Though we lost many beloved friends and family members this past year, we move forward in their memory, knowing their contributions will always be cherished.

The year 2020 proved that Birmingham has an unbreakable spirit and endless resolve. Those are the lessons that drive us now in 2021, a year that will be defined by our progress. I am grateful for the opportunity to lead the City during times such as these. Working collaboratively with the Division of Social Justice & Racial Equity to create a more inclusive and thriving city has been one of my greatest joys.

Thank you for your support and commitment to strengthening the City of Birmingham.

We are all in this together.

Sincerely,  
Mayor Randall Woodfin

A portrait of Mayor Randall Woodfin, a Black man with a beard, wearing a light blue suit jacket over a white shirt. He is looking slightly to the right of the camera with a thoughtful expression.

Division of Social Justice & Racial Equity  
Mayor's Office, City of Birmingham



# FOREWORD

By Denise E. Gilmore

The Division of Social Justice & Racial Equity leads Mayor Randall L. Woodfin's strategic objective of Global Legacy, Racial Equity and Social Justice.

We witnessed 2020 as it proved to be a year like no other in recent history. As the pandemic hit full force with unprecedented loss of life, the murder of George Floyd led to an unwavering pursuit of social justice for Black lives and ended with post-election unrest to silence the voices of millions through their ballots.

Our efforts encompass a broad portfolio of Social Justice & Racial Equity objectives along with P.E.A.C.E. & Policy initiatives. Our work advocates for an equitable distribution of resources. We focus on initiatives and programmatic activities that bring residents together for dialogue and provide access to city government. The Division of Social Justice and Racial Equity through policy advocates change to city processes or procedures that produce equitable outcomes.

We are pleased to share our accomplishments and initiatives of 2020. On behalf of the residents of Birmingham, the Social Justice team will continue to work to achieve a more equitable Birmingham.

In gratitude,

Denise E. Gilmore, Senior Director  
Division of Social Justice and Racial Equity



# FOREWORD

By Brandon Johnson

How is social justice and racial equity effectuated? The answer for our office is P.E.A.C.E. Policy informed by rigorous research, Empathy for all humanity, Alignment of government resources, Capital investment in people, Evaluation of programming and strategies. This is the work of the Office of P.E.A.C.E. and Policy.

In 2020, amid a pandemic, inequities and disparities were exacerbated and laid bare. Perhaps no inequities and disparities were more prevalent than those in America's criminal justice system. A call for the reform and reimaging of criminal justice was fueled by a racial reckoning. Through the Office of P.E.A.C.E. and Policy, Mayor Woodfin answered that call. First, Mayor Woodfin initiated the "8 Can't Wait" review of eight key use-of-force policies linked to police killings. Then, he assembled the Public Safety Task Force whose recommendations led to his comprehensive and progressive 2021-2025 Public Safety Agenda. In 2021, the Office of P.E.A.C.E. and Policy will continue working to ensure that the City of Birmingham continues to implement strategies and changes in policy that improve the safety and health of the city.

Birmingham, we are in a pivotal moment in history. The decisions we make and the actions we take in the coming years will shape the future for decades. Under the leadership of Mayor Woodfin, we will continue to seek innovative and structural solutions to solve current problems and mitigate future challenges. Our best Birmingham has yet to come.

Peace,

B. Fontenot Johnson  
Director, Office of P.E.A.C.E. and Policy



# 2020: A YEAR OF CHALLENGES AND TRIUMPH

## SOCIAL JUSTICE & RACIAL EQUITY

### Mission

Through advocacy, engagement and implementation, the Division of Social Justice and Racial Equity seeks to employ social justice as a core principle in City of Birmingham policies, operations and decision-making.

### Vision

To create a just and equitable Birmingham.

### Objectives

- Address community inequities affecting underserved residents through an equity lens.
- Transform our city government's approach to problem-solving social challenges.
- Reduce violence through holistic peace strategies.
- Improve the quality of life for all Birmingham residents.
- Create access for residents to engage city government.
- Establish advisory groups and commissions that advise the Mayor and City Council.



# 2020 REFLECTION

In 2019, Mayor Woodfin created both the Division of Social Justice & Racial Equity and the Office of P.E.A.C.E. and Policy to tackle some of the most pressing issues facing the City around social justice, racial equity, policing and reducing violence. These offices worked diligently from inception to frame the issues and engage the community for positive recognition and resolution of challenges.

The year 2020 evolved with first the pandemic, then the tragic murder of George Floyd and the following national outcry for social justice, and ending with voter suppression to deny ballot access to millions of eligible voters. As many governments and organizations rushed to put in place a process to address the new realities, the Division of Social Justice & Racial Equity was ready and prepared to take on these issues, thanks to the prescient vision of Mayor Woodfin to create the offices in 2019. As you review this annual report, you will see the many ways that the Division engaged to address the challenges and opportunities presented in 2020.



# CULTURAL PRESERVATION

## BIRMINGHAM CIVIL RIGHTS NATIONAL MONUMENT

The Birmingham Civil Rights National Monument was created by President Barack Obama on January 12, 2017, through a presidential proclamation with management by the National Park Service. It is composed of significant historic sites that include the A.G. Gaston Motel, 16th Street Baptist Church, Historic Bethel Baptist Church, St. Paul United Methodist Church, Colored Masonic Temple, Kelly Ingram Park, along with other sites, including the Birmingham Civil Rights Institute and the Historic 4th Avenue Business District. The Birmingham Civil Rights National Monument stakeholders convene monthly to collaborate and advocate for common interests and concerns.



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# CONFEDERATE MONUMENT REMOVAL

Following the tragic murder of George Floyd in May, protests calling for the removal of the Confederate Soldiers and Sailors Monument came to the forefront. In June, at Mayor Woodfin's direction, the City of Birmingham removed the monument from Linn Park for public safety. The City is now working to reimagine Linn Park through a collaborative public planning process. All voices will be heard to ensure that the reimagined Linn Park serves 21st century Birmingham.



SOURCE: FOX 6 WBRC



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# A.G. GASTON MOTEL

The A.G. Gaston Motel is the key historic site of the Birmingham Civil Rights National Monument, a collaborative partnership of the National Park Service and the City of Birmingham and its Historical Preservation Authority. The A.G. Gaston Motel is the site where the Rev. Fred Shuttlesworth, Dr. Martin Luther King Jr. and other civil rights leaders met in the "War Room," Room 30, to strategize and plan "Project C," the 1963 campaign of protests and marches. These actions in Birmingham changed the world and the course of the nation in granting civil and human rights to all citizens. The restoration of the 1954 wing was completed in December 2020, with the 1968 wing scheduled to be completed in 2022.



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Three historic Birmingham Civil Rights sites received National Park Service Preservation Award Grants in 2020: 16th Street Baptist Church, Historic Bethel Baptist Church and St. Paul United Methodist Church. These grants enabled the continued preservation of the physical structures of the historic sites.

Historic Structures Reports are complete for 16th Street Baptist Church, St. Paul United Methodist Church and Historic Bethel Baptist Church. Funding support was provided to the City of Birmingham by the National Trust for Historic Preservation African American Cultural Heritage Action Fund. Historic Structures Reports serve as a guide to the physical restoration in accordance with the Secretary of the Interior's standards for historic preservation.

Denise Gilmore was appointed as Special Director of Transition by Mayor Woodfin to provide interim operational leadership of the Birmingham Civil Rights Institute from May 2020 through January 2021. Major accomplishments include:

- BCRI Reopening in October 2020 following six months' closure due to COVID-19.
- Initiated virtual programming featuring conversations on social justice topics.
- Successful fundraising to stabilize BCRI operations and identify new partnerships.
- Overall operational assessment, including staffing and systems improvements.
- Repositioning BCRI's visibility and community engagement.





# SOCIAL JUSTICE



## THE MAGIC CITY ADVOCATE

The Magic City Advocate is the official newsletter for the City of Birmingham's Division of Social Justice and Racial Equity that connects and engages with residents to inform them about important news and stories that impact the local community.

To sign up for the newsletter, visit our website at [www.birminghamal.gov/socialjustice](http://www.birminghamal.gov/socialjustice).

## CENSUS CANVASSING

2020 Census Canvassing was an effort that consisted of engaging underrepresented neighborhoods to participate in the 2020 United States Census. The overall goal of the Census is to count the population in its entirety at specific locations, usually a person's residence, to determine the amount of support to distribute to that specific community. The community gets a share of the more than \$675 billion per year in federal funds to use for schools, hospitals, roads, public works and other vital programs. Mayor Woodfin's robocall was extended to 50,000 residents in an undercounted area and the team knocked on 850 doors and made over 350 phone calls for the total amount of engagement for Census Canvassing.



## BLACK LIVES MATTER STREET

Shawn Fitzwater of Fitz Hand Painted Signs and Cara McClure of Black Lives Matter Birmingham both came up with an idea to create a BLM street mural downtown. With the support of Mayor Woodfin, the City of Birmingham and members of the community worked together to make this idea a reality.



# LGBTQ+ AFFAIRS

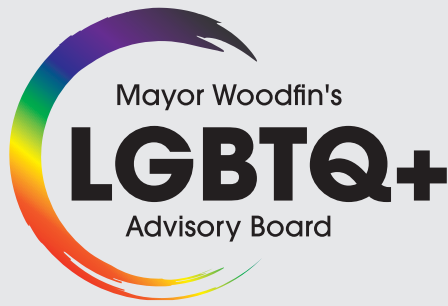
## LETTER FROM THE LGBTQ+ ADVISORY BOARD CO-CHAIRS

Dear Birmingham Community Members,

We applaud Mayor Woodfin's initiative to establish this board as an actionable step in fulfilling a vision of equality and inclusion to foster a thriving LGBTQ+ community in Birmingham. Our board consists of 27 members from various backgrounds dedicated to acknowledging the needs of Birmingham's LGBTQ+ community. Over our two-year tenure we plan to fulfill objectives by dividing our efforts in benefiting Birmingham's LGBTQ+ youth, health, transgender affairs, economic/community development, entertainment, faith, and inclusiveness. Mayor Woodfin's LGBTQ+ Advisory Board remains committed to doing our part in recommending policies, programs, and initiatives that continue to advance equality.

We are excited to stand with Mayor Randall Woodfin, his administration, and the members of his LGBTQ+ Advisory Board to advance his vision of a more equitable Birmingham.

Sincerely,  
Brianna Patterson and Anthony Waller  
LGBTQ+ Advisory Board Co-Chairs



# MAYOR WOODFIN'S LGBTQ+ ADVISORY BOARD

Mayor Woodfin's LGBTQ+ Advisory Board works to develop a healthy, thriving LGBTQ+ community where LGBTQ+ residents live openly and freely across all society segments free of all forms of discrimination and oppression.

The advisory board exemplifies the diversity of the Birmingham LGBTQ+ community and consists of White/ Non-Hispanic, African American, Hispanic, Asian and biracial members. These individuals represent identities from across the LGBTQ spectrum – including representatives from the gay, lesbian, bisexual, pansexual, queer, transgender, gender non-conforming and ally communities. Representation on the board encompasses aspects of health, legal, political, advocacy, faith and community.

## MISSION

The purpose of Mayor Woodfin's LGBTQ+ Advisory Board is to improve the civic climate for LGBTQ+ citizens and their allies through education and advocacy for LGBTQ+ inclusive policies, to facilitate City programs and generate support for the LGBTQ+ community. Members provide input into both short- and long-term strategic planning to achieve the vision of the Mayor and LGBTQ+ liaison.

## ADVISORY BOARD MEMBERS

Carmarion D. Anderson-Harvey  
Meme Armstrong  
Jorge Arriaga  
Alexander Bautista  
Carlton V. Bell  
Katherine Bland  
Caroline Bundy  
Allen Caine  
Sydney Victoria Duncan

Shyla Fields  
Terrance Finley  
Tony Gaston  
Eddie Jackson  
Amanda Keller  
Dr. Morissa Ladinsky  
Gina Mallisham  
Justin McGuire  
Terry McKinney

Oakley Nieters  
Brianna Peterson  
Patrick Scarborough  
Matthew Smith  
Patricia Todd  
Stacey Waites  
Anthony Waller  
Tommy Williams

# MAYOR WOODFIN JOINED THE CALL FOR LGBTQ+ PROTECTIONS

Mayor Woodfin and more than 140 other mayors, city council members and municipal leaders sent a letter to members of Congress calling for passage of comprehensive LGBTQ nondiscrimination protections at the federal level. There are currently 29 states, including Alabama, that lack these important nondiscrimination laws. In the letter, leaders from all of those states called for a federal law that would move the country forward and ensure that every LGBTQ+ American is protected no matter what city or state they call home.



## CULTURETHON

Due to the COVID-19 pandemic, the LGBTQ+ community's artistic expression was impacted. Members believe that the lack of a local platform for artistic expression and support was one of the causes. The LGBTQ+ Advisory Board came together to present CultureThon, a virtual artistic production that increased morale and provided an avenue of support.

## OUTSPOKEN

LGBTQ+ Liaison Josh Coleman welcomed Alphonso David, President of the Human Rights Campaign and Park Cannon, Georgia State Representative, to Birmingham virtually for a dynamic conversation with local leaders. OUTspoken created a powerful conversation surrounding challenges in the LGBTQ+ community to inspire confidence and strength to the Birmingham community.





## BIRMINGHAM AIDS OUTREACH (BAO)



Birmingham AIDS Outreach endeavors to work with the Office of the Mayor and have a committed agreement to work together to provide services to the LGBTQ community. The collaboration agreement includes providing support, hosting training classes, receiving referrals, referring LGBTQ individuals to BAO programs and community education. BAO and the Office of the Mayor have demonstrated the correlation between mental and physical health disparities for the LGBTQ population and are committed to working together to achieve the project goals.

## WORLD AIDS DAY

Each year, the City of Birmingham’s Division of Social Justice and Racial Equity hosts a World AIDS Day event to raise awareness about HIV/AIDS, honor the brothers, sisters and family that we have lost, demonstrate international solidarity in the face of this ongoing epidemic, advocate for continued advancements in HIV treatment & prevention, and most importantly, to celebrate the resiliency and vibrancy of all those currently living with HIV. We are proud of the remarkable advancements made in prevention & treatment since the emergence of HIV, but we recognize that without universal, affordable access to these lifesaving biomedical tools, ending the epidemic will be impossible. We stand in solidarity with everyone living with and at risk for HIV. We will continue to be an ally in the fight for expanded access and in the fight to address the myriad social determinants of health that continue to drive vast disparities among communities experiencing HIV, particularly the LGBTQ+ community and communities of color. We will continue to be an ally in the fight for equity, the fight to end stigma, and in the hope for a future free of HIV.



## MAYORS AGAINST LGBTQ DISCRIMINATION

Mayors Against LGBTQ Discrimination is a bipartisan coalition of municipal leaders dedicated to securing inclusive nondiscrimination protections for all. Mayor Woodfin joined the coalition in 2019 and reconfirmed his participation in 2020.

# HUMAN RIGHTS COMMISSION



**BIRMINGHAM**  
HUMAN RIGHTS  
COMMISSION

The Human Rights Commission (HRC) is responsible for investigating, advising and reporting to the office of the mayor and each council member on matters of resolving discriminatory practices, including potential legislative or administrative actions to eliminate discrimination. There are 15 members and a president of the commission who preside over the meetings along with the city clerk and a city attorney.

## HUMAN RIGHTS CAMPAIGN MUNICIPAL EQUALITY INDEX

Birmingham earned over 100 points on the 2020 Municipal Equality Index (MEI) despite hailing from a state without statewide nondiscrimination statutes that explicitly include sexual orientation and gender identity. Across the country, municipalities like these set a standard of LGBTQ inclusiveness by prioritizing measures such as local nondiscrimination laws, providing transgender-inclusive health benefits for city employees, and providing services for particularly vulnerable members of the LGBTQ community. Trailblazing the path forward for equality, Birmingham earned one of HRC’s 61 MEI “All-Star” designations.

### SCORES

Full scorecards for each city at [hrc.org/mei](https://hrc.org/mei)

STATE	CITY	I. Non-Discrimination Laws	II. Municipality as Employer	III. Municipal Services	IV. Law Enforcement	V. Leadership on LGBTQ Equality	STANDARD POINTS	FLEX POINTS	FINAL SCORE
ALABAMA	Auburn	○	◐	◐	○	○	21	2	23
	Birmingham	●	◐	●	●	●	94	8	100
	Florence	○	○	○	○	○	0	0	0
	Hoover	○	○	○	◐	○	12	0	12
	Huntsville	○	◐	◐	○	◐	20	0	20
	Mobile	◐	○	◐	○	○	17	2	19
	Montgomery	○	◐	◐	◐	◐	36	4	40
	Tuscaloosa	○	◐	○	○	◐	22	2	24

# ACADEMY OF CIVIC ENGAGEMENT

## ACE



ACE (Academy of Civic Engagement) is a City of Birmingham initiative with the central goal of getting residents directly involved and engaged with their local municipal government. ACE is a citywide leadership initiative aimed at bringing everyday citizens together for a deeper understanding of how the City is working for them and how they can plug into a variety of opportunities. ACE wants to prepare residents to go out into their communities to act, serve and lead. Citizens must be a resident of the City of Birmingham to participate.

## KEY AREAS

- Business of Birmingham
- City Hall
- Infrastructure
- Public Safety
- Resident Engagement
- Cultural Institutions
- Recreational Institutions

## CITY DEPARTMENT CONTRIBUTION

- 311 / 911
- Birmingham Fire and Rescue
- Birmingham Police Department
- Birmingham Public Library
- Boards and Agencies
- Capital Projects
- City Clerk
- City Council
- Community Development
- Department of Transportation
- Department of Public Works
- Division of Youth Services
- Division of Social Justice and Racial Equity
- Equipment Management Finance
- Human Resources
- Innovation and Economic Opportunity
- Mayor's Office
- Municipal Court
- Office Government Affairs
- Office of P.E.A.C.E. and Policy
- Office of Public Information
- Office of The City Attorney
- Planning Engineering and Permits

# ACE PARTICIPATION SUMMER & FALL 2019 AND FALL 2020

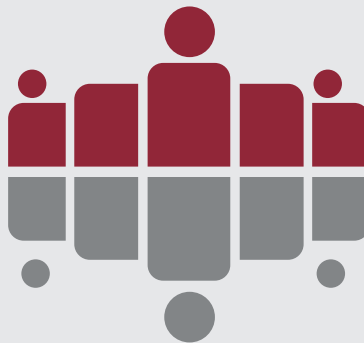


## BY THE NUMBERS & DEMOGRAPHICS

ACE ENROLLED

**560**

RESIDENTS WERE ACCEPTED



ACE PARTICIPANTS

**435**

RESIDENTS COMPLETED THE PROGRAM

NEIGHBORHOODS

**89/99**

DISTRICTS

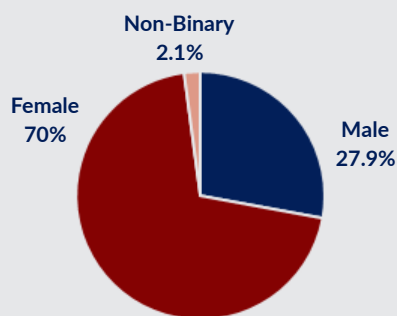
**9/9**

COMMUNITIES

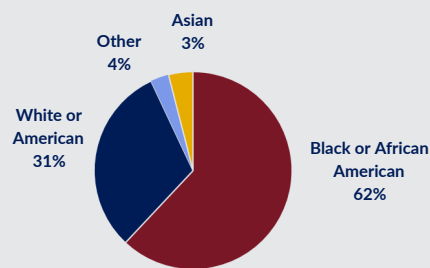
**20/23**

"I look forward to becoming actively engaged in my neighborhood!"  
- ACE GRADUATE

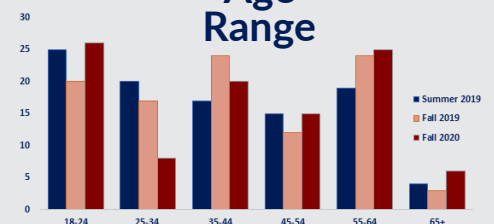
### Gender



### Race



### Age Range





# FAITH COMMUNITY

## THIS BIRMINGHAM: BIRMINGHAM MEN EVOLVING

B.M.E. (Birmingham Men Evolving) was a weekly virtual sub-series of “This Birmingham” produced by the Office of Social Justice and Racial Equity, hosted by Pastor Terry Drake. The purpose of this virtual sub-series was to inform, empower and enrich the lives of men in the city of Birmingham. B.M.E. featured a diverse and intergenerational set of panelists that discussed a wide variety of topics targeting the male community in Birmingham, such as youth to manhood, relationships, brotherhood and networking, and more emerging topics concerning the evolution of the Birmingham man.

### *This Birmingham*

A Virtual Series of Transformative Conversations



**Just Be A Man**  
Underdogs to the Forefront

*Hosted by: Terry Drake*



Dr. Thomas Beavers



Mike McClure Jr.



JUNE 18th AT 7PM ON FACEBOOK LIVE

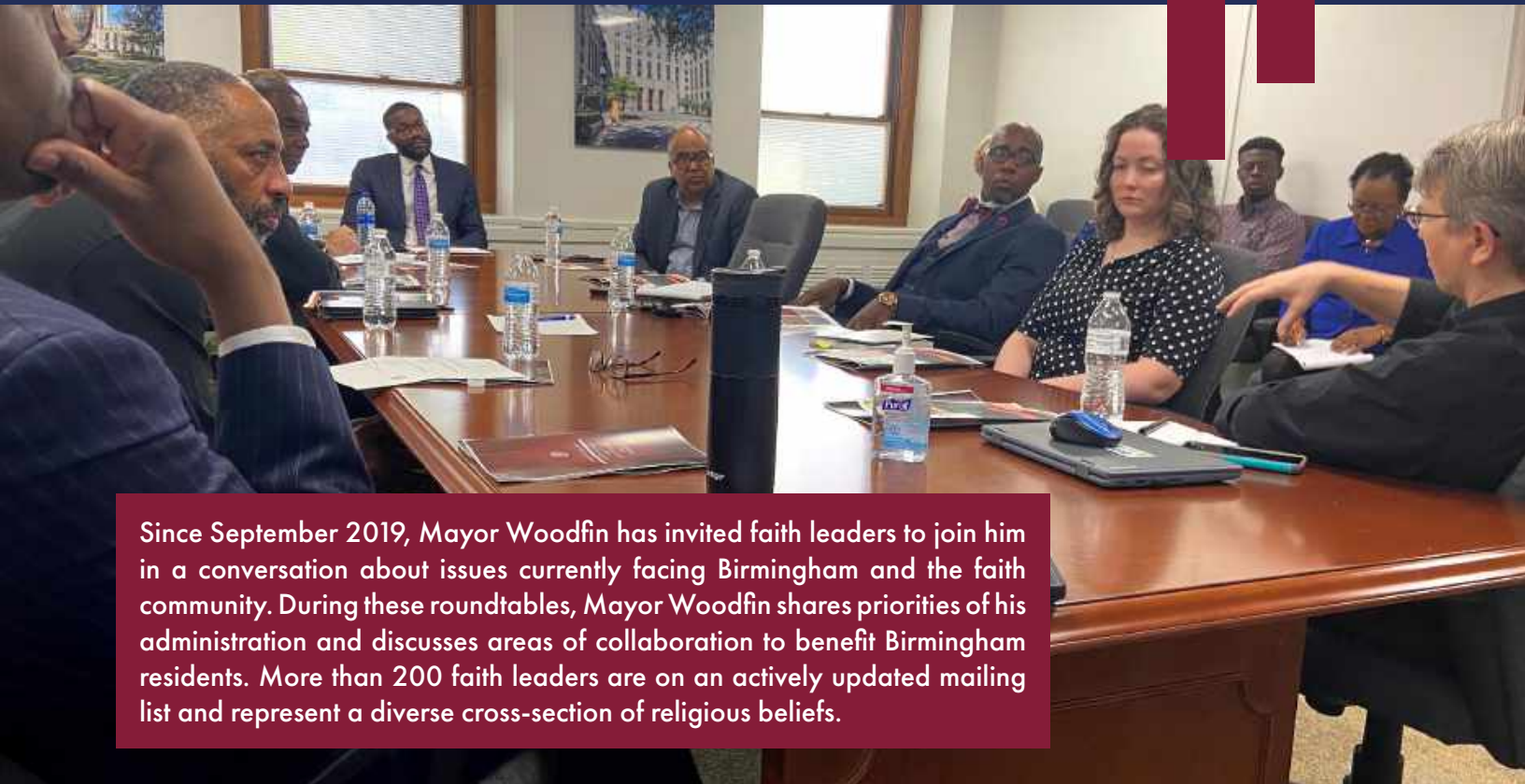
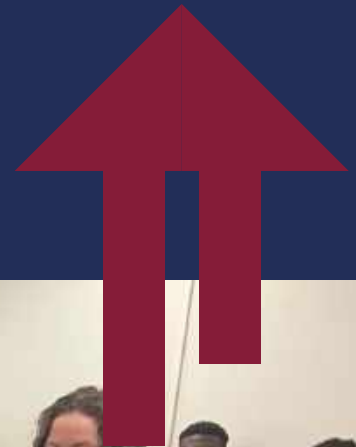


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**BIRMINGHAM  
FAITH  
LEADERS  
ROUNDTABLE**

# VIRTUAL VISITS

With the COVID-19 pandemic affecting people across the world, it was clear to our Mayor that new ways of engagement and communication were vitally important. For this reason, Mayor Woodfin launched a virtual series in an effort called "Operation Virtual Visit." The series of pre-recorded videos allowed the residents of Birmingham to visit faith organizations that were unable to gather in full capacity due to COVID-19 safety precautions. The initiative was derived to maintain his commitment of engaging the faith community. Filmed in multiple sites, the Mayor's recorded videos were sent to faith leaders for programming during their in-person and virtual services. With so many uncertainties about the future of gathering safely and having seen first-hand how effective virtual contact can be, Mayor Woodfin is eager to continue engaging our community and reaching the residents of Birmingham through digital platforms.

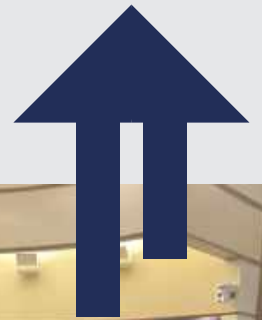


Since September 2019, Mayor Woodfin has invited faith leaders to join him in a conversation about issues currently facing Birmingham and the faith community. During these roundtables, Mayor Woodfin shares priorities of his administration and discusses areas of collaboration to benefit Birmingham residents. More than 200 faith leaders are on an actively updated mailing list and represent a diverse cross-section of religious beliefs.

# IMMIGRANT AFFAIRS

## CITIZENSHIP CEREMONY

On January 31, 2020, The Hispanic Interest Coalition of Alabama worked with the Division of Social Justice & Racial Equity to hold a citizenship recognition ceremony at City Hall for new Americans. Mayor Woodfin addressed the new citizens living in Birmingham with a warm welcome and inspirational message. We will continue to support and welcome all residents in the city of Birmingham.



# SPANISH-SPEAKING TELE-TOWN HALLS

## Ciudad de Birmingham Tele-Municipio


Jueves, 26 de marzo de 2020  
10:30 a.m.

Llame para escuchar del alcalde Randall L. Woodfin,  
los esfuerzos concernientes a COVID-19.

Por favor, marque:  
(855) 641-8973

Un traductor de habla hispana estará disponible para  
compartir los comentarios del alcalde y recepcionistas de  
habla hispana estarán disponibles para responder sus  
llamadas.

Todas las llamadas serán grabadas y estarán disponibles  
poco después del Tele-Municipio, en [birminghamal.gov](http://birminghamal.gov)

 PUTTING PEOPLE FIRST



In an effort to keep members of our Spanish-speaking and Latinx community informed and updated about COVID-19 citywide efforts, Mayor Woodfin contracted The Hispanic Interest Coalition of Alabama to assist with multiple Tele-Town Halls and language access.

# WELCOMING AMERICA

The City of Birmingham joined Welcoming America as a Welcoming City at the beginning of 2020. Birmingham will work with numerous government agencies, nonprofits, businesses and the community to create an inclusive municipality for all individuals, including immigrants and refugees. Welcoming Week is an annual series of events in which citizens, immigrants and residents of a neighborhood join together to celebrate unity of the community. This year for Welcoming Week, the Division of Social Justice & Racial Equity, in collaboration with the Birmingham Museum of Art, hosted a virtual tour showcasing art by immigrants and refugees presented and streamed live on social media platforms.





# SPECIAL INITIATIVES

## FREEDOM FEST

Freedom Fest was launched as a music and empowerment experience held in the heart of the Historic Civil Rights District and National Monument. This event establishes Birmingham as a southern hub for arts and entertainment, a place for socially conscious discussions while celebrating the triumphs of Birmingham's Civil Rights history and its commitment to forging a united future. Freedom Fest provides attendees with two avenues for engagement — empowerment and entertainment. Throughout the event, attendees participate in thought-provoking discussions, workshops and forums that shine a light on equity and civic engagement issues. Located near the historic Kelly Ingram Park, an impressive roster of acclaimed musicians descended on Birmingham and performed in the heart of the Historic Civil Rights District.



## BIRMINGHAM, THE WORLD IS WATCHING PEACE & JUSTICE RALLY



The Mayor's Division of Social Justice & Racial Equity, in collaboration with the Birmingham Civil Rights Institute, coordinated the social justice rally, "Birmingham, the World is Watching," which took place at the pavilion at Kelly Ingram Park.

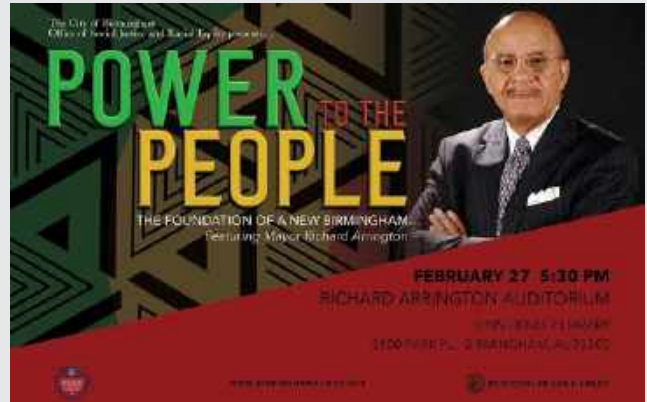
We recognized that during the national protest concerning the death of George Floyd, Birmingham's history served as a beacon to the nation on nonviolent protest. It was 1963 in Birmingham where local and national civil rights leaders strategized protests in the civil rights movement as the nation witnessed police brutality and violence. This rally provided voice to build our community and bring about positive change in the spirit of the 1963 nonviolent campaign for civil rights.

Mayor Randall L. Woodfin joined with city council members, faith leaders, community members, foot soldiers, students and many who wanted to see positive social change. The rally observed and paid tribute to the life of Floyd and victims of police brutality. The rally provided opportunities for individuals to register to vote and get counted for the Census. Approximately 3,000 people attended the rally.

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## POWER TO THE PEOPLE

The Foundation of a New Birmingham was an enriching Black History Month conversation with Mayor Arrington held at Birmingham Public Library. Mayor Arrington shared how his administration laid the foundation of a new Birmingham with neighborhood involvement, economic development initiatives, and reforming policing practices. Over 200 residents listened to Birmingham's own living legend.



## VIGIL HONORING C.T. VIVIAN AND JOHN LEWIS



Two civil rights giants passed away within hours of each other and shook the nation. Their life's work forever changed the landscape of human rights, politics, civil rights and leadership for generations to come. Birmingham NAACP Chapter, Woke Vote and Birmingham Urban League partnered with the City of Birmingham to honor these men and their contribution to society.

# P.E.A.C.E. & POLICY



## UPLIFT. REENTRY. PROGRESS.

The Office of P.E.A.C.E and Policy is an engine for producing opportunities for transforming the quality of life of residents in neighborhoods across the City of Birmingham. We are also a convener committed to bringing the best and brightest programs to all of our neighborhoods to promote uplift, reentry and progress for all.

## MISSION

We exist to promote a peaceful Birmingham through equitable and humane means. We will improve the public health of residents, and address the barriers and systems that lead to trauma and all of its effects.

## OBJECTIVES

- Policy informed by rigorous research
- Empathy for victims and perpetrators
- Alignment of government resources
- Capital investment of new dollars into prevention and reentry
- Evaluation of and evolving programming and strategies

# REFORM AND REIMAGINE BIRMINGHAM PUBLIC SAFETY REPORT 2021

Serving as Co-Chair, along with Councilor Hunter Williams, Mayor Woodfin appointed Joyce Vance, Ed Watkins, Jaselle Houghtlin, Cara McClure and Victor Revill to serve as members of the Birmingham Public Safety Task Force. Under the guidance of the Office of P.E.A.C.E and Policy, the Task Force facilitated months of dedicated engagement, research, collaboration and thought leadership to produce recommendations to solving Birmingham’s public safety challenges. The Task Force documented their comprehensive findings in the “Reform and Reimagine Birmingham Public Safety 2021 Report.”

Key focus areas centered on four pillars of the Mayor’s Public Safety Agenda: Community Empowerment, Policy and Oversight, Training and Education, and Safety and Wellness. A coordinated effort for implementation will now be designed in collaboration with both internal and external Public Safety partners.



## 8 CAN'T WAIT

In June of 2020 following social unrest sparked by national incidents of police killings, Mayor Woodfin initiated the immediate review of eight key policing policies. This review, known as [8 Can't Wait](#), was an internal review of use of force policies and other policies linked to negative and sometimes deadly interactions between police and community.

## PUBLIC SAFETY LISTENING SESSIONS

Mayor Randall Woodfin appointed the Birmingham Public Safety Task Force to identify ways that the City can improve public safety. The Birmingham Public Safety Task Force believes that the community voice is vital in this process for decision-making. Throughout the year, the task force hosted a series of listening sessions to gather feedback from the community to understand their concerns and develop solutions to address the Birmingham Police Department’s policies and procedures.





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# TUHSKA LUSA INITIATIVE

Annually, about 1,500 justice-involved people return home to Jefferson County from the Alabama Department of Corrections, many of whom settle in the city of Birmingham. Over 85% of all homicide victims in the city of Birmingham are African American males.

The flagship program is the [Tuhksa Lusa Initiative](#), a pilot program designed to expose justice-system-involved Black males with a history of violent behavior to a trauma-informed, culturally relevant, strengths-based cognitive behavioral group therapy program.

The objective of this initiative is to reduce gun violence and recidivism — the likelihood of a convicted criminal to reoffend. Through the first year of the program, 70 male adults will experience cultural education, workforce development, case management and mentoring.

# THE WOMEN'S INITIATIVE



[The Women's Initiative](#) is an international, intergenerational and survivor-centered approach to addressing direct violence, structural violence and cultural violence that affects the women and girls of Birmingham. The Women's Initiative was kicked off with a Core of about 30 women. This initial small group of women will further develop the initiative, design content and recommend actions and strategies for Birmingham communities. The women will also engage a larger group of diverse populations to empower and advocate for women and those who identify as women.

# COMPLETE COMMUNITIES INITIATIVE

The initiative was formed to develop a shared citywide framework that authentically partners city leaders with local residents and communities to address social, economic, and environmental conditions that have led to inequitable outcomes for historically marginalized people. The first phase of the project in July 2020 engaged city leaders in survey participation and workshop discussions to ascertain the readiness of the City of Birmingham leadership to collaborate, and focused on the role of an alignment governance structure, as one of the key drivers of overall municipal alignment. Workshops will continue into 2021 in which leaders will delve more deeply into specific alignment factors, apply learning to actual projects and develop a shared framework allowing them to better serve residents. Leaders will also begin to prepare to roll out sessions to formally engage residents voices in problem identification and solution design. The NeighborhoodStat program in New York will serve as a model to develop these engagements. Including residents voices in problem identification and solution design will contribute to healthy, safe and happy communities.

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# RESTORATION FAMILY FIRST

Children whose parents are involved in the criminal justice system, in particular, face a host of challenges and difficulties: psychological strain, antisocial behavior, suspension or expulsion from school, economic hardship and criminal activity. It is difficult to predict how a child will fare when a parent is intermittently or continually incarcerated, and research findings on these children's risk factors are mixed. However, research suggests that the strength or weakness of the parent-child bond and the quality of the child and family's social support system play significant roles in the child's ability to overcome challenges and succeed in life.

Therefore, it is critical that correctional practitioners develop strong partnerships with law enforcement, public schools and child welfare agencies to understand the unique dynamics of the family in question and try to ensure a safety net for the child and successful reentry for the incarcerated parent.

In recognition of this troubling fact, the City of Birmingham has partnered with [Community Cares Development Network](#) to provide targeted support to the children and families of incarcerated persons. The initiative is called Restoration Families First.



## SAFE PASSAGE

This volunteer effort exists to ensure kids have safe routes to school. Safe Passage intends to encourage residents to “Embrace the Village” by getting back to the days when neighbors supported and looked after one another. Not only are routes made safe by having adult volunteers from all over the city monitor kids' trips to and from school, but also through infrastructure improvements (like sidewalks, removal of nuisance housing and barriers), enforcement tools (reduction of crime due to law enforcement presence, reduction in motor vehicle-related injuries), safety education (raising awareness and being alert to danger and/or barriers) and health benefits (positive impact on chronic disease, child-to-adult obesity, cleaner air with the reduction of vehicles on the road and targeted air refreshing landscaping).

The Birmingham Police Department, The Housing Authority of Birmingham District with dedicated support from the Office of P.E.A.C.E. and Policy piloted a program in the Morton Simpson

Housing Community in October 2020. The success of the pilot has paved the way to create additional safe routes in each of the remaining 10 housing communities, one block at a time.

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